

Kaunihera Whakawhanake Ohu Mahi

Workforce Development Councils

Māori and iwi Information session



Reform of Vocational Education (RoVE)
Te Pūnaha Mātauranga Ahumahi

►► Presenters and panelists

Presenter

Paora Ammunson

Deputy Chief Executive of the Learner Success
Oritetanga at the Te Amorangi Mātauranga

Panelists

Hinerangi Edwards

Chairperson for Primary Industries interim Establishment Board

Kari Scrimshaw

Team lead RoVE Programme
Te Amorangi Mātauranga

Reform of Vocational Education (RoVE)

Te Pūnaha Mātauranga Ahumahi

Kaupapa

- Welcome and introductions
- Overview of the Reform of Vocational Education:
including how Māori and iwi have been engaged through the RoVE programme
- Overview of the WDCs and Order in Council (OiC) proposals
- How you can have your say
- Q&A

Reform of Vocational Education (RoVE)
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▶ Reform of Vocational Education (RoVE)



Reform of Vocational Education (RoVE)
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▶ Journey to RoVE 2018 -2021

Education and Training Act (2020)



2018

Kōrero Mātauranga

Sought to understand from Māori what mattered to whānau and communities for education, including vocational education and training.

Questions centred around what successful ākongā would need in the future, and what needed prioritisation.

This was led by MoE

ITP Roadmap Consultation

Explored the changes needed to the ITP framework to improve outcomes for learners and their whānau.

This was led by TEC



2019

Reform of Vocational Education (RoVE) consultation

Following agreement to combine the ITP review and the Vocational Education and Training review, Cabinet approved a consultation document on agreed proposals for RoVE.

An important part of this was, building on consultation done on the Roadmap and the understanding impacts for vocational education.

- how best to partner with Māori and iwi to improve their achievements and aspirations in vocational education;
- how the proposals would work for Māori and iwi on a regional level,
- how they wanted to be involved .

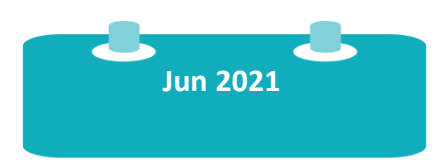


2020 – Jun 2021

Industry led engagement for the development of proposals for OiCs to establish WDCs

Each iEB engaged with their sector, industry, iwi and Māori business representatives.

Collectively the iEBs engaged with pan-Māori and pan-iwi organisations on the suite of proposals



Jun 2021

6 Workforce Development Councils to be established

← During this time, recommendations were further tested through targeted engagement before being presented to Cabinet, and in August 2019 the Minister announced the key RoVE changes. These conversations further developed what these changes might look like, and their implications →

Reform of Vocational Education (RoVE)

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▶ Reform of Vocational Education (RoVE)

A strong, unified, sustainable system for all vocational education that delivers the skills that learners, employers and communities need to thrive



Disabled learners
Mātauranga Māori Employees
Māori Crown partnerships Jobs
 Collaborative International students Upskill and reskill
Wānanga **Communities** TITOs
 Under-served learners Excellent teaching and learning
Network of Providers Te Pūkenga
 Learner success Unified Funding System
Kaupapa Māori **Reform** Opportunity
 Relevant vocational education and skills Apprentices Raise living standards
Learners at the Centre TEC
 Labour-market demand
 Te Taumata Aronui Growing economy working for every ne
 Flexible Work-integrated learning **Iwi WDCs** Work-ready
 Secondary-tertiary pathways Employers Pacific learners Sustainable
Needs of industry Career pathways
 Needs of all learners Industry coverage Māori learners
Regional skills needs PTEs
 CoVEs RSLGs Learning and pastoral support
 Outcomes

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▶▶ Why is the Reform of Vocational Education needed?

