

40630**Produce a mentoring plan with taiohi from diverse cultures and identities**

Kaupae Level	4
Whiwhinga Credit	10
Whāinga Purpose	<p>This skill standard is for people who want to practise youth work under supervision and guidance in a range of youth work settings.</p> <p>People credited with this skill standard are able, in a youth work context, to establish safe and respectful mentoring relationships and develop, implement and evaluate a mentoring plan with a taiohi from diverse cultures and identities.</p> <p>This standard aligns with the New Zealand Certificate in Youth Work (Level 4) [Ref: 2449].</p>

Hua o te ako me Paearu aromatawai | Learning outcomes and assessment criteria

Hua o te ako Learning outcomes	Paearu aromatawai Assessment criteria
1. Establish safe and respectful mentoring relationships with taiohi from diverse cultures and identities.	a. Identify clear boundaries in the mentoring relationship to create a safe and respectful space for taiohi to express their needs.
	b. Engage with taiohi using effective and culturally sensitive communication skills.
	c. Support taiohi to identify their strengths, abilities, potential, and wider cultural connections.
2. Develop and implement a taiohi mentoring plan.	a. Produce a mentoring plan which meets the needs of taiohi strengths, abilities, potential, and wider cultural connections.
	b. Implement a taiohi mentoring plan.
3. Evaluate a taiohi mentoring plan.	a. Evaluate mentoring plan outcomes to determine areas of success and areas for improvement.
	b. Reflect on own mentoring practice to determine areas of success and areas for improvement.

Pārongo aromatawai me te taumata paearu | Assessment information and grade criteria

For assessment purposes:

- Assessments should reflect the cultural context of Aotearoa New Zealand and the principles of Te Tiriti o Waitangi, contemporary overarching acts, positive youth development frameworks, including Mana Taiohi and Code of Ethics for Youth Work in Aotearoa New Zealand.
- This skill standard may require the disclosure of personal information. This information must be treated according to relevant statutes, regulations, codes of practice, and workplace policies and procedures.
- Evidence of mentoring of at least two taiohi from different cultural backgrounds is required.
- Evidence for the practical components of this skill standard must be generated in a youth development setting, under guidance. It must reflect best practice in youth work including legal, cultural and ethical considerations. Practice must follow organisational policies and procedures.
- Production of a mentoring plan should include information on relevant community-based support services, promote inclusion, and leverage taiohi strengths, abilities, and potential, for personal and professional growth.

Definitions:

- *Diverse cultures and identities* reflect factors and indicators such as: age, ethnicity, disability, occupation, organisational background, immigrant or refugee status, institutional care, religion or spiritual beliefs, gender identity, sexual orientation, and socio-economic status.
- *Taiohi* refers to young people between 12 and 24 years of age.
- *Youth work practice* is a mana centric relationship between a youth worker and taiohi, where taiohi actively participate, discover their power, and choose to engage for as long as agreed; and that supports their holistic, positive development as taiohi that contribute to themselves, their whānau, community and world.

Ngā momo whiwhinga | Grades available

Achieved.

Ihirangi waitohu | Indicative content

- Characteristics of taiohi identity – communication barriers, education, employment, ethnicity, faith, gender, life stage, power imbalance, sexual orientation, social groupings, sub-culture, trust, youth culture.
- Cultural competence.
- Cultural sensitivities.
- Communication strategies.
- Developing positive youth work relationships.
- Strength-based approaches.
- Mentoring plans – assessing individual needs, collaborative goal setting, monitoring and evaluation.

Rauemi | Resources

- Ara Taiohi. (2020). *Code of Ethics for Youth Work in Aotearoa New Zealand* (3rd ed.). Available at <https://arataiohi.org.nz/career/code-of-ethics/>.
- Ara Taiohi. (2021). *Mana Taiohi Principles*. Available at <https://arataiohi.org.nz/mana-taiohi/>.
- Wayne Francis Charitable Trust (2021). *Positive Youth Development Aotearoa: Weaving Connections*. Available at <https://static1.squarespace.com/static/5f31c6553f71df0f909845ce/t/61789ee225addd66196f5f72/1635294967672/26.10.2021+'Weaving+connections+%28web%29.pdf>.

Pārongo Whakaū Kounga | Quality assurance information

Ngā rōpū whakatau-paerewa Standard Setting Body	Toitū te Waiora Community, Health, Education, and Social Services Workforce Development Council
Whakaritenga Rārangi Paetae Aromatawai DASS classification	Community and Social Services > Social Services > Youth Development
Ko te tohutoro ki ngā Whakaritenga i te Whakamanatanga me te Whakaōritenga CMR	0024

Hātepe Process	Putanga Version	Rā whakaputa Review Date	Rā whakamutunga mō te aromatawai Last date for assessment
Rēhitatanga Registration	1	26 June 2025	N/A
Kōrero whakakapinga Replacement information	N/A		
Rā arotake Planned review date	31 December 2029		

Please contact Toitū te Waiora Community, Health, Education, and Social Services Workforce Development Council at qualifications@toitutewaiora.nz to suggest changes to the content of this skill standard.