

He Kura Nō Te Ao Atua

Recoded careers through Atua knowledge systems

Karakia

Tēnei te ara kei runga

Ko te ara o tēnei tipua

Ko te ara o tēnei ariki

Ko te ara o tēnei mātua-ā-iwi

Ko te ara o Ranginui e tū nei,

o Papatūānuku e takoto nei

Kia rarau iho rā ngā tapuwae o Tāne

Tēnei te pō – nau mai te ao …

Tihe mauri ora

Contents

Karakia	2
Hei tīmatanga	4
About	5
He Kura Nō Te Ao Atua Guide	6
Māoriology	7
Whakapapa	8
Atua Symbols & Meanings	9
Whiro & Te Kohurangi	10
Tāwhirimātea & Pārāweranui	11
Haumiatiketike	12
Tangaroa & Te Anu Mātao	13
Tūmatauenga	14
Tāne Mahuta	15
Rongomaraeroa & Panitīnaku	16
Rūaumoko & Hine-nui-te-pō	17
He Kura Nō Te Ao Atua Mahere | Atua Domains Pathways	18
Possible Uses	20
Example Rangahau Tool	21
Karakia	22

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Hei tīmatanga

Ko te pūtake o te tuhinga kōrero nei i ahu mai i te Hui Hihiri (2023), i ngā whakaaro, i ngā kōrero i puta mai ki te kaupapa o Kanapu. Nā reira ka whakaritea tēnei mō tātou.

Kia mōhio tātou ki te ao Atua i ahu mai ai tātou.

Nāwai rā, i tuhia tēnei mō tātou e tipu mai ana i te ao hurihuri hei kaupapa mō tātou, kia whāia ngā māramatanga o ō tātou mātua tūpuna.

Ki te kore ngā kōrero nei, ngā kōrero pēnei i ēnei, ka ngaro te reo me ngā tikanga, ka noho tātou ki roto i ngā pōhēhētanga o te ao hurihuri.

Ko te mea nui, kia whai māramatanga tātou,

- ki tō tātou ao i runga i ngā kōrero heke iho.
- ki ngā hononga, ki ngā whakapapa.
- ki ngā kaupapa kōrero, ki ngā tikanga tuku iho o aua whakapapa, o aua hononga.

Kia mōhio tātou ki te titiro me te whakaaro Māori. Kia mau ki roto i a tātou, te pūtake pītau o te tangata.

Ka mutu, he kōrero ēnei e taea ana te wherawhera, e taea ana te wānanga i waenganui i ngā whānau, i ngā hapū, i ngā tūmomo rōpū, tae ana ki ngā kura. Mā te huruhuru te manu ka rere.

KANAPU

About

Kanapu is designed by Māori, for Māori to ignite Māori talent and leadership across te ao Māori in rangahau, research, science, innovation and technology spaces; on marae, within hapū and iwi mahi, and throughout our hapori in the cities. Māori are fundamental to a vibrant rangahau, research, science, innovation & technology (RRSI&T) system.

He Kura Nō Te Ao Atua - Recoded careers through Atua knowledge systems was developed under the umbrella of Kanapu for whānau, hapū, iwi, hapori and individuals to use as a career planning tool. It can also be used for planning the myriad kaupapa of our aspirations.

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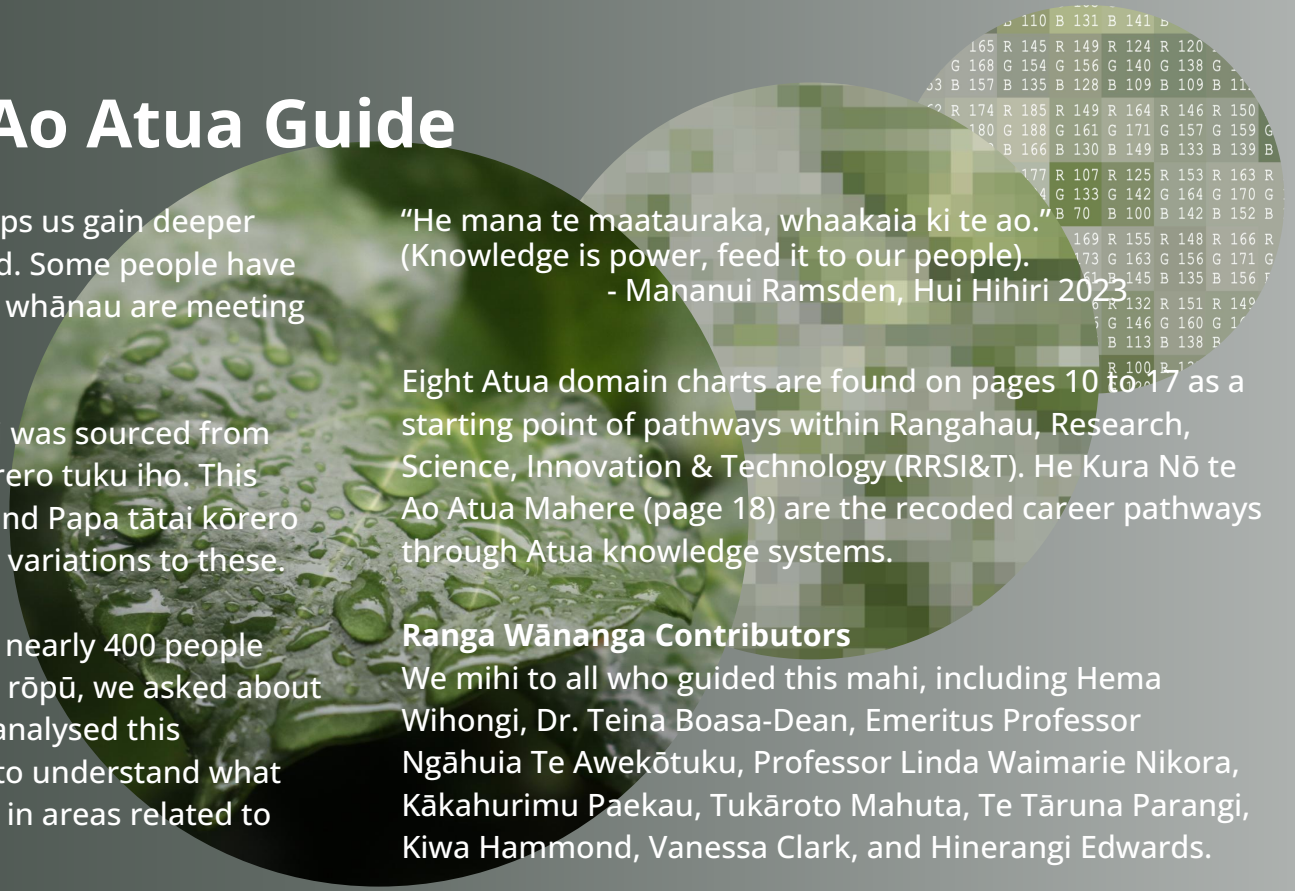
He Kura Nō Te Ao Atua Guide

Exploring the attributes of Atua helps us gain deeper insight into ourselves and our world. Some people have deep connection to Atua and other whānau are meeting them for the first time.