- Skills shortages across a number of industry sectors
- A split system doesn't always meet the needs of learners, employers or regions
- Challenges in institutes of technology and polytechnics
- Lack of industry input into off-the-job learning frustrates employers

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▶▶ Vision for RoVE

- Vocational Education will work for everyone who wants to learn, no matter who they are or where they are
- People will be trained with the right skills for now and the future
- Businesses will get the people they need, when they need them
- Regions will have skilled workers so communities grow and thrive

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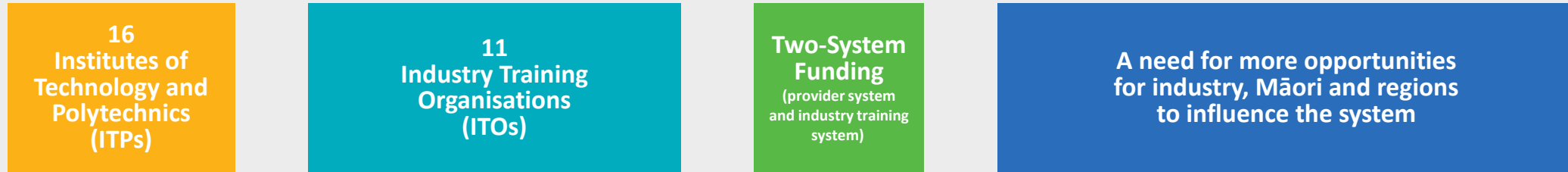
▶▶ Key concepts

- A single system
- Seamless shifts across learning delivery
- Consistent experience for learners across NZ
- Delivers for all learners
- Prioritises traditionally under-served learners
- Relevant to the needs of employers
- Responds to changing regional and industry needs
- Stronger industry voice and regional voice
- Collaborative

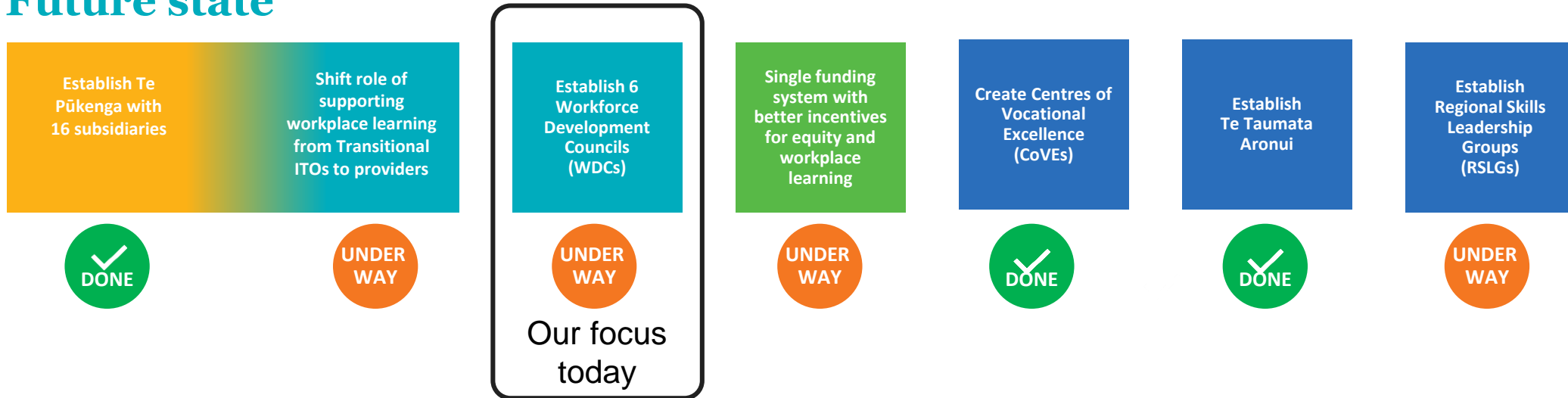
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▶▶ Progress update on RoVE key changes

