

RANGATAHI PROJECT

EVALUATION OUTCOME REPORT



INTEGRITY



NURTURE



STRIVE FOR
SUCCESS



PARTNERSHIPS



INSPIRE



RESPECT



EMPOWER

**SILVER FERN MOTORSPORT
CHARITABLE TRUST (TM)**

Disclosure: This is subject to copyright and I.P. Protection (Trademark)

CONTENTS

1. INTRODUCTION	3
2. COMMUNITY CONSULTATION AND ENGAGEMENT	4
3. DEMOGRAPHICS	4
4. OUTCOMES	5
a. Whanaungatanga	5
b. Engagement	6
c. Status	10
d. Resiliencies	14
e. Barriers to goal achievement	16
5. CASE STUDIES	18
6. DISCUSSION	20
7. IMPLICATIONS FOR SERVICE DELIVERY	22
8. RECOMMENDATIONS	24
9. REFERENCES	25

RANGATAHI EVALUATION OUTCOME REPORT



SILVER FERN MOTORSPORT CHARITABLE TRUST

July 2022

Prepared by Angela Innes (Evaluator)

INTRODUCTION

Obtaining a driver license and completing driver training are steps toward the development of safe driving habits to help reduce serious harm on roads. These skills are particularly important for youth because they are overrepresented in fatal and serious injuries crash statistics¹.

The period during which youth are seeking driver license credentials and gaining driving experience coincides with a critical period for their wellbeing. This is a time when youth are transitioning from mandatory education to employment, education or training. Their experiences and the decisions they make during this period can impact their social and health outcomes. Rangatahi (young people) who leave education and do not transition into meaningful work, further education or training are at greater risk of poor physical health, poor mental, social isolation, unemployment, and low income over their lifetime. They are also more likely to engage in criminal behaviours.²

Many New Zealanders have been adversely impacted by the global pandemic and its rippling effects. National wellbeing data shows 9.6% of young people aged 15 and over have experienced high or very high levels of emotional distress during 2020/2021, the highest since 2011³. Young people aged 15–24 years are usually more severely affected by economic crises relative to other age groups. They are the first to lose their jobs and the last to be employed. This is partly due to having a lack of experience/skills and missing out on opportunities to train. Young people from disadvantaged backgrounds and those who have disengaged from education and training are at higher risk of adverse long-term outcomes.⁴ The latest national statistics also show that 12.1% of young people aged 15–24 years are not currently in employment, education, or training (NEET). Males have a higher rate of NEET (13%)⁵. Unfortunately, individuals from high-risk groups have even greater probability of being NEET, such as those who had a history of Oranga Tamariki intervention (29%)⁶.

One of the most practical skills that most youth have the potential to achieve is a driver license. The driver license facilitates independence is a medium for social connection, and a means to access to services. There are 59.5% of people living in Tāmaki Makaurau that travel to work in a private vehicle⁷. Driving also increases options for young people to access more employment and training opportunities. Essentially, driving skills are a tool that can facilitate the achievement of other goals and helps mitigate risk of poor long-term outcomes, such as poor quality of life⁸. Driving may seem like a simple skill, but it has the potential to have powerful effects.

The aim of the Rangatahi Evaluation research project was to assess the long-term outcomes that rangatahi have experienced since completing Silver Fern MotorSport Charitable Trust (SFMCT) driver license programmes. Goals for Silver Fern MotorSport Charitable Trust were identified as being (a) enrolment in education, training, or employment, and (b) the acquisition of subsequent driver license credentials. These long-term outcomes were aimed to be achieved in 12 or more months post completion of programmes. Achieving these outcomes was based on assumptions that rangatahi have opportunities to access education/training and employment and were motivated to

engage in pursuit of these goals. Barriers to achieving these goals included poverty, mental health, substance use, lack of transportation, and crime.

The current evaluation sought to identify how many rangatahi accomplished these outcomes. Resiliencies and areas of need that may reduce barriers for achieving these outcomes were also examined. This report discusses the research findings, implications for Silver Fern MotorSport Charitable Trust service delivery, and recommendations.

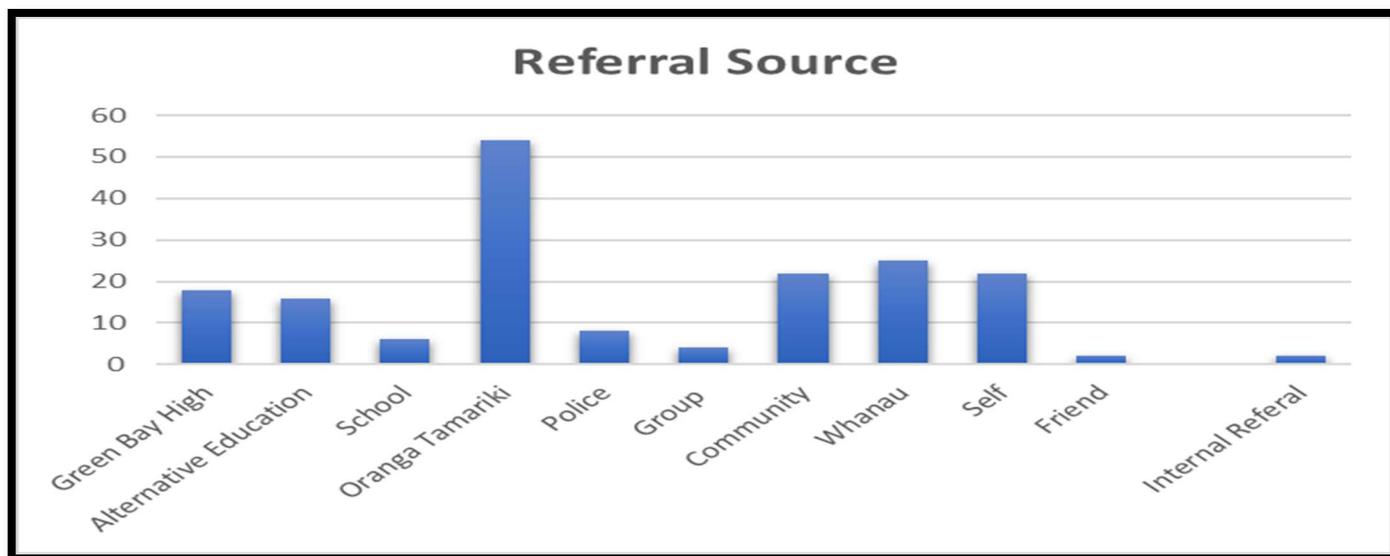
COMMUNITY CONSULTATION AND ENGAGEMENT

Evaluation complied with the methodology stipulated in the Rangatahi Evaluation Plan. Outcomes were assessed for rangatahi who completed SFMCT programmes between 2017-2021. Programme management SFMCT staff provided data bases between this period. Some clients within data bases provided were excluded clients because they either did not attend their programme, were declined or deceased. Demographics, original referral information, contact details, and the SFMCT programme attended were entered on individual “Client Engagement Reports”. The engagement methodology was then followed to engage with the clients and obtain outcome data. All information was then entered into an electronic excel file (“Client Engagement Database”) for analysis.

DEMOGRAPHICS

Referral Source

This research evaluated outcomes of rangatahi who attended the Automotive Programme between 2017 – 2021 and those who attended the Learner License Driver License Programme between 2020 and 2021. These clients were referred to SFMCT by a variety of different sources. The main referrer was Oranga Tamariki.



Key: “Group” referrals were typically a combination of non-government organizations and a government organization, such as an alternative education provider and Oranga Tamariki.

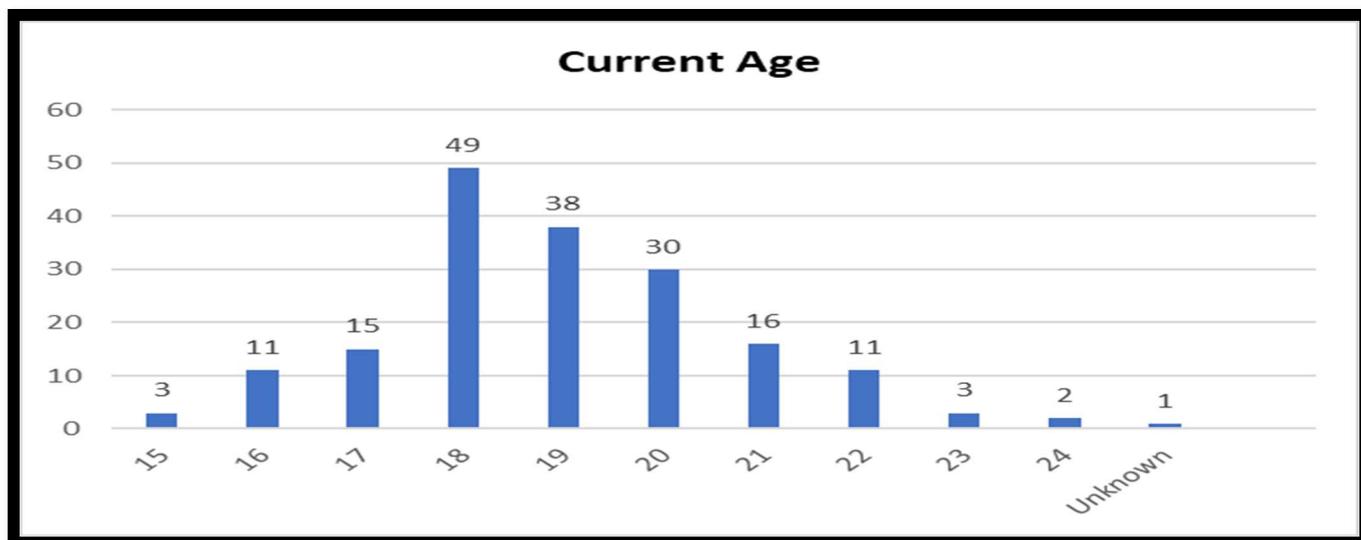
Programme Attended

Analyses of the 179 clients that were attempted to be contacted found that

- 64% (114) rangatahi had attended the Automotive programmes
- 36% (65) rangatahi had attended the Learner License Driver License programmes.

