



## Briefing Note: Workforce Development Council and ITO Workstream: Progress update

<b>To:</b>	Hon Chris Hipkins, Minister of Education		
<b>Date:</b>	13 Septmeber2019	<b>Priority:</b>	Medium
<b>Security Level:</b>	In Confidence	<b>Reference No:</b>	B-19-01209
<b>Drafter:</b>	s 9(2)(a)	<b>DDI:</b>	s 9(2)(a)
<b>Key Contact:</b>	Gillian Dudgeon	<b>DDI:</b>	s 9(2)(a)
<b>Messaging seen by Communications team:</b>	No	<b>Round Robin:</b>	No

### Purpose of paper

The purpose of this paper is for you to provide an update on the engagement activities being undertaken to support the establishment of the Workforce Development Councils (WDCs) and transition planning for the Industry Training Organisations (ITOs).

### Summary

1. The WDC and ITO Transitions project has been split into two workstreams
  - Establish WDCs; and
  - ITO transition and the transfer of the arranging training function
2. Initial industry and employer engagement is focussing on:
  - helping employers understand how the new model is designed to work, allaying concerns on how it will impact them and confirming the commitment to developing carefully managed transition plans; and
  - workshopping WDC coverage options and governance frameworks that will work for industry as part of the overall co-design process.
3. ITO engagement is structured around:
  - seeking input on WDC coverage and future governance frameworks through the Chief Executives and Chairs of their Boards (meeting held in late August);
  - meeting with all ITO Councils to discuss impacts on their respective organisations and how they would like to work with officials on both WDC establishment and transition planning;
  - seeking their preference on how to best engage with the employers and industries they represent e.g. workshops and briefings sessions; and
  - initial planning session on transitions (meeting scheduled for late September).

Agree that this Briefing will be proactively released.

Agree / Disagree



**Gillian Dudgeon**

Deputy Chief Executive - Delivery  
Tertiary Education Commission

13 September 2019



**Hon Chris Hipkins**

Minister of Education

15/9/19

I'd like a weekly update on the workstreams outside NZIST establishment, which is already being provided by the Board.

The update should include engagement over the past week + events/activities coming up. I want to be kept informed of issues + feedback as we go along.

I'd also like an update on employer/industry engagement that is separate from the ITOs.

## Industry and employer engagement update

---

### Engagement is well underway

4. The overall engagement strategy involves a range of channels and approaches which include:

#### *ITO facilitated engagements with employers*

- these will be covering design and establishment of WDCs and transition planning (each ITO is taking the lead on the approach which best suits their employers and industry groups)
- an open offer has been made to all ITOs with a number still working through logistics and approaches with their members e.g. HITO and Careerforce
- Primary ITO and the Ministry of Primary Industries (MPI) Primary Sector Group held sessions in August and two workshops have been held in the last week with Competenz employers
- sessions have also been scheduled with MITO, Connexis, ServiceIQ and Skills Active
- for employers and industry groups where the ITO is not being proactive in arranging engagement opportunities we are now setting up official led sessions directly with employers and industry groups.

#### *Public meetings on WDCs*

- five public meetings on WDCs have been set up for Hamilton (17 September 2019), Christchurch (19 September 2019), Wellington (20 September 2019) and two in Auckland (25 and 26 September 2019). The response to these has been strong, with over 160 guests to date signalling they will attend
- these centres were chosen to target a higher volume of employers.

#### *Regional meetings across the country*

- regional meetings are currently being planned across New Zealand to discuss overall RoVE impacts and seek input into co-design work. Our overall engagement strategy is being developed to reduce the number of different sessions any one employer or stakeholder may be invited to attend
- The approach to date has been to try and build on other agency facilitated meetings which already occur throughout New Zealand. We will re-evaluate this approach if it becomes too difficult to co-ordinate as we are aware that we need to confirm dates for the regions as soon as possible.

#### *Individual meetings with specific industry groups as requested*

- we have had a number of approaches from employer and industry groups to meet and a series of meetings are being organised during September and October.

### Some concerns have been raised

5. Our conversations have also revealed some additional concerns from areas such as Group Training Scheme organisations, Government Training Establishments and Standard-Setting Bodies, all of which we are starting to work through.

*What are these issues?*

6. Ensuring employer/industry voice can continue to be heard and acted upon is a consistent message when discussing the new WDCs and how they will operate and be governed. There are some practical mechanisms being suggested to address this during the workshop sessions.

## ITO engagement

7. Senior Tertiary Education Commission (TEC)/Ministry of Education (MOE) officials have met with most ITOs, and in some cases, a number of additional meetings have occurred with project team members
8. We are engaging closely with the ITOs in terms of their thoughts and ideas around potential coverage areas for WDCs, and any feedback they have received from their industries.
9. The ITOs – via the Industry Training Federation – have provided an initial strawman of the following WDC coverage areas, which builds on the Vocational Pathways, adding an additional WDC.
  - Construction and Infrastructure
  - Creative, Cultural and Recreation Services
  - Health, Community and Public Services
  - Manufacturing, Engineering and Logistics ✓
  - Primary and Related Manufacturing
  - Professional and ICT Services
  - Service Industries (or People Services)
10. This proposed set of groupings, and the potential of a cross-cutting service function, are being presented at WDC engagement sessions. They are also included in information packs provided to all ITOs to support conversations with their employers.
11. A session has been organised at the end of September with all ITO Chief Executives and Chairs to start high level conversations on transition planning. Whilst the core planning will be done with each ITO individually this initial session will provide the opportunity to agree processes and timings.

## Project work underway to support future engagement

12. We are also commencing a number of project tasks, including but not limited to the following
  - an introductory guide to the establishment of WDCs to assist industry is being developed
  - more detailed descriptions and definitions of some of the new functions of WDCs (e.g. employer brokerage, skills leadership and training packages) is a key area of interest for both ITOs and employers
  - engaging with New Zealand Qualifications Authority around some of the transitions for standards-setting, learners and provider approvals needed in 2020
  - analysing the impacts of the reform changes on training schemes (in the context of the New Zealand Qualifications Framework Review)
  - to help inform future operating costs and as an input to 2020 Budget bids, scoping of the data collection process required for ITO functions and costs is underway.

## Communication Channels

---

13. To support the engagement activities and the overall reform programme a number of communication channels have been developed including :
  - dedicated pages on TEC website with information and dates of all public engagements
  - RoVE newsletter to all interested stakeholders
  - Regular ITO updates on RoVE.