

# COMET Auckland Te Hononga Akoranga Yearly Report

Half-Year ended 31/12/2019

Report to the  
Finance and Performance Committee



An Auckland Council controlled organisation.

Te Hononga Akoranga, COMET Auckland (Community Education Trust Auckland).  
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## Table of Contents

1. Executive summary .....	3
2. Strategic issues and focus areas .....	4
3. Highlights for the last six months.....	5
4. Future outlook .....	5
5. Key deliverables.....	6
6. Financial performance.....	10
7. Performance measures .....	11
8. Māori responsiveness activities.....	12
9. Key local board engagement and issues .....	12



## 1. Executive summary

### **Strategic focus areas**

**Purpose:** COMET Auckland's role is to support education and skills across Auckland, contributing to the relevant social and economic goals in the Auckland Plan.

**Vision:** All Aucklanders have the right to shine and realise their dreams through lifelong learning.

**Mission:** Driving systems change to make education and skills more effective and equitable across Auckland.

### **Performance against targets – non-financial**

Our actions and results to date against the deliverables in our 2019/20 to 2021/22 Statement of Intent are outlined on pages 6 to 9 of this report. Of the 23 deliverables in our SOI, 22 are fully on track (95%), and the remaining deliverable is delayed due to external circumstances but will be back on track by the end of 2020.

Of the performance targets in our SOI, three of the six are on track, while the other three have yet to be measured as this happens via our annual stakeholder survey, which goes out in February.

### **Performance against budgets**

The financial performance was slightly better than budgeted. There was a deficit of \$5.5k for the half year from July to December 2019 comparing to the budgeted to date deficit of \$6.3k.

Both external funding received and expenditure excluding depreciation were lower than the budget. The variances were mainly due to timing of expenditures, which also affects the timing of recognition of income.

### **Risk Management**

We have a Business Risk Management Policy and Plan in place and review it regularly to mitigate any identified risks. There are no significant risks identified at this time.

## **2. Strategic issues and focus areas**

### **Governance**

The Board meets bi-monthly and a management committee reviews the financial position on a monthly basis. Our trust deed requires that we have between 7 and 12 trustees. One trustee, Andrew Abernethy, resigned in December as he is now working overseas; meanwhile two new trustees (Melissa Crawford and Fa'avae Gagamoe) were appointed in late 2019, bringing our board to nine current members.

### **Amohau**

Tame Te Rangi (Ngāti Whatua o Kaipara) and Rereata Makiha (Ngāpuhi) continue to provide cultural advice, support and leadership to our work.

### **Accountability**

We published our Annual Report on our website and through our e-newsletter in September 2019, held an Annual General Meeting on October 10<sup>th</sup> 2019, and sent hard copies of our Annual Report to key stakeholders including Councillors and Local Board members in December. Our annual stakeholder consultation meeting will be held in May.

### **Statement of Intent**

Our 2019-20 to 2022-23 Statement of Intent was approved in August 2019 and forms the basis for this report. Our draft 2020-21 to 2023-24 SOI will be submitted to Council in February for stakeholder feedback.

### **Leveraging Council funding**

The Auckland Council funds some of COMET Auckland's work. The Trust also seeks funding from government, industry and philanthropic sources for specific projects. We depend on Auckland Council funding for our core strategic leadership role (on which all our other work depends), and also for the establishment phase of new projects, until we have amassed enough evidence of effectiveness to be able to attract other funding.

Our early oral language campaign, Talking Matters, has assured funding from the NEXT Foundation to April 2021; while our SouthSci project has assured funding from MBIE to December 2021.

With the external funding for our Talking Matters, science in society, and youth employability projects, our forecast external funding for 2019/20 represents \$2.16 million. This is higher than previous years but lower than budget, due to the delay of Talking Matters events affecting both revenue and expenditure.

Note that external funding is always for a fixed term, dependent on project and funding cycles, so the current very high level of leveraging is uncertain after 2021.