Age Distribution

The age distribution of the 179 clients was found to mostly between 18-20 years of age. This included 49 rangatahi now aged 18 years, 38 rangatahi being 19 years, and 30 rangatahi currently 20 years of age. The youngest rangatahi members who were included in this study is 15 years of age (was about to turn 16 years). The eldest rangatahi is now 24 years of age.



The smaller age group clusters found 3 rangatahi aged 15 years, 11 rangatahi aged 16 years, 15 rangatahi aged 17 years, 16 rangatahi aged 21 years, 11 rangatahi aged 22 years, 3 rangatahi aged 23 years, 2 rangatahi aged 24 years of age. One rangatahi did not have an accurate date of birth recorded, which has been labelled “unknown”.

Gender

Overall, most of the sample were male (82%). There were 146 male rangatahi and 33 female (18%). The gender distribution reflected the nature of the programmes delivered, as most of the participants attended the male Automotive Programme.

Ethnicity

The largest ethnicity group within the study was found to be Māori (47%), followed by Pakeha (35%), Pacifica (11%), and other ethnicities (7%). This was for the total sample of 179 clients that engagement was sought. Pacific ethnicities included Samoan, Solomon Islander, Tuvaluan, Niuean, Tongan, and Tongan Nuiaien. “Other” category included Middle Eastern, Russian, Iranian, Indian, Ethiopian, and European Japanese.

OUTCOMES

Whanaungatanga

Whanaungatanga was achieved for many of the rangatahi and their whanau/caregivers. The most successful method of engagement was via telephone discussions either directly with the rangatahi or with their whanau/secondary contacts. This reconnection with past rangatahi and their whanau provided the opportunity to reinforce their continued sense of belonging to Silver Fern MotorSport Charitable Trust (SFMCT) and the community. It also enabled an update of their contact details for future engagement.

Whanaungatanga provided the opportunity for rangatahi and their whanau to realize that Silver Fern MotorSport Charitable Trust members remember each one of them, still cares about their wellbeing,

and proactively is reaching out to provide continued support should they desire. This reconnection strengthened the bond with each member.

Whanaungatanga gave the opportunity for rangatahi and their whanau to reflect on their achievements, acknowledge the hardships over the past years that have impacted them, and receive praise for their accomplishments and resiliencies.

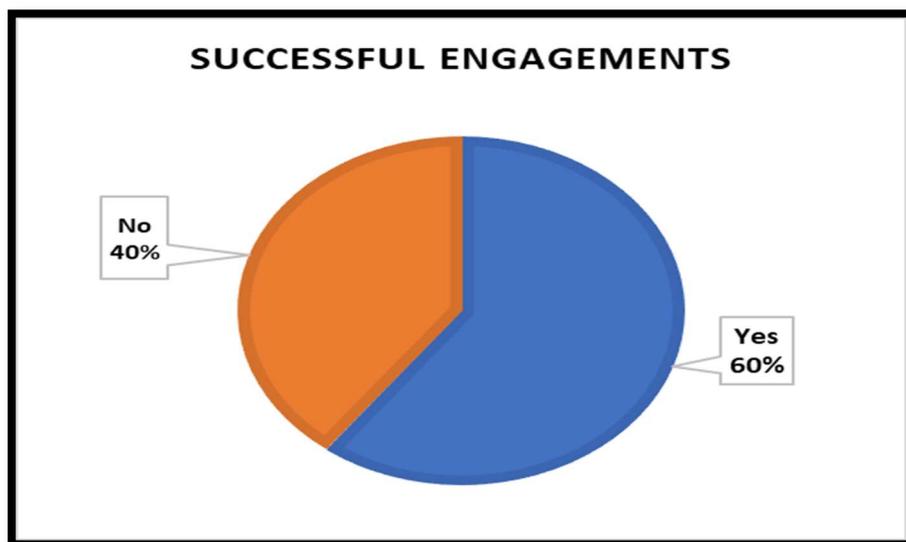
Many expressed their gratitude for this whanaungatanga. Some whanau shared unsolicited personal narratives about how Silver Fern MotorSport was pivotal in transforming their child's life for the better. Whilst many did not identify current desire to access supports or enroll in programmes presently, they expressed a commitment to enroll in SFMCT programmes in the future when they are ready to advance their driver license credentials.

They expressed that they would make this commitment because they had such positive experiences at SFMCT, achieved their goals, felt more empowered, and because they had built relationships with key personal that made them feel welcomed and well supported. Overall, most contacted expressed how grateful they were for the support in the past and for reaching out to strengthen whanaungatanga.

Engagement

Response Rate

Engagement was attempted with 179 rangatahi who had completed the SFMCT programmes during the period of 2017-2021. A total of 108 rangatahi responded to research questions. There were 71 rangatahi clients who were unable to be contacted.



Updating Contact Details

This project enabled the opportunity to update contact details for future engagement. Many provided consent for Silver Fern MotorSport to reach out to them again in the future (65%).

Whilst not all those consented wished to receive any services from Silver Fern MotorSport Charitable Trust presently, they had consented to future contact because they communicated that they felt valued that the Trust was interested in their progress and wellbeing, and welcomed further contact to retain this connection.

Increased Awareness

In some cases, more than the required attempts stated in the research method were made to contact clients. This resulted in an increased rate of successful contact. Findings revealed recipients had read the messages and chosen not to ring/text back because they were not interested in

programmes currently. Most reported they had discussed the information with their whanau. Some reported that they referred to the SFMCT website. They also informed that they would likely access SFMCT programmes in the future.

Findings suggest that some of the recipients who did not reply to messages may be considering the information and contemplating future enrollment with SFMCT programmes. The engagement process created the opportunity to increase their awareness about progressing their driver license credentials and accessibility to SFMCT programmes and support.

Partial Information

Some of the participants in this study did not provide all information requested (29 of the 108). These were typically secondary contacts (i.e., when there had been unsuccessful attempts to directly contact the rangatahi due to no current valid contacts).

Most were ex-caregivers for the rangatahi who had cared for them whilst under the care of Oranga Tamariki. These caregivers knew some information but not all and did not have updated rangatahi contact details.

There were a few whanau members who appeared cautious and protective of their rangatahi They had respectfully omitted some information, such as employment status or contact details of their rangatahi. Without prompt, they said that they would inform their rangatahi about the SFMCT programme information. Typically, these were rangatahi who had been referred by Oranga Tamariki.

Only two rangatahi disengaged from disclosing information (hung up midway through the interview). This was triggered by asking them about their employment status. They had not responded to subsequent attempt to contact.

Reasons for Unestablished Engagement

Reasons for the 40% non-engagement were due to either:

- All contacts being disconnected (approximately 50%)
- No response to telephone calls and messages left (approximately 50%)

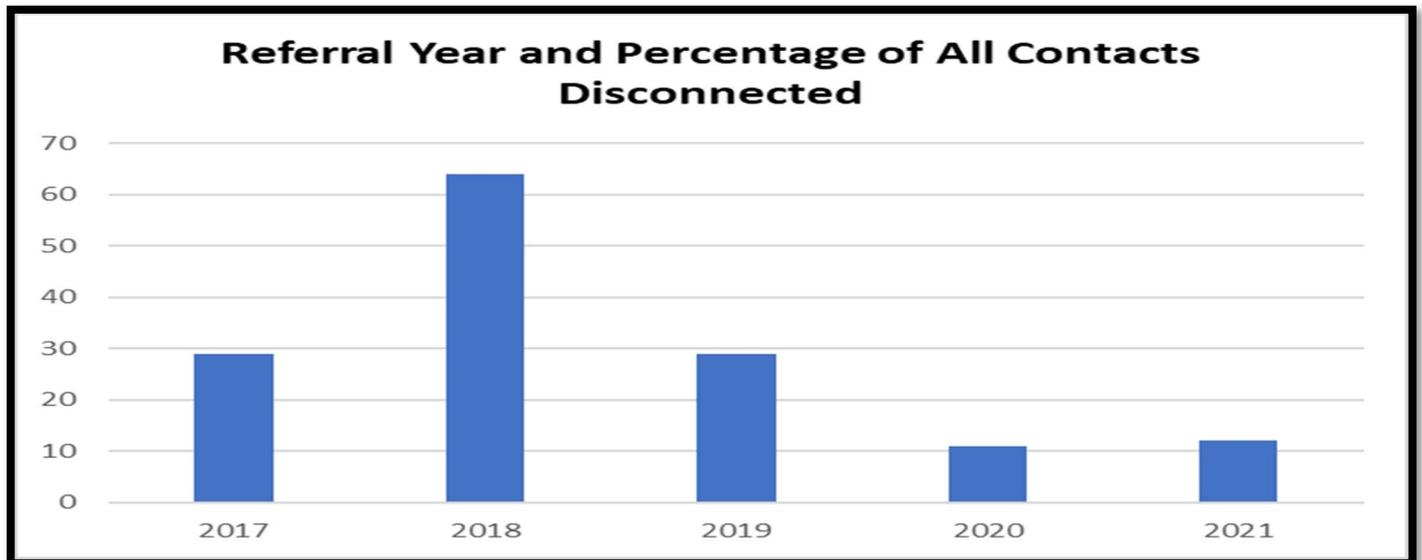
Reasons for Non-engagement	
Disconnected	<ul style="list-style-type: none"> • 36 rangatahi and their secondary contacts had disconnected contacts. • This ranged between two to five contacts per client. • Contacts were mainly telephone numbers, with the majority being cell phone.
No reply	<ul style="list-style-type: none"> • No reply from 35 rangatahi and secondary contacts. • Most of these contacts were via telephone. • Contact attempts were also made via social media accounts.

Analyses were completed to identify potential risk factors to non-engagement. Duration of time that has passed since completing Silver MotorSport programmes, ethnicity, and referral sources were examined.

Time Lapse and Disconnected

Findings showed that there was an increased risk of disconnected numbers with increased time lapse since attending Silver Fern MotorSport Charitable Trust programmes.

