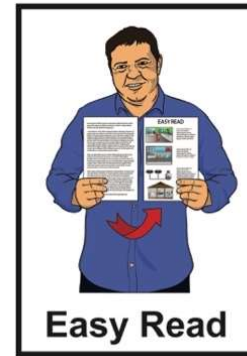




**TOI MAI**  
Workforce  
Development  
Council



# Barriers to diversity in the Aotearoa New Zealand tech sector – Part 4: Tertiary education



**Published: May 2024**

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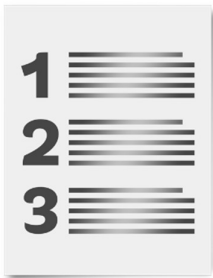


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# What is this document about?



This Easy Read document is a **summary** of a report by **Toi Mai – Workforce Development Council** called **Barriers to diversity in the Aotearoa tech sector**.



A **summary**:

- is shorter than the main document
- tells you the main ideas.



In this document **Toi Mai – Workforce Development Council** will be called **Toi Mai**.



A **barrier** is something that can stop you from doing something.

This includes things like:

- how much money you get
- where you live
- disability
- **race**
- **gender.**



## **Race** means:

- the colour of your skin
- the country you come from.

In Aotearoa New Zealand there are many different people who are from different races including:

- Māori
- Samoan
- Tongan
- New Zealand European.



**Gender** is if you are:

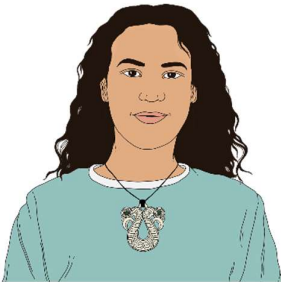
- a man
- a woman
- another gender like nonbinary.



Here **diversity** means having lots of different people in a workplace like:

- Māori people
- Pasifika peoples
- disabled people
- **LGBTTQIA+** people.

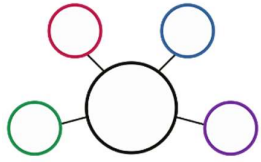




**LGBTTQIA+** stands for people who are:

- lesbian
- gay
- bisexual
- transgender
- takatāpui
- queer
- intersex
- asexual
- + is for other people who fit in similar groups.



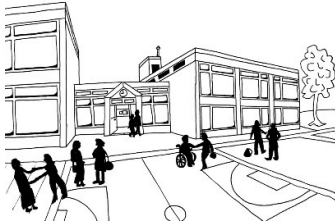


This summary of **Barriers to diversity in the Aotearoa tech sector** is in 5 parts.



The 5 parts are:

- Part 1: Introduction
- Part 2: Domestic
- Part 3: School
- Part 4: Tertiary education
- Part 5: Workforce.



4

This is Part 4.



This part is about the tertiary education:

- barriers
- initiatives
- recommendations.



You can read the other parts of the **Barriers to diversity in the Aotearoa tech sector** Easy Read summary at this **website**:

**[tinyurl.com/35mvwaw6](https://tinyurl.com/35mvwaw6)**

## What did Toi Mai want to find out?



Toi Mai wanted to find out what the barriers are for some people to get:

- training in the tech sector
- work in the tech sector.



Toi Mai found things out by:

- reading things written about the tech sector
- talking to people in the tech industry
- talking to people who work for them.





The groups Toi Mai decided to look at for the report were:



- tāngata whenua / Māori
- tagata Pasifika / Pasifika peoples



- disabled people
- women including:



- young women
- girls

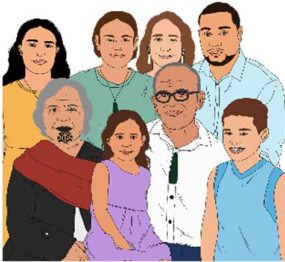


- LGBTTQIA+ people.

