Adult and Community Education
ace
aotearoa

Themes around rangatahi programme design:

- **A**ta whakarongo

- **B**e that person that backs them

- **C**onnect them to one another

- **D**esign it with youth so they can make it fun

- **E**valuate their growth – by comparing start and end to show progress

- **F**ind real case studies and real pathways for them to bridge their learning, and expect them to find their own

- **G**amify it

- **H**ave mixed mode delivery – face to face, video conference, research, videos, practical tests

- **I**nvolve your networks – to weave them into a broader reality

Governance and succession:

- Who here sits on governance boards?

- Are youth a stakeholder in your organisation?

- Is there a way that youth voice is brought into the boardroom?

- Are there young people sitting on the board with you?

- Are there succession planning pathways?

Governance behaviours that are positively unhelpful to engaging youth:

- A focus on the 'here and now' and not the future, including succession

- Perception that there is no need to engage with youth

- Bias towards recruiting 'friends' to the board

- Strategy kept in the board members heads

- Use of technical terms and acronyms

- Time spent on irrelevant or low-impact topics

- Chair not creating space to draw out everyone's perspectives

- Personalities who argue or create a toxic or stressful environment

What is often lacking at board level that affects success:

- Not engaging with rangatahi at a governance level

- Lack of real succession planning

- Poor or no inductions with induction packs:

  e.g. History, Trust Deed, Board Charter, Strategy, Risk Register, org chart,
  ToRs, role description, contact details, glossary of terms, board
  calendar

- No strategies cascading from:

  Vision > Mission > Priorities > Outcomes > Goals > Measurements

- Few policies to provide guidance on process

- No focus on investing in upskilling

- Youth being a lone ranger on the board