### **Staffing**

Total number of COMET staff as at December 2019: 6.0 fulltime equivalents, plus 11.7 full-time equivalents on short-term contracts tied to specific funding, for the NEXT Foundation-funded Talking Matters project, the MBIE-funded SouthSci project and the Lottery Community funded Youth Employability Programme.

### 3. Highlights for the last six months

In summary, our key achievements for July to December 2019 are:

- Continuing to deepen the Talking Matters early oral language campaign, including:
  - Supporting a further 13 families with one-on-one coaching as part of the fourth iteration of Talking Matters to Tāmaki.
  - Developing a Whānau Workbook which overlays the standard Talking Matters programme with a Te Ao Māori lens.
  - Trialling the use of the LENA language recorders as professional development tools in early childhood centres. Trials have involved 28 teachers and 73 children in 6 settings.
- Further development of our Youth Employability Programme (YEP) by:
  - Working with Otago Polytechnic to deliver the first YEP Train the Trainers programme, to improve the scalability of YEP
  - Establishing a stewardship group to lead development of a cross-sector NZ employability model, in order to build on successful work in Auckland and elsewhere, and to progress a vision that every 14-24-year-old in NZ is employable.
  - Working with ATEED and TSI/TWI to submit a collaborative bid for an MSD Education to Employment Brokerage Tender.
- Shaping a data snapshot on the STEM skills pipeline, to support more informed action to increase the number of young people gaining the science, technology, engineering and maths skills needed by Auckland's employers.
- Supporting 11 community-based science projects involving 18 schools in 2019, enabling young people in south and central Auckland to work with scientists on projects that are relevant to them.

### 4. Future outlook

The main areas of focus for the next six months are:

- Beginning the delivery phase of a significant partnership with Whakatōhea Iwi Trust (Opotiki). This is Talking Matters' first iwi partnership and involves supporting iwi staff to incorporate Talking Matters across iwi-managed services.
- Expanding delivery of our Youth Employability Programme to an estimated 16 sites in Auckland and over 50 sites nationally in 2020
- Raising awareness about STEM skills pipeline issues and how to address them by publishing a STEM pipeline snapshot and by sharing key messages in social media
- Supporting the Rangatahi Advisory Group to shape one or more actions to address issues raised in the consultation with Māori young people.

## 5. Key deliverables

The following tables outline our work to date against the agreed actions and measures in our 2017/18 to 2019/21 Statement of Intent.