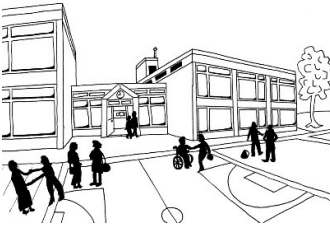
Toi Mai looked at 4 different areas where the barriers happen:



- domestic like:
  - home
  - communities
  - whānau / families



- school including:



- primary school
- high school

- tertiary education like:



- polytechnics
- universities

- finding work in the tech sector.





These areas are talked about in Parts 2 to 5.



You can read the other parts of the **Barriers to diversity in the Aotearoa tech sector** Easy Read summary at this **website**:

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## What are the barriers in tertiary education?



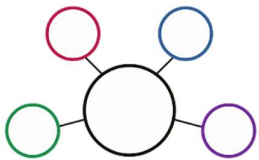
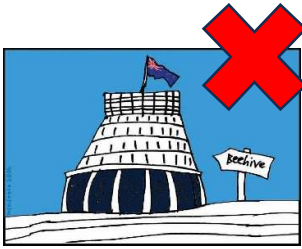
Toi Mai looked at the barriers in the tertiary education area which stop people from getting into the tech sector.



Toi Mai looked at how technology is being taught at:

- polytechnics
- universities
- wānanga / Māori universities
- **private training establishments.**





**Private training establishments** are places where you can get different kinds of training that are:

- not run by the Government
- sometimes given money by the Government if:
  - they give a good education
  - they work using some Government rules
- sometimes run like a business to make money
- run in many different ways.





Toi Mai found out some tertiary learners wanting to study technology do not have enough:



- time
- money.



Toi Mai found out the people most likely to have these problems are:



- Māori people
- Pasifika people.



Toi Mai says these people say courses cost too much.



Toi Mai found out these people cannot study technology because they need to:

- have a job
- look after their family.

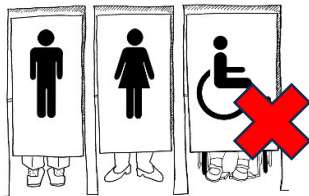


Toi Mai found out disabled learners have problems that stop them from getting a good education like:

- buildings not being accessible like:

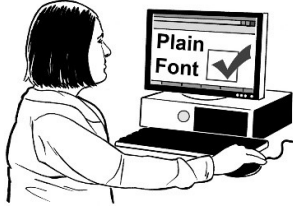


- not having a ramp
- not having accessible toilets



- not enough **assistive technology** available.





**Assistive technology** means things like:

- microphones
- laptops that are easy to carry
- software that is easy to use.



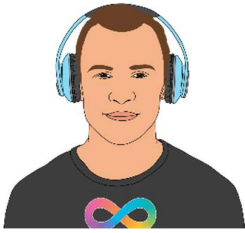
Other problems that stop disabled learners from getting a good education are:

- people thinking disabled people cannot do the work
- things disabled people have to deal with in their everyday lives like:



- getting dressed
- getting food
- transport like buses.





Toi Mai says not much is known about **neurodivergent** people who want to do tertiary education.



**Neurodivergent** means things like:

- a person who is autistic
- a person who has Attention Deficit Disorder / ADD.



Neurodivergent learners find it hard to do things like:

- finding information about courses
- reading
- finishing projects on time
- being around other people.



# Initiatives and recommendations



Toi Mai has found **initiatives** in the tertiary education area that support people to get into the tech sector.



An **initiative** is a thing being done to make something better.



Toi Mai has made **recommendations** in the tertiary education area on how to support people to get into the tech sector.



A **recommendation** is a thing that would be good to do.

# Tertiary education initiatives

1.

**Micro-credentials** are something Toi Mai is working on with:

- polytechnics
- businesses.



A **micro-credential** is a short course a learner can take.



Lots of different micro-credentials could be added to make a full course.



Micro-credentials would give learners:

- lots of different skills
- a way to learn skills quickly.



2.

Toi Mai is working on **bespoke micro-credentials** for:

- Māori communities
- Pasifika communities.