Kōrero that has informed this mahi was sourced from national resources and whānau kōrero tuku iho. This resource acknowledges the Rangi and Papa tātai kōrero (narrative) and that there are tribal variations to these.

In 2023, the first Hui Hihiri brought nearly 400 people together online. To understand the rōpū, we asked about their roles and locations. We have analysed this anonymous data in different ways to understand what types of work are being carried out in areas related to some Atua.



"He mana te maatauraka, whaakaia ki te ao."
(Knowledge is power, feed it to our people).
- Mananui Ramsden, Hui Hihiri 2023

Eight Atua domain charts are found on pages 10 to 17 as a starting point of pathways within Rangahau, Research, Science, Innovation & Technology (RRSI&T). He Kura Nō te Ao Atua Mahere (page 18) are the recoded career pathways through Atua knowledge systems.

Ranga Wānanga Contributors
We mihi to all who guided this mahi, including Hema Wihongi, Dr. Teina Boasa-Dean, Emeritus Professor Ngāhuia Te Awekōtuku, Professor Linda Waimarie Nikora, Kākahurimu Paekau, Tukāroto Mahuta, Te Tāruna Parangi, Kiwa Hammond, Vanessa Clark, and Hinerangi Edwards.

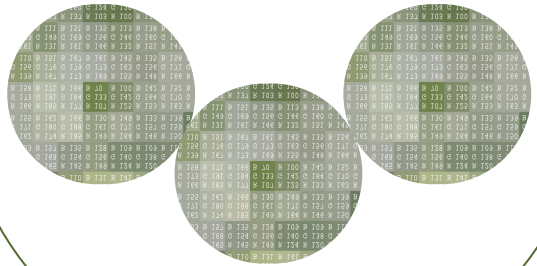
He Kura Nō Te Ao Atua is not complete, permanent or fixed, but will grow over time with kaupapa.

Māoriology

"According to the Māori worldview, we always start with the Cosmos or Māoriology. Io begins everything. The environment in mātauranga Māori is the atua, and the atua, are the environment."

- Hema Wihongi (Hui Hihiri 2023)

Te Kore | the koha of Io-matua.



(e.g. mauri)

Te Pō | the koha of atua



(e.g. whakapapa)

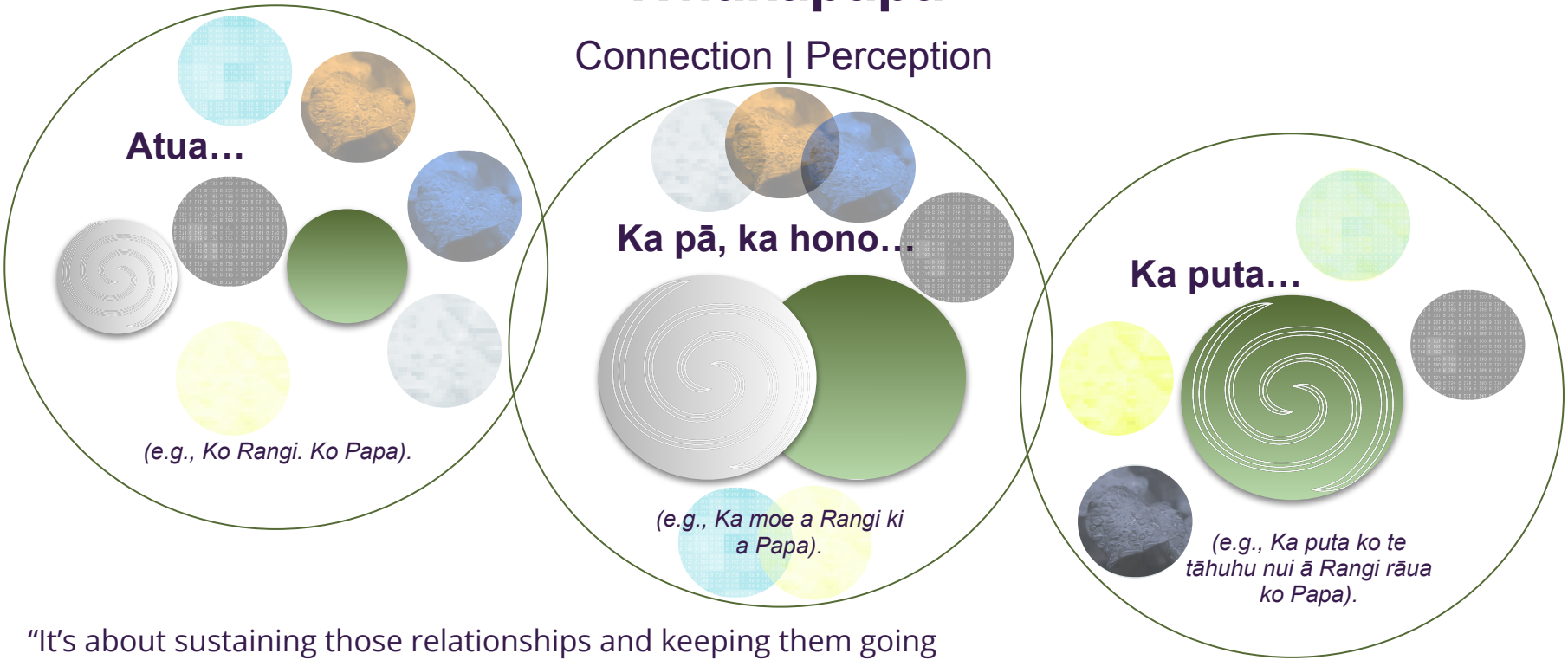
Te Ao | the koha of people



(e.g. tikanga)

Whakapapa

Connection | Perception



"It's about sustaining those relationships and keeping them going like our whakapapa relationships, maintaining them consistently."