### Key deliverables from last six months

On target or better

Target may not be met, corrective action taken

Not expected to meet target

Initiative	Deliverable	Auckland Council connections	Completed /ongoing /deferred	Status	Comments
<p>Youth Employability Licence to Work (Leveraged with external funds – 80% of funding secured to December 2020)</p>	<p>Continue to expand the reach of YEP by at least 15% per year, from 45 sites in 2019 to at least 52 in 2020, 60 in 2021 and 68 in 2022</p> <p>Continue to support quality implementation of YEP and use data on participation and outcomes for annual continuous improvement</p> <p>Develop and implement a “train the trainer” programme in 2019/20 to build capacity and capability and to support scale-up while maintaining consistent quality</p> <p>Connect with relevant government departments and providers to negotiate support for sustainable delivery and rollout of YEP by 2022</p>	ATEED Youth Connections	Ongoing	<p>Green</p> <p>Green</p> <p>Green</p> <p>Green</p>	<p>Five new Auckland sites and three new out-of-Auckland regions are expected to deliver YEP this year, further expanding YEP’s reach in 2020.</p> <p>With support from the Pathways to Employment Trust we have recruited three skilled YEP facilitators to support under-resourced YEP sites to continue delivering a quality programme in 2020. This support is in response to feedback that some Auckland sites had difficulty finding and resourcing quality facilitation.</p> <p>We regularly collect feedback from YEP sites and regional coordinators, through feedback forms, one-on-one meetings and the annual cross-regional hui which was held in September. This informs improvements to programme materials and systems, for example streamlining assessments.</p> <p>Five people were selected by their regional coordinators to complete train-the-trainer training. All five completed the first phase of training successfully. Unfortunately, staffing changes in their host organisations have limited their opportunities to complete the final phase to become YEP trainers. We are working with the regional coordinators to plan next steps towards a sustainable training model.</p> <p>We are leading a collective impact approach, funded by the Todd Foundation, to develop a cross-sector NZ employability model in order to support and build on community employability models and to provide collaborative leadership towards a vision that every 14-24-year-old in NZ is employable. The stewardship group met for the first time in December, with representatives from Business NZ/EMA, The Princes Trust, Ara Taiohi, CATE, CDANZ, Mayors taskforce for jobs, Auckland University, Todd Foundation, Smart Waikato, and COMET Auckland.</p> <p>We contributed to a collaborative (ATEED, TSI/TWI &amp; COMET Auckland) bid for an MSD Education to Employment Brokerage Tender. If successful, this would support each organisation to continue and expand their respective work in supporting youth into vocational education, training and employment opportunities, thus increasing the number of Auckland young people building employability skills and securing quality employment.</p>
<p>Talking Matters (Leveraged with external funds – full funding secured to April 2021)</p>	<p>Implement a community-based project to support parents to build their young children’s oral language, over seven years (late 2016 to early 2024)</p> <p>By 2020, support at least 200 families in 3 communities to talk more with their babies and toddlers using LENA language</p>	<p>Auckland Libraries Southern Initiative Community and Social Policy Te Kakano Framework</p> <p>Maungakiekie-Tāmaki,</p>	Ongoing	<p>Green</p> <p>Green</p>	<p>The fourth iteration of Talking Matters to Tāmaki (TMTT) was completed in December, with 13 whānau completing the programme (62% completion rate). Of those who completed, 5 whānau had the target 9 home visits during the 10-week programme.</p> <p>Key developments in this iteration: trialling a 10-week programme to fit in the school term; a new Tuakana coach role; and a Whānau Workbook which overlays the standard programme with a Te Ao Māori lens.</p> <p>Early indicators are that the workbook enhances the participation experience for some whānau and helps them apply learning to other children in a family.</p> <p>After a six-month whakawhanaunatanga phase, we are now poised to begin a significant partnership with</p>

