

# APAIE 2024



PERTH, AUSTRALIA 4-8 MARCH 2024

## #APAIE24

APAIE 2024



PERTH, AUSTRALIA 4-8 MARCH 2024

*Collaborating for sustainable impact: partnerships across the Asia Pacific*

APAIE Perth 4 - 8 March 2024

Official Media Partner

**THE CHRONICLE  
OF HIGHER EDUCATION.**

Diamond Sponsors



Platinum Plus Sponsor



Platinum Sponsor



Session 8A: Weds 6<sup>th</sup> March, 10:30 – 11:15

## **Enabling International WIL: Mobility Partnerships for Maori and Pacific Youth**

Paul Bailey  
Pagoda Projects, Thailand

Anne Fitisemanu  
Tuputoa, New Zealand

**Chair**  
Paul Bailey  
Pagoda Projects, Thailand

**APAIE 2024**



PERTH, AUSTRALIA 4-8 MARCH 2024

*Collaborating for sustainable impact: partnerships across the Asia Pacific*

**APAIE Perth 4 - 8 March 2024**







**PAGODA**  
PROJECTS



**TUPU  
TOA**

**THINK  
NEW™**



COLLABORATING FOR SUSTAINABLE IMPACT: PARTNERSHIPS ACROSS THE ASIA PACIFIC

**ENABLING INTERNATIONAL WIL: MOBILITY PARTNERSHIPS**

**FOR MĀORI AND PACIFIC YOUTH**

**PAUL BAILEY – HEAD OF PARTNERSHIPS, PAGODA PROJECTS**

**ANNE FITISEMANU – CHIEF EXECUTIVE, TUPUTOA (AOTEAROA)**









# THIS SESSION

## THE PARTNERSHIP

- TupuToa, Pagoda Projects & Education New Zealand
- The Participants: Māori and Pacific scholarship recipients
- Funding: Prime Minister's Scholarship for Asia (PMSA)

## THE PROGRAMME

- THEME: Sustainability and Migration in Bangkok, Thailand
- Structure: Group Activity Week + Internship (1+8)
- Activities: Professional Development, Cultural Exchange

## OUTCOMES

- Programme Feedback
- Challenges + Triumphs

## Q&A





# INTRODUCTION THE PARTNERSHIP

- Pagoda Projects is an award-winning global internships provider, operating for 15+ years. We're an international WIL facilitator with a focus on funding models that support typically underrepresented student groups.
- TupuToa is a Māori and Pacific-led organisation, launched nationally and operating globally. We remove participation barriers (both real and perceived) and increase Māori and Pacific representation in corporate New Zealand.
- Education New Zealand administers the Prime Minister's Scholarship Grant initiative which has supported more than 4,000 New Zealanders through life changing learning experiences in Asia and Latin America.

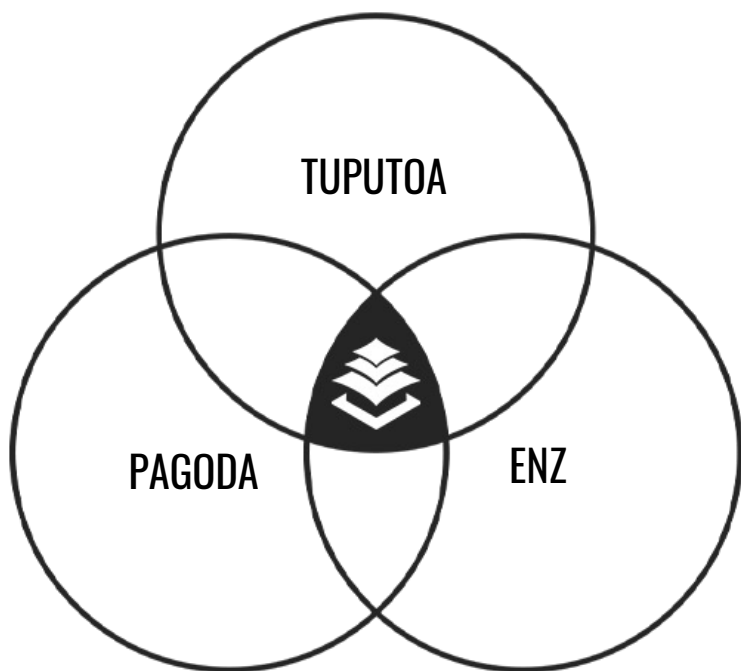
Since 2020 we've worked towards a collective aim: International Mobility and WIL for Māori and Pacific scholarship beneficiaries, facilitating programmes in Ho Chi Minh City (Vietnam), Taipei (Taiwan) and now Bangkok, Thailand.





