

## Takarangi Core Competency Training Taranaki DHB Region

17 & 18 June 2010  
Aotearoa Marae, Okaiawa Taranaki

*Ka noho ahau hei kai tautoko mo nga uri whakatipu ara ia Koutou. Ki puta atu tatou te (nga) Iwi katoa ki te Ao Marama. Pai Marire*

*Tiki Raumati (Participant)*



On the 17th to the 18th June 2010, Matua Raki and the Midland Regional Director supported the Takarangi Core Competency training to be delivered in the Taranaki DHB region at Aotearoa Marae in Okaiawa. The training was facilitated by Tony Scott, Terry Huriwai and Moe Milne from the Takarangi Competency Framework Development group. Thirty registrations from the Taranaki DHB inclusive of the rural regions were received and were predominantly from the NGO sector with representation also from the DHB provider arm teams. Twenty two participants attended and completed the course.

The aim of the two day workshop was to introduce 'Nga Pukenga Ahurea' the framework competencies and descriptors. The training incorporated three models:

1. Takarangi – The Philosophy
2. Takarangi – The Framework
3. Takarangi – Competence A Maori Perspective

The framework consists of 14 competencies with 4 levels. Each level has three stages that can be initially self-assessed by the portfolio holder and then submitted to an approved Takarangi Maori Practitioner assessor.

The workshop had good attendance and participation during the two day Wananga. The completed course evaluation demonstrates the training was effective and significantly provided affirmation for most of the attendees for current work practices when working with Maori.




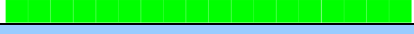


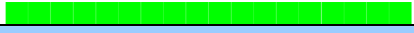


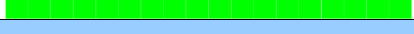


**Where to from here:**

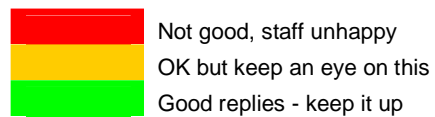
1. Midland Regional Workforce Coordinator will facilitate a three month evaluation forum with training participants to evaluate how Takarangi has been implemented into respective organisations and individual work practices.
2. Phase 2 Takarangi Competency implementation will be developed with local champions.

Prepared by:

Eseta Nonu-Reid  
Midland Region Director

## Taranaki - Takarangi Competency Framework 17 & 18 June 2010 Evaluation Summary

Content of Training Session		
Overall rating	4.6	
Content was what I expected	4.6	
Is directly applicable to my job	4.7	
I found value in the resource materials	4.8	
Facilitators		
Overall Rating	4.9	
Demonstrated knowledge of content	4.9	
Generated interest	4.8	
Instructors interest in participant	4.8	
Process/Environment		
Registration process was easy	4.9	
Location	4.9	
Meeting Room	4.9	
You the participant		
I was fully present and actively participated	4.4	
My co-participants were actively involved...	4.8	



Person	The information I found most useful was:	Three key things I learnt were:	Would you recommend	Should anything else be included	Additional Comments
1	Portfolio and all the contents - competency to highlight the brilliant work/mahi. I am doing alongside like minded practitioners	Affirmation of Maori models of practice that are real is much needed in our communities to combat this colonial epidemic of abuse across the spectrum	Yes every organisation that I meet I will panui out about Takarangi Kaupapa Maori (horay need more of)	Competency within practitioner own whanau in my opinion	Te Ao Maori, professional delivery that affirmed my practice and at the same time challenges me to continue to develop in my culture 'Mauiora'
2	Nga Pukenga Ahwea booklet	That Takarangi is a Maori competency framework consisting of competencies 4 levels and 3 stages	All Maori kaimahi working with Maori	No	Due to lack of Te Reo, I would not yet feel confident to train other staff
3	No one aspect stood out. I was reminded again to be confident in using Tikanga with clients when they appear not to be receptive - using windows of opportunities	Strengthening process	Absolutely	No	Completed Te Koroway Aroha 'Whanau Ora' trainings so there were areas of similarities. Fantastic facilitation by three presenters
4	All aspects of hui	Self Awareness			
5	Te Pukapuka Takarangi Competency framework		Yes all Maori practitioners working with whanau		Training has provided time for me to reflect on my past learnings. Strengthen them and challenge myself to step up. Facilitation of training was excellent and enjoyed interactive approach waiata, kai and whanaungatanga
6	Powerpoint	Valuing others points of views	My colleagues at work and friends and whanau	No	
7	The kaupapa of Takarangi Nga Haerenga ki te taumata	The 'Pakeha Degree' seems to be superceeded by this "degree". Friendliness toward Pakeha to participate. I have the potential to attain these to the highest levels	Yes. Aku hoa kaimahi.	Ki au nei? Kahope	Ahokoa makariri. Mahana te manaki
8	Good to be and take part!!!! Pai marie				Ka noho ahau hei kai tautoko mo nga uri whakatip ara ia koutou. Ki puta atu tatou te (nga) Iwi katoa ki te ao marama. Pai Marire
9			Yes		
10	Examples provided in stories workbook waiata group activities	Structure. Requirements. Achievements = Evidence base	Yes colleagues and management at MHS TDHB		I am required to present overall view of Takarangi Framework to my colleagues - 30 min presentation
11	The actual framework that has been developed	What framework consists of and how to undertake assessment process	Yes should be compulsory for all staff working with Kaupapa Maori organisations		
12	The quick reference book describing each level of competency	The 14 competencies and the 3 or 4 levels within	Yes health professionals and students studying towards a health profession	No	
13	Explanation of framework and reference within my mahi	What is Takarangi, its purpose, personal outcomes	Other practitioners within the sector - In general anyone who works with people		Nga hihii mauri ora!
14	Everything	Too many to count	My colleagues at mental health services for older people NP	Cant think of anything	The course was a real eye opener for me as a Pakeha/hew immigrant to NZ. I have had very little exposure to Maori culture in the past. This training course gave me a good understanding of Maori customs and culture and I am very keen to broaden my knowledge. This training made me realise that I have to learn lots more to be able to provide a culturally appropriate service to my Maori clients. Te Reo class next! The venue was excellent. It was a real honor to stay in this beautiful marae at such a beautiful spot. First time I stayed overnight at a Marae, which was wonderful
15	Resource material distributed	Takarangi competency framework levels of competencies and assessment of competencies	Yes	No	I lack confidence and competence to train other staff. Although this may be the case I am willing to learn and better myself and I am eager to start now
16	Competency framework and how I can incorporate it in the work I do	Where I am in the competency framework. How all the competencies align together. How important they are when working with tangata whaiora whanau	Yes provider arm	No	
17					The pace and composition of work is so good and user friendly i.e. I am sure our Tauivi brothers and sisters find it difficult enough to come to these sessions but after these 2 days they will certainly return. I am so please and it was a pleasure. Nga mihi nui
18					Looking forward to next follow up training. Well done
19	Ability to reflect on my day to day interaction with tangata whaiora and whanau	My limitations in knowledge base and being able to have a clear framework to identify these gaps and work towards filling	Yes all my colleagues		
20	Learning about all the competencies the different levels that can be achieved and the alignment with existing frameworks	It is a journey!! Wont happen overnight! It is personal to you about the level you want to aspire to, at your pace, accessing the support you need	Absolutely		It was a privilege to be able to attend this training, thank you for this opportunity. I have a lot to learn and we have a long way to go...but today I am 3-4 steps further ahead than I was on the 16th June :)