

TE RITO

JOURNALISM PROJECT

TERITAJOURNALISM.CO.NZ

Newshub.

MĀORI
TELEVISION

Public Interest
Journalism
funded through
NZ On Air 


PMN

NZME.

Recipient Programme Report final

© Whakaata Māori for Graduation: Torerenui, Tamara, Atutahi, Elizabeth, Raphael, Hinewai, Bonnie, Eva, Candice, Waimanea, Christina, Breanna, Alka, Ryan, Trenton, Oriwa, Minister Jackson, Te Kakenga, Kahumako, Michael (L to R, back to front)

Gesa Luamanu

Kaihautū, Te Rito Programme Manager

TE RITO KAUPAPA | PURPOSE

Shared responsibility of many



He Whāinga Objective

The Te Rito Journalism Project, funded by NZ on Air's Public Interest Journalism Fund, is a unique partnership between media companies NZME, Māori Television, Newshub/Discovery and Pacific Media, to train, upskill and mentor a cohort of 25 cadets.



He Mātāpono Our Values and Principles

Te Rito is the emerging shoot at the heart of the harakeke, flax plant. It represents our trainees. Te Awhi Rito are the surrounding leaves, which nurture and protect. These are our trainers. Te Matua Rito are the experienced external leaves, which anchor the ecosystem. This represents our news executives.



He Ara Hōu A New Pathway

The Te Rito partnership offers every storytelling platform in a modern-day New Zealand news and media environment, covering digital, audio, radio, video, television, print, and social. The programme includes training in specialist disciplines as well as cadet and/or trainer placements across 15 newsrooms.

WHAKATUTUKI | MILESTONES

November 2022

Recruitment kicked off with a Partner Q&A session on the 1st of November to advise cadets of the process. 23 roles were advertised for cadets to apply.

Key recruitment dates:

- 14 November Job ads go up
- 21 November Interviews
- 28 November Job offers

On the 10th of November, Te Ururoa Flavell facilitates a Te Tiriti o Waitangi workshop at MIT. It was well received by all who attended.

December 2022

Cadets continue to thrive in Partner newsrooms. 17 cadets are offered roles, some with multiple offers and all accept. The rest have either taken roles elsewhere or bound overseas. Encouraging to see cadets take up opportunities.

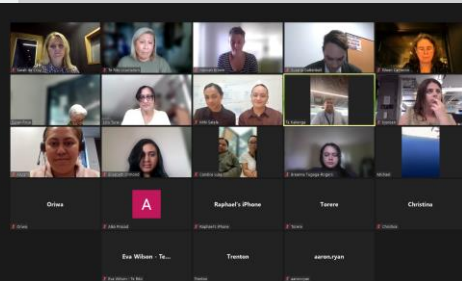
Kaiako team continue to offer refreshers and one on ones in support of honing their journalism skills for their new roles.

Kaimahi take a well-deserved holiday, and some are much needed cover in the newsrooms during Summer.

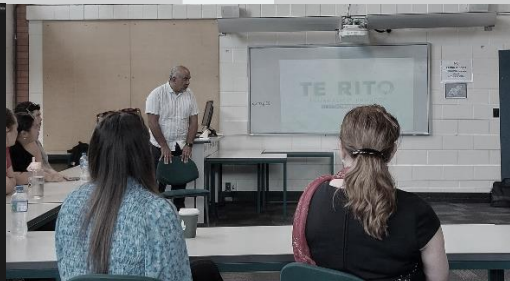
2023

Cadets continue to publish diverse stories for the remainder of the programme. Across the four newsroom partners and social media, the cadets publish 632 articles with 4.9 million views. The success of the programme has been widely supported by the industry.

On the 10th February cadets celebrate completing the programme graduating at Whakaata Māori with the Minister in attendance. Whānau, partners and guests are welcomed onsite with pōwhiri and enjoy entertainment from Pasifika's Ura Tabu.



Partner Q&A online for recruitment



@MIT – Te Ururoa Flavell's workshop on Te Tiriti o Waitangi



@NZME – Te Kakenga on photoshoot for new role



@Whakaata Māori for Te Rito graduation. Pasifika group Ura Tabu performance



@Whakaata Māori for Te Rito graduation Atutahi, Aaron, Alka, Breanna & Kahumako

Te Rito Cultural Kaupapa



@ MIT – Te Ururoa Flavell facilitating a debate with Mihingārangi, Tamara and Kahumako (L to R)

TE TIRITI O WAITANGI WORKSHOP

In support of Te Rito's cultural Kaupapa, Te Ururoa Flavell conducts a well-received workshop on Te Tiriti o Waitangi and the role of Māori journalism in Aotearoa.

