



## Reform of Vocational Education (RoVE)

1 September 2020

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tec.govt.nz/rove 

Tertiary Education Commission 

@TECNZ 

Tim Fowler 

@CareersNZ 

Careers New Zealand 

CareersNZ 

Tēnā koe,

We need your feedback.

The current vocational training system is undergoing significant change, and industry needs to be heard.

The Reform of Vocational Education (RoVE) is a bold, once-in-a-generation, transformational change that aims to create a strong, sustainable, unified vocational education and training system, capable of delivering the skills that learners, employers and communities need to thrive.

Six Workforce Development Councils (WDCs) will be established and will be at the heart of this new system. The WDCs will enable industry to take a lead in making Aotearoa New Zealand's workforce fit for today and for future employment needs. WDCs will be industry's channel to influence training for its people.

We represent the interim Establishment Board (iEB) for the Creative, Cultural, Recreation & Technology Sectors and are charged with establishing the WDC for these sectors.

This is the first step and provides the opportunity for you to have a say about how the WDC is being established, and to find out more about RoVE. This initial engagement will be followed by a statutory consultation process, led by the Tertiary Education Commission (TEC), during October. There are other WDC processes to come in the future and you can be engaged in those too if you want to.

### **WDCs will set a vision for the future workforce**

WDCs' role is to strengthen collaboration between industry, employers, employees and communities and contribute to the new vocational education and training system by:

- Determining a strategic view of the future skill requirements of industries and translating industry skill needs for the vocational education system.
- Setting standards, developing qualifications and helping shape the curriculum of vocational education.
- Providing advice to the Tertiary Education Commission (TEC) on investment in vocational education, and determining the appropriate mix of skills and training for the industries they cover.
- Endorsing programmes that lead to qualifications, whether work-based (such as apprenticeships), on-campus or online. In the future, TEC will only fund vocational programmes endorsed by a WDC.
- Providing employers with brokerage and advisory services.

The work of the WDC will support both recent school leavers and upskilling for those who are mid-career.

## Interim Establishment Board (iEB) role and your input

The Creative, Cultural, Recreation & Technology iEB is responsible for developing an Order in Council (OIC) which is the statutory instrument that will establish the WDC for Creative, Cultural, Recreation & Technology industries as a legal entity. Industry support is required to enable this process to occur.

The OIC will contain basic details, including the name, coverage, and governance arrangements of the WDC for Creative, Cultural, Recreation & Technology industries. Your feedback, and that of your networks is important. Without this, the WDCs cannot be established as the Minister of Education can only recommend the OIC if the Minister is confident that the views of the represented industries have been taken into account.

Formal consultation, in addition to this current engagement, on the OICs will take place later this year, after this initial engagement process.

We encourage you, and your stakeholders, to get involved in this process. Please feel free to forward this letter to anyone you think will be interested in this work.

## Have your say

1. Please review the information attached in the OIC engagement fact sheet
2. Provide comments and feedback relating to governance arrangements, legal name and sector coverage on this [feedback form](#)
3. Contact us directly through email – [CCRT.iEB@tec.govt.nz](mailto:CCRT.iEB@tec.govt.nz)

Ngā mihi nui,



**Victoria Spackman ONZM**

**Chair** – Creative, Cultural, Recreation and Technology interim Establishment Board

## On behalf of the Creative, Cultural, Recreation and Technology Interim Establishment Board

Emma Naji  
Hinurewa te Hau  
Karl Wixon  
Niq James

Paul Tolich  
Richard Beddie  
Tommy Honey

# Creative, Cultural, Recreation & Technology

## Order in Council engagement fact sheet

Workforce Development Council – interim name proposal
<p><b>Toi Mai</b></p> <p>WORKFORCE DEVELOPMENT COUNCIL FOR CREATIVE, CULTURAL, RECREATION &amp; TECHNOLOGY.</p> <p>‘Toi’ can refer to both creativity and knowledge, it also speaks to summit, ascendance or notions of excellence.</p> <p>‘Mai’ in this context can mean to beckon forth and imbue as well as referring to a continuum in time.</p> <p>‘Toi Mai’ speaks to the role of our Workforce Development Council to imbue creativity, knowledge and excellence in all we do across our sectors of interest.</p> <p>We see this as applicable to our sectors / industries of focus as follows:</p> <p><b>Toi Hangarau</b> / Technological excellence</p> <p><b>Toi Auaha</b> / Cultural and creative excellence</p> <p><b>Toi Tāngata</b> / People excellence through sport and recreation.</p>