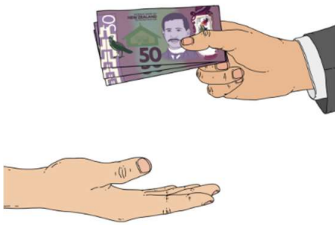
A **bespoke micro-credential** is a short course that gives people skills that are important to them.



To make this happen Toi Mai is working in Auckland with:

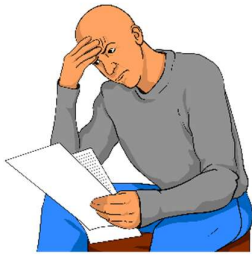
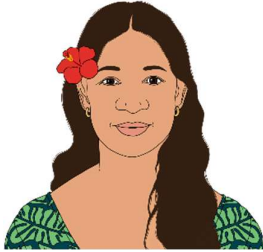
- Māori community education providers
- Pasifika community education providers.

### 3.



There is the **Learner Component** from the Unified Funding System / UFS.





The **Learner Component** lets education providers support learners who:

- are disabled
- are Māori
- are Pasifika peoples
- have not done well at school in the past.



4.

**Disability Action Plans / DAPs** are required by all tertiary education providers.



**DAPs** show how a tertiary education provider is supporting disabled learners.

5.

Toi Mai is supporting polytechnics to make **digital apprenticeships**.



A **digital apprenticeship** is a type of job where you learn technology skills as you work.

# Tertiary education recommendations



1.

Toi Mai wants to look at ways for people to **earn as you learn**.



**Earn as you learn** is a way you can learn new skills while you:

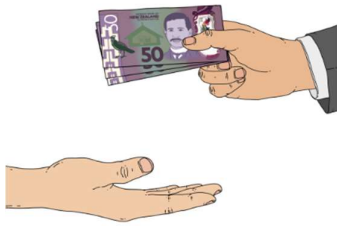
- work
- and
- get given money for doing that work.



Toi Mai is looking at this with:

- education providers
- businesses.





## 2.

Toi Mai wants the Ministry of Education to fund ways for people to pay for courses.



This includes funding for:

- Māori
- Pasifika peoples
- disabled people
- women.



## 3.

Toi Mai wants technology education providers to keep finding out about what stops disabled people from getting an education.

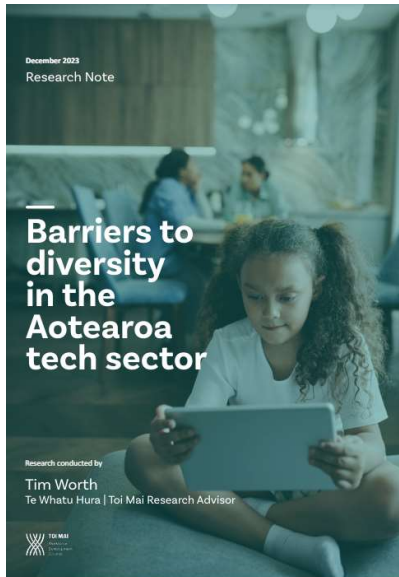


## Where to find more information



You can read the other parts of the **Barriers to diversity in the Aotearoa tech sector** Easy Read summary at this **website**:

[tinyurl.com/35mvwaw6](https://tinyurl.com/35mvwaw6)



You can read the **full Barriers to diversity in the Aotearoa tech sector** report at this **website**:

[tinyurl.com/2amxkzrh](https://tinyurl.com/2amxkzrh)



This website is not in Easy Read.



You can contact Toi Mai at their  
**website:**

**[www.toimai.nz/contact-us/](http://www.toimai.nz/contact-us/)**



You can also contact Toi Mai:

- **by phone:**

**04 909 0316**

- **by email:**

**[info@toimai.nz](mailto:info@toimai.nz)**





This information was written by Toi Mai  
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It has been translated into Easy Read  
by the Make it Easy Kia Māmā Mai  
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Ngā Tāngata Tuatahi.



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