

# A new, accredited Skills Active provider

A summary of our mission and priorities

## Purpose

This document provides a short, high-level outline of the proposed new work-based learning provider – how it will work and the principles and goals that will underpin its operations.

## Who will we be?

The Skills Active provider will be a tertiary education organisation and a NZQA-registered PTE (accreditation pending) serving te ahumahi ā-rēhia sectors – those that support the pursuit of active recreation, leisure and entertainment.

It will be a wholly owned subsidiary of Skills Active Aotearoa and a charitable limited liability company (status pending). Skills Active Aotearoa is a small-to-medium company employing around 50 staff nationally, and with office locations in Wellington and Christchurch.

As an ITO Skills Active has supported over 5,000 employees and volunteers each year, engaged with 1,700 workplaces and, over the five years prior to Covid-19, we delivered an annual average of 3,500 national qualifications, with an average 82% credit achievement. TEC funds us to provide these services and meet the targets it sets for us.

The new Skills Active provider will share a lot of similarities with the operations of Skills Active ITO, but we will have the capacity to add additional services and partnerships, enter new sectors or practice areas, and modify our approach to flex with the changing needs of our clients and learners.

## What will we do?

Our mission is to weave together work, learning and skills to support learner and workforce success. We will provide work-based learning to grow confident, capable, connected people and organisations across our sectors. We'll deliver vocational education that upholds the mana of te Tiriti o Waitangi, fuels a passion for lifelong learning, and supports ākonga and workforce success through flexible and tailored provision - where, when and how they need it.

As an organisation our ambition is to be a preferred partner and provider of high-quality work-based learning. We will achieve this by providing quality work-based education and a hub of educational support through powerful partnerships with industry, iwi and other education organisations. We will aim to deliver access and equity for those who have previously been underserved or hard to reach.

Te Tiriti o Waitangi sets a framework for biculturalism and partnership in all facets of New Zealand life and endeavours. We take this seriously. We aim to enact the bicultural framework through our vision, values and purpose and in all that we undertake.

## Our goals

We are working towards a future where every person and organisation in te ahumahi ā rēhia is empowered with the skills to thrive and to realise the ambitions they have for themselves, their whānau, their customers and communities.

As a new tertiary education organisation our focus will be on maintaining the strong quality of programme development, delivery, assessment and moderation that was established under the industry training organisation. We will also ensure

robust systems and processes are in place to meet the quality and regulatory requirements set out by the Education Act 2020 and NZQA.

There will be a lot of change in the vocational education sector over the next five years as the reform of vocational education continues to take shape. Implementation of the [eight changes of the reform](#) will require the Skills Active provider to be responsive, and adaptive to the changing environment. While we navigate this significant change process, we are grounded by the following goals over the next three to five years:

- 1. Improve learner outcomes particularly for Māori, Pacific people, people with disabilities and apprentices**
- 2. Provide enhanced support for life-long learning pathways**
- 3. Maintain responsiveness to iwi, employers and other organisations through the reform**
- 4. Maintain and increase organisational sustainability and resilience**

## Our long-term growth and development plan

We have a four-pillared long-term strategy which will be aligned to the business goals stated above, and focuses on improving outcomes, maintaining engagement, growing the learner and client base within our existing coverage, and diversifying educational products and services. This includes:

Improving outcomes	Maintaining satisfying engagement and services	Growing learner and client base	Diversifying our services and products
<p>For underserved groups through enabling learners and providing inclusive and equitable services.</p> <p>For our Māori and Pacific learners and our Apprentices</p>	<p>To ensure our existing clients and learner groups continue to receive the services and qualifications they need.</p>	<p>Increasing engagement with volunteer groups contractors and self-employed; groups we have not been able to work with easily as an ITO.</p> <p>Engaging with learners and clients and other niche industries that are aligned to our kaupapa, but that have sat outside of our scope as an ITO.</p>	<p>Developing micro-credentials and small packages of learning</p> <p>Providing off-job teaching and learning components where there is an identified need.</p>

## Conclusion

Making vocational education accessible to everyone in te ahumahi ā rēhia will take flexibility and tailoring. High-trust relationships will be earned through a willingness to do the work and demonstrate value for money – even when the cohorts are small, niche, regional, time-poor, low-income, unsure about change, or otherwise hard to reach.

Looking forward we will be contributing to an integrated and balanced system where everybody gets the right kind of education in the right format at the right time. The establishment of the new Skills Active provider is the start of a long and exciting journey to realise ākongā and workforce success in our sectors.