

“Our people will need to be equipped with the tools to be the navigators of critical challenges such as environmental degradation, climate change, evolution of technology, food and water competition, and societal pressures from an otherwise aging population.”



OUR GOALS | 2019 - 2021



3000
taura are successfully engaged in Pūhoro pathways



1000
taura a year will be transitioned into meaningful STEM related career pathways



50
schools nationwide are engaged in Pūhoro



Pūhoro taura will achieve 20% above the national achievement standard in STEM related subjects



Increase scale and capability across the STEM workforce community



Pūhoro Nationwide
Pūhoro Worldwide

OUR COMMITMENT

To disrupt the prevailing narrative around Māori under-achievement and non-engagement. Through Pūhoro we are not only committed to Māori succeeding in education, but we are committed to ensuring that Māori are the future rock stars of our economy and are positioned to be at the front of the queue for jobs of the future.

Te Waka o Pūhoro has a commitment and passion for Māori succeeding as Māori, and our legacy will be a world where all Māori and their whānau are thriving, prosperous and active participants in society.

OUR OUTCOMES | 2021



Increased # Māori entering STEM related career pathways



Increased Māori education engagement and achievement



Increased Māori household incomes



Māori education system fit for purpose



Skilled and capable future-ready workforce



Increased whānau social and economic security

PŪHORO STEM ACADEMY

Strategy | 2019-2021



“Our challenge is to grow our Māori STEM workforce to meet the needs of our fast-growing Māori population, to ensure they are equipped with the skills and capability to succeed.”

OUR STORY | Te Kaupapa

Wayfinders go beyond what is known and through Pūhoro we are on a journey of discovery towards new horizons. Within the rich narrative of wayfinding we learn that knowledge is considered a verb through learning by doing. As navigators upon Te Waka o Pūhoro our taura live within a modern context. The journey of our rangatahi has shifted from ancient exploration of the seas, to navigation towards understanding the sciences and the technological advances of the future.

Pūhoro continues to open vistas of the science, technology and innovation landscape to our rangatahi that have never been seen or contemplated before. We are developing rangatahi to be active participants in the STEM economy of tomorrow. We are working to develop a community of Māori future technologists, engineers, entrepreneurs, scientists, innovators and thought-pioneers. These leaders will excel in high value careers and be the producers and developers of leading-edge future innovation as our kaumatua envisioned. These rangatahi are, and will become self-determined empowered leaders, who can bridge both worlds simultaneously.

Launched in 2016, Pūhoro was developed in response to national low engagement of Māori in STEM related career pathways that subsequently leads to lower numbers of Māori representation in science and technology industries in Aotearoa. Pūhoro seek to change this space and recognise that a STEM workforce is required for an innovation-focused future society. **This is our story.**

OUR PURPOSE

To advance Māori leadership and capability to deliver a world class science community

OUR VISION

To be the Centre of Excellence for Māori STEM achievement and development in Aotearoa

OUR VALUES AND PRINCIPLES

- Equality *Tangata rite*
- Collective Impact *Hao matatini*
- Commitment *Ki te hoe*
- Respect *Whakaute*
- Student centred *Tōkihi*
- Looking after our people *Manaakitanga*
- Love to all people *Aroha ki te tangata*
- Leadership *Tino Rangatiratanga*
- Integrity, honesty and sincerity *Ngākau Pono*
- Sense of belonging and ownership *Ūkaipōtanga*

OUR CHALLENGE

Despite being a first world country, our education system is like a leaky pipeline that bleeds Māori potential at an alarming and unsustainable rate. Many young Māori are failing within the system to achieve or attain sustainable qualifications, limiting their future options, income and opportunities. This creates both social and economic harms for Māori to be active participants within our wider society.

How Māori participate in a high value STEM economy of the future is our challenge



Māori make up **2%** of the science and technology workforce community



The Māori achievement gap is **20%** lower in comparison to non-Māori



8% of Māori are going into academic STEM related pathways at schools

OUR FUTURE

By **2030**, Māori will make up over **30%** of the national workforce population

30%

By **2050**, Māori (Pasifika and Asian) will make up over **50%** of the population

50%

By **2030**, up to 14% (75-375 million) of jobs will be disrupted due to technological advancement, automation and artificial intelligence

14%

1/3 of jobs will be lost due to automation and artificial intelligence

1/3

Māori are a younger and fast-growing sector of the population, so how we participate in a high value economy is critical to our future growth. The labour market is constantly evolving, and many of the major drivers of transformation currently affecting global technological advances are expected to significantly impact jobs, particularly low skilled labour.

OUR STRATEGIC PATHWAYS | Ngā Ara 2021

5 key strategic pathways have been identified to navigate Te Waka o Pūhoro to its desired destination in 2021 through transformational;

GROWTH | Te Ara Tipu

For Pūhoro to reach and touch all Māori in Aotearoa

IDENTITY | Te Ara Tū-ā-kiri

By Māori, for Māori, to Māori

COMMUNITY | Te Ara Takirau

To grow a world class community and network of Māori STEM leaders through collectivisation, connection and collaboration

INNOVATION | Te Ara Auaha

Māori transformation through innovation, research, development and data insights

SUCCESS | Te Ara Angitū

Māori succeeding as Māori