- Ngāhuia Te Awekōtuku (Hui Hihiri 2023)

Koru design by Rāhiri Mākuini

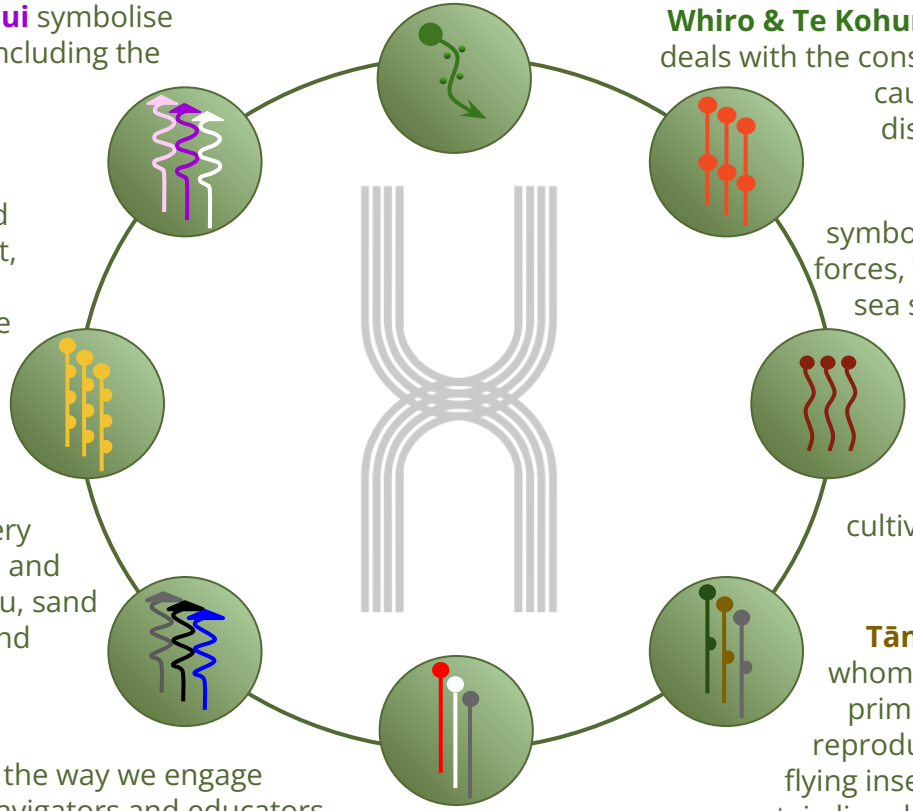
Atua Symbols & Meanings

Tāwhirimātea & Pārāweranui symbolise meteorological phenomena including the ways we engage with those phenomena.

Haumia-tiketike symbolises uncultivated kai including wild ferns, vines, palms, fungi, fruit, seeds, root crops – as well as hunted birds, seafood and the organisms that connect our natural world.

Tangaroa & Te Anu Mātao symbolise all life forms of the sea including tides, fish of every description, reptiles, ponaturi and marakihau, taniwha, pounamu, sand stones, red ochre, seaweed and whales (Rongomai-taha-nui).

Tūmatauenga symbolises humankind, lore and law and the way we engage in taiao including investors, navigators and educators.



Whiro & Te Kohurangi symbolise karmic law that deals with the consequences of karma, i.e. disease caused by illness; illness caused by disaster; and the process of dying.

Rūaumoko & Hine-nui-te-pō symbolise geothermal activity, energy, forces, volcanoes, the volcanic process, sea spread, geysers and its contents from the underworld up.

Rongomaraeroa & Panitīnaku symbolise the cultivation and agriculture for tuberous and cultivated kai to thrive, in addition to security, and sustainability.

Tāne Mahuta and the tūpuna with whom Tāne procreated symbolise the primordial forest ecosystem, human reproductive organs; fertilisation, eggs, flying insects, birds, ovum, ionised water, mountain lizards, stones, harakeke, and toetoe.

Atua symbols inspired by Kākahurimu Paekau, 2023

Whiro = Te Kohurangi

Atua kōrero[1,2,3]

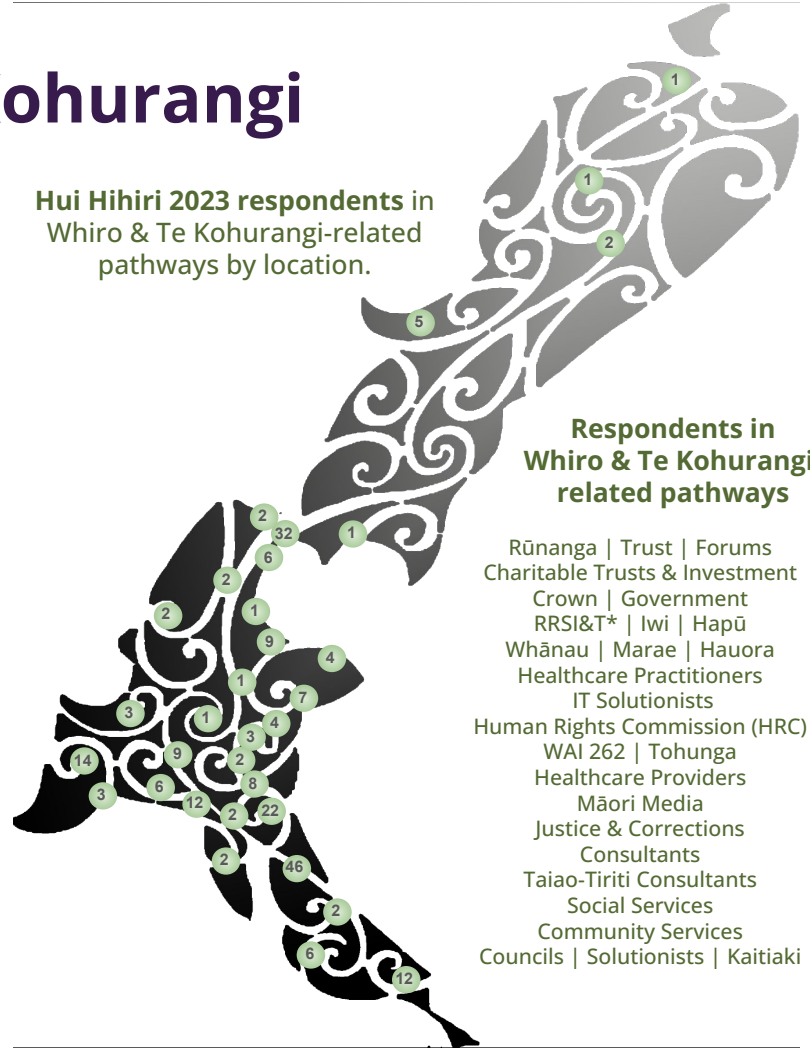
- Ka mawehe ngā mātua
- Ka tiki i ngā kete o te wānanga
- Ka pouaru a Rūaumoko



"I tāria koutou ki te tari a Whiro."