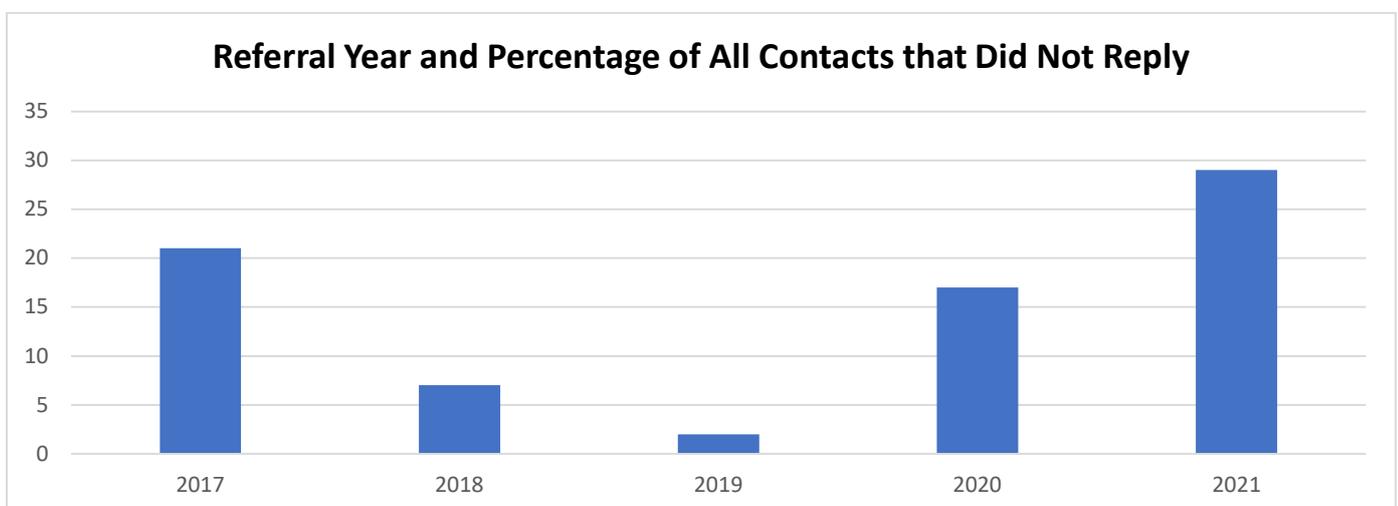
- Those attending the programmes more than two years previously had between 29% to 64% probability of having no connecting phone numbers.
- Those who attended programmes within the past two years had only 11-12% probability of all their contacts being disconnected.



Time Lapse and No Response

Messages were left for rangatahi/secondary contacts when they would not answer their phone. The text message would give details about the purpose of the call, offer to assist, and information about current programmes and how to enrol, and requested that they text or call back.

It was investigated whether the year that rangatahi attended their programmes had any relationship to not responding to messages. Although no linear relationship was apparent, it was found that clients who attended programmes in the previous 2021 had a higher probability of not responding to messages than other years. A peak of non-responding was also observed for 2017.

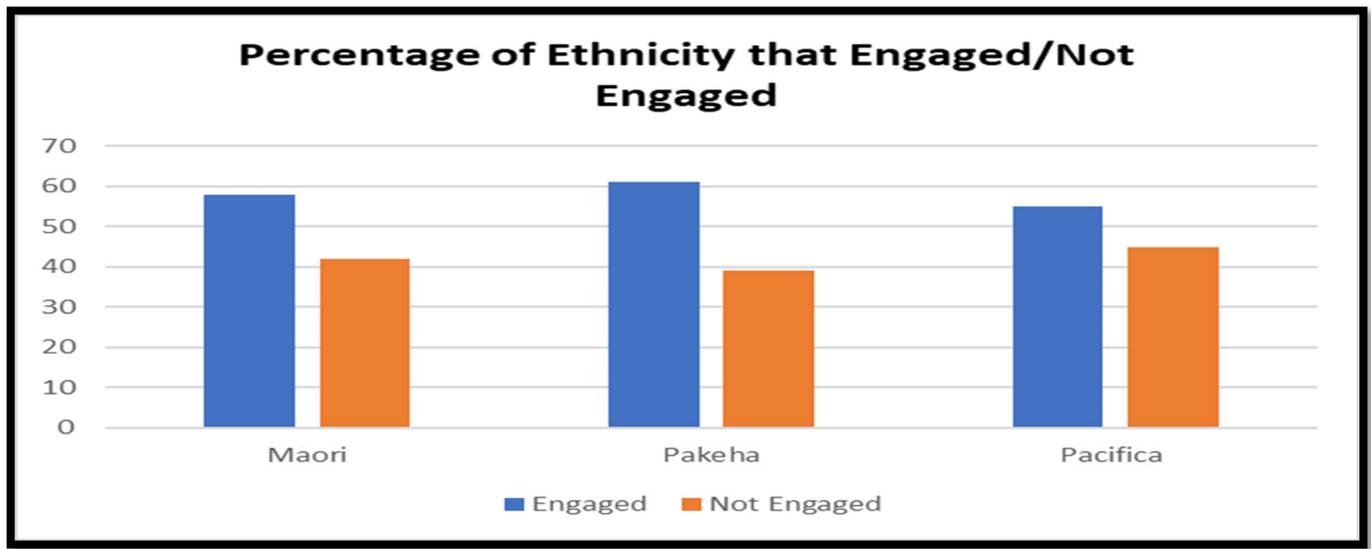


Ethnicity

The largest ethnicity groups in this study are Māori (84), Pakeha (62), and Pacifica (20). Other (13) ethnicities were not analysed, given the sample size is too small to validate statistical meaning.

Findings revealed that there was a similar rate of engagement across all ethnicities. There was also a similar rate of non-engagement across all ethnicities. Rate of non-engagement was found to be:

- Pacifica had 45% probability for non-engagement
- Māori had 42% probability for non-engagement
- Pakeha had 39% probability for non-engagement

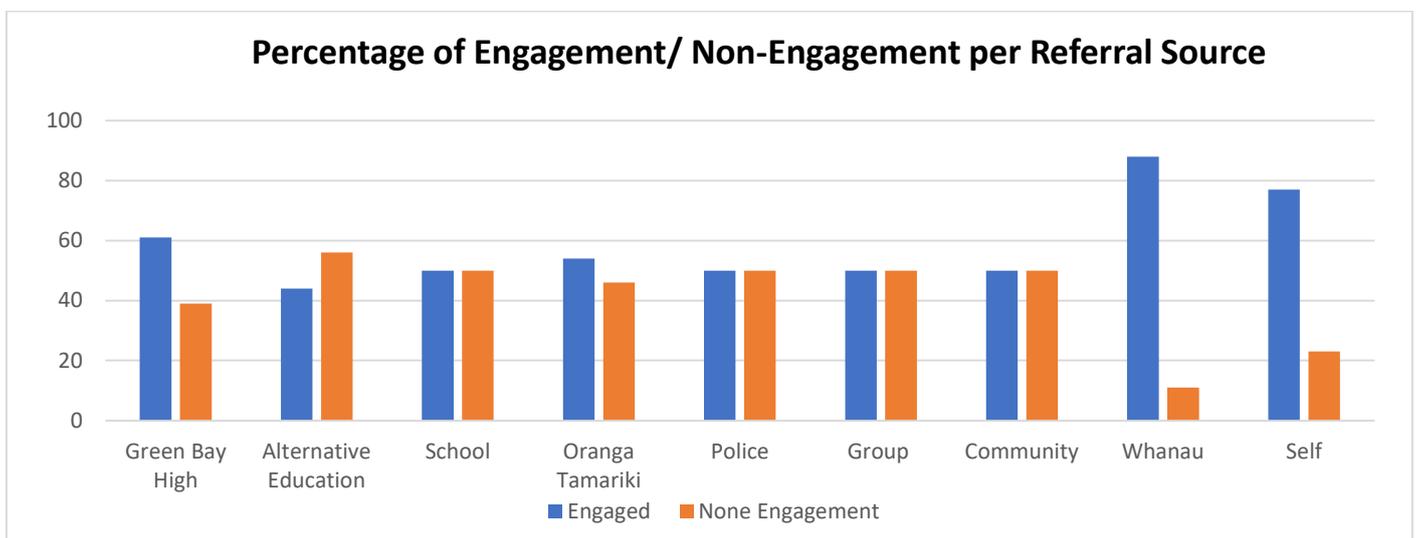


Referral Source

Referral sources were analyzed to determine the likelihood of successful engagement. Referrals from "Friend" and "Internal Referral" were eliminated from the analyses due to small sample size (2 clients).

Findings revealed

- Approximately 50% success rate of engagement for most referral sources.
- Higher success rates for engagement were achieved with referrals from Green Bay High School (60%), whanau (88%), and self-referrals (77%).



Status

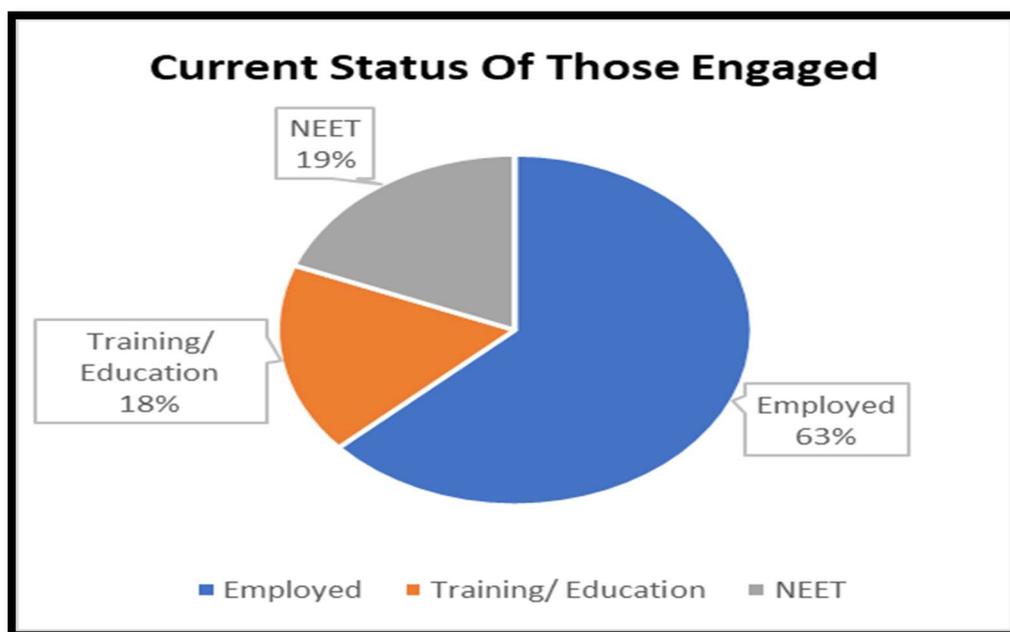
The long-term goals of SFMCT are for rangatahi to be engaged with education/training or be employed, and to progress with obtaining further driver license credentials from 12 months post-graduation from their Silver Fern MotorSport Charitable Trust programmes.

