

# He Mahi Hau Rua

**Ko wai au?**

**Ngāti Tūwharetoa ki kawerau, Mataatua te waka, Haahuru te marae. Ko Makere ahau. (Hamiora Tumutara Pio tāku Tupuna)**

**The work of two! This has epitomized our working relationship with Porirua City Council.**

**Who is Capital Training and what do we do?**

**How did we come to meet with Porirua City Council?**

# In the beginning...

- **Noticed some employees with English as a second language:**
  - **Struggled to understand and be understood**
  - **Relied on help from others eg timesheets/job sheets**
  - **Didn't actively engage/contribute in the workplace**
- **Engaged Capital Training to deliver a literacy and numeracy programme.**
- **Goal: language skills to engage and contribute more fully in the workplace**
- **Desired: positive impact on lives outside of work**

# What we did

- **Agreed scope with Capital Training: learner and workplace needs**
- **Encouraged (strongly!) participation**
- **Gave work time – two hours per week for 40 weeks**
- **Involved team leaders/managers for support**
- **Established various lines of communication**

# What we saw

- **Group formed a close bond – support in and outside of classes**
- **Personal investment in learning**
- **Increased confidence and contribution in workplace**
- **Unexpected (but great!) impacts outside of work**
- **Significant increase in assessment results**

# What we learned – lots!

- **Allowing work time has multiple benefits**
- **Learning and practice becomes ‘normal’ over an extended period, continuity is important**
- **The trainer makes a big difference**
- **Management support does too**
- **An open and communicative relationship works**
- **Workplace tools and documents make the training relevant – adapt to learner needs too**
- **Celebrate!**
- **The investment is well worth it**