

Services iEB - Order in Council Engagement Fact Sheet

Workforce Development Council – Name Proposal

Services Workforce Development Council

The iEB would like to have noted that this is the legal name of this Workforce Development Council leaving consideration of the vision, brand and trading name to the incoming Board and management.

Workforce Development Council – Coverage

The Services Workforce Development Council covers the following sectors: Retail, Tourism and Travel, Aviation, Hospitality, Cleaning Services, Real Estate, State Sector and Local Government, Contact Centres, Financial Services and Business.

The Services Workforce Development Council will assume responsibility for the industry coverage of the following transitional Industry Training Organisations:

- ServiceIQ – except museums
- Careerforce – cleaning and caretaking
- The Skills Organisation – security, contact centres, real estate and financial services

A detailed list has been prepared using the ANZSIC level 4 descriptors and is the authoritative guide to the proposed coverage. You can access that list [on the TEC website](#).

Workforce Development Council – Preamble to the OiC – Common to All WDCs

The Workforce Development Council for Services, with its industry voice, acknowledges its role in creating a sustainable, globally engaged and adaptive Aotearoa New Zealand¹. The Council recognises that there must be opportunities for all people to reach their full potential and capabilities, including those who have been traditionally underserved by the education system.

The Council acknowledges that through commitment to Te Tiriti o Waitangi our systems, policies and procedures will ensure equitable outcomes for all.

The Council works with learners, industry, tangata whenua, stakeholders and the other Workforce Development Councils to deliver the outcomes the Council seeks. Our work involves planning, implementing and supporting the responses to our current and future workforce needs, taking into account matters such as emerging technologies, global sustainability goals, the changing nature of work, and the skills, knowledge and qualifications future learners need to achieve success for themselves and their communities.

¹ Aotearoa New Zealand includes Aotearoa me Te Waipounamu and all territories

² “industry” includes but is not limited to employers, employees, self-employed people, industry associations and unions

Workforce Development Council – Governance, Composition and Appointment of Council

Composition and initial appointments

The Workforce Development Council for Services (the Council) will have nine members.

- Three of the nine members are specified in the Act – employee, collective employers, and Māori employers.
- All appointments (including the three required by statute) will be based on skills and abilities and reflect the WDC's coverage of sectors, relationships with iwi, and ability to meet the needs of all learners, including those under-served.

The first Council will be appointed in two phases:

- the Chair and three Council members specified in the Act will be appointed by the Minister after seeking recommendations from industry bodies in the industries covered by the Council.
- five additional members will be appointed by the council itself within eight weeks of the first four appointments being made.

The Chair will be appointed for two years.

Each other member will be appointed for an initial term of either one year, two years or three years to establish a basis for stable succession.

Renewal following the process for the initial appointments

The Minister will continue to appoint the Chair and three Council members as vacancies arise from previous ministerial appointments.

The Council will continue to appoint five members as vacancies arise from previous Council made appointments.

Any member can be reappointed for a second term of three years.

No member can serve more than two terms.

Process

All appointments will be made following consultation with the sector. Industry bodies, employers, employees, and iwi partners represented by the Services WDC will be asked for expressions of interest.

The TEC will receive all nominations and present a short list and make recommendations to the Minister for the initial Chair and three members specified in the Act. Those four members will then make decisions on the next five members, and subsequent Councils will make decisions as a majority on its own appointments.

Criteria

The Minister and the Council must appoint a Council that reflects the future New Zealand workforce.

As a whole, the Council must have:

- experience in or understanding of the sectors covered by the Workforce Development Council for Services
- experience in addressing the needs of underserved learners including Māori, Pasifika and disabled people
- commitment to upholding Te Tiriti o Waitangi principles
- experience in governance and public administration.

The Council must always maintain and refresh its knowledge in:

- the sectors represented by the Workforce Development Council for Services
- vocational education
- governance of organisations
- Te Ao Māori
- Te Tiriti o Waitangi
- learner and employee needs.

Other**Advisory Groups**

The iEB recognises that the WDC is to be essentially an industry-led entity. The majority of its members will be selected based on nominations from the industry sectors it represents. It is envisaged industry voice and participation will occur through the establishment of a sufficient number of Advisory Groups.

Processes underlying establishment, structure, membership and rotation of the Advisory Groups are yet to be determined. The OIC will allow for such groups to be formed to meet the needs of our industries.