A total of 108 cases of rangatahi and their whanau/caregivers that were successfully engaged out of the sample of 179 clients.

Findings revealed:

- Most rangatahi are currently employed (50 rangatahi).
- 14 rangatahi are engaged with education or training.
- 15 rangatahi are neither engaged with education, training or employment (NEET).
- 29 rangatahi had an undisclosed/unknown status.

The undisclosed/unknown cases were discounted from analysis to provide a more accurate picture of confirmed facts. The 79 cases of confirmed status were then examined. It was found that most of the rangatahi confirmed status were either employed or in training since they completed the Silver Fern MotorSport programmes (81%). There were 63% rangatahi reported as currently employed, 18% in training, and 19% NEET.

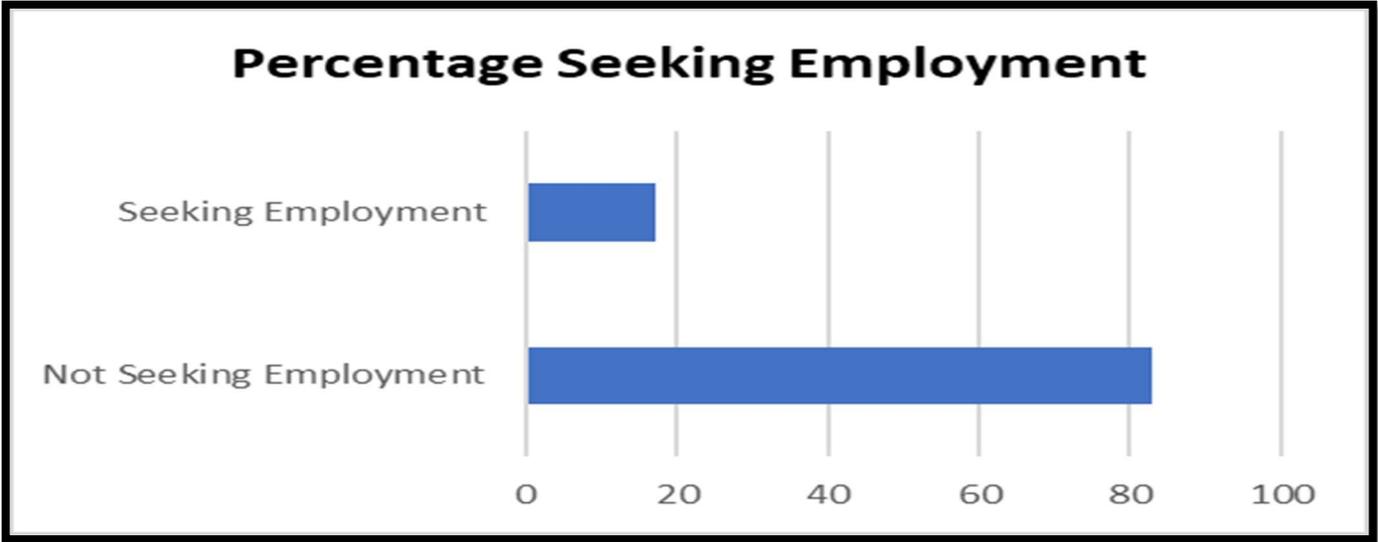


Seeking Employment

There were 76 cases that responded to the enquiry about whether they were seeking employment.

- The majority (83%) are not currently seeking employment.
- 17% reported as actively seeking employment.

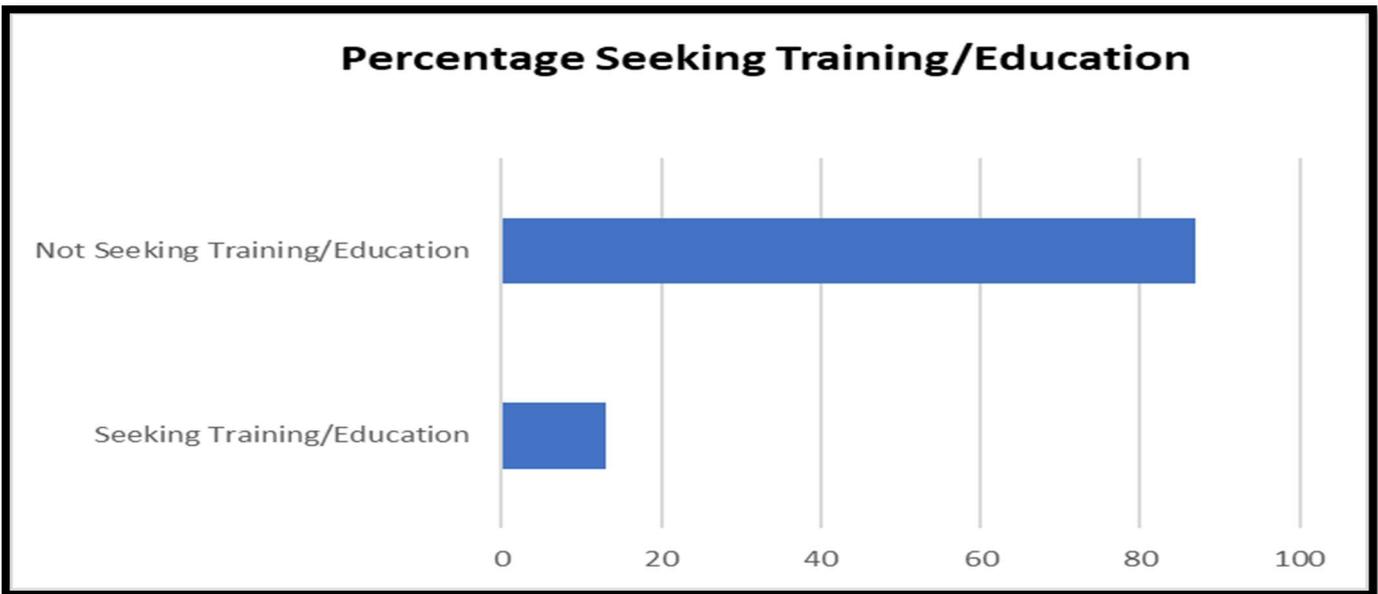
Some of those seeking employment were already employed or engaged in education training. They were considering future options.



Seeking Training/Education

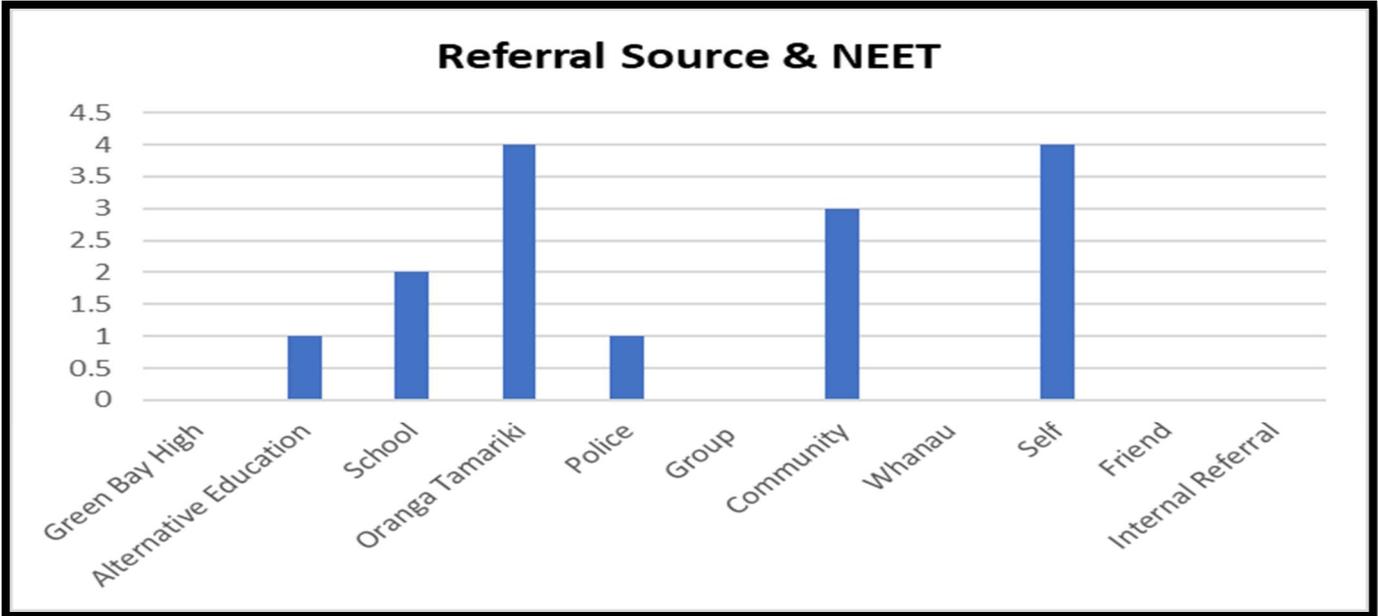
There were 77 cases that responded to the enquiry about whether they were seeking education or training.

- Most did not wish to pursue further education/training (87%)
- Few were seeking or considering training/education (13%)



NEET

There were 15 rangatahi that were reported as not currently engaged with training or employment (NEET) out of the 108 of clients successfully engaged for this study (14%). Those referred from Oranga Tamariki, self-referrals, and community referrals had higher prevalence of NEET compared to the other groups, but the overall small NEET sample size does not necessarily mean this is statistical relevant. Furthermore, many of these young people were unable to work due to caring for a newborn babies, health reasons, or searching for employment or training and this was a temporary status.