(You have been tested by the patience of Whiro).

Hui Hihiri 2023 respondents in Whiro & Te Kohurangi-related pathways by location.



Respondents in Whiro & Te Kohurangi-related pathways

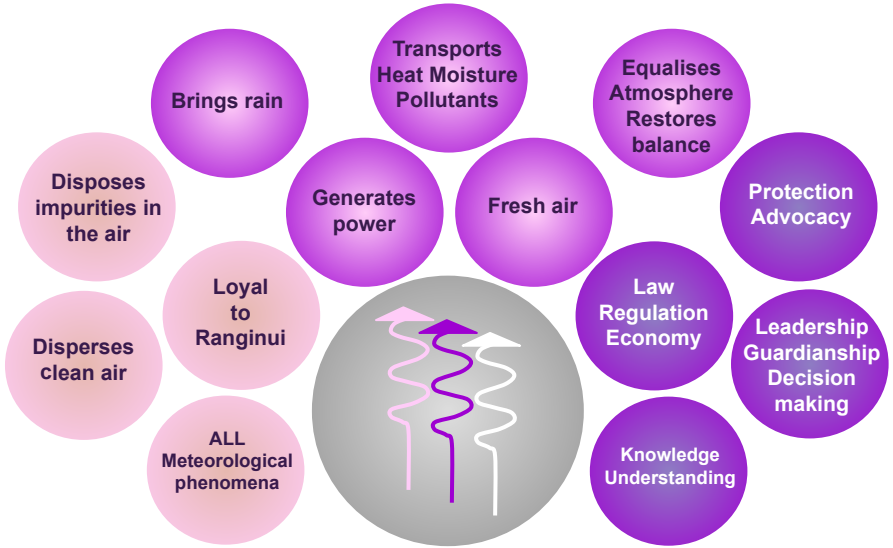
Rūnanga | Trust | Forums
Charitable Trusts & Investment
Crown | Government
RRSI&T* | Iwi | Hapū
Whānau | Marae | Hauora
Healthcare Practitioners
IT Solutionists
Human Rights Commission (HRC)
WAI 262 | Tohunga
Healthcare Providers
Māori Media
Justice & Corrections
Consultants
Taiao-Tiriti Consultants
Social Services
Community Services
Councils | Solutionists | Kaitiaki

**RRSI&T - Rangahau Research Science Innovation & Technology*

Tāwhirimātea = Pārāweranui

Atua kōrero[1,2,3]

- Te tiki i ngā kete
- Te whakakākahu i ngā mātua
- Te pakanga ki ngā tuākana tāina



"Hokia ki ō maunga kia purea koe e ngā hau a Tāwhirimātea."
(*Return home to your origin to be refreshed and renewed).*

Hui Hihiri 2023 respondents in Tāwhirimātea & Pārāweranui-related pathways by location.



Respondents in Tāwhirimātea & Pārāweranui-related pathways

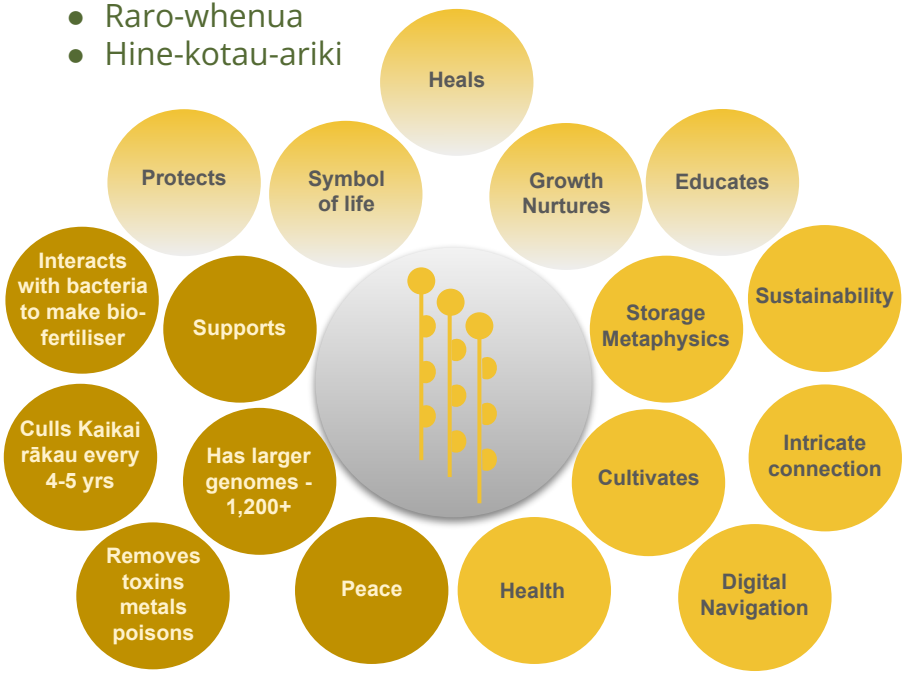
Climate Advocates | Meteorology
Dept. of Conservation (DOC)
Māori Media | Kaitiaki
Community Services
Climate RRSI&T* | Kairangahau
Healers | Hauora
Hauora Practitioners
Tohunga | Analysts
Renewable Energy
Education Providers
Solar Energy | Wind Farms
Trust | Iwi Forums
Iwi | Hapū | Marae
Consultants | GIS- Solutionists
Developers | Academics | Students
Councils | Rūnanga
All Business | Engineers
Government | Crown

**RRSI&T - Rangahau Research Science Innovation & Technology*

Haumiatiketike

Atua kōrero[1,2,3]

- Te tuarā nui o Ranginui
- Raro-whenua
- Hine-kotau-ariki



"Aruhe mokopuna."

(Said of a mokopuna who is very loving).

Hui Hihiri 2023 respondents in Haumiatiketike-related pathways by location.