Pre-RoVE state

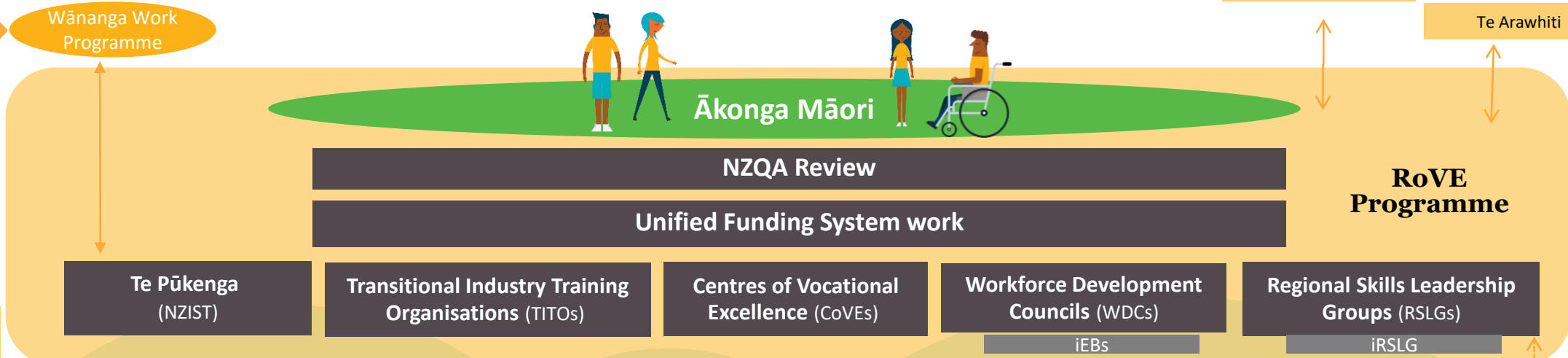
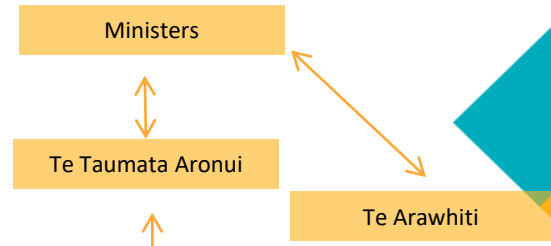


Future state



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Te Whakahou i te Mātauranga Ahumahinga (RoVE)



Pre-RoVE
Extensive consultation, engagement and wānanga occurred prior to the establishment of the current RoVE Programme Office

ITP Roadmap Consultation 2019
Wānanga Iwi
Māori Business Education Peak Bodies
kōrero Mātauranga



Govt activity / agencies
Māori / iwi
RoVE Projects
Māori / iwi organisations
Education Providers
Engagement with RoVE

iwi and mana whenua

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About Workforce Development Councils

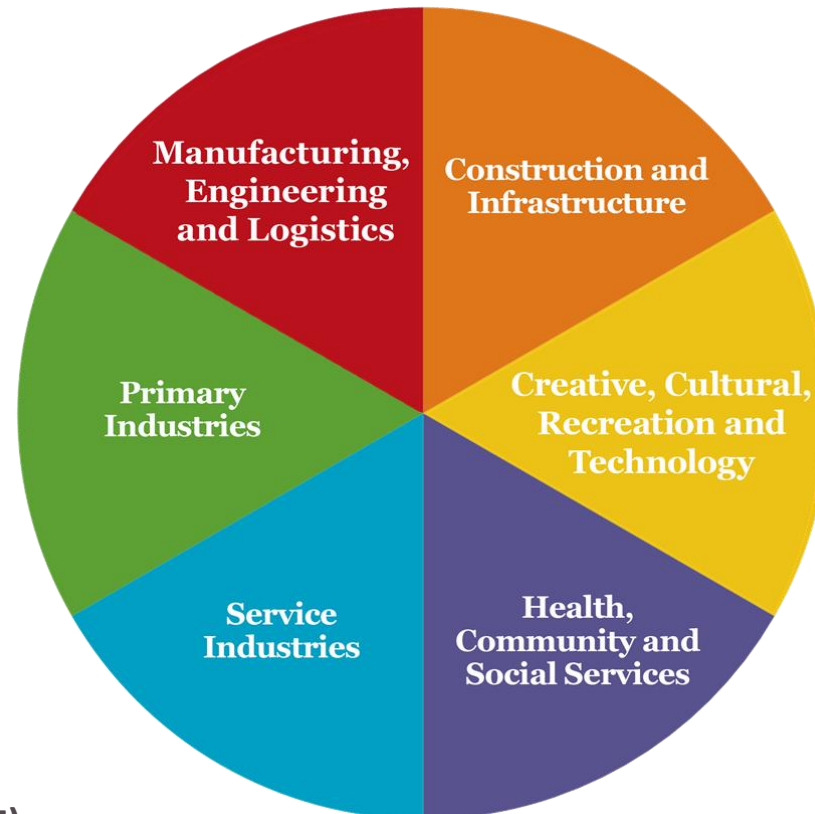


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▶▶ WDCs support all industries via six Councils

Ngā Kaunihera Whakawhanake Ohu Mahi

Six WDCs provide industry advice on industry needs



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▶▶ **WDCs are a critical part of the reform**

WDCs will support the system by providing industry voice into the Vocational Education System

- They will have a forward, strategic view of the future skills needs of industries, translating industry skill needs now and in the future for the vocational education system.
- Set standards, develop qualifications and help shape the curriculum of vocational education.
- Provide advice to TEC on investment in vocational education, determining the appropriate mix of skills and training for the industries they cover.
- Endorse programmes that lead to qualifications, whether work-based (such as apprenticeships), on-campus or online.
- Provide employers with brokerage and advisory services, although they won't be directly involved in arranging apprenticeships and other on-the-job training.