# INTRODUCTION THE PARTNERSHIP

Reduces barriers to access and advancement  
for young Māori and Pacific professionals.



Facilitates international &  
global experiences

Supports internationalisation of  
New Zealanders and promotes  
New Zealand Education





A group of approximately 15 people, mostly young adults, are performing a haka in an urban setting. They are dressed in black clothing, including t-shirts and skirts or trousers. Some are wearing black armbands. They are standing in a loose formation on a paved area, with their hands raised in a haka gesture. In the background, there are multi-story residential buildings with balconies and a graffiti-covered wall. The scene is dimly lit, suggesting dusk or dawn.

**WHAT BARRIERS DO MĀORI AND PACIFIC PEOPLES  
FACE WHEN IT COMES TO MOBILITY AND WIL?**



# INTRODUCTION THE PARTICIPANTS

Māori and Pacific peoples are largely invisible in corporate New Zealand, despite making up 1/4 of the population.

Only 17% of NZ's top 60 firms have an executive who identifies as other than European/Pakeha.

TupuToa reduces entry and advancement barriers by:

- Addressing skills gaps & bridging the digital divide
- Providing bootcamps & exclusive training opportunities
- Partnering with organisations to facilitate internships
- Building the cultural capacity of organisations
- Supporting organisations in the recruitment and onboarding of Māori and Pacific peoples





# INTRODUCTION TUPUTOA

TupuToa aims for this programme:

- Leverage TupuToa's **international reputation**
- Share **Māori and Pacific culture**, customs, values & heritage
- Increase the **global employability** of Māori and Pacific peoples
- **Develop** relationships between marginalised Thai & Māori peoples
- Grow TupuToa's corporate & educational **partnerships** in Asia
- Expose our communities to **new languages** and global experiences
- **Teach Māori & local Thai communities** the skills to participate in the wider world
- Encourage participants to recognise the similarities between Māori and Asian cultures, **developing intercultural fluency**





# INTRODUCTION EDUCATION NEW ZEALAND

ENZ has made a concerted effort to lift **Māori participation** in the PMSA/LA.

- From 2016-2019 on average, **only 5%** of PMSA and **8%** of PMSLA recipients in individual programmes identified as Māori.
- ENZ has established Te Kāhui Kaupapa, engaged with Māori educators who now champion the scheme and participated with Māori education Kaupapa in the Global Citizenship space.
- Operational changes such as modifying operation forms, selection process, website and promotional material.
- As a result, Māori participation reached **22% for Asia** and **17% for Latin America** in the round for individuals awarded in November 2022.
- For 2022/23, this means the total of scholarships awarded to those who identify as Māori is approximately **19%**.
- **Education New Zealand's target for 2023/24 is 25%.**





# INTRODUCTION THE SCHOLARSHIP

ENZ's Prime Minister's Scholarship for Asia & Latin America

- Separate funding for Asia & Latin America, individual & group
- Only NZ institutions eligible to apply for group funding
- Participants must be 18 & NZ citizens or permanent residents
- Programme types: Internships, one or two-semester exchange, one or two-semester non-exchange, postgraduate programmes, research programmes, short programmes
- Destinations: Asia (min. 6 weeks) Greater China (including Taiwan and Hong Kong), Singapore, India, Japan, Republic of Korea, Vietnam, Indonesia, Malaysia, The Philippines and Thailand.  
Latin America (min. 4 weeks) Brazil, Colombia, Mexico & Chile
- Another group round opening on 15th March 2024

**<https://scholarships.enz.govt.nz/>**





# INTRODUCTION THE SCHOLARSHIP

This scholarship aims to:

- Strengthen NZ's engagement with key trading partners in Asia
- Improve the international skills of the New Zealand workforce
- Improve the internationalisation of tertiary institutions
- Increase international understanding of the strength and quality of New Zealand's education system
- Establish connections between NZ and other countries through participants building lifelong friendships and networks
- Strengthen New Zealanders' understanding of other cultures
- Ensure Māori achieve education success as they develop the skills to participate in te ao Māori, Aotearoa and the wider world







# THE PROGRAMME



# THE PROGRAMME STRUCTURE (1+8)

- One week of co-designed, cultural & educational activities based around the themes of Sustainability and Migration
- Eight-week (full-time) in-person internships with Thai host companies in the participants' chosen field
- 17 participants + 2 TupuToa staff + 2 Pagoda Staff + 1 TupuToa Navigator

## Week One:

- Builds confidence and welcomes participants to Thailand
- Focus on building relationships
- Immerses participants in Bangkok's unique culture
- Exposes participants to local people, customs, languages, food, music, geographies and histories
- Explores key issues in sustainability, migration, human rights, health and the asylum system, as well as the UN SDGs 3, 5, 8, 9 and 10





# THE PROGRAMME STRUCTURE (1+8)

Weeks Two-Nine:

- Internships underpinned by structured learning outcomes
- Opportunities for personal and professional development
- Personalised support throughout the programme
- Two or more students in each host company

Our internships develop students' career readiness in eight key areas.