Respondents in Haumiatiketike-related pathways

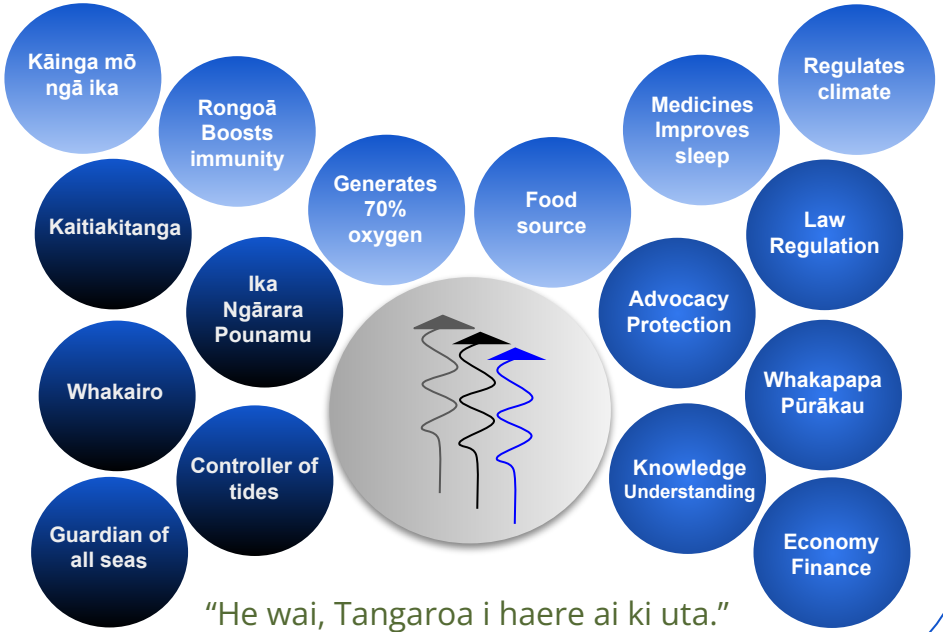
Agri., Micro., & Bio. Scientists & Technology | Kaitiaki Conservation Practitioners & Specialists
RRSI&T* | Taiao
Soil Science Engineers & Consultants
Hunting & Fishing | Cultivation Specialists
IT Solutionists | Iwi | Government
Mātauranga Hauora & Waiora
Tohunga | Mātauranga | Kaikōkiri
Kaumātua | Marae | Community Education Providers
Healers | Tohunga Whakaora
Social Services | Community Hubs
Academics | Consultants | Solutionists
Hauora Health & Promotions
Dept. of Conservation (DOC)
Charitable Trusts | Tohunga Toi Taiao/Tiriti Practitioners

**RRSI&T - Rangahau Research Science Innovation & Technology*

Tangaroa = Te Anu Mātao

Atua kōrero[1,2,3]

- Tangaroa-whakamau-tai
- Tū-te-wehiwehi/Ikatere
- Whatuira/Te Whatukura/Poutini & Te Pounamu



"He wai, Tangaroa i haere ai ki uta."

(Water is the means by which Tangaroa is able to go ashore).

Hui Hihiri 2023 respondents in Tangaroa & Te Anu Mātao-related pathways by location.



Respondents in Tangaroa & Te Anu Mātao-related pathways

Marine Cultivation
Human Rights Commission (HRC)
WAI 262 | UN
Educator | Marine
Bio. & Sci. Oceanography
Tohunga Toi
GIS-Solutionists | RRSI&T*
Kaitiaki | Conservation |
Solutionists | Seafood Industry
Renewable Energy Engineers
Therapeutic Rongoā
Climate Analysts | Consultants
Tohunga Hī Ika
Business | Economy
Crown | Iwi
Healing | Hauora Specialists
Mātanga

**RRSI&T - Rangahau Research Science Innovation & Technology*

Tūmatauenga

Atua kōrero[1,2,3]

- Te pakanga ki a Tāwhirimātea
- Whare wānanga
- Wharekura



"He aha te mea nui o te ao?
He tangata, he tangata, he tangata."

(What is most important thing in the world? It is people, it is people, it is people).

Hui Hihiri 2023 respondents in Tūmatauenga-related pathways by location.



Respondents in Tūmatauenga-related pathways

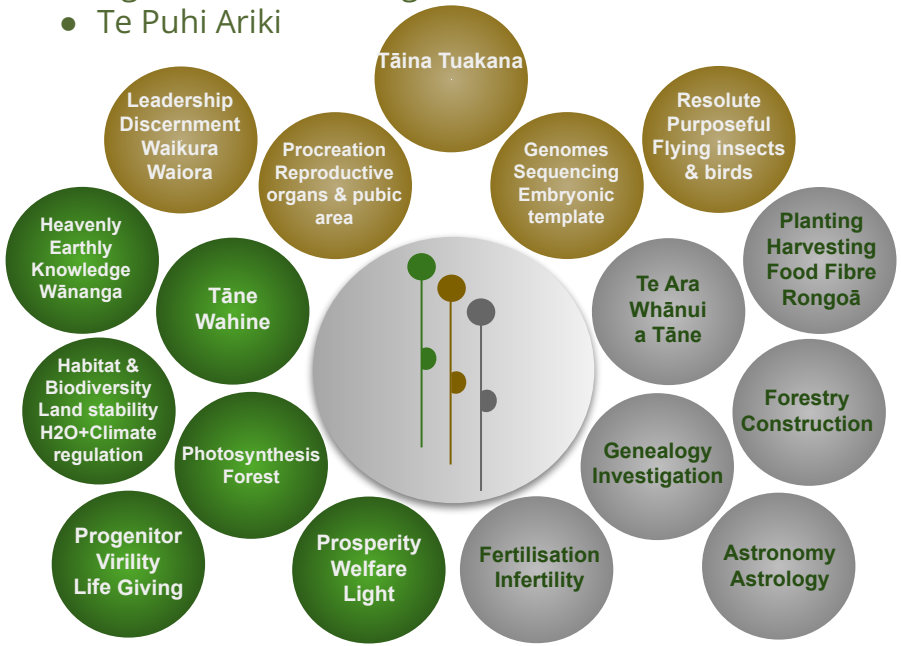
Workforce Development (WFD)
Education Providers
Business | Hospitality | Enterprise
Iwi | Crown | Hapū | Marae
Hauora Collectives | Healthcare
Funding | Investment | Banks
Councils | Government |
Dept. of Conservation (DOC)
Charitable Trusts | Community Services
Rūnanga | Trusts | Iwi Forums
Kaikōkiri | Academics | Students |
Educators | Agriculture
Horticulture | Aquaculture
Tohunga Whakaora | Social Justice
Consultants | Social Services
Health Providers | Hubs | Supports
Kaitiaki | Tohunga
Justice & Corrections | RRSI&T*
IT Solutionists | Kairangahau | Māori Media
Human Rights Commission (HRC)
WAI 262 | Advocators | Strategists
Solutionists | Planners
Negotiators | Analysts

**RRSI&T - Rangahau Research Science Innovation & Technology*

Tāne Mahuta

Atua kōrero[1,2,3]

- Clothing Ranginui & Papatūānuku
- Ngā kete o te wānanga
- Te Puhi Ariki



"Tāne-whakapiripiri."
(Sanctuary).

