

We need your input on the future of skills and training in your industry!

Considering a joint skills body for the creative, cultural, sport and recreation sectors

Purpose

The purpose of this document is to explain the vocational training reform for stakeholders in the creative, cultural, sport and recreation industries, and ensure they are well-placed to have influence in the new vocational system to deliver a skilled workforce.

Background

The government has introduced a Bill that overhauls vocational training and will impact the availability of skilled workers (both paid and unpaid) in every industry sector in New Zealand.

The government wants to increase the number of skilled people who are valued by their industries and working productively. For this reason, it wants industry in the “driving seat” of the new vocational education system. To make this happen, industries need to be arranged in logical groupings so their voices can be heard and their needs met.

In simple terms, the new Bill makes two changes:

- 1) Establishing up to 7 Workforce Development Councils (WDCs), each of which will represent a group of industries. WDCs will be owned by their industries and will advocate for them in skills and training matters.
- 2) Establishing a New Zealand Institute of Skills and Technology (NZIST) that will replace the current 16 polytechnics, and will be responsible for the delivery of all vocational training delivery in New Zealand (along with Wānanga and private training establishments).

The immediate decision for industry

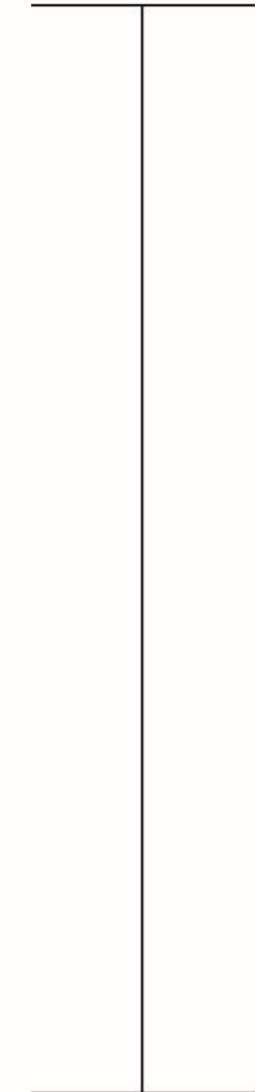
The new WDCs will listen to their industries to understand the skills they need for their current and future workforce. With this feedback, the WDCs will create standards and qualifications, and advise the tertiary education funding agency (TEC) on where funding should go (what types of courses, which providers, and at what volumes) – so that industries have the right number of staff with the right skills to deliver their services to New Zealand.

The makeup and structure of the WDCs will be decided by the Education Minister, in late October 2019.