▶ WDCs will be established via an Order in Council (legislative instrument)



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▶▶ Te Tiriti o Waitangi and WDCs

The establishment of the Workforce Development Councils is supported by section 4(d) of the Act 4, and other relevant sections, which states that one purpose of the Act is to establish and regulate an education system that “honours Te Tiriti o Waitangi”.

Work is currently underway on how section 4(d) should be interpreted for WDC operations.

For more information on Te Tiriti o Waitangi please refer to the [Te Tiriti o Waitangi Cabinet Office Circular](#).

►▶ Order in Council timeline



Six interim Establishment Boards appointed



The iEBs developed their **draft Order in Council proposals** and **engaged** on its content.

Kāhui Ahumahi, made up of the Māori members across the six iEBs, were established.



The iEBs and government officials **incorporated engagement feedback** and **prepared the six Order in Council proposals for consultation**



The Tertiary Education Commission (TEC) undertakes **statutory industry consultation** on behalf of the Minister of Education.



Currently taking place



The **consultation feedback is analysed** and the Minister of Education will **consider and take into account any views expressed and feedback received** through the consultation.



- Parliamentary Counsel Office drafts the **final Order in Council**
- The Order in Council goes through the **legislative process**
- Order in Council is **passed by the Executive Council and the Governor-General**



The Six Order in Council comes into effect, following the 28-day rule



The six WDCs are operational

▶▶ Kāhui Ahumahi members



John R. Chapman



Hinerangi Edwards



Wini Geddes



Renata Hakiwai



Tiaki Hunia



Turi Ngatai



Erin Simpson



Hinurewa te Hau



Jean Te Huia



Karl Wixon

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► Te Tiriti o Waitangi and the WDC Order in Council proposals



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►► Specific references to Te Tiriti o Waitangi

Sections to be covered

- Purpose
- Performance of functions
- Statement of strategic direction
- Council membership provisions
- Criteria for appointment of members
- Appointment of the first council
- Process for the appointment of members
- Appointments panel
- Appointment of chairperson/co-chairpersons/ deputy chairperson
- Mechanisms for industry engagement
- Governance associates
- Revocation of appointment of members

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►► Purpose

Across all six WDC OiC Proposals this item is included:

To contribute to an education system that honours Te Tiriti o Waitangi and supports Māori-Crown relationships;

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▶▶ **Accountability Mechanisms - Performance of functions**

Across all six WDC OiC proposals this item is included:

The Council must consult with persons or bodies who, the Council considers on reasonable grounds, represent Māori in relation to the performance of the Council's duty [in section 369(2)(b) of the Act] to have regard to the needs of Māori in the performance of its functions.

Muka Tangata People, Food and Fibre WDC OiC proposal includes this item:

The Council in the performance of its functions must give effect to:

- Ka Hikitia or subsequent Māori education strategies that relate to vocational education and training;

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►► Council membership provisions

All six WDC OiC Proposals are different

Waihanga Ara Rau Construction and Infrastructure WDC

- The Council comprises 6, 7 or 8 members, as determined by the Council, made up as follows:
- at least 1 member is a person nominated by Māori employers in the specified industries, to represent them

Toi Mai WDC (CCRT)

The Council is to comprise 7 to 9 members, but ideally 9 members for breadth of competencies and connections, including:

- at least 1 member who is able to provide representation of Māori employers; and
- at least 3 members who are Māori, with consideration of their coverage across Toi Mai coverage areas.

Health, Community and Social Services WDC

The Council comprises 8, 9 or 10 members, as determined by the Council, made up as follows:

- 1 member nominated by Māori employers in the specified industries, to represent them;
- The Council may co-opt 1 or 2 persons to be a member if necessary or desirable:
- to increase opportunities for participation at a governance level by Māori, Pacific peoples and disabled people; and
- to ensure that over the long-term there is adequate representation of Māori with the aim of contributing towards an education system that honours Te Tiriti o Waitangi and supports Māori-Crown relationships.