Hui Hihiri 2023 respondents in Tāne Mahuta-related pathways by location.



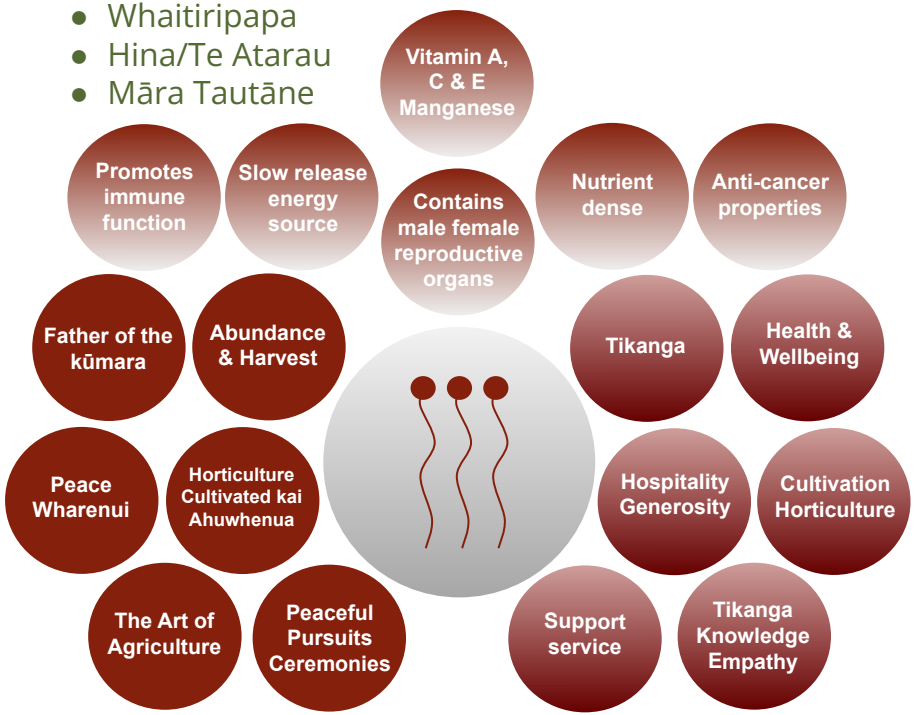
Respondents in Tāne Mahuta-related pathways

Healers | Tohunga Whakaora
Midwifery | Obstetrician | Urologist
Nurses | Unitec | Wānanga
Kōhanga Reo | Academy
Social & Community Services
Workforce Development (WFD)
Iwi Forums | Rūnanga | KKM
District Health Boards
Executive Management Admin
Reproductive Health | Hauora
Geneticists | Biologists
Small Business Enterprise
Leaders | Activists
Mental Health Providers | Mentors
Counselors | Recreation Specialists
Whakapapa Trusts | Iwi | Hapū
Marae | Housing | Planting
Harvesting | Food Fibre | Rongoā
Maramataka Practitioners Solutionists
| GIS-Solutionists Construction |
Forestry

Rongomaraeroa = Panitīnaku

Atua kōrero[1,2,3]

- Whaitiripapa
- Hina/Te Atarau
- Māra Tautāne



"Hohou Rongo."

(Make peace).

Hui Hihiri 2023 respondents in Rongomaraeroa & Panitīnaku-related pathways by location.



Respondents in Rongomaraeroa & Panitīnaku-related pathways

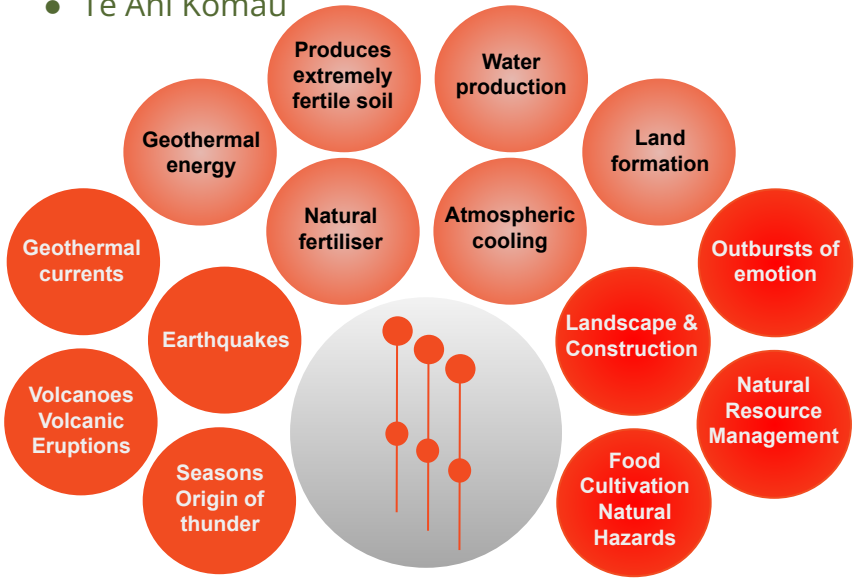
Cultivation | Aquaculture
Agriculture | Karakia | Meditation
Horticulture | Micro-biologist
Immunologist
Economic Business
Geneticist | Bio-Nutritionist
Solutionists
Healthcare Products
Food Industry
Therapeutic Products
Hauora | Healthcare
Tohunga Whakaora
Public Servants
Hospitality | Educators
RRSI&T* | Kairangahau
Rūnanga | Trusts | Iwi Forums
Leadership | Government | Crown
Iwi | Hapū | Marae

**RRSI&T - Rangahau Research Science Innovation & Technology*

Rūaumoko = Hine-nui-te-pō

Atua kōrero[1,2,3]

- Puna-te-waro
- Hine-tuoi
- Te Ahi Kōmau



When Rūaumoko stirs, Hinepuia at Hawaiki clears all before her out to sea. Hence Hine-uku, Hine-one, and Parawhenuamea drift out to Hine-moana in Tahora-nui-ātea, to the far reaches of Hine-tapatu-rangi. (Waiata - Wairarapa Moana).

