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Towards an enhanced Māori career framework

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Context of research


Researcher's
interest areas.

Current career
models.

Co-construction
and creation of an
enhanced Māori
career framework.




Our story
towards an
enhanced
'Māori'
career
framework

- The meaning of 'career'.
 - Cultural identity.
 - Aotearoa – history, political education, social and economic systems.
 - Partnership and collaboration.
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Career stories of wāhine Māori accountants

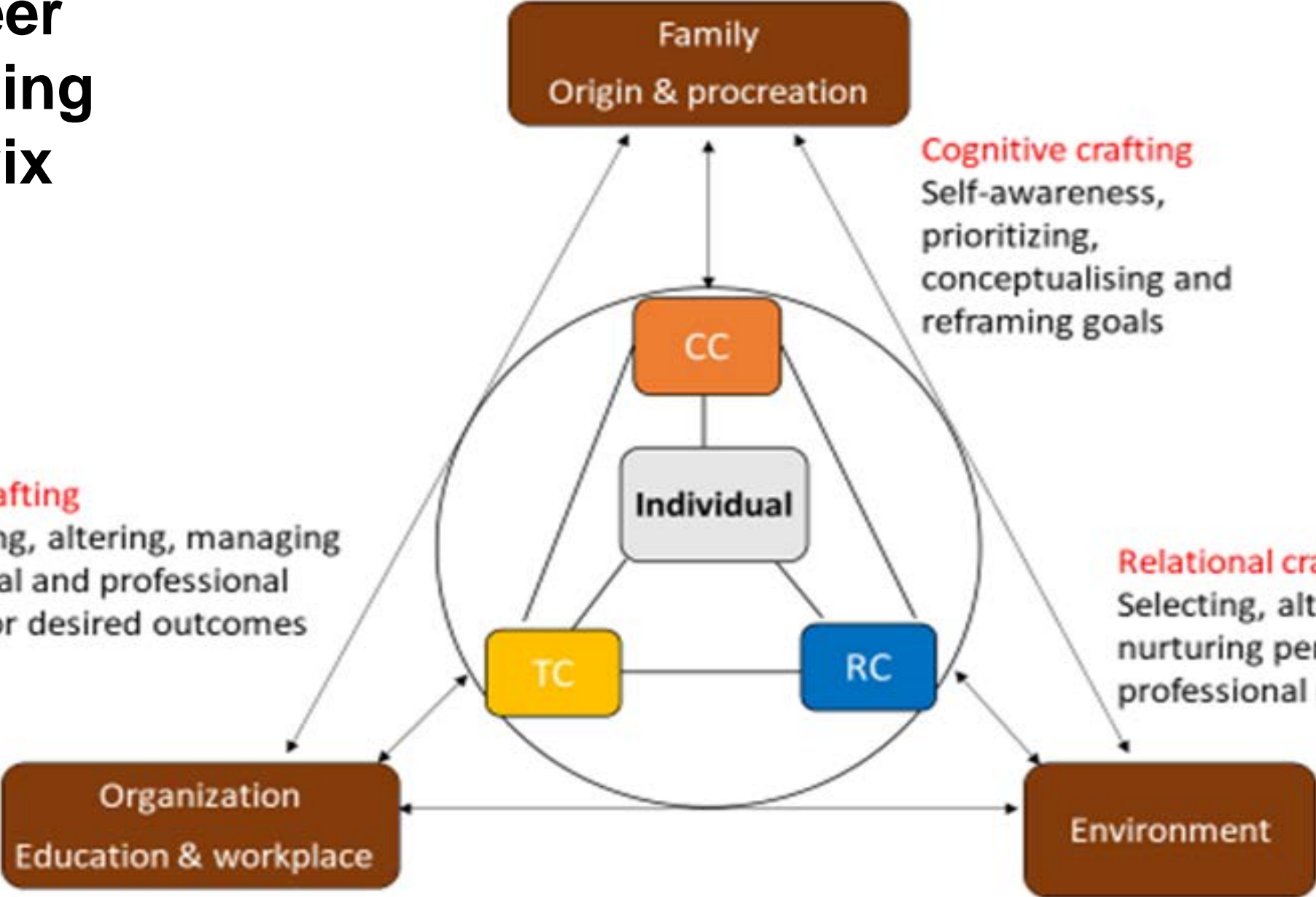
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- Nine participants located in Auckland, Christchurch, Gisborne, Invercargill, and Wellington.
 - Most were in their 20's and 40's.
 - Most were the eldest in whānau.
 - Most were Chartered accountants.
 - All completed qualifications at a polytechnic or University.
 - Two were self-employed; three in large firms; and four in small-medium sized firms.

Career crafting matrix

Task crafting
Selecting, altering, managing personal and professional tasks for desired outcomes

Cognitive crafting
Self-awareness, prioritizing, conceptualising and reframing goals

Relational crafting
Selecting, altering, nurturing personal and professional relationships