The cadets participate in activities on the day at MIT and put their debating skills to the test on political scenarios that might take place at pressers.



@ MIT – Te Ururoa Flavell facilitating a debate with Atutahi, Torerenui and Hinewai (L to R)

This site was designed with the **WIX.com** website builder. Create your website today. [Start Now](#)

Employment History

- Date
- Employer
- Job Title
- list job tasks below
 - XXXXXXXXXXXXXXXX
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Let's Chat

A grid of 15 video thumbnails showing participants in a meeting. The participants are: Eileen Cameron, Susan Rose, Waimanea Nuri, Kahumako Rame..., Te Kakenga Kawi..., Eva Wilson, Candice Luke, Michael Cugley, Atutahi Potaka..., Raphael Franks, Trenton Doyle, Mihingarangi Sat..., Arohanui West, Vaimaila Leatinu'u, and Christina Tran. Each thumbnail includes a name and a mute icon.

Te Rito Partners Recruitment

TAUTOKO | RECRUITMENT SUPPORT

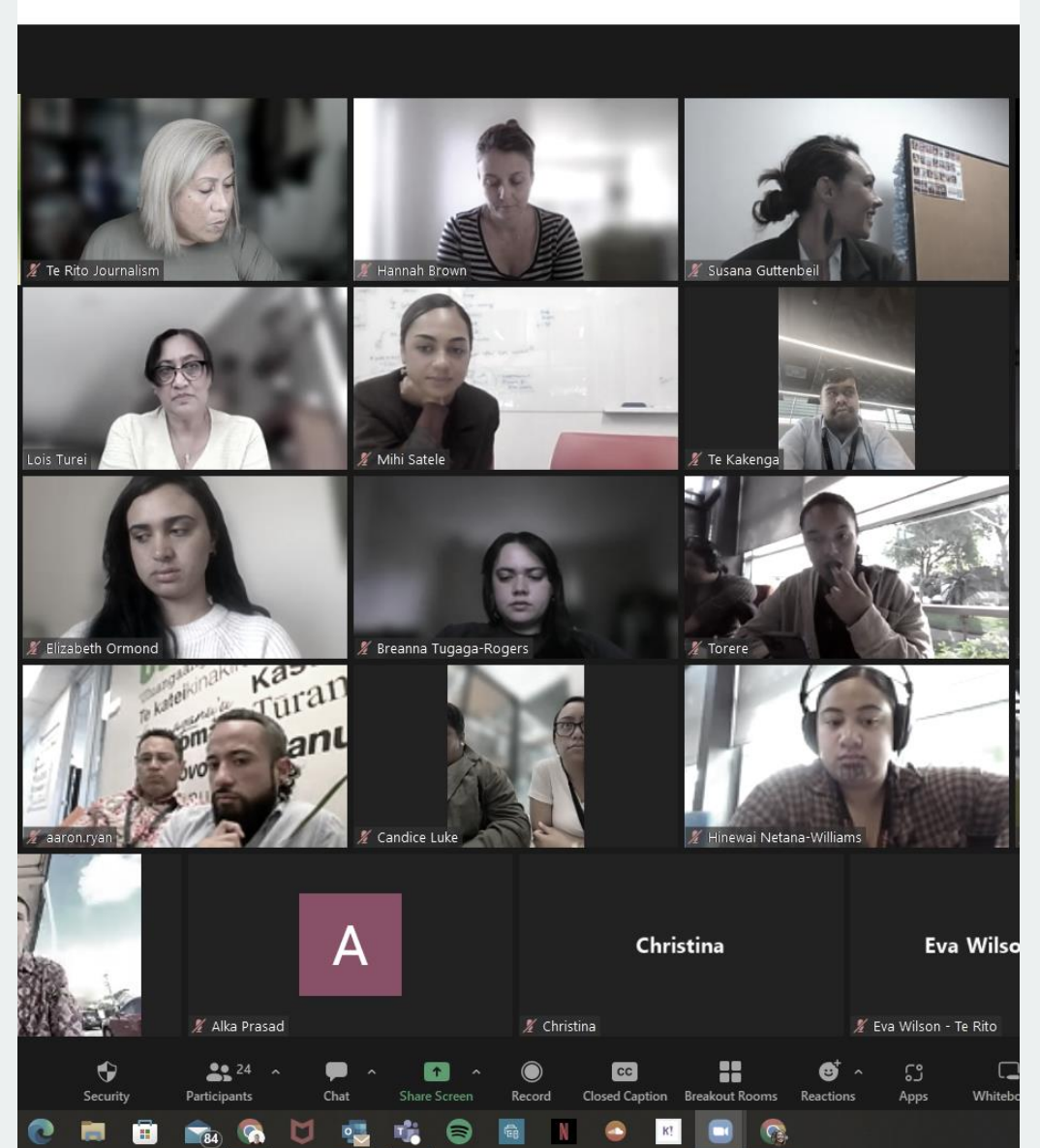
Applying for a role in a big organisation has been daunting for some of the cadets.