Hui Hihiri 2023 respondents in Rūaumoko & Hine-nui-te-pō-related pathways by location.



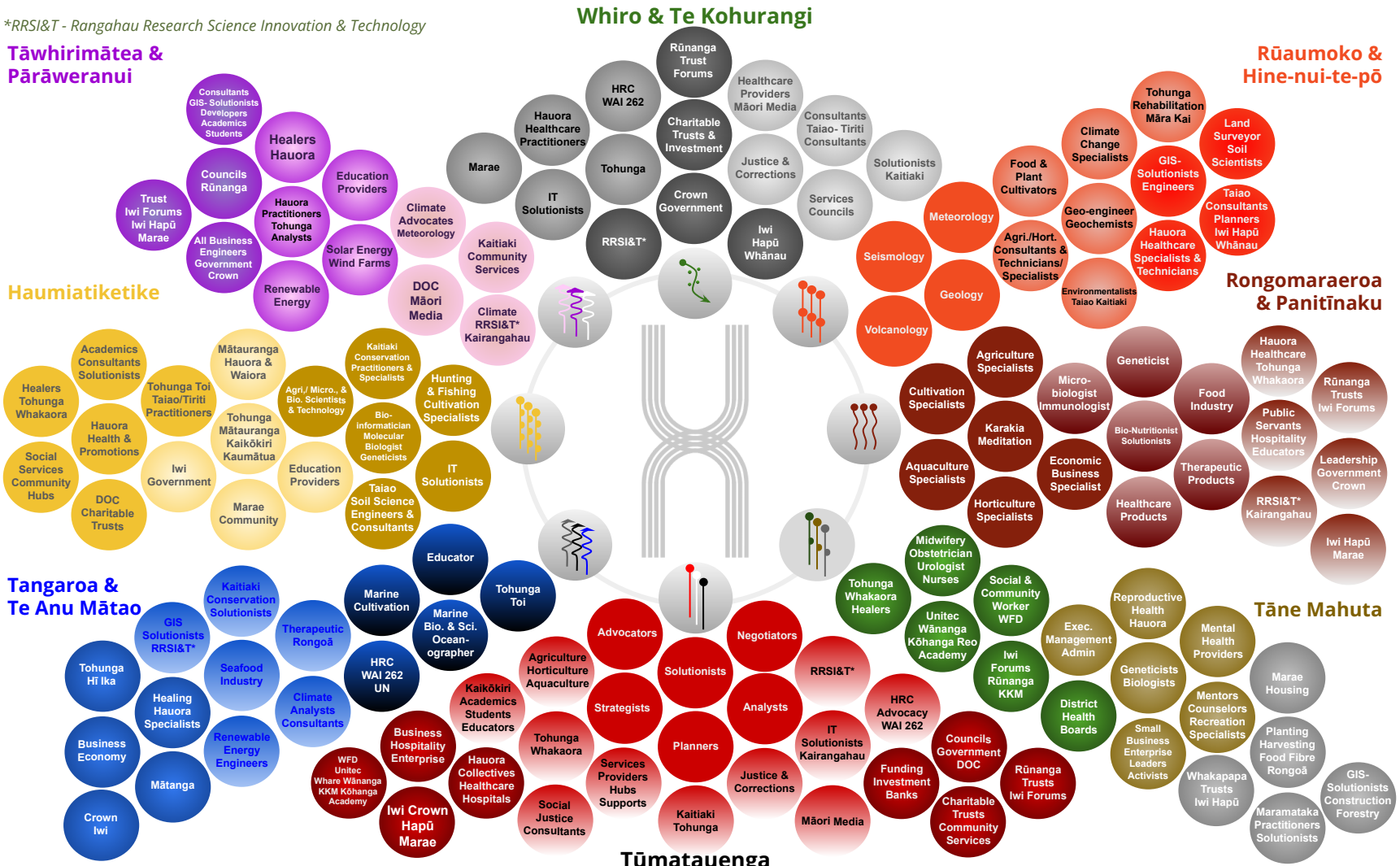
Respondents in Rūaumoko & Hine-nui-te-pō-related pathways

Seismology | Volcanology
Meteorology | Geology
Food & Plant Cultivators
Agri./Hort. Consultants & Technicians/Specialists
Climate Change Specialists
Geo-Engineers & Chemists
Environmentalists
Taiao Kaitiaki
Tohunga | Rehabilitation
Māra Kai | GIS-Solutionists
Engineers | Hauora
Healthcare Specialists & Technicians
Land Surveyor | Soil Scientists
Taiao Consultants | Planners
Iwi | Whānau | Hapū

*RRSI&T - Rangahau Research Science Innovation & Technology

He Kura Nō Te Ao Atua Mahere

Atua Domains Pathways



He Kura Nō Te Ao Atua

The following pages show examples of how to use He Kura Nō Te Ao Atua.

Ask, which Atua do you see in yourself?

He Kura Nō Te Ao Atua - Possible Uses



"You are a kākano of Rangiātea.
Draw on what is in you to plot your path."
- Hinerangi Edwards, AATEA Solutions 2024

He Kura Nō Te Ao Atua offers opportunities to have Atua-guided conversations and decision-making processes.

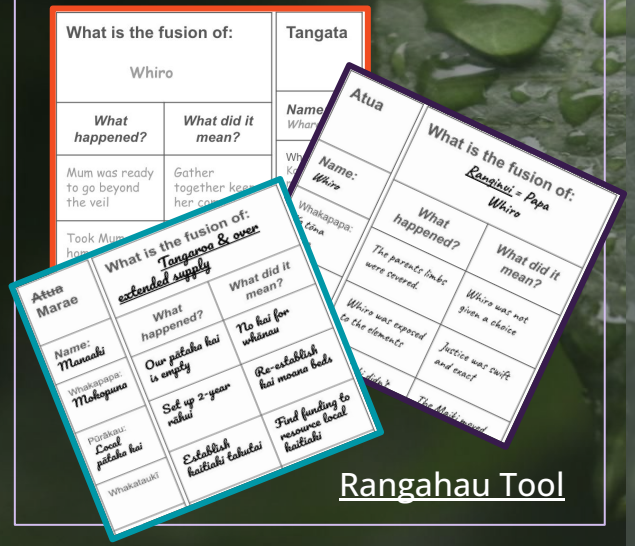
In essence, He Kura Nō Te Ao Atua acknowledges how Atua domains are intrinsic to decision-making and foster revitalisation and collective empowerment of hapori.