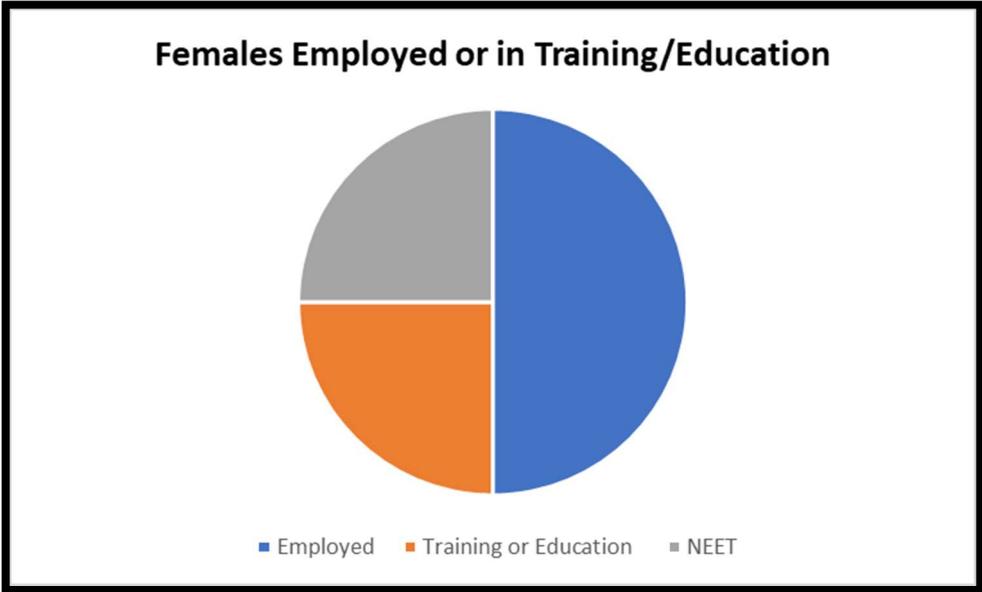
Occupational Status and Gender

There were 83 males and 25 females in the 108 sample of those who successfully engaged. These numbers reflected the high number of male participants in programmes.

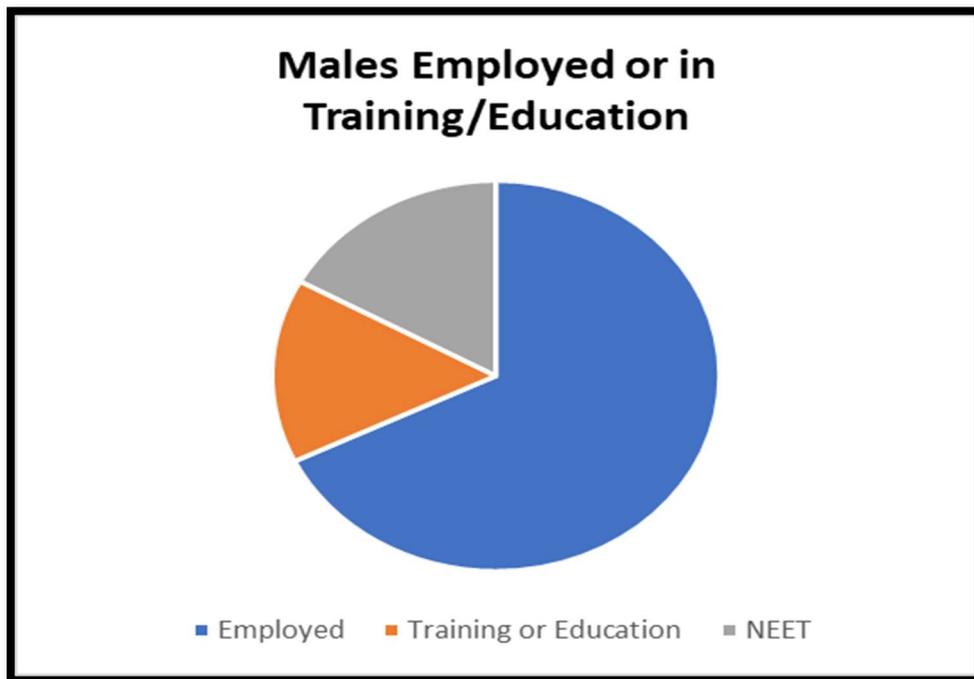
Reported status was as follows:

- Employed – 40 males (80%), 10 females (20%).
- Training – 9 males (64%), 5 females (36%)
- NEET – 10 males (67%), 5 females (33%)

Most of the females were employed (50%) or in training/education (25%).



Most of the males employed (68%).

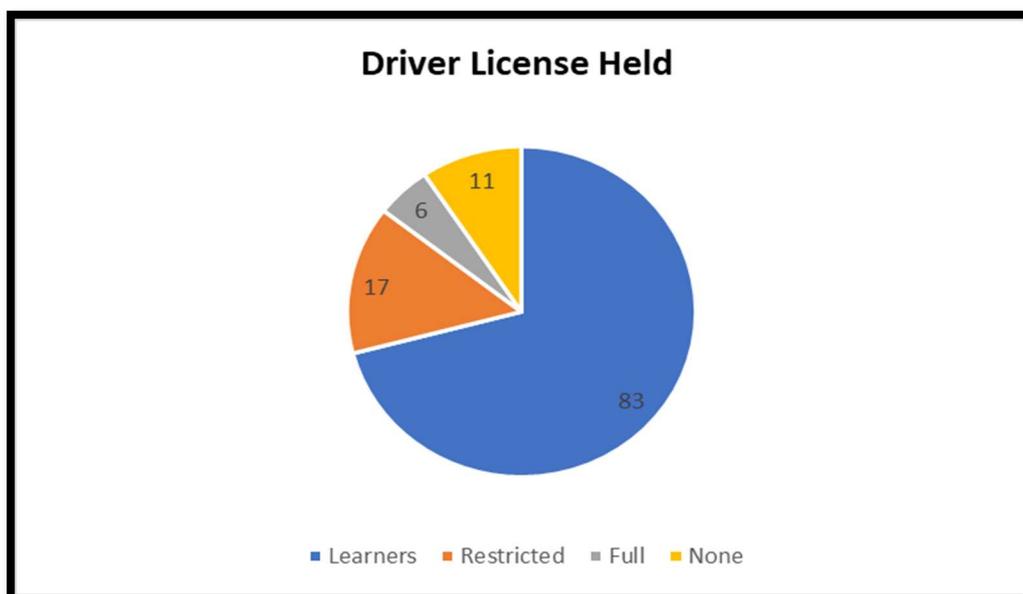


Essentially, both genders were found to be equally likely to be employed or in training post completing of Silver Fern MotorSport programmes.

Driver License Credentials

A total of 179 rangatahi within this study have attended the SFMCT programmes. There were 114 rangatahi who attended the Automotive Programme during 2017, 2018, 2019, 2020, and 2020), and 65 rangatahi who attended the Learner License Driver License Programmes during 2020 and 2021.

There were 117 clients of which data was known regarding driver license qualifications (108 had confirmed their driver license status, 9 cases had their driver license recorded on file at graduation from course). The majority have a Learners License (83), followed by Restricted License (17), and few have progressed to Full License (6). There were 11 with no driver license.



Resiliencies

Occupation

As reported earlier, most rangatahi who attended Silver Fern MotorSport Charitable Trust programmes are engaged in employment, education, and training (81%).

This is a good indicator of their resiliency shining through, especially given most were at high risk for poor outcomes including NEET.

Advancement of Driver License Credentials

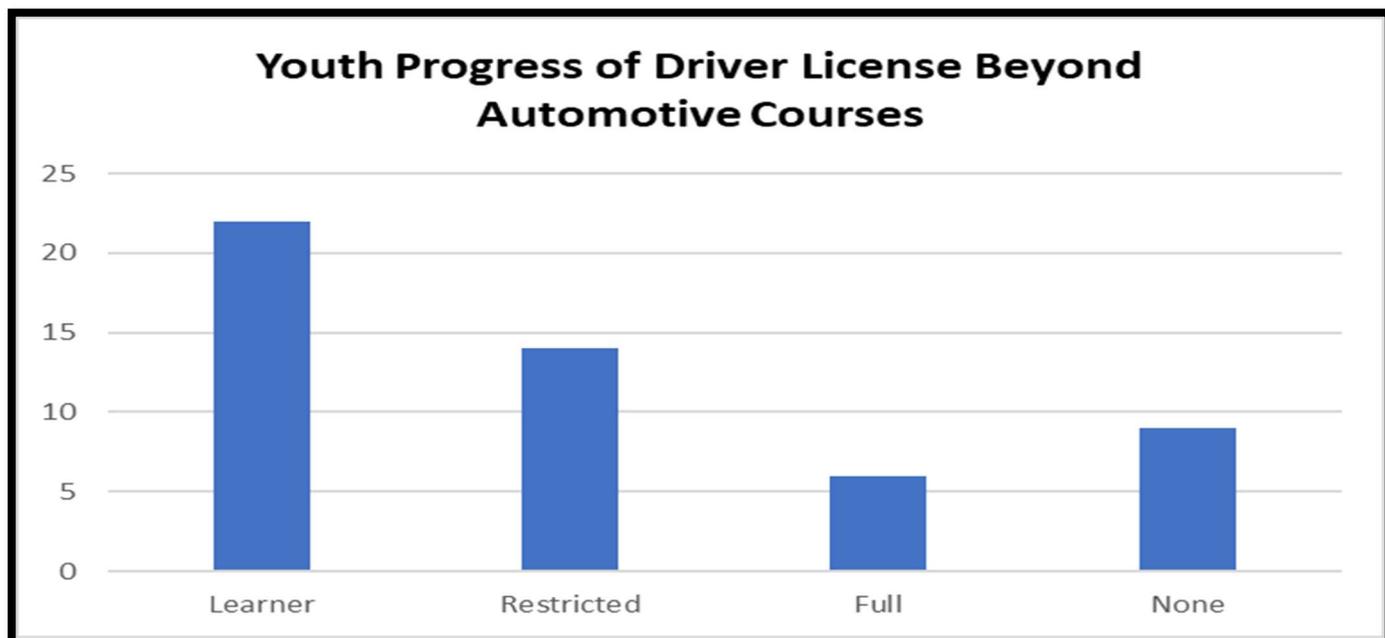
The second goal was for continued advancement of driver license qualifications post-graduation from SFMCT programmes.