Initiative	Deliverable	Auckland Council connections	Completed /ongoing /deferred	Status	Comments
	<p>recording technology</p> <p>Build capability of family-facing organisations (including at least one Māori and one Pasifika led-initiative by 2020) to support families' oral language building</p> <p>By 2020, develop a business case for early oral language initiatives to become "business as usual" in at least two programmes of national significance</p> <p>By 2020, develop a plan to track the impact of Talking Matters on family wellbeing and children's early language development.</p>	Māngere, and Puketāpapa local boards		<p>Green</p> <p>Green</p> <p>Green</p>	<p>Whakatōhea Iwi Trust (Opotiki). We will support iwi staff to incorporate Talking Matters across iwi-managed services - coaching using LENA in Family Start, the iwi owned ECE, and a home-visiting whānau coaching programme, drawing on insights from TMTT. We will co-design a whānau workbook that includes oriori, whakataukī and images from their rohe.</p> <p>Early planning has started for a collaboration about coaching using LENA in te Reo with Te Ipukarea (National Māori Language Institute) and Ngāti Whātua.</p> <p>We are trialling the use of the LENA language recorders as professional development tools in early childhood centres. Trials have involved 28 teachers and 73 children in 6 settings, five in Auckland and one in Christchurch. These trials are providing rich insights into professional development needs of ECE teachers.</p> <p>A review of all evaluation data from Talking Matters to Tāmaki cohorts 1-4 is due for completion in March. Insights from this review will inform how TMTT continues, provide insights to Whakatōhea and other campaign action and inform the outcomes scoping study.</p>
SouthSci Science in Society (Leveraged with external funds – full funding secured to December 2019)	<p>Select, monitor and support at least eight community-based science projects per year that meet the Participatory Science Programme criteria</p> <p>Establish a membership-based STEM Alliance Aotearoa by December 2019 to promote ongoing coordination between science-focused corporates and communities</p>		Ongoing	<p>Green</p> <p>Orange</p>	<p>11 projects were funded in the 2019 round of SouthSci, with 18 schools involved, and \$188,282 in funds distributed. Five of the projects are continuing into 2020.</p> <p>The Project Management Mentor programme with Fisher &amp; Paykel Healthcare (in which young engineers work with SouthSci projects to support planning) was again a success and is locked in for 2020. The University of Auckland has indicated their willingness to provide expertise and mentoring for SouthSci projects in 2020.</p> <p>The 2018 Project showcase, reporting on all 2018 SouthSci projects (some of which only finished in mid-2019), has been completed and shared on social media. Hard copies will be distributed in early 2020.</p> <p>The 2019 SouthSci Symposium was held in October with a record turnout of nearly 150 project team members and community supporters, including strong MBE representation. The Prime Minister's Chief Science Advisor, Juliet Gerrard also attended. The venue was sponsored by AUT South, with food by Fisher &amp; Paykel Healthcare.</p> <p>Networks continue to build for the STEM Alliance, which will be launched in 2020. This is later than hoped but the additional time aligns with advice to bring on board inaugural members before the Alliance is officially launched.</p> <p>Our STEM Manager co-delivered a 3hr workshop with the National Coordinator of the PSP, Victoria Metcalf at the Science Communicators Association of NZ in November to a 45+ strong audience.</p>
Highlight priority education and skills issues	<p>Publish a summary of Auckland education and skills data at least annually</p> <p>Publish data for each local board every second year (in 2020 and 2022)</p>	<p>RIMU ATEED</p> <p>Community and social policy</p>	Ongoing	<p>Green</p> <p>Green</p> <p>Green</p>	<p>The 2019/20 Auckland snapshot focuses on the STEM pipeline. It is almost complete and will be released in early 2020. The extra time has allowed for updated data from several new data releases [e.g., Programme for International Student Assessment (PISA), National Monitoring Study of Student Achievement (NZSSA), Education Counts].</p> <p>The next Local Board snapshots are due to be developed in the second half of 2020, for release in early 2021.</p> <p>Auckland education and skills issues were raised through articles in mainstream media (13 items so far)</p>

