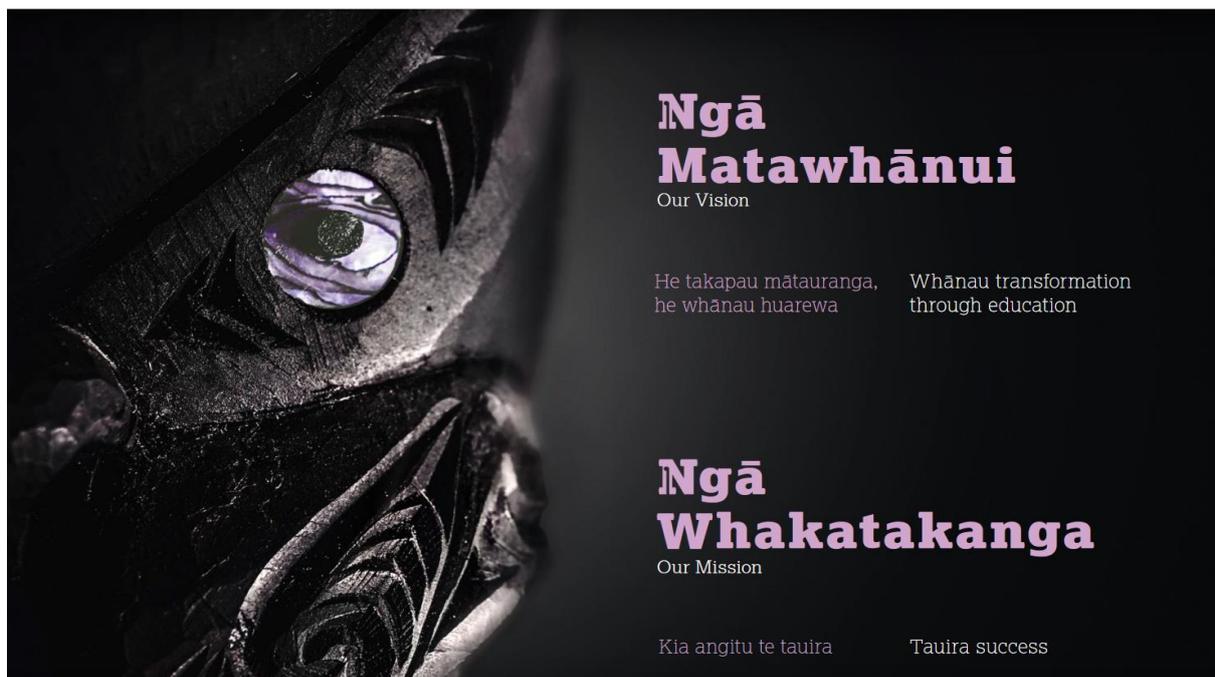




# Te Wānanga o Aotearoa

## Takeaway pack for Careerforce stakeholders

### Vision and Mission



The most important thing to Te Wānanga o Aotearoa is mobilising the success of Tauira in education to benefit them and tier wider community. We would not consider being part of any educational process that was solely for profit as it would miss essential aspects of what we find most valuable.

### TWoA at a glance

- Latest NZQA Quality Assurance Rating: Category 3
- Number of employees; 1 593
- Number of learners: 27 835
- Geographic coverage: [124 locations across NZ](#), including major centres to small regional outposts
- Currently TWoA does not offer any of the qualifications Caterforce with the exception of NZ Diploma in Business Level 5.

- We currently have no plans to expand into these qualifications unless it was through a partnership with Careerforce.
- The top ranked organisation for Tertiary Education Institute completion rates

## Student expectations

One of the strengths of Te Wananga o Aotearoa is our constant focus on **Whanau transformation through education**. Using a whole of career approach makes a compelling proposition for taura considering their future. TWoA helps employers create and articulate the "whole of career" value proposition. As we navigate through the Reforms of Vocational Education (RoVE) we are maintaining a focus on

- attracting new entrants of high caliber to the sector
- providing pathways those taura through their careers in to more complicated and rewarding roles as they progress
- pathway to next if they exit the industry, where can they
- attract people back to the industry after a hiatus

We partner with both taura and employers to ensure their success in not only their current role, but to assist them in a whole of life journey that empowers them to create a sustainable future.

Examples of this would be for apprentices qualified in Healthcare, they may choose to move to IT, finance, management, procurement, or other specialities in the industry. Their foundation and practice in lower levels of industry provide a valuable grounding in practice that would allow them to succeed at a new aspect of the industry.

## Transformation of the new vocational system

The opportunity of the RoVE is to change the entire system to be more in line with current, as well as short to medium term workforce expectations. Under the previous system unit standards were delivered in a *one size fits all* approach with unit standards delivered in line with industry feedback on what skills would be needed in the future.

This worked for some taura, but others have fallen through the cracks. Where trainees have not been succeeding, there is a direct cost to industry, and their experience is wasted.

TWoA is taking the opportunity and mandate from TEC to change the *one size fits all* approach to a more dynamic and lean training approach that delivers only the training needed at the time of need, in the context in which it's appropriate.

We also work with industry to ensure that employers have the support they need to make sure their workforce is fit for purpose, and as much as they need but not more.

