

4B**Develop 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 managerial supervision and guidance in range of youth work settings.</p> <p>This standard has been developed primarily for assessment within programmes leading to the outcomes of the New Zealand Certificate in Youth Work (Level 4) [Ref: 2449].</p> <p>People credited with this standard can establish mentoring relationships and develop a mentoring plan with a taiohi from diverse cultures and identities.</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 mentoring relationships with taiohi from diverse cultures and identities.	a. Set 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 communication skills and a culturally sensitive approach
	c. Engage with taiohi, encouraging them to explore and recognise their strengths, abilities and potential.
	d. Support taiohi to identify their wider cultural connections.
2. Develop a mentoring plan with taiohi from a diverse culture and identity.	a. Develop a mentoring plan to include information on and access to community-based support services relevant to taiohi.
	b. Develop a mentoring plan to promote inclusion by creating a safe and supportive environment.
	c. Develop a mentoring plan with taiohi to harness their strengths and leverage them for personal and professional growth.

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

Assessment specifications:

- 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 requirements:
Evidence of supporting taiohi is required for at least two taiohi from different cultural backgrounds. Evidence for the practical components of this skill standard must be generated in a youth development setting, under guidance.
Evidence for this standard must reflect best practice in youth work including legal, cultural and ethical considerations. Practice must follow organisational policies and procedures.
- For assessment purposes:
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 approach
- Mentoring plan – assessing individual needs, collaborative goals setting, monitoring and evaluation

Rauemi | Resources

- Ara Taiohi. (2020). Code of Ethics for Youth Work in Aotearoa New Zealand (2nd edition). Available at: <https://arataiohi.org.nz/career/code-of-ethics/history-of-the-code-of-ethics/>.
- Ara Taiohi. (2021). Mana Taiohi Principles. Available at: <https://arataiohi.org.nz/resources/training-and-resources/mana-taiohi/>.
- Positive Youth Development Aotearoa: Weaving Connections 2020 – Wayne Francis Charitable Trust. Available at: [26.10.2021+Weaving+connections+\(web\).pdf \(squarespace.com\)](https://www.squarespace.com/26.10.2021+Weaving+connections+(web).pdf)

- NZ Youth Mentoring Network: Publications: Including; *The Guide to Effective and Safe Practice in Youth Mentoring*. Available at: [New Zealand Youth Mentoring Network, NZYMN Publications](#)

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	[dd mm yyyy]	[dd mm yyyy]
Arotakenga Review	<type here>	[dd mm yyyy]	[dd mm yyyy]
Kōrero whakakapinga Replacement information	N/A		
Rā arotake Planned review date	31 December 2028		

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.