

Reform of Vocational Education Fact Sheet: Workforce Development Councils (WDCs)

Overview

Workforce Development Councils (WDCs) will help industry take a lead in making New Zealand's workforce fit for today, and the future. Through skills leadership plans, they will set a vision for the workforce and influence the vocational education and training system.

Six industry-led WDCs will be established using the current Vocational Pathways as a model. The WDCs will cover Creative, Cultural and Recreation; Primary Industries; Service Industries; Health, Community and Social Services; Manufacturing, Engineering, Logistics and Technology; and Construction and Infrastructure (see page 2 for more detail).

Specific functions:

The WDCs will eventually take over some of the key functions of the current Industry Training Organisations (ITOs) including ensuring qualifications meet the standards industry need. They will also take on additional functions such as providing advice to the Tertiary Education Commission on funding decisions, and providing skills leadership for their industry.

WDCs will also:

- decide whether programmes are fit for purpose, whether they are on-the-job programmes (like an apprenticeship), taught on campus, or online by a provider, or a combination of these three.
- endorse programmes that lead to qualifications, whether work-based (such as apprenticeships), on-campus or online. Unless a programme has the confidence of a WDC, which is essentially industry confidence, it won't be approved or funded.
- provide employers with brokerage and advisory services. WDCs won't, however, be directly involved in arranging apprenticeships and other on-the-job training.

The establishment of WDCs will be enabled by the passing of the Education (Vocational Education and Training Reform) Amendment Bill expected on 1 April 2020.

The ITOs' role of supporting apprenticeships and other on-the-job training will move to the New Zealand Institute of Skills & Technology (a working name) and other providers – wānanga and private training establishments (PTEs).



WDCs and their Scope (as at December 2019):

Some skills areas are not listed yet as they are still being considered. TEC will have further discussions with industry representatives about these WDC coverage areas, which will be finalised through Orders in Council as each WDC is stood up.

WDC Coverage	General Coverage Areas	Components from Existing ITOs
Creative, Cultural and Recreation	Graphic, creative and web design, game development, museums, libraries and archiving, performing arts, film and music, hairdressing and beauty therapy, communications, recreational facilities/venues and sport	<ul style="list-style-type: none"> • Competenz (<i>journalism, graphic design, and signmaking</i>) • HITO • ServicelQ (<i>museum</i>) • Skills Active • Some design, web and animation qualifications currently developed by NZQA
Primary Industries	Agriculture, horticulture, fishing, aquaculture, equine, silviculture and harvesting, and sports turf management	<ul style="list-style-type: none"> • Competenz (<i>forestry, and biosecurity</i>) • Primary ITO (<i>except petrochemicals, energy and chemical plant, seafood processing, dairy processing, and meat processing</i>)
Service Industries	Wholesale trade, retail trade, accommodation and food services, tourism, cleaning, rental, hiring/leasing and real estate services, contact centres, business services, and financial services	<ul style="list-style-type: none"> • Careerforce (<i>cleaning and caretaking, urban pest management</i>) • ServicelQ (<i>except museum, and aviation</i>) • The Skills Organisation (<i>security, contact centres, real estate, and financial services</i>) • Business and administrative qualifications currently developed by NZQA
Health, Community and Social Services	Health care, social support services, funeral and embalming, offender management, emergency services, and education	<ul style="list-style-type: none"> • Careerforce (<i>except cleaning and caretaking, and urban pest management</i>) • Funeral ITO • The Skills Organisation (<i>a range of community and social services</i>) • Education and childcare qualifications developed by NZQA
Manufacturing, Engineering, Logistics and Technology	Manufacturing and processing, extractives and drilling, transport (including heavy and commercial), postal, warehousing, engineering, and information and communications technology (development and systems engineering) industries	<ul style="list-style-type: none"> • Competenz (<i>except lift and escalator servicing, forestry, biosecurity, journalism, graphic design, and signmaking</i>) • MITO • NZMACITO • Primary ITO (<i>petrochemicals, energy and chemical plant, seafood processing, dairy processing, and meat processing</i>) • ServicelQ (<i>aviation</i>) • Some ICT qualifications developed by NZQA
Construction and Infrastructure	Construction (including heavy, civil and residential) and associated industries and trades, and infrastructure including water supply, electricity and gas distribution and transmission, road and bridge building, and sewage	<ul style="list-style-type: none"> • BCITO • Competenz (<i>lift and escalator servicing</i>) • Connexis • The Skills Organisation (<i>construction-related industries, e.g. plumbing, gasfitting and drainlaying, electrical services, scaffolding, etc.</i>)

Next steps and approach

- In early 2020 TEC will be seeking feedback on an agreed approach to developing a WDC governance structure.
- Establishing transitional ITOs on 1 April 2020 to maintain current ITO capability until a provider or private training establishment has taken on their responsibilities for arranging training.
- There will be a phased, gradual approach to managing transitions to WDCs, and the arranging training function, until 31 December 2022 to ensure the skills pipeline isn't disrupted.
- TEC will work with each ITO on transition plans for moving training support. Changes will be managed carefully and only happen when capability is in place.
- In the short term, there is no change to training via the ITO. For example hiring and training apprentices and staff, and support for training arrangements through the ITO will continue.
- Further information on the transition process will be released early next year.

WDCs Consultation Process:

The following activities were undertaken:

- Five public workshops/meetings – two in Auckland, and one each in Wellington, Christchurch and Hamilton (attended by 213 organisations and 294 people)
 - Workshops with Industry Training Organisations, government organisations/officials, and regulatory/skills standards bodies
 - Around 30 meetings with individual industry associations and employers (or groupings of up to 10 organisations)
 - Participation at around 25 Industry Training Organisation arranged engagement events
 - Regional engagement as a part of the wider Reform of Vocational Education programme, including participation at Ministry of Business, Innovation and Employment Regional Skills Leadership workshops
 - Additional feedback was also received via a public email address, WDCs@tec.govt.nz
-