- |                            |                         |
|----------------------------|-------------------------|
| • Teamwork & Collaboration | • Critical Thinking     |
| • Leadership               | • Intercultural Fluency |
| • Digital Fluency          | • Career Development    |
| • Professionalism          | • Communication         |





# THE PROGRAMME

## ACTIVITIES – PROFESSIONAL/NETWORKING

PMSA:

- Strengthen NZ engagement with key trading partners in Asia
- Improve the international skills of the New Zealand workforce
- Ensure Māori achieve education success as they develop skills to participate in te ao Māori, Aotearoa & the wider world

### **NZ Ambassador to Thailand, Cambodia and Laos**

Welcome Session at the NZ Embassy discussing the role of the diplomatic office in Bangkok and key contemporary bilateral considerations.

### **NZ Thai Chamber of Commerce (NZTCC)**

Represented NZ at a drinks reception. Networked professionally with chamber members, shared culture and demonstrated a kapa haka.

### **Host Company Introductory Session**

Attended a formal introduction with host companies. All companies, TupuToa, and Pagoda Projects presented to all with networking.





# THE PROGRAMME

## ACTIVITIES – SUSTAINABILITY

PMSA:

- Improve the internationalisation of tertiary institutions
- Increase international understanding of the strength and quality of New Zealand's education system

### DiStar Fresh Plant Factory

Taught hydroponics, vertical farming and the human rights and health & safety issues currently faced by Thailand's farmers.

### Bang Kor Bua

Learnt natural tie-dyeing skills in a thriving tourist destination. Once a place for waste disposal, now considered a 'green lung'.

### Tham Rong Community

Visited a sustainable village and Thailand's largest toddy palm plantation. Collected palm sap and made toddy palm cakes.





# THE PROGRAMME

## ACTIVITIES – CULTURAL EXCHANGE

PMSA:

- Strengthen New Zealanders' understanding of other cultures
- Establish connections between NZ & other countries via participants building lifelong friendships & networks

### **Pan Thanom Museum (Thai Song Dam-Ethnic Group)**

Shared cultural traditions, crafting skills and singing and dancing performances with the Thai Song Dam people.

### **The Paintbrush Foundation**

Saw how music and art can empower underprivileged children and shared performances (Thai traditional instruments, NZ Haka, Samoan and Tongan songs).

### **Urban Studies Lab**

Explored issues of waste and community development with an interactive tour of Nang Loeng to understand local struggles.