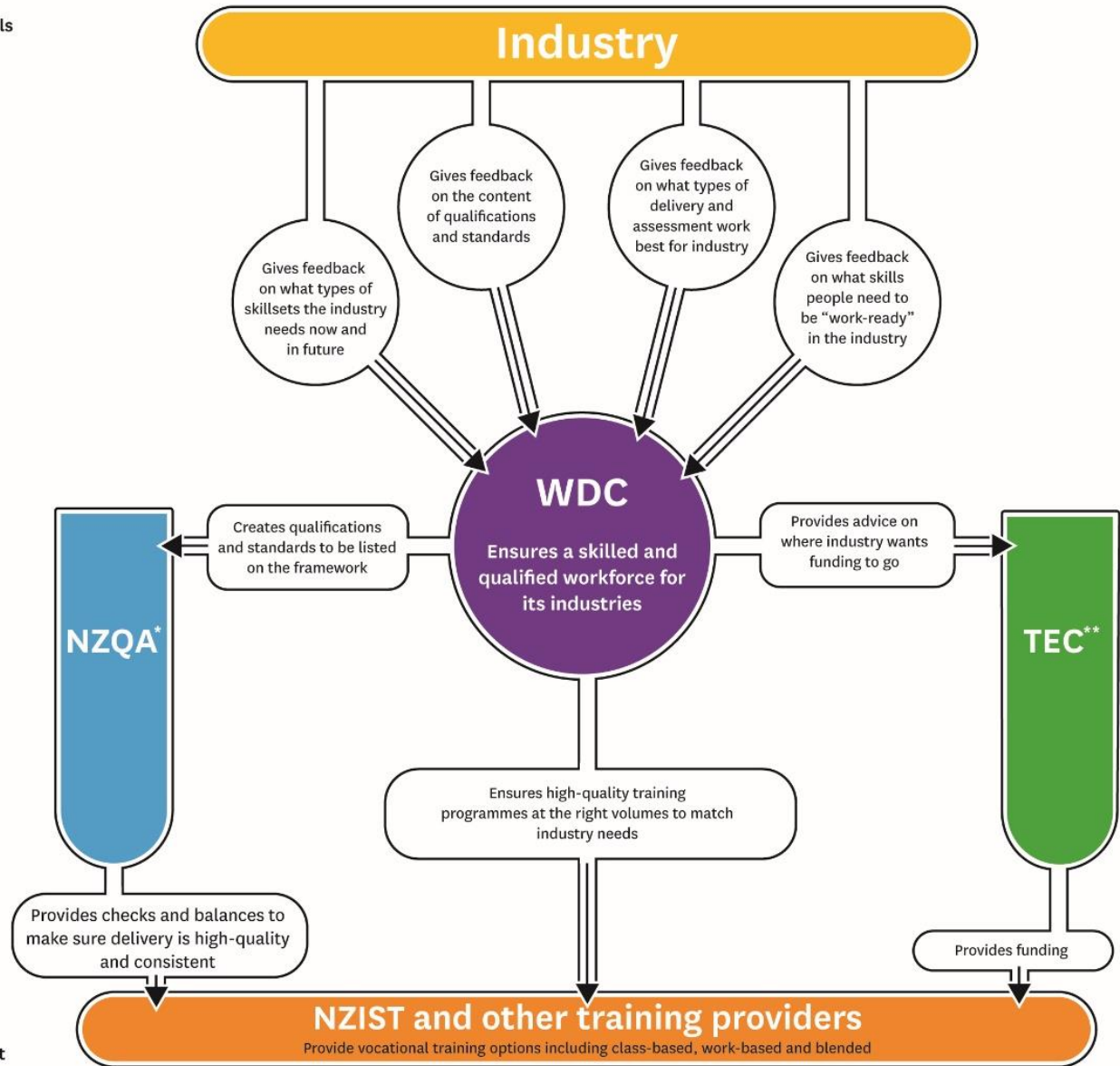
What will the new system look like, and what is the role of industry and the WDC?

One of the drivers for the vocational education reforms is to ensure industry has a stronger voice in the system. The diagram on the next page outlines how the new system is intended to work, showing industry driving their own workforce skills needs and how the critical role of the WDC will ensure those needs are met:

Industry needs particular skills



Skills are delivered that meet industry needs



*New Zealand Qualifications Authority – Oversees the NZ qualifications framework

**Tertiary Education Commission – Regulates and funds tertiary education bodies

Current thinking on how industries will be grouped into WDCs

The Minister wants industry input on how industries should be grouped together in the WDC system, with the proviso that the final number of WDCs will be between 4 and 7.

For the new system to work effectively, the groupings need to be logical and balanced. This will help ensure all industry voices are equally heard and respected – in the way skills and qualifications are prioritised, and funding is allocated – so that all industries have access to quality graduates for their workforce.

The Minister has stated that a logical starting point is the six “vocational pathways” used in the careers sector:

The Vocational Pathways



WDC options for the creative, culture, sport and recreation sectors

The creative and cultural sectors enrich people’s lives. The sport and recreation sectors serve the same purpose. Māori organisations work across all of these sectors, delivering physical, cultural and creative enrichment.

Taking the Vocational Pathways as a starting point, there are three options being considered that relate to the coverage of all these naturally aligned fields:

- **Option A:** A Creative Industries WDC covering the visual and performing arts, film and digital technologies, events development and management, heritage and cultural areas (excluding sport and recreation). This WDC would cover approximately 51,000 employees. (Only 21,000 of these workers would be likely to access vocational education qualifications.) (If this option went ahead, sport and recreation would fall into the scope of the Services WDC.)
- **Option B:** A Services Industries WDC that covered all of the traditional services such as hospitality, retail, travel and tourism, and also covered the creative, culture, sport and

recreation sectors. This WDC would cover approximately 1.29M employees. (875,000 accessing vocational education qualifications.)