A substantial amount of rangatahi have achieved this goal. Some rangatahi who attended the Automotive Programmes achieved this through subsequent enrollment in Driver License programmes.

Specifically, 114 rangatahi attended the Automotive Programmes in 2017–2021. A total of 52 from the Automotive programme cohort were successfully contacted.

- 81% confirmed they have since acquired a driver license credential (41 rangatahi).
- 12% reported not acquiring any since graduation (10 rangatahi).

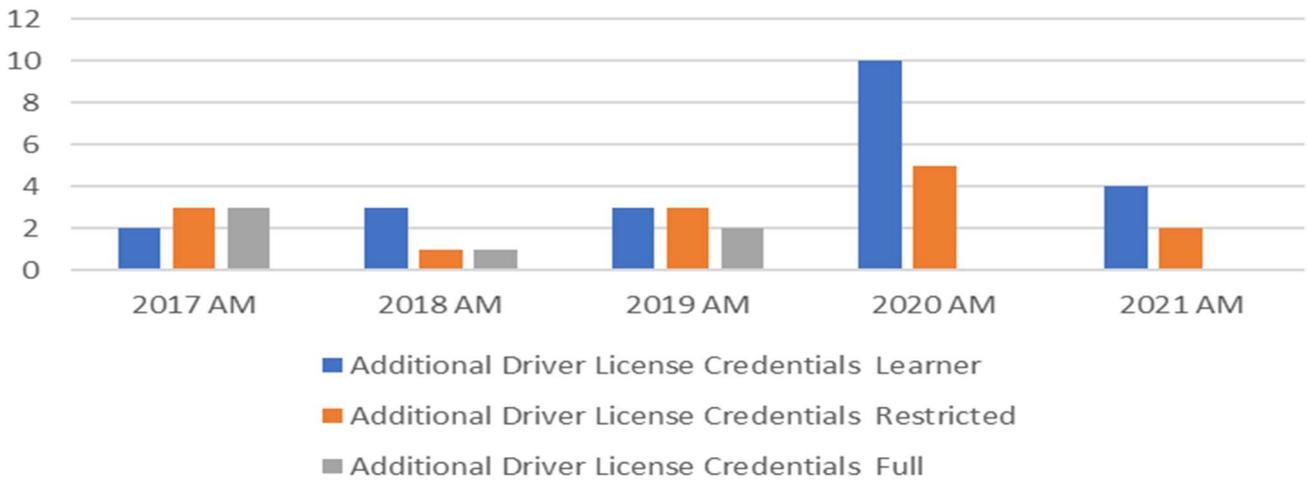
The following two graphs show what driver license qualifications were acquired since enrolling in the Automotive programme.



Results show that most have obtained learners and restricted driver licenses, with the highest number of rangatahi obtaining these during 2020.

The peak in 2020 likely reflects the relatively higher number of participants in programmes and successful contact to confirm status.

Youth Progress of Driver License Beyond Automotive Courses

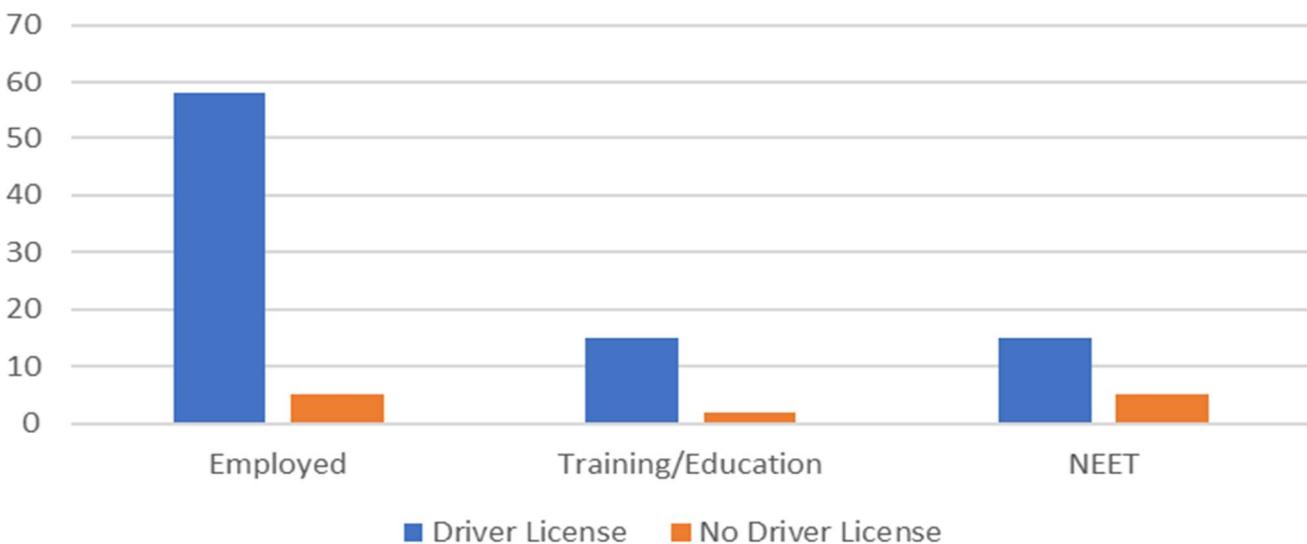


Overall, it appears that those attending the Automotive programmes have a higher success rate in post-acquisition of drive license qualifications within the same period compared to those who first only attend the Learner License Programme.

Driver License Qualifications and Status

Analysis was completed to determine if holding a driver license qualification had any relationship with occupational status. A total of 76 rangatahi had confirmed driver license status and confirmed occupational status. The key finding was that most employed had a driver license.

Driver License Status and Occupational Status Percentage



Barriers to Goal Achievement

Silver Fern MotorSport Charitable Trust recognizes that barriers that can hinder rangatahi from readiness of securing employment or engaging in education and training.

SFMCT provides driver license training, mentorship to assist rangatahi with goal setting, aids the establishment a bank account in preparing for wages to be deposited/financial independence, aids the enrolment into Kiwi Saver for long term financial security, and supports rangatahi to apply for courses and employment. Information regarding enrolment about other available SFMCT automotive courses were also provided to ensure continued access to training and development of driving competencies and credentials. There were 23 out of the 108 surveyed who identified they wished to gain employment or further their education/train. Analysis from the current study found the following:

Employment Goals

- Most (70%) seeking employment did not have a specific area of interest. They were open to securing any position of employment.
- 30% were seeking employment in the automotive industry, security, or the trade sector.

Education/Training Goals

- 50% aimed to secure training in the automotive industry or secure an apprenticeship in a trade.
- 50% had not formulated a career goal or training pathway.

Curriculum Vitae

Enquires were made to determine what portion of rangatahi would like help to compose/update their Curriculum Vitae (CV).

- 94% (61 respondents) did not consider they needed assistance to update/create their CV.
- 6% (4 respondents) identified that they will need to update/create a CV.

There was a large portion of participants in this study who did not answer this question, did not know, or were unsure (40%, being 43 of the 108 participants).

Bank Account

There were 67 participants who responded to enquiry about whether they had a bank account and 64 that responded whether they desired or needed assistance to enroll in Kiwi Saver.

- Most (97%) had an established bank account (65 rangatahi)
- Most (97%) reported no assistance to enrol in Kiwi Saver (62 rangatahi).
- 3% reported they needed a bank account.
- 3% reported they do not have Kiwi Saver and maybe open to accepting support for this.

Banking information was an area largely unreported/unknown. Approximately 40% of the 108 participants in the study did not answer these questions or were unsure. Some respondents appeared reluctant to discuss personal banking over the phone. Some respondents were secondary contacts who did not wish to presume this information and so it was identified as unknown.

Circumstances

There were some individuals who were unemployed and not engaged with education but had been either studying or working prior. Due to their current circumstances, they were unable to continue. They had no current plans to seek employment or training until their situation changes.

These included first time parents to newborn babies, rangatahi who had become unwell due to accidents, and one who was grieving from recent loss of a parent and taking time out for her own wellbeing.

Assistance through SFMCT was made available to individuals in these situations. All advised they were currently well supported and plan to prioritize their self-care/whanau-care presently and postpone their driving credentials advancement momentarily. However, they were appreciative of the offer and advised they may be considering contacting SFMCT in the future for driver license training when they are ready.

Geographical Barriers

A small portion of rangatahi had moved out of the region to other parts of New Zealand, such as Christchurch or far north (approximately 2%). They were not engaged in employment or training.

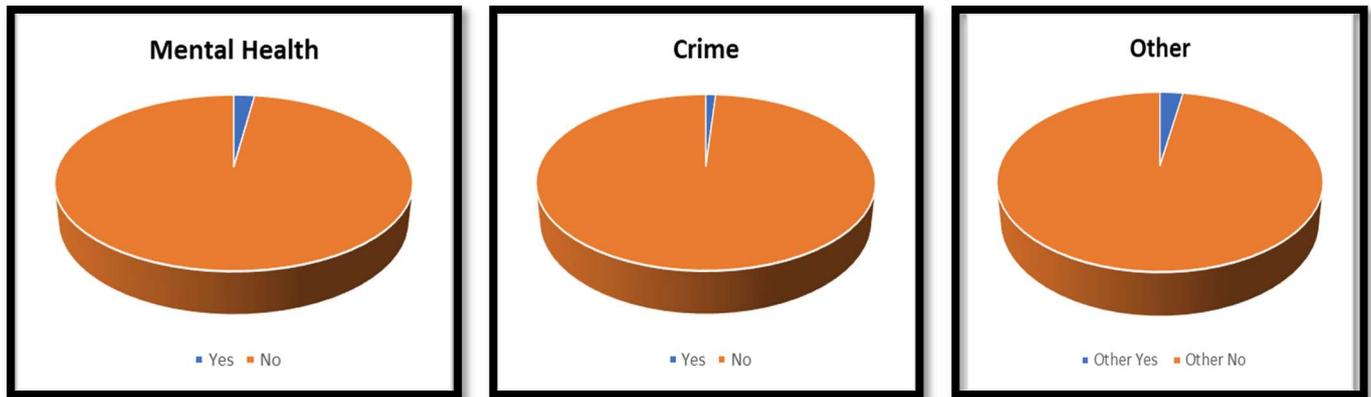
Attendees of the 2020 and 2021 Learner License Programmes appeared to advance at a slower rate (10%, 3 obtained subsequently Restricted License). Many who completed their Learner License in this sample were from Huntly. Qualitative feedback from Huntly residents informed that they were motivated to advance their credentials but lacked opportunity to access local regular free driving school lessons due to living in a remote location.