Initiative	Deliverable	Auckland Council connections	Completed /ongoing /deferred	Status	Comments
	<p>Publish information to raise awareness of key education and skills issues</p> <p>Support young people to have a voice on education and skills issues, e.g. through coordinating the Student Voice magazine student editor group (1 magazine per year).</p>			Green	<p>and through social media. In the last six months our social media reach has more than doubled to 11,500 followers across our four Facebook pages and three Twitter feeds – up from 4,700 in June 2019 (a 140% increase, mainly due to a Talking Matters video about a family using rich talk in te reo Māori with their now-3-year-old, that was widely shared and reached over 700,000 people).</p> <p>Education Today has committed to continue the magazine for another year, based on consistent positive feedback from students about the learning they gain and about how much they value the opportunity to be taken seriously and for their voices to be heard. All previous participating schools are enthusiastically continuing their involvement. The first meeting for the year is scheduled for March.</p>
Policy input	<p>Make at least 3 submissions and representations per year on emerging education and skills issues</p> <p>Lead the Auckland Languages Strategy Working Group, including contributing information and expertise to a light-touch consultation on language policy in 2019/20</p>	Communications	Ongoing	Green  Green	<p>We have completed two submissions this period, on the Well Child Framework and on the Draft National Education Priorities. Two further submissions are in progress; to the Productivity Commission on Technology and Productivity; and to MOE on the Education and Training Bill – both due February.</p> <p>We are working with three volunteers to begin a stocktake of language organisations, to support communication and alignment. This began with an initial scan of around a hundred organisations. Based on this scan and on consultation with partners, we are developing a survey that will collect the agreed information. The survey will be tested with a few “warm” organisations and then sent more widely. This work will link and align with a similar scan of Pasifika language organisations being planned by MPP.</p>
Tāmaki Makaurau Education Forum	<p>Coordinate the Tāmaki Makaurau Education Forum, including hosting two meetings per year to develop and share models of Māori success</p> <p>Work with rangatahi leaders and educators to shape and scope one or more collaborative actions to address issues raised from the 2018 rangatahi consultation, for implementation 2020</p>	He Waka Angamua IMSB	Ongoing	Green  Green	<p>A staffing change in late 2019 meant that the usual November TMEF meeting was not held. A new Manager Education Māori, Will Flavell, has been appointed and begins his role in February. He is receiving a full hand-over and will pick up this work, with the intention of holding at least two TMEF hui during 2020.</p> <p>The initial rangatahi consultation included views from young people in mainstream secondary schools, kura and marae. A number of attempts were made to engage with very disengaged young people. After more than a year, this was finally achieved through a hui with 7 young Māori boys in Youth Justice care. They endorsed the messages from the other young people and added an additional kaupapa – Financial Well Being. The expanded messages will now be taken back to the youth steering group so they can consider actions to address the key messages.</p>
Mātauranga Māori	<p>Liaise with the Kaitiaki Governance Forum and IMSB to support their education and skills outcomes through connecting them with appropriate experts</p> <p>Support expansion and ongoing implementation of a kaupapa Māori youth employability model with kura</p>	He Waka Angamua IMSB	Ongoing	Green  Green	<p>We are contributing to planning with Māori Economic Development at ATEED towards a youth version of the Māori business network forum.</p> <p>Two kura Kaupapa delivered the YEP in 2019 to a total of 50 taiohi (19 Year 13s and 31 Year 12s). Te Puni Kōkiri conducted a 6-month evaluation with key stakeholders across the four original kura kaupapa partners in the pilot. Overall the taiohi gained confidence and clarity around their cultural identity as Māori, personal and professional attributes and skills, and their chosen career paths. Recommendations for programme improvement included co-designing a programme with each kura to suit their unique contexts; delivery over a 3-year period (rather than 1-2 years); and improved support to find relevant work placements. Twenty-seven (27) taiohi completed the required work experience hours, thirty-five (35)</p>

Initiative	Deliverable	Auckland Council connections	Completed /ongoing /deferred	Status	Comments
					completed their voluntary hours and a total of eighteen (18) graduated with the YEP Licence to Work in October 2019.
Te Reo Māori Normalisation	<p>Advocate for Te Reo Māori for all Auckland school students</p> <p>Support at least one Māori-led community initiative within the Talking Matters campaign, to support families' oral language building</p>	He Waka Angamua IMSB	Ongoing	Green  Green	<p>Advocacy for te reo Māori to be available/core for all children and young people from year 1, for systems changes (such as initial teacher education and in-service PD) to enable this, and for greater support for Māori immersion education. was included in our submission on the Draft National Education and Learning Priorities.</p> <p>Our Manager Education Māori facilitated a meeting between Whai Maia, Ngāti Whātua's social service arm and the Talking Matters team. That led to Talking Matters being invited to a whānau workshop on early reading. Conversations are now underway about linking Whai Maia and Te Ipu Kareia on a Talking Matters project at Ōrākei.</p>

### Key deliverables for next six months

Initiative	Comments
Youth Employability Programme	Expanding delivery of our Youth Employability Programme to an estimated 16 sites in Auckland and over 50 sites nationally in 2020
Talking Matters	Beginning the delivery phase of a significant partnership with Whakatōhea Iwi Trust (Opotiki). This is Talking Matters' first iwi partnership and involves supporting iwi staff to incorporate Talking Matters across iwi-managed services.
Mātauranga Māori	Supporting the Rangatahi Advisory Group to shape one or more actions to address issues raised in the consultation with Māori young people.
Data snapshots	Raising awareness about STEM skills pipeline issues and how to address them by publishing a STEM pipeline snapshot and by sharing key messages in social media