**WHY IS IT IMPORTANT TO PROVIDE OPPORTUNITIES FOR  
MUTUAL CULTURAL EXCHANGE IN GLOBAL MOBILITY?**



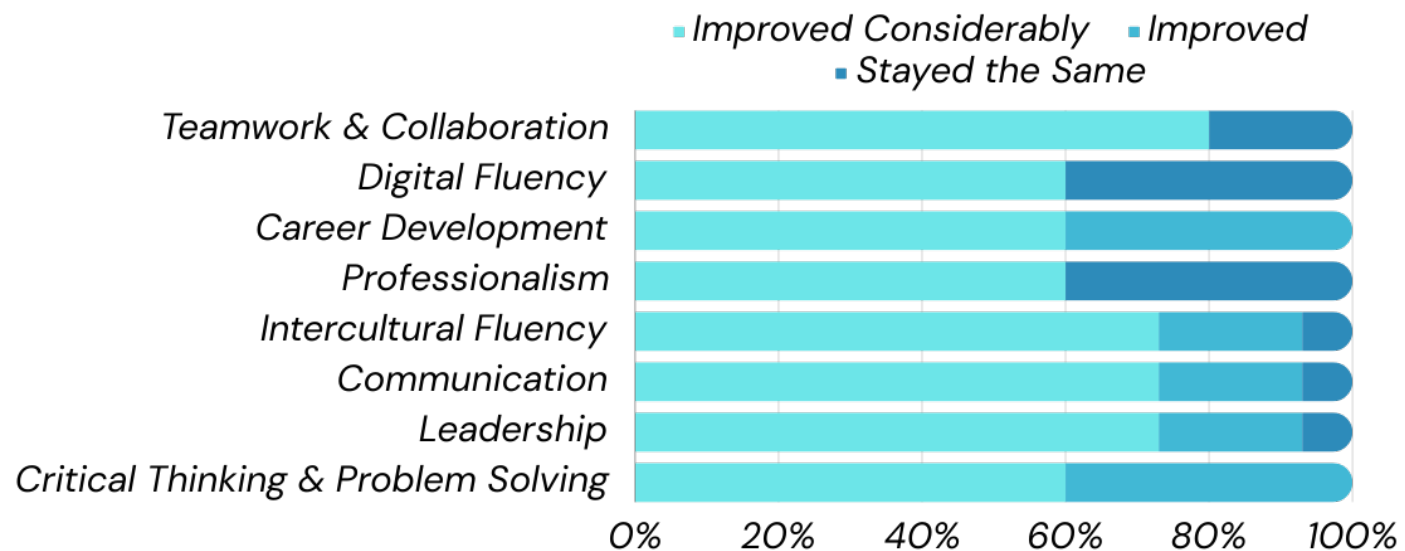


# OUTCOMES



# THE PROGRAMME OUTCOMES

- Develop participants' skills & employability in [eight key areas](#)
- Address knowledge/ skills gaps in the New Zealand workforce





# THE PROGRAMME OUTCOMES


- Immerse participants in the exchange of culture, language & skills
- Strengthen NZ's professional & cultural connections with Thailand
- Improve understanding of Thai business practices and culture

What impact did this programme have on your intercultural fluency?	<b>100% 'Positive Impact' or 'Strong Positive Impact'</b>
This programme increased my confidence in my career readiness	<b>93% 'Agree' or 'Strongly Agree'</b>
This programme inspired me to explore more international opportunities in the future	<b>100% 'Strongly Agree'</b>
I feel a greater sense of belonging as a result of this programme	<b>66% 'Agree' or 'Strongly Agree'</b>



\*Participant Feedback  
Forms (15/15)



A photograph of two women sitting on a couch, singing into microphones. The woman on the left is wearing a black top and white pants, and the woman on the right is wearing a pink floral top. They are both smiling and appear to be in a recording studio or rehearsal space with a brick wall in the background. The image is dimmed to serve as a background for the text.

*“One learning point that I will carry the most is being courageous in the authenticity of being me. I learned just how powerful it is to say what you like, to own your style, and to own who you are.*

*This can be challenging at times even in big groups and it can feel like you want to conform and to go along with the flow but it is very powerful to be able to be who you were born to be.”*



# THE PROGRAMME OUTCOMES

- Raise awareness of New Zealand as an education destination
- Foster new relationships between New Zealand and Asia
- Educate participants about global issues and the UN SDGs

*"Thai people are the most kind, giving, knowledge-sharing, inviting, welcoming PEOPLE EVER!! I truly have made life long friends 🧡"*

*"Othello [host company] really taught us well about business in Thailand, the reality of the work culture, and striving us onto the path to become better, and to always move ahead. Having supportive mentors who want the best for us something so cool and I know I have created lasting connections."*





# THE PROGRAMME

## INDUSTRY PARTNER PERSPECTIVES



**SUPERVISORS - TRIENPONT INTERNATIONAL**





# THE MODEL AND THE PROGRAMME

## TRIUMPHS & CHALLENGES

### Triumphs

- Collaborative Scholarship Application Process enabled via communal platform
- Co-designed, custom programme achieves better outcomes
- Co-support from TupuToa and Pagoda to navigate specific issues
- Genuine mutual cultural exchange (activity week and workplace)
- 1+8 structure - group bonded well and received fantastic feedback

### Challenges

- More stakeholders can mean more complications
- Year on year uncertainty that comes with annual scholarship funding
- Group dynamics – some meeting in country for the first time
- Some participants would have preferred more project definition pre-departure
- Host Company event perceived by some as leveraging the group for profit
- Thai context, ethnic groups or Indigenous communities are not the topic that the government pay attention to, not much public sector support
- Int. mobility to understand underrepresented communities doesn't solve issues

<https://scholarships.enz.govt.nz/>







Q&A







# APAIE 2024



PERTH, AUSTRALIA 4-8 MARCH 2024

## #APAIE24

APAIE 2024



PERTH, AUSTRALIA 4-8 MARCH 2024

*Collaborating for sustainable impact: partnerships across the Asia Pacific*

APAIE Perth 4 - 8 March 2024