Many of those engaged for this survey voiced a desire to attend more of SFMCT programmes because of the successes they had and the positive connections they made with staff. They specifically expressed an interest to advance their Learners License to a Restricted License through SFMCT. Some participants who moved outside of the Auckland region also reported that because of the relationship and experiences they had built with SFMCT that they had a preference to accept support from SFMCT rather than new services.

Unsolicited Indicators of risk/barriers

A clinical investigation of mental health, offending, substance use, and unsafe living conditions was not conducted due to the nature and boundaries of the study. Although, documentation of any unsolicited disclosure and suspected issues was made to inform SFMCT staff to assist with any future engagement.

During discussions with the 108 participants in this study, disclosures identified the following: 4 rangatahi presented with suspected mental health difficulties, 2 were exhibiting continued criminal activity, and 5 rangatahi had other issues hindering their employment/engagement in training or education. The other issues included health (3 rangatahi), grief (1), and lack of motivation (1 rangatahi). Living conditions and substance use issues were not reported.



Lack of Driving Experience

Some clients disclosed that they were not ready to access driving lessons at present because they wished to gain more independent driving experience before accessing driving instruction. They were emphasizing a need to be a safe and confident driver before advancing to Restricted. They planned to access instruction closer to the time that they feel confident to it their restricted exam.

Other Priorities

Many clients disclosed that they currently have other priorities, such as work or study commitments. They cited the impact of COVID-19 on their work and training/education and a desire to take advantage of engagement with these activities now that there is an opportunity for this, given lockdown has ended. They reported the unpredictability of the pandemic and consequential restrictions on these activities make them more inclined to focus on earning an income and gain employment qualifications. These clients reported that they intended to progress with their drive license credentials but this needed to be temporarily delayed due to their work and study commitments.

CASE STUDIES

Marcel (NZ Māori, male, aged 21 years) was referred from Youth Justice Oranga Tamariki services. He had an offending history, was considered at high risk of repeat offending and non-engagement with education, training, or employment (NEET). Marcel enrolled in the Automotive Programme in 2017. Marcel went on to meet his partner. They have now been together for five years together and have a baby girl. He is currently completing his third year of a paid painting apprenticeship and about to be fully qualified. Marcel has high job satisfaction. He has a vehicle that he is very proud of and enjoys fixing and maintaining it. His family report being very proud of his accomplishments and appreciated how Silver Fern MotorSport Charitable Trust became a pivotal moment in his life.

Fraser (European/Japanese, male, aged 20 years old) was referred by New Zealand Police. He had an offending and substance use history. He had disengaged from education and was not motivated to engage with any training or employment. Fraser was enrolled in the Automotive Programme in 2017. From that point his attitude started to change for the better. He began to realize he needed to work toward a goal of employment to improve his future. He eventually found his ideal employer that would foster his career development. Fraser has now been completing a paid electrician apprenticeship for the past two years. His employer is focused on supporting young people and Fraser has thrived in this environment. Fraser is enjoying and responding to the routine, strict boundaries, and values the systems and guidance in place to ensure he is completing tasks correctly. Fraser has progressed his driver license credentials to a full driver license. Fraser is now alcohol and drug free. He is no longer offending and focused on completing his qualifications.

Corban (Pakeha, male, 20 years) was referred by Green Bay High School to the Automotive Programme in 2017. His mother said that Corbin is “really thriving”. She spoke about how he “tells people all the time about his wonderful experiences at Silver Fern MotorSport Charitable Trust, and that he really enjoyed the course. Corban has been completing a paid folk carpentry apprentice over the past four years which he thoroughly enjoys. He plans to specialize further with his training.

Ito (Māori, male, 20 years) was referred by a community agency to the Automotive Programme in 2017. He has close gang affiliations, was still enrolled in education but was considered at high risk for NEET and displayed antisocial behaviours. He presented with challenging behaviours during the Automotive Programme but was supported to achieve successful completion. He returned to school and demonstrated his tyre changing skills he learnt at the programme in front of the class. He was the only pupil able to do this and received such praise and admiration. This was a memorable moment his mother said they talk about all the time because it was a moment that he felt so proud of himself and finally he felt other perceived him to have potential. He is gaining work experience at a mechanic shop and together they are investigating about making this an apprenticeship role. Ito now has a learner license. He and his family valued the impact that SFMCT has had on his development and are continuing to access SFMCT support as mentors and to advance his driver license credentials.

Wiremu (Maori, male, 19 years) was referred by Oranga Tamariki in 2018 to the Automotive Programme. Wiremu’s mother said that his life transformed since attending the programme. He is now drug and alcohol free, no longer “parties”, earns a high income, became responsible in all aspects of his life, is no longer volatile, has a calm attitude, and has “done amazing”. These changes were reported as being attributed to the experiences at Silver Fern MotorSport Charitable Trust. Wiremu now holds a stable employment with the Railways in construction. He has his restricted driver license and plans to link back to SFMCT when he is ready to acquire his full driver license.

Rhythm (Māori, male, 19 years) was referred by Oranga Tamariki to the Automotive Programme in 2019. His grandfather reported that Rhythm “straightened (his) self out since course” and that the “course must of done something right”. He praised the course and how it improved prospects for Rhythm. He is now employed full time as a laborer, working with scaffolding. He is flattening and has gained his restricted driver license. He had one DIC after work drinks with his colleagues but “shall never do that again” as he has learnt from this and matured. His grandfather spoke of feeling so proud of his grandson and how they may access SFMCT for advancing to full driver license when the time is appropriate.

Luke (Pakeha, male, 18 years) was referred from Oranga Tamariki to the Automotive Programme in 2019. Luke is currently completing his NCEA qualifications. He continues to engage with SFMCT programmes, has obtained his learner license and receiving support toward his restricted. Mentorship is focused on locating an apprenticeship role for Luke. Luke is “doing so well because of Silver Fern, Ted’s help and Te Kura school”. “Don’t know where Luke would be without Silver Fern and Te Kura”.

Mikaela (Pakeha, female, 21 years) was self-referred for the Driver License programme in Huntly in 2020 and obtained her learner license. She and her mother plans to drive to Auckland to access one or two SFMCT restricted driver license lessons before sitting her test. They wanted the opportunity to see the staff again whom they warmly attached to and spoke of the course was enjoyable. Mikaela now has a baby. She and her mother recalled how “Ted never gave up on me and I failed 4 times and then passed”. Mikaela valued how she was subsequently asked to help with instruction of her peers, and how she had “felt this was a real privilege”.

DISCUSSION

Driving is skill that facilitates access to employment, training, and education. It enhances independence, is a medium for social connection, and provides potential of improved access to resources and opportunities. Unfortunately, youth are overrepresented in driving statistics for fatal and serious crashes.

Silver Fern MotorSport Charitable Trust (SFMCT) provides training to acquire driver license credentials and improve driver competencies. The current research evaluated the success of youth twelve months or more post completion of their SFMCT programmes in (a) securing enrolment in education, training, or employment, and (b) acquiring subsequent driver license credentials. Outcomes were examined for rangatahi who attended the Automotive Programmes between 2017 – 2021 and the Learner License Driver License Programmes between 2020 and 2021.

Findings revealed that most of the 179 youth in this study were referred from Oranga Tamariki, an agency that oversees rangatahi who are considered at high risk for care and protection issues and/or criminal activity. Most youth had attended the Automotive programmes (64%), were male (82%), aged 18-20 years old, with the largest ethnicity groups being Māori (47%), Pakeha (35%), and Pacifica (11%). There were 108 clients that successfully engaged with the research (60%). Those that referred themselves or had their whanau refer them to the programs were more likely to respond to research questions.

Key findings revealed that most rangatahi who attended Silver Fern MotorSport Charitable Trust programmes were engaged in employment, education, and training (81%) twelve months or more post-graduation from Silver Fern MotorSport programmes. Most rangatahi (81%) had additionally acquired a driver license credential over that period.

Additionally, most of the rangatahi who had driver licenses were also employed (63%). There was no disparity for gender or ethnicity, with each equally likely to be employed or in training post completion of SFMCT programmes. This suggested that obtaining a driver license was a predicting factor for subsequent engagement in employment, education or training. Equality of outcomes also showed that SFMCT programmes are meeting the goals for rangatahi to obtain a driver license qualification and these opportunities, regardless of their gender or ethnicity.

The transition from education through to employment or training/further education is a critical period that can influence long term outcomes. Rangatahi in the current study have shown a resilience though a critical period in their development toward independence. Narratives highlighted how SFMCT was pivotal in transforming at risk rangatahi from their pathway of disengagement from education and training, disinterest in employment, and self-destructive behaviours. The original high-risk group referred had matured into young people demonstrating purposeful meaningful occupation and displaying increased life satisfaction. Silver Fern MotorSport programmes impressed as achieving wider reached benefits beyond the brief of providing driver license training. SFMCT programmes appears to be performing as an agent of change for a broad range of improved long-term outcomes for these young people.