Toi Mai Workforce Development Council – Coverage
<p>The Reform of Vocational Education used the Australian and New Zealand Standard Industrial Classification (ANZSIC) level 4 descriptors to create the six Workforce Development Councils. The Interim Establishment Board (iEB) for the Creative, Cultural, Recreation and Technology Workforce Development Council (WDC) has used these descriptors as a starting point for establishing the coverage of our industries.</p> <p>The coverage listed here has been based on these descriptors, guided by inclusivity and informed by the breadth and depth of our industries, recognising the speed of innovation and the evolving nature of technology (in particular) to ensure relevance and currency, resulting in the inclusion of the following industries:</p> <p><b>Toi Hangarau / Technology including:</b></p> <ul style="list-style-type: none"><li>• Creative Technologies including VR/AR, Gaming, Interactive Design and Digital Media</li><li>• Emerging Technologies including AI, Data, Analytics &amp; Data Science and Quantum Computing</li><li>• Networks, Distributed and Communication Technologies</li><li>• IT Hardware, Software, Infrastructure, Architecture and Cybersecurity</li><li>• IoT, Biometrics, Sensors &amp; Geo-spatial Technologies</li><li>• Robotics, Automation, Drone &amp; UAV Technologies</li></ul>

**Toi Auaha / Creative and Culture including:**

- Cultural
- Design
- GLAM
- Hair and Beauty
- Performance
- Screen
- The Arts
- Multi-media platforms, publishing and journalism
- Literature
- Crafts

**Toi Tāngata / Recreation including:**

- Amusement Activities
- Gambling, Horse and Dog Racing Activities
- Parks and Gardens
- Sports and Physical Recreation Activities

A detailed list has been prepared using the ANZSIC level 4 descriptors as a base-line and is a more detailed 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 Creative, Cultural, Recreation and Technology industries, with its industry voice, acknowledges its role in creating a sustainable, globally engaged and adaptive Aotearoa New Zealand<sup>1</sup>. 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<sup>2</sup>, tāngata 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 the climate crisis and other global challenges, 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.

<sup>1</sup> Aotearoa New Zealand includes Aotearoa me Te Waipounamu and all territories

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

## Workforce Development Council – Governance, Composition and Appointment of Council

Toi Mai is committed to embedding and living Te Tiriti o Waitangi as a partnership approach and model, which is a vital and effective means of achieving our vision. This is a journey of embedding treaty excellence, building relationships which uphold rangatiratanga and ōritetanga - shared decision making, development and equity for tāngata whenua.

Toi Mai recognises the need to ensure due process is undertaken to land on a final position with confidence regarding how Te Tiriti o Waitangi is reflected in Toi Mai governance and as such remains open to advice and feedback on this as we continue the WDC development process.

The iEB recommends having separate but linked processes for the appointment the First Council and subsequent Governance Boards.

### **First Council (for somewhere between 6 months and 2 years)**

- Direct appointment by the Minister for Education for all First Board members and Chair
- Up to 4 (recommend 3 or 4) current Interim Establishment Board members to continue (may self-nominate, or be supported by iEB, but Minister to appoint at discretion)
- Additional individuals to make up a total of 7-9 appointments, based on self-nomination in a process similar to how iEB members self-nominated. Support of industries and other parties can be indicated at this stage, but the Minister will appoint at their discretion
- The Chair will be appointed by Minister
- The term is up to 2 years, or until the WDC Board is established
- This board will appoint the Chief Executive of the WDC, who will establish operational matters, with guidance from the work completed by the Design Group
- The First Council must have a minimum of one Māori member who is engaged in at least one of the relevant industry sectors
- The Minister will seek to ensure that there is a broad range of people who are engaged in the sectors represented by the WDC, including Māori.