## Phases of RoVE

With tight timeframes we will approach the RoVE in two phases.

The first phase would be transition of Careerforce to a temporary home that minimises disruption to industry and apprentices.

The second phase would be transformation of Careerforce's vocational education offering into a fit-for-future model that provides a pipeline of engaged, qualified professionals.

The workforce must be just enough to meet industry need, eliminates over-training, and provides certainty to industry that they will be able to source people that meets their needs as and when they need them.

Although we don't have certainty on what this looks like, working with TWoA offers and opportunity to shape that future.

If industry decided to explore a partnership with TWoA we would engage using the below principles

- We won't do this without you. We want to collaborate to design the future. The answer to vocational education needs to be by industry, for industry. TWoA offers expertise in taura management, and defers to Careerforce and industry in their spheres of expertise
- Codesign is vital with our experience with students and your industry expertise. Design of the future a partnership. True co-design, not master-servant.
- We have been empowered by TEC and our Council to be bold. There has never been a better time to change what does not work for your industries. An advantage of working with TWoA is that we have a direct line into the upper tiers of the vocational education decision makers at TEC and Te Pukenga. We would represent our joint venture and advocate for what we need collectively.
- We can offer *maturanga Māori* – a context driven, individualised approach to both trainees, apprentices and employers. Context matters in the Ao Maori. This approach is of particular importance in social services industries where it is impossible to separate people from their context. We can help our partners navigate the complexities of working with cultures they understand less well than their own.
- We believe that education is just the beginning. We'll jointly consider pathways into, and through the industries

### **Between now and transition**

Between now and 2023 TWoA offers to work with Careerforce on preparing to transition.

Between us we would arrange

- Impacts on people, contacts, locations, hours of work, responsibilities, etc.
- Locations that we work from and offer service to
- Which programs are to continue or be amended
- Begin exploring how we can move people into and through the industry.

We would broadly expect few if any changes in this time. Any change is to be signaled and consulted on before any decision is jointly taken.

We would jointly construct a transition plan to present to TEC

### **What RoVE looks like in 2023**

- Nationally aligned/coordinated training approach with no regional variations
- Single organisational point of coordination/contact
- Retention of existing service models, including choice and flexibility in approach to meet employer needs
- Continued support to develop internal capability
- Support to understand workforce capability needs and develop pathways for employees
- No changes in training model or approach for existing learners
- No less (but ideally improved) visibility of training progress
- No increase in off-job provision in future models
- No increase in cost
- No increase in administrative requirements
- Clear communications on what is happening
- Retention of existing personnel/relationships for both training support and assessment
- Retention of current third-party providers/assessors to support responsive training as required to support individual employers
- No reduction in assessment quality or consistency
- No reduction in ability to determine qualification or unit standard requirements

### **What it looks like in 2025**

All current programs will need to be redesigned to ensure they meet yet-to-be-released guidelines that NZQA will publish. We would take the opportunity to improve assessments and learning resources with literacy and clarity in mind.

Te Ata Hapara, the data driven pastoral care intervention model needs real time data to allocate scarce resources to employers and trainees that need them. To ensure this data we intend to use a vocational education wide app (to be decided) to deliver learning resources. This dovetails with student expectation of digital delivery, is low cost, and provides data on disengaging trainees we can act on immediately.

To ensure that industry has a full pipeline of qualified staff, the new model of vocational education clearly articulates a compelling value proposition to prospective apprentices. This value proposition starts prior to industry entry, with taster programs and work experience to make sure entrants correctly understand the industry they choose. We clearly articulate where they are able to move once they are qualified, and offer enticing next steps to management, IT, finance, or other fields related to their initial training.

By clearly articulating this value proposition we would hope to raise training completion rates as well as becoming the first choice for highly desirable trainees.

We think the combination of

- Better pre-qualification of trainees
- A compelling value proposition
- A clear career path
- Data driven interventions that support both employers and trainees

Should allow us to drive our overall completion rate to 90%

We would intend to make savings from our overall TEC budget by the amalgamation of TWOA's and Careerforce's backend services. Combined with a more efficient resource allocation using Te Ata Hapara, even with the same funding there should be more money to allocate to training and support in the sector.

We are engaging with the TEC to link funding of students to their risk profiles, rather than the traditional one-size-fits-all model.

A lot of vocational education assistance focuses on the needs of taura. TWoA feels that there is an opportunity to better consider the role of employers as the primary trainers in the vocational education sector. Using data driven discovery we feel that an offering should be put in place to assist employers with their training in a way that recognizes, values, and supports their place in the eco system (maturanga maori). This would be co-constructed with industry and Careerforce for fit and suitability.

## **Why choose TWoA**

The key value proposition from TWoA to Careerforce's valued industry stakeholders is partnership. True partnership. This partnership offers

- No disruption
- Ability to codesign your future
- Don't get lost in a large government entity
- Ability to co-construct a bespoke model that meets industry needs
- Ability to utilise Te Wananga O Aotearoa's national infrastructure
- Ability to draw on kaupapa Māori practice and expertise

We will work with you, advocate for you, and use our influence to ensure that the RoVE secures a successful future for your industries.