Furthermore, rangatahi in this study were confronted with adversity and stress caused by the Covid-19 pandemic that swept New Zealand from March 2020. This encompassed restrictions on their social contact, education, training, and employment. Covid-10 had ramifications on New Zealander's physical and mental health, and standard of living. Although many of the rangatahi referred to SFMCT programmes were considered at high risk for ongoing mental health, offending, substance use, and poor living conditions, these issues are not currently overtly indicated. The rangatahi who attended SFMCT programmes demonstrated resilience through their engagement in employment, education, and training (81%). This outcome is especially significant because participants who engaged with SFMCT programmes were considered most at risk for non-engagement in education, training and education (29% risk of NEET) and other poor long-term outcomes. Yest, despite facing

more adversity due to pandemic and its affects, only 14% of young people were reported to be NEET, some of which were only to be temporary status as they stayed home with newborn babies or had temporary health issues.

Those attending the automotive programmes had a faster rate of obtaining a driver license credential compared to those who first only attend the Learner License Programme. This could be due to client group characteristics (e.g., higher motivation, more time), an increased cognitive and skill demand on obtaining higher driver credentials, or the power of learning basic maintenance in preparing youth for initiating their driver license training. Narrative analyses support the hypothesis that many rangatahi were not progressing with their restricted or full license due to a desire to gain more driving experience, emphasizing their focus on safe driving. They wished to practice and improve their driving skills longer and when confident were prepared to engage in formal instructor driving lessons and/or sit their driving examinations. Thus, rangatahi demonstrated they had learnt the importance of safe driving.

Positive connections and experiences with SFMCT emerged as a salient factor for rangatahi wellbeing/positive long-term outcomes. For many rangatahi, this was the first experience of a positive learning environment and meaningful achievement. Memories of their positive experiences appeared to be highly solidified by positive emotional responses to their positive interactions with staff, positive learning, and inspiration that they had potential to set and achieve goals.

A geographical barrier was identified as impeding SFMCT directly assisting past clients from advancing driver license qualifications. Some participants who lived or moved outside of the Auckland region reported that they had not advanced their driver license qualifications but would have done so if they had access to SFMCT services. They spoke of the valued relationship and successes underpinning their preference to engage with SFMCT programmes. The same reasons held true for those seeking employment and training who disclosed a preference to seek support from SFMCT.

Rangatahi who received SFMCT services two years previously were more at risk of being lost to follow up than those who attended more recent programmes because of changed contact details or non-reply to engagement attempts. One could hypothesis that self and whanau referrals were more likely to respond to reengagement because they were original self-motivated to attend the programmes, access services, goal orientated, have support to achieve their outcomes, and wish to share their successes. Given feedback from respondents, it is likely those who did not reply to messages were not yet ready to proceed with completing the next driver examinations due to being focused on other priorities such as earning an income and wishing to gain more driving experience first. Nevertheless, there was some indication that those not replying to messages still benefited from an increased awareness about progressing their driver license credentials and supports available.

Some challenges were encountered when undertaking this study. A large portion of clients were not able to be interviewed due to changing their numbers or not responding. The contact process was time consuming, creating delays in project completion. The secondary contacts sometimes did not know all the information requested. There is also a limitation to generalizing data pertaining to the presence of mental health issues, criminal activity, substance use, and poor living conditions. These issues are likely underestimates and a result of the methodology. Furthermore, whilst the findings demonstrate a correlation between participation in SFMCT programmes and subsequent engagement in education, training, and employment, and the advancement of driver license credentials, once cannot draw a direct cause and effect linear relationship. There would be multiple their quality of factors contributing to these outcomes, such as the young person's motivation and social support. Nevertheless, this study demonstrates that participants are benefiting from these programmes, and they have valued their relationships and experiences with Silver Fern MotorSport Charitable Trust.

In conclusion, Silver Fern MotorSport Charitable Trust is meeting its target of achieving long term outcomes of rangatahi securing enrolment in education, training, or employment, and acquiring subsequent driver license credentials twelve plus months post completion of programmes. This study has demonstrated the resilience and self-determination of rangatahi who have been supported by Silver Fern MotorSport Charitable Trust. Despite their disadvantaged backgrounds that placed them at higher risk of poor functioning and wellbeing, these rangatahi have adapted to the stressors of their pandemic and economic environment to achieve occupational and driver license goals. The Trust has likely been an active agent in improving rangatahi access to opportunities and actualizing their drive toward positive outcomes.

IMPLICATIONS FOR SERVICE DELIVERY

Findings of this study can be applied to inform current service delivery and future service development. Learnings could also be shared with funders, educators, employers, and other stakeholders that are important in facilitating the development of rangatahi in our community.

The following table highlights some of the key learnings from the current evaluation:

LEARNINGS

WHANAUNGATANGA	Relationships Positive experiences	<ul style="list-style-type: none"> • Client-staff relationships were one of the most salient factors reported for predicting success in obtaining driver license credentials, providing them hope to achieve in aspects of their life, and improve their motivation to achieve their goals. Acquiring the driver license credentials was then associated with engagement in education, training, and employment. • Many rangatahi referred from disadvantaged backgrounds considered at high risk for negative long-term outcomes. • Rangatahi and their whanau valued the positive learning experiences and client-staff relationships.
GOAL ACHIEVEMENT	Involvement of Whanau Aspirations Career Interests	<ul style="list-style-type: none"> • Shared goals between rangatahi, whanau, and SFMCT appear to be a protective factor for successful engagement at follow up. This experience of shared goals may act as a protective factor for future support for attaining goals and engagement with services/supports. • The mentor service is supporting rangatahi through a critical stage in their development to make good choices and seek opportunities that are in their best interests. The SFMCT mentor services of assisting rangatahi to identify their education/training and employment goals, and developing their curriculum vitae are likely to remain two important adjuncts to the core business of providing driver license programmes. • Popular areas of interest for participants in SFMCT programmes appear to be careers appear to be the automotive industry, security, and the trade sector.
RESILIENCIES	Learner License Experience	<ul style="list-style-type: none"> • The SFMCT Automotive and Learner License Programmes are an effective way of engaging rangatahi to learn safe driving and embark on acquiring driver license credentials. These programmes are also highly predictive of positive long-term outcomes for employment, education and training. • Rangatahi emphasized a focus on gaining adequate driving experience before sitting restricted and full driver license examinations.
BARRIERS	Contact Communication Delayed Advancement of Driver License	<ul style="list-style-type: none"> • Any aim to update contact details of past clients should occur within the first two years post programme completion. This is because of the risk of contact details becoming invalid beyond two years. • Sending SMS or other messaging to past clients is a productive way for increasing awareness of programmes, increase mindfulness to prompt advancement of credentials, and maintaining whanaungatanga. It was not effective in generating referrals for this group studied. • Delays in progressing through driver license credentials was associated with geographically isolation to access driver training services of their choice. Delays were also attributed to rangatahi having other pressing priorities (e.g., earning income, education, parenthood, self-care).

RECOMMENDATIONS

- 1. Business model:** Continue with the current business model. This has proven to be effective in achieving desired goals to teach driving skills and engage youth with education, training, and employment.
- 2. Sustain inclusion of the Automotive and Learner License Programmes.** These programmes were found to be highly predictive of future engagement with education, training, and employment.
- 3. Whanaungatanga:** Continue to place high importance on whanaungatanga and modelling positive learning experiences. These are indicated as agents for achievement of goals and engagement of services, both within and beyond Silver Fern MotorSport Charitable Trust.
- 4. Formal driving instruction:** Consider what would be the most effective timing of participants to receive formal driving instructions and shape services accordingly.
- 5. Contact details:** Continue to collate a combination of client, whanau/support people, and social media contacts. An update of contact details is recommended no longer than two years post exit of programmes, should follow-up be planned in the future.
- 6. Shared goals and support from significant others:** Encourage support from whanau/significant others for rangatahi to achieve their goals. This reinforces the continuation of successes and positive long-term outcomes.
- 7. Mentor service:** Continue to provide mentor services to assist rangatahi, especially to identify their education/training and employment goals and develop their curriculum vitae.
- 8. Resources and networks.** Popular areas of interest for careers appear to be the automotive industry, security, and the trade sector. Having access to resources and an understanding of options available for training and employment in these sectors maybe useful when navigating young people during mentorship interventions.
- 9. Referrals:** Promote services to acquire referrals for new clients as appropriate. Availability and dissemination of programme information may foster continued awareness of the supports available to access and continue with driver license progression (e.g., networking, website, Facebook). Navigate young people to other support services and providers, such as health, social services, as and when appropriate.
- 10. Consider Mobilizing Services.** This shall help increase accessibility of programmes to rangatahi who have geographical, financial, and other barriers impeding their ability to gain driver credentials.

A special thank you to Silver Fern Motorsport Charitable Trust and the Lotteries Community Sector Research Committee for commissioning this project.

REFERENCES

- ¹ Youth driver license scheme to make New Zealand's roads safer | Waka Kotahi NZ Transport Agency (nzta.govt.nz)
- ² Youth participation in employment, education, or training | Child and Youth Wellbeing (childyouthwellbeing.govt.nz)
- ³ [https://statisticsnz.shinyapps.io/wellbeingindicators/_w_80fb9223/?page=indicators&class=Social&type=Health&indicator=Mental health status \(psychological distress\)](https://statisticsnz.shinyapps.io/wellbeingindicators/_w_80fb9223/?page=indicators&class=Social&type=Health&indicator=Mental%20health%20status%20(psychological%20distress))
- ⁴ Statistics New Zealand (2011). Introducing the youth not in employment, education, or training indicator. Wellington: Statistics New Zealand
- ⁵ <https://www.stats.govt.nz/information-releases/labour-market-statistics-june-2022-quarter#:~:text=In%20the%20June%202022%20quarter%2C%20the%20seasonally%20adjusted%20proportion%20of,percent%2C%20up%20from%2011.8%20percent.>
- ⁶ Statistics from 2017. <https://www.orangatamariki.govt.nz/assets/Uploads/About-us/Corporate-reports/Annual-Report/OT1170-Annual-Report-2018-2019.pdf>
- ⁷ <https://www.stats.govt.nz/tools/2018-census-place-summaries/auckland-region#transport>
- ⁸ Increased access to employment, with employment being associated with increased quality of life Hult, M., Pietilä, AM. & Saaranen, T. The Factors Predicting Quality of Life Among Unemployed Adults: A Model Based on Salutogenic Approach. *Soc Indic Res* **152**, 1197–1211 (2020). <https://doi.org/10.1007/s11205-020-02470-0>