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Te Pūnaha Mātauranga Ahumahi

►► Council membership provisions

All six WDC OiC Proposals are different

Hanga-Aro-Rau Manufacturing, Engineering and Logistics WDC

The Council comprises 7, 8 or 9 members made up as follows:

- at least 1 member nominated by Māori employers in the specified industries, to represent them;
- The Council as a whole must have approximately an even balance between members of the Council who are Māori and non-Māori.

Services Workforce Development Council

The Council comprises 9 members, constituted as follows:

- at least 2 members identify as New Zealand Māori, with at least 1 of these members nominated by Māori employers in the specified industries to represent them;

Muka Tangata People, Food and Fibre WDC

The Council comprises no fewer than 8 members and no more than 12 members, as determined by the Council, made up as follows:

- at least 2 members, including 1 member to represent Māori employees, nominated by employees, the Council of Trade Unions and unions representing employees in the specified industries;
- at least 1 member nominated by Māori employers in the specified industries.

The Council as a whole, must have approximately an even balance between members who are Māori and non- Māori.

Reform of Vocational Education (RoVE)

Te Pūnaha Mātauranga Ahumahi

►► Criteria for appointment of members

Waihanga Ara Rau Construction and Infrastructure WDC

Apply the principle that membership of the Council should, as far as reasonably practicable, reflect the diversity of ethnicity, cultural background and gender of the people within the specified industries and in New Zealand as a whole; and:

- ensure that at least 3 of the members are Māori (inclusive of the member who is appointed as Māori co-chairperson); and
- ensure that the Council has sufficient knowledge, skills or experience in te ao Māori;

Toi Mai Workforce Development Council (CCRT)

As a whole, the Council must have:

- strong knowledge and networks within Te Ao Māori;
- understanding of, and commitment to, upholding Te Tiriti o Waitangi, and te reo me mātauranga Māori;
- understanding of, and commitment to, eliminating inequality and the needs of underserved learners, including but not limited to, Māori, Pacific and disabled people;

Reform of Vocational Education (RoVE)

Te Pūnaha Mātauranga Ahumahi

▶▶ Criteria for appointment of members

Health, Community and Social Services WDC

When appointing a person to be a member of the Council, the Council (or the appointments committee) must, as far as is reasonably practicable, ensure that the Council as a whole has:

- skills in te ao Māori including te reo Māori and mātauranga Māori;
- a deep understanding and commitment to the principles of Te Tiriti o Waitangi;
- diversity of age, ethnic background, ideas and gender, with particular regard to representation of Māori, Pacific peoples and disabled people; and
- representation of Māori consistent with the partnership principles of Te Tiriti o Waitangi.

Hanga-Aro-Rau Manufacturing, Engineering and Logistics WDC

When appointing a person to be a member of the Council, the appointing body (either the Appointments Committee or the Industry Stakeholder Group) must, as far as reasonably practicable, reflect the diversity of age, ideas, ethnicity and gender of the people within the specified industries and in New Zealand as a whole and must ensure that the Council has:

- enough members with skills in te ao Māori, including te reo Māori and mātauranga Māori, to ensure that the Council is able to give proper consideration to Māori perspectives in undertaking its duties and functions;
 - a deep understanding and commitment to the principles of Te Tiriti o Waitangi; and
 - sufficient representation of Māori, Pacific peoples and disabled people;

Reform of Vocational Education (RoVE)

Te Pūnaha Mātauranga Ahumahi

▶▶ Criteria for appointment of members

Muka Tangata People, Food and Fibre WDC

When appointing a person to be a member of the Council, the Minister must as far as reasonably practicable, ensure that the Council as a whole has sufficient:

- experience in te ao Māori, mātauranga Māori, Te reo Māori and an understanding of the principles of Te Tiriti o Waitangi; and
- experience in Māori business in the specified industries.

Services WDC

The Minister and the Council must appoint a Council that reflects the contemporary and anticipated New Zealand workforce. All appointments 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. As a whole, the Council must have:

- commitment to upholding Te Tiriti o Waitangi principles;
- knowledge of Te Ao Māori and mātauranga Māori.

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Te Pūnaha Mātauranga Ahumahi

▶▶ Appointment of first council

Health, Community and Social Services WDC

For the purpose of making appointments to the first Council, the Chief Executive of the Tertiary Education Commission must establish an Appointments Committee:

- that as far as reasonably practicable, has the same number of members who are Māori and non-Māori.