To give them confidence and tools in the recruitment process, we held workshops, one on ones and hui:

17th October – Portfolio/CV session

28th October – Recruitment key dates

1st November – Partner Q&A



ANGITŪTANGA | JOB OFFERS

During December and January, 17 cadets accept offers in the Partner newsrooms. We heard positive feedback in how they conducted themselves during the interviews and what they had learnt on the programme.

See where they will be.



Newshub.



W H A K A A T A
M Ā Ō R I



TE RITO



Graduation



TE RITO JOURNALISM PROGRAMME CELEBRATION | TUMEKE!



At Whakaata Māori, guests celebrate cadets completing the Te Rito Journalism programme. Hosted by PMN's Aggie Tupou, Minister Willie Jackson gives a heartfelt speech talking about his experiences as a reporter along with NZonAir's Raewyn Rasch (Head of Journalism), NZME's Shayne Currie (Managing Editor), Newshub's Sarah DeCroy (Director of News) and Whakaata Māori's Wena Harawira (Director of News).

PMN's Susana Guttenbeil (GM of Content) spoke of how Pasifika journalists remain at 1.8% since she started out.

How do we improve numbers?

Moments from the Graduation









CHALLENGES & OPPORTUNITIES

TAU KUMEKUME
Year in review



CHALLENGES



1

COVID pandemic and illness caused much disruption to learn and placements

2

Financial struggles for cadets with rising costs on the living wage

3

Technical eco-system not fit-for-purpose for cadets to communicate, learn and edit content

4

Communication challenges from Te Rito team-partners-cadets

5

Difficulty in securing full-time experienced journalist trainers due to talent pool shortage

WHAT'S WORKED



A programme dedicated to people first, prioritising pastoral care and well-being



Cultural confidence at the fore of learning practices



Recruitment with diversity at the fore



Innovative learning environment in some of the most demanding newsrooms in Aotearoa

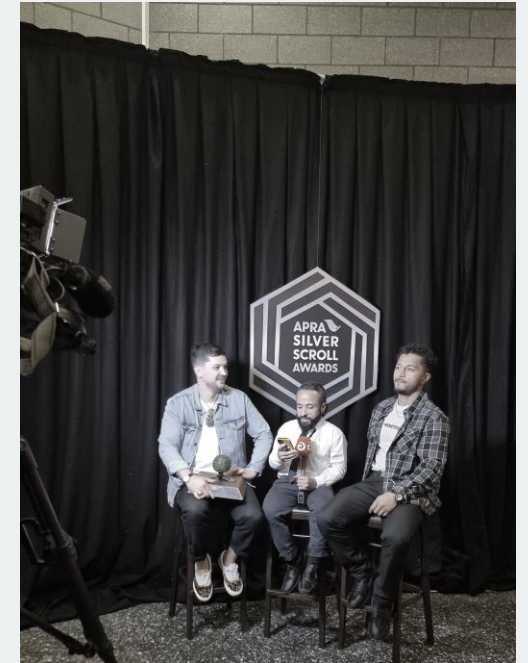
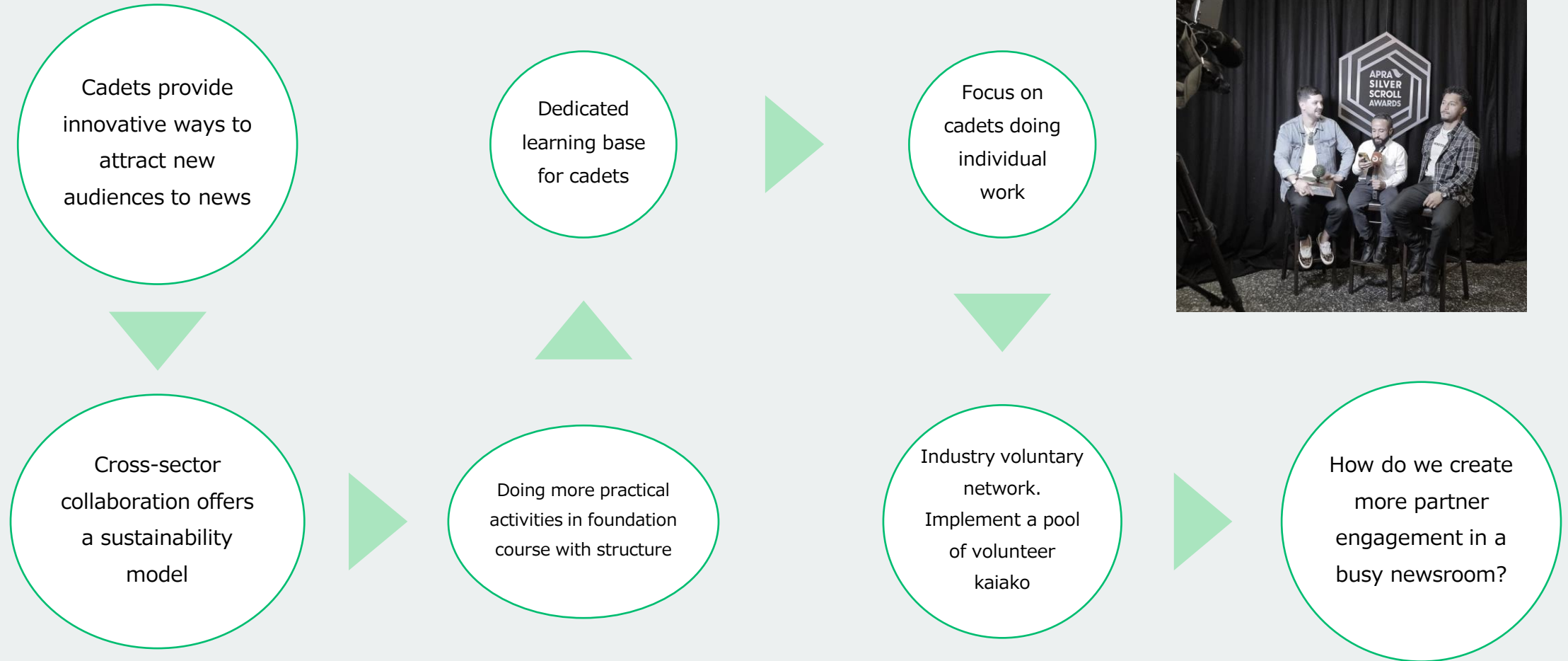