## 6. Financial performance

*Provide general comments and complete the table. CCOs can modify table for nature of business i.e. ACIL can include dividend line*

\$'000	Budget to date	Actuals	Variance	Full year budget	Full year forecast	Variance
<u>Operational</u>			*			*
Revenue/External funding	1,195	930	-265	2,390	2,162	-228
AC funding	279	279	-	558	558	-
Expenditure excluding depreciation	1,464	1,201	-263	2,927	2,699	-228
Depreciation	17	13	-4	33	31	-2
<u>Capital</u>						
Expenditure	6	22	16	12	28	16
AC funding	-	-		-	-	
External funding	6	22	16	12	28	16

\*Status:

- Green - Performance on target or better
- Amber - Target may not be met, corrective action taken
- Red - Target may not be met, action required

## 7. Performance measures

Sig. exceeding target

Meeting target

Below target

Significantly below target

Service level statement	Measure	2019/20 target	2019/20 progress	Comments
Delivering initiatives and projects to agreed timeframes and outputs	% of initiatives that fully meet timelines and outputs as listed in the SOI	90%	95%	22 deliverables on track, one delayed but will be delivered by the end of 2020
Quality of work to support education and skills	% of stakeholders who rate COMET Auckland's work as valuable or very valuable	75%	Not measured yet	
Influencing action towards more effective and equitable education and skills in Auckland	% of stakeholders who attended COMET Auckland events rating them moderately to highly valuable for influencing action	75%	Not measured yet	
Raising awareness of key education and skills issues	Number of media articles generated	32	13	An additional 9 media items were recorded in January so we are well on track for this target.
Providing data and information that is valued and used by stakeholders	% of stakeholders rating COMET Auckland reports as moderately to highly valuable	80%	Not measured yet	
Leveraging Auckland Council support	Value of external funding as a percentage of Auckland Council grant	>300%	333%	

## 8. Māori responsiveness activities

Initiative	How it contributes to Māori well-being or outcomes	Progress	Spend to date (\$'000)
<b>Tāmaki Makaurau Education Forum</b>	Coordinate the Tāmaki Makaurau Education Forum, including hosting two meetings per year to develop and share models of Māori success	Ongoing – on track	53
	Work with rangatahi leaders and educators to shape and scope one or more collaborative actions to address issues raised from the 2018 rangatahi consultation, for implementation 2020	Ongoing – delayed but progressing	
<b>Mātauranga Māori</b>	Liaise with the Kaitiaki Governance Forum and IMSB to support their education and skills outcomes through connecting them with appropriate experts	Ongoing – on track	
	Support expansion and ongoing implementation of a kaupapa Māori youth employability model with kura	Ongoing – on track	
<b>Te Reo Māori Revitalisation</b>	Advocate for Te Reo Māori for all Auckland school students	Ongoing – on track	
	Support at least one Māori-led community initiative within the Talking Matters campaign, to support families' oral language building	Ongoing – on track	

## 9. Key local board engagement and issues

**Project delivery:** Most of our work (such as data snapshots, policy input, Tāmaki Makaurau Education Forum, languages strategy, Talking Matters network and student magazine) is regional, focusing on Auckland as a whole and designed to benefit all Local Board areas.

Our project work aims to develop new ways of working that can then be taken up regionally, but in the initial phases they need to be trialled in specific locations. During 2019/20 our specific project work is focused on the following Local Board areas:

Local Board	Youth Employability	Talking Matters	SouthSci	Student editor grp
Albert-Eden				♦
Franklin			♦	
Henderson-Massey				♦
Māngere-Ōtāhuhu	♦	♦	♦	♦
Manurewa	♦		♦	
Maungakiekie-Tāmaki	♦	♦	♦	
Ōrākei	♦			
Otara-Papatoetoe	♦		♦	
Papakura			♦	
Puketāpapa		♦		
Waitākere	♦			
Waitematā				♦
Whau	♦			

### Other local board connections:

We are providing advice and expertise to Project PETER, an employment readiness initiative with links to the Puketāpapa local board.