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Te Pūnaha Mātauranga Ahumahi

▶▶ Process for appointment of members

Health, Community and Social Services WDC

The Council must establish a selection committee comprising of representatives in the specified industries and that, as far as reasonably practicable, has approximately an even balance between members who are Māori and non-Māori

Hanga-Aro-Rau Manufacturing, Engineering and Logistics WDC

The Industry Stakeholder Group must appoint an independent chairperson who must have sufficient knowledge, skill or experience in te ao Māori including te reo Māori and mātauranga Māori.

Muka Tangata People, Food and Fibre WDC

The members of the Council are appointed as follows:

All appointments will be made following nominations from the sector. Nominations will be sought from industry bodies, employers, employees and iwi partners represented by the Council

Reform of Vocational Education (RoVE)

Te Pūnaha Mātauranga Ahumahi

▶▶ Appointments panel

Toi Mai Workforce Development Council (CCRT)

The Panel will consist of 6 members, at least two members who are Māori.

Nominee must:

- indicate whether they seek to represent “collective employees”, “collective employers” or “Māori employers”, or be one of the members who are Māori (and why, including the ability to advocate for those groups).

The Panel will conduct due diligence, including cultural due diligence if necessary, on nominees or a short list of nominees prior to appointment in order to satisfy themselves that they are fit and proper people to be on the Council, that their nomination is supported as claimed, and anything else that the Panel deems necessary. This will include discussions with industry representatives and/or obtaining independent Māori advice, as required.

The Panel must take into account the following when making recommendations to the Council:

- the requirement for a minimum of 3 members who are Māori including consideration of their spread across the WDC coverage areas, and 1 representative from each of “collective employees”, “collective employers” and “Māori employers”.

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Te Pūnaha Mātauranga Ahumahi

Appointment of chairperson / co-chairpersons / deputy chairperson

Waihanga Ara Rau Construction and Infrastructure WDC

The Council must appoint two of the members to be co-chairpersons, one of whom must be Māori, by notice in writing stating the date on which the appointment takes effect.

Toi Mai WDC (CCRT)

The Council will have two co-chairpersons, one of whom will be Māori.

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Te Pūnaha Mātauranga Ahumahi

▶▶ Mechanisms for industry engagement

Toi Mai WDC (CCRT)

The Council must make arrangements (for example, by establishing industry stakeholder groups) for ensuring that employers and Māori employers, industry bodies, employees, independent earners, iwi/hapu partners, learners and other parties with an interest in the specified industries, as determined by the Council, have an adequate opportunity to provide input to the Council in support of the performance of its functions.

Reform of Vocational Education (RoVE)

Te Pūnaha Mātauranga Ahumahi

▶▶ Governance associates

Hanga-Aro-Rau Manufacturing, Engineering and Logistics WDC

The Council must appoint 1 or 2 persons to be non-voting associate members of the Council (“governance associates”) to:

- increase opportunities for participation at a governance level by Māori, Pacific peoples, and disabled people;
- ensure that over the long-term there is adequate representation of Māori with the aim of contributing towards an education system that honours Te Tiriti o Waitangi and supports Māori-Crown relationships.

Reform of Vocational Education (RoVE)

Te Pūnaha Mātauranga Ahumahi

▶▶ Revocation of appointment of members

Muka Tangata People, Food and Fibre WDC

The Minister may revoke the appointment of a member with as little formality and technicality, and as much expedition, as is permitted by:

- the principles of natural justice and tikanga Māori

Reform of Vocational Education (RoVE)

Te Pūnaha Mātauranga Ahumahi

Workforce Development Council
(WDC) Orders in Council proposals

Kōrero mai – have your say!

To have your say go to
[WDCconsultation.tec.govt.nz](https://www.wdcconsultation.tec.govt.nz)
and whakahoki kōrero.



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Te Pūnaha Mātauranga Ahumahi

▶▶ Question and answers session

How to ask questions:

- **In writing:** please ask them through the Q and A function on Zoom; or
- **In Person:** please raise your virtual hand and ask the question in person. When you are invited to ask your question, we will unmute you and ask that you to provide your name and if relevant the organisation you represent.
- **After the Session:** please feel free to email us on WDCconsultation@tec.govt.nz.

Workforce Development Council
(WDC) Orders in Council proposals

Kōrero mai – have your say!

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and whakahoki kōrero.



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