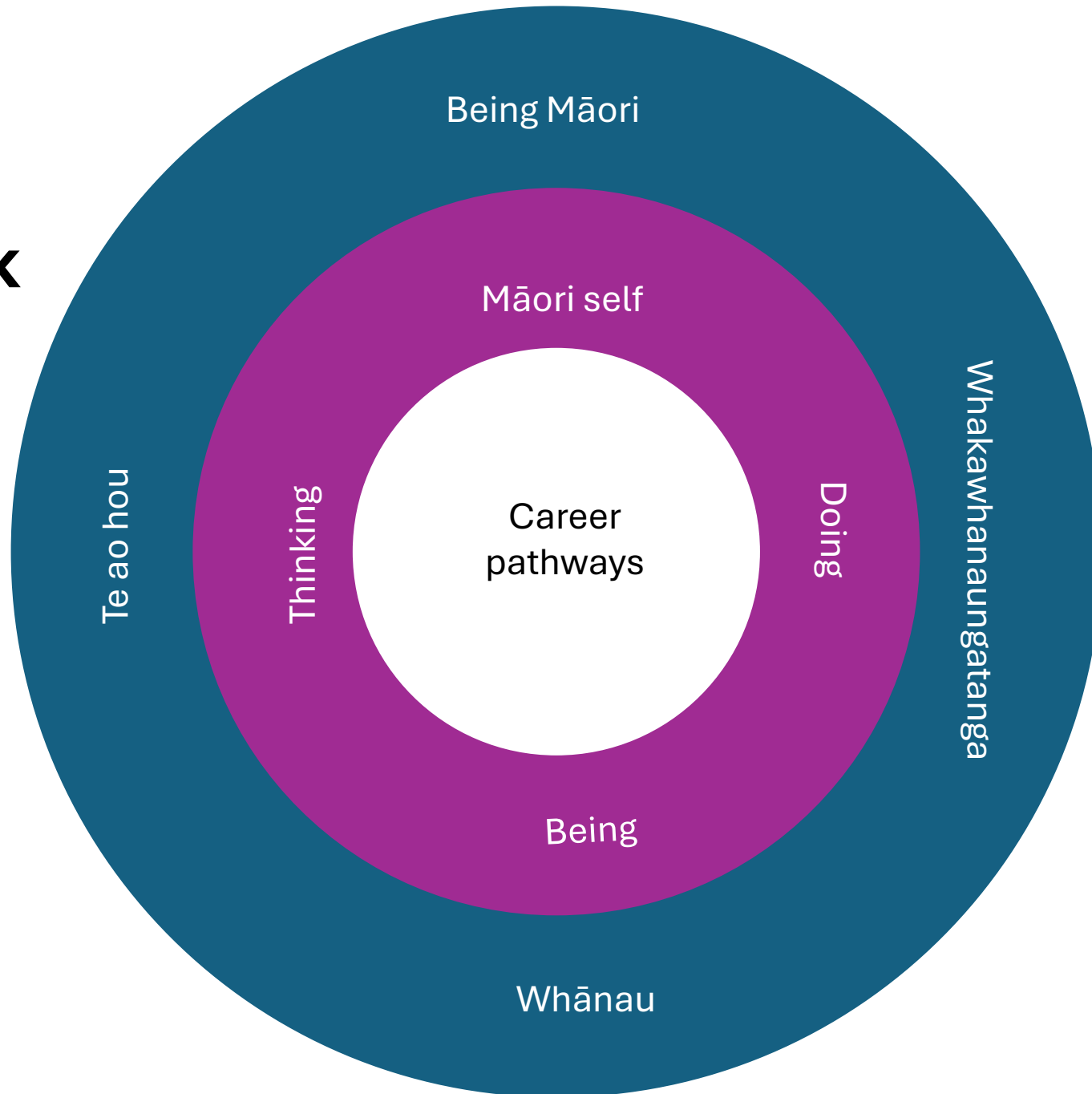




The gyroscope




Enhanced Career framework





Significant aspects of our model

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- Māori-centred; Te Ao Māori.
 - A model of shifts and movements, e.g., as the elements shifted to and with each person, so does the form, pace and shape of the model.
 - Elements were not in siloed or separate, they blend, intersect, and traverse in and out of each other, with no obvious sense, pattern and order.



Co-create
enhanced career
framework





Central
elements of
model

Whānau

Whakawhanaungatanga

Te Ao Hou

Whānau

Whakapapa, family, tikanga, upbringing, birth order, female caregiver, support.

“We haven't really had a lot of traditional Māori upbringing just because my granddad was of that generation where they were kind of beaten for talking, speaking, or anything. So, he kind of just turned his back on it.”

“We lived on the pa... and we helped on the marae every week. So, I'm quite exposed to my culture.”



Whakawhanaungatanga

Impact and influence of relationships and connections made within ‘systems’ such as the workplace and education system.

“In about the second year of high school they realized that I could be put into the leader (higher) classes but the only subjects that you could take in addition, were science subjects like biology, chemistry, and biology, chemistry, physics, history, and I wasn't interested in any of those subjects because I wanted to be an accountant. Yea, I just stayed in my lane”.

“So the school was very much ordered, the top class down to the next class up was you had no disabilities, but you were at the bottom of the rung. I didn't fully understand or appreciate maybe what judgement was being placed over me because of the fact that I was Māori.”



Te Ao Hou

A contemporary Māori world view on issues such as colonisation, discrimination and the politicisation of being Māori. The impact of career.

“But then the other thing I think and it's something that I've always kind of said and the reason that I've just really been pushing Māori wahine, we need to create our own table.” (in response to having a seat at ‘the table’ of others)

“That journey to England was interesting. All of a sudden I had English people when we'd be out socially in a group of friends very interested in me because I was Māori and in a positive way and I had these epiphanies that actually being Māori wasn't actually a bad thing. Oh, and it was a weird thing for me to go to England the country that colonised us ultimately brought about this negative mindset that I'm now in that country and this real positive interest and me as someone who's Māori and that was kind of quite confronting.”



Summary

- Enhancing your model and framework – co-create and design.
- Role of research.
- Careers, transition, Pathways, Gateway team

Thank you

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