Placements provide hands-on experience to produce multi-media journalists



Partner resources and knowledge contribution to the programme

THE OPPORTUNITY



The future



TINORANGATIRATANGA

Now that the graduate cadets are forging their path in various Partner newsrooms, Te Rito is committed to supporting our future Journalists.

Empowered with the tools learnt from the programme, they are equipped to deal with daily challenges such as disinformation and new technology like chat GPT.



As Tuakana for incoming cadets, Te Rito kaumatua heard their constructive feedback in how to improve the Te Rito programme.

We know there is room for improvement in our newsrooms to ensure diversity thrives. Its about encouraging reo and Pasifika languages to be spoken or courageous conversations around unconscious bias on 'differentness'.

The difficult path ahead will reap great reward and success.

2023 RECRUITMENT CAMPAIGN

The recruitment campaign for 2023 cadets is underway.

<https://www.teritojournalismproject.com/recruitment>

Proposed key dates:

March 1-14:	Marketing/promotions go live
March 15-22:	Interviews
March 25:	Partners finalise selection
March 27-31:	Offer contracts May 1

Programme starts 1st of May with noho marae and induction taking place. It will give out-town cadets a chance to look for accommodation in Auckland.

The screenshot shows the Te Rito Journalism Project website. The header includes the logo and navigation links: Home, Class of 2022, Recruitment, and About Us. The main content area features a large image of six diverse young adults sitting on stools, with the text "Your voice. Your words." overlaid. Below the image is a call to action: "TE RITO JOURNALISM PROJECT. Tell Aotearoa's diverse stories. Get paid to train as a junior journalist. teritojournalismproject.com". The right sidebar contains the following text:

Te Rito Journalism Project

APPLY TO BE A TE RITO JOURNALIST
Please complete the below expression of interest and a Te Rito representative will be in touch to explain the next steps. This will include an interview for shortlisted candidates.

Our diverse voices and stories will reflect the Aotearoa-New Zealand we live in. How do you think your background and life experiences will enable this? *

What we're looking for

- Applicants from all walks of life
- People who are bright, curious, focused and full of story ideas from their communities
- Diverse voices. Those who can tap into stories from communities under served in mainstream news media outlets
- A passion for journalism

Key dates


- March 1: Applications open
- March 15: Applications close
- March 20-21: Panel discussion
- March 22-24: Interview process
- Early April: Contracts offered
- May 1: Te Rito programme begins



THE FUTURE LOOKS PROMISING

From the Te Rito whānau, we would like to thank the team at NZonAir. Your continued support has created an innovative way forward.

The future looks bright for diversity in Aotearoa newsrooms.



**Ngā mihi nui
Talofa lava
Meitaki
Dhanyavaad
Saum arkoun
Kiitos
Thank you**