## **Governance Board of WDC**

### **Board make up**

- Board to be made up of 7-9 people:
  - At least three of those 7-9, specified in the Act – employee, collective employers, and Māori employers
  - All appointments, including the minimum of three required by statute, will be primarily governance and leadership skills and abilities based, while taking into account coverage across sectors, Te Tiriti o Waitangi understanding, knowledge and networks within Te Ao Māori as relevant to sectors of interest and education, and ability to meet the needs of all learners, including those under-served
  - In addition to the 7-9 people above, up to 2 people can be co-opted by the Board for specific reasons, for no more than 3 years in any one case, but anticipated to be shorter
  - Recommendation to Appointments Panel (see below) that some continuity be achieved between Establishment Board and new board initially.
- Agreed cabinet responsibility is a requirement of board members: they are there to govern the organisation and be responsible to the organisation, not to represent any particular constituency.
- Terms of office are to be 3 years, but initial terms are to be 18 months for half of the board members, and 3 years for the other half, thereafter an 18 month rotation of approximately 50% of the board. This is to ensure that terms do not all end at the same time. Each board member may serve for a maximum of 2 consecutive terms.

### **Appointments panel**

- All appointments to the Governance board will be made by an Appointments Panel ('the panel'). The panel will consist of one representative appointed by each of the six WDCs. The panel must take into account the following in all appointments:
  - Current make up of board, and ongoing make up of board in future (taking into account the people who are continuing on the board, and who is departing either immediately or within the term of the new appointee)
  - Skills, experience and industry connections of existing board members and new appointees (looking at the board as a whole)
  - The following skills which are optimum for a well-functioning WDC board:
    - Strong knowledge and networks within Te Ao Māori
    - Understanding of, and commitment to, upholding Te Tiriti o Waitangi
    - understanding of, and commitment to, the needs of underserved learners including Māori, Pacific people and disabled people
    - Vocational education and/or training experience
    - Government engagement abilities

- Governance skills and personal attributes/behaviours (financial understanding, diligence, strategic thinkers, problem solvers, creative thinkers, values aligned to the WDC's work)
- Industry knowledge, connections, experience with the industries covered by the WDC – including early stage (particularly important in the IT industries), SMEs, large organisations and the self-employed. *(Note that there are large number of self-employed people in some of the sectors covered by the WDCs. Note also wide range of sectors in this WDCs, so it will not be possible to have someone with experience in all sectors at all times, so it's about ability to understand the wider sectors and engage with those within them as necessary.)*
- Diversity of thought and experience *(it is noted that in order to ensure diversity of thinking, it will sometimes be necessary to trade off governance experience and the WDC will be prepared to provide governance training for those who otherwise fit the needs of the WDCs board at any particular time)*
- Gender balance

#### Chair

- The Chair of the WDC governance board will be elected directly by the members of that board, by consensus, or if that is not conclusive, by way of secret ballot. The Chair's term will be for 2 years, plus up to two additional years (in 1 year terms). No Chair may serve for more than 4 years. The board may choose to elect co-chairs promoting Te Tiriti partnership and/or gender balance.

#### Other

##### Industry voice

There is a need for the voice of industry to have a direct avenue for dialogue with the Governance Board. The WDC therefore will ensure it has a process at governance level to include...

- An engagement context that acknowledges the diverse and disparate range of stakeholders and industries and allows for a pathway for many voices to be heard by both the governance group, and each other – a matrix that encourages conversations up, down and across.
- Vertical engagement could occur through formal representation but this could be unwieldy. It is recommended that a semi-formal organisation – or layer – of voices be established that can influence and inform the governance group vertically. This may be a single industry group or a series of industry groups.
- It is recommended that the desire for horizontal engagement, across sectors, sub-sectors and industries could occur through an annual wānanga that brings together the breadth of stakeholders.
- An annual hui or wānanga will be held for Māori specific input.