- **Option C:** A Creative, Cultural and Recreation WDC which would cover all the creative, cultural and heritage industries outlined in Option A, plus sport and recreation. This WDC would cover approximately 101,000 employees. (52,000 accessing vocational education qualifications.) This grouping gets much larger when you include the 442,000 volunteers, interns and other unpaid workers, who make up a large proportion of both the recreation and the creative workforce. These workers are also eligible for vocational training.

The following tables compare the number of employees in current and expanded Vocational Pathway groupings (Statistics provided by Infometrics.co.nz)

Vocational Pathways	Total employment	Workers who access vocational training
Construction and Infrastructure	251,889	213,019
Manufacturing and Technology	191,174	146,064
Social and Community Services	549,204	236,613
Service Industries	1,238,241	853,687
Primary Industries	212,698	189,641
Creative Industries	51,309	21,363

Vocational Pathways (including expanded Creative pathway)	Total employment	Workers who access vocational training	Workers who access vocational training, plus volunteers
Construction and Infrastructure	251,889	213,019	213,019
Manufacturing and Technology	189,965	145,194	145,194
Social and Community Services	531,476	230,816	722,417
Service Industries	1,207,133	829,835	839,099
Primary Industries	212,698	189,641	244,169
Creative, Culture & Recreation	101,353	51,882	493,864

Assessing the WDC options

The table on the next page compares the pros and cons of the three WDC options:

Option A: Creative WDC		Option B: Services WDC		Option C: Expanded Creative, Cultural & Recreation WDC	
Pros	Cons	Pros	Cons	Pros	Cons
A very small, niche WDC that would represent pure creative interests.	Creative industries alone may not be considered big enough to warrant the funding of a WDC.	Represents a significant proportion of the entire workforce and easily justifies govt funding for a WDC.	Creative, cultural, sport and recreation industries will only be a very small part of the whole Services WDC.	The size of the workforce is large enough to justify funding a WDC, especially if the significant number of unpaid workers is included.	By combining sport and recreation with creative and cultural, both sides lose a certain degree of niche-ness.
A targeted group of industries with common goals.	Does not currently cover all of the sectors managed by the Ministry of Culture and Heritage.	Interests of creative industries would be advocated by advisory groups within the wider services industries.	Real possibility of creative, cultural, sport and recreation voices being lost among bigger sectors such as retail and hospitality.	This grouping brings together all those sectors that are already within Ministry of Culture and Heritage scope, making them a good fit.	May still be one of the smaller WDCs – if the volunteer workforce is not prioritised by govt – which will impact on its ability to influence.
	With its small size, the WDC would not be well-placed to be effective in driving industry needs through TEC, NZQA and education providers.	This WDC would cover a large group of industries, employers and employees, and therefore have a strong lobbying voice with govt.		All these sectors serve the purpose of enriching the lives of NZers, which adds weight to their influence, especially in the context of the govt focus on wellbeing.	
	Sport and recreation would lose the opportunity to be part of this WDC.			This WDC would have the size to drive industry-led vocational solutions, from identifying needs through to delivery.	
				Many synergies exist across the member sectors.	
				Would be a strong lobbying voice on behalf of the volunteer workforce.	

What's next? Have your say on what is best for your industry

We are keen to hear what you think is the best WDC structure for your industry. Please share your feedback using the option the suits you:

ONE-MINUTE SURVEY: Please <click here> to take the one-minute survey.

ROADSHOW: Skills Active is hosting a series of industry forums to discuss this opportunity. If you wish to attend, please <click here> to RSVP for a date and location.

LETTER OF SUPPORT: If you want to write a letter of support for the concept of a Creative, Cultural and Recreation Services WDC, please email it to esther@skillsactive.org.nz

As noted earlier, there is a very short timeframe for industry to contribute to this discussion. A recommendation on WDC groupings will be going to the Minister in the next 6 weeks, **so please have your say** on shaping the future of vocational education for your industry.