- Use for personal reflection. Which Atua do I see in myself? Which Atua are my skills most or least aligned to? Discover more about Atua areas of work that interest you.
- As a guide to explore how careers relate to specific Atua domains and your whakapapa. Use Atua domains to explore tupuna activities.
- Make a career card that highlights Atua attributes in career decision-making. Is this me? Yes/No/Maybe.
- Gratitude cards: Which Atua am I grateful for today?
- Design a waiata and karakia workshop themed around Atua traits and intentions.

He Kura Nō Te Ao Atua

"Processing information through our own being and experiences. The transmission of knowledge that comes with that and how they become valuable sources for further mahi."

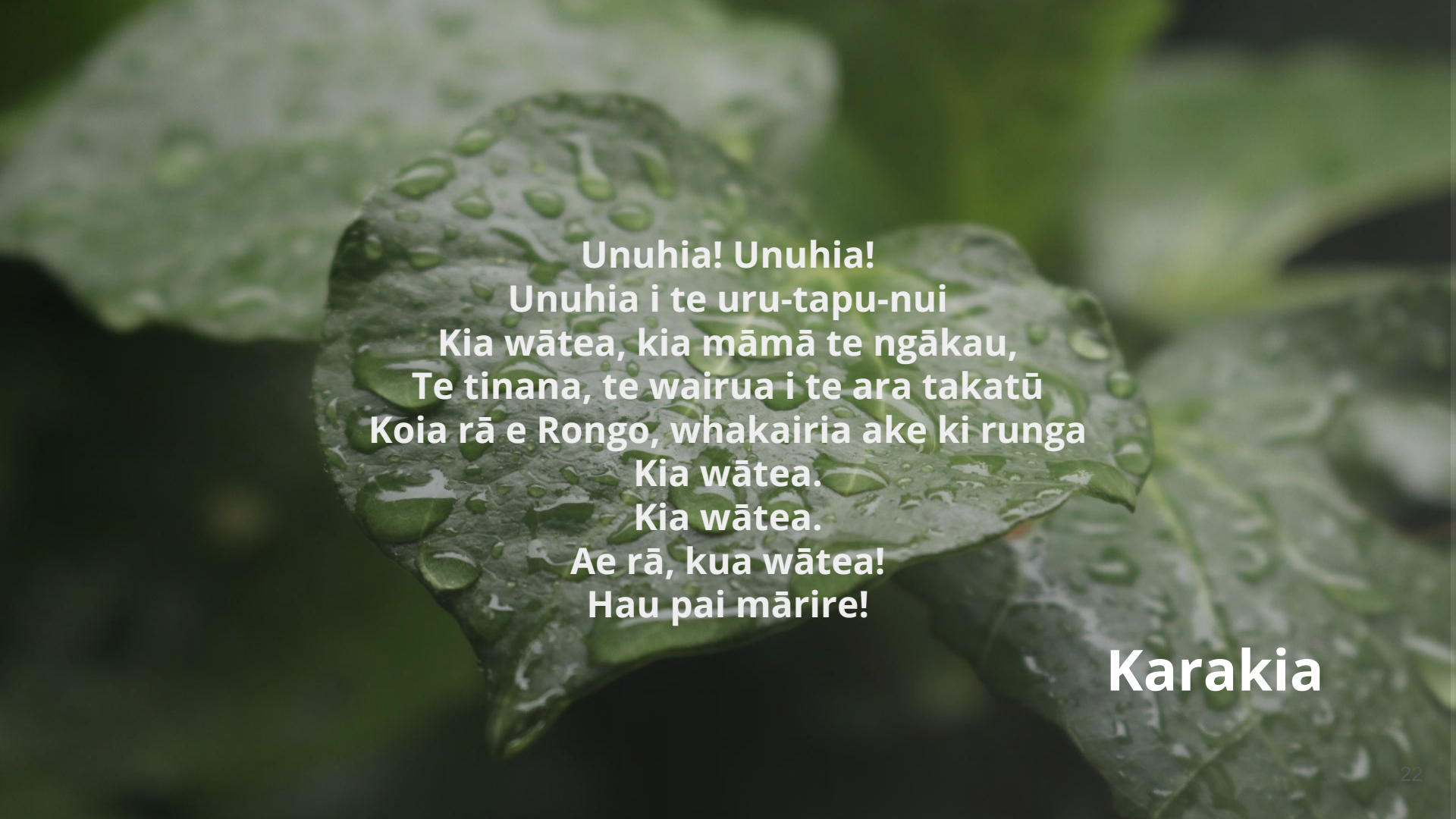
- Ngāhuia Te Awekōtuku (Hui Hihiri 2023)



Rangahau Tool

Example Rangahau Tool

Atua	What is the fusion of Name: Rangi & Papa		What is the fusion of Name: Haumia		Tangata
Name: Haumia	What happened?	What did it mean?	What happened?	What did it mean?	Name: Whare
Whakapapa Rangi = Papa | Haumia	In the separation of the parents, aruhe fell from the back of Ranginui	Became established upon Papatūānuku	Space imbued with blessings & bounty of Haumia	Garden would respond in kind	Whakapapa Mai i a Māui
Pūrākau Te tuarā nui o Ranginui. (Nā Nukupewapewa)	Reo tahi	Only said once	Break off the seeds that are pure and fat	So that they can be propagated by the spade	Pūrākau Haka - He aha te kai?
Whakataukī Ka karikari aruhe...."	Hura rau	Revealed multiple times	Oi whiwhia! Oi rawea!	Ensuring development & growth	Whakataukī Me he arero kura-au!
Other.... Haka & Karakia	Haumia will establish where the love is felt	The language of Haumia is love	Aruhe have large genomes. Produces fertiliser. Removes toxins. Rongoā	Stabilises the plant in its environment	



Unuhia! Unuhia!
Unuhia i te uru-tapu-nui
Kia wātea, kia māmā te ngākau,
Te tinana, te wairua i te ara takatū
Koia rā e Rongo, whakairia ake ki runga
Kia wātea.
Kia wātea.
Ae rā, kua wātea!
Hau pai mārire!

Karakia

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I whakaputa He Koha Nō Te Ao Atua nā te tautoko o:

NGĀ PAE O TE MĀRAMATANGA

Ministry of Business, Innovation & Employment
HĪKINA WHAKATUTUKI

AATEA

THE UNIVERSITY OF WAIKATO
Te Whare Wānanga o Waikato

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