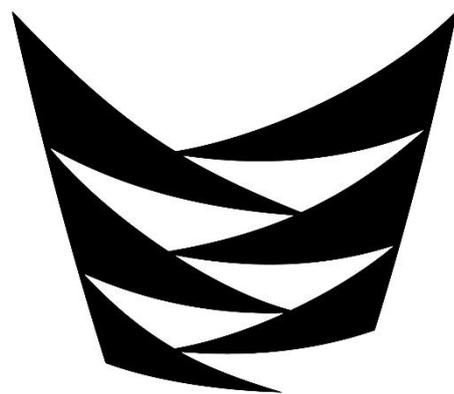


Careerforce
Background document
2021



Te Pūkenga

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Our strategy overview

Tō Mātou Tirohanga Roa | Our Vision

Me tipu i te ako, kia tipu ko te ao
Learning with purpose, creating our futures.

Tō Mātou Pūtake | Our Purpose

E tuku ana e Te Pūkenga ngā huarahi mātauranga hiranga, tino kōunga hoki hei tautoko i ngā ākonga, ngā kaitukumahi me ngā hapori ki te whiwhi i ngā pūkenga, mōhiotanga, āheinga hoki kei te hiahia e Aotearoa i āianei, mō āpōpō hoki. Noho ai ngā ākonga me ō rātou whānau hei pūtake mō ā mātou mahi katoa.

Te Pūkenga provides excellent opportunities for learners, employers, and communities to support the needs of Aotearoa now and for the future.

Ngā Whakaawenga | Enablers For Change

RoVE includes seven key changes that will enable a unified vocational education system:

1. Create **Workforce Development Councils**
2. Establish **Regional Skills Leadership Groups**
3. Establish **Te Taumata Aronui**
4. Create **Te Pūkenga**
5. Shift the role of supporting workplace learning from **Transitional Training Organisations (TITOs)** to providers
6. Establish **Centres of Vocational Excellence**
7. **Unify the vocational education funding system**

Ā mātou whāinga tōmua | Our Priorities

1. A relentless focus on equity and ensuring participation – we honour and uphold Te Tiriti o Waitangi in all we do.
2. Delivering customised learning approaches that meet the needs of learners and trainees wherever they are.
3. Using our size and scale to strengthen the quality and range of education delivery throughout Aotearoa. Excellence in educational provision for all.
4. Services that meet the specific regional needs of employers and communities.
5. Transition educational services in a smooth and efficient manner.

Ngā Whāinga Matua | Our Outcomes

1. Give effect to Te Tiriti o Waitangi in all that we do
2. Provide exceptional learning experiences and equitable outcomes for Māori
3. Be learner centred. Recognise the diverse and unique needs of all learners and staff, empowering diversity, belonging, safety and wellbeing
4. Partner with employers to deliver relevant work integrated education and training that meets skills needs
5. Create barrier free access to, and mobility within, the network. Delivering regional flexibility and nationally consistent outcomes
6. Focus on efficient and cost effective delivery across the network
7. Become a connected, relevant and future focused provider driven by innovation, collaboration and teaching excellence
8. Become a sustainable organisation creating social, economic, environmental, and cultural wellbeing

Ā Mātou Uara | Our Values

Ngākau Mahaki
We reach out and welcome in

Ngākau Tutuki
We learn and achieve together

Ngākau Whakamana
We strengthen and grow the whole person

Ngā Tohu Whakatipu | Our Guiding Documents

Education and Training Act 2020 and Crown Entities Act 2004

Te Pūkenga — New Zealand Institute of Skills and Technology Charter

Minister's Letter of Expectations

Te Pae Tawhiti — Te Tiriti o Waitangi Excellence Framework

Ngā Arotakenga | Strategy review December 2021

Our role

Overview

The formation of Te Pūkenga in April 2020 created Aotearoa's largest tertiary education provider. With the addition of Transitional Industry Training Organisations (TITOs) through Te Pūkenga Work Based Learning Limited (WBL) to the existing network of subsidiary Institutes of Technology and Polytechnics (ITPs), Te Pūkenga will be one of the largest providers of vocational education globally.

Te Pūkenga is at the centre of a once-in-a-generation opportunity to design a vocational education and training system that is simple to understand and navigate, and responsive to the needs of learners and employers. Importantly, this offers the opportunity to ensure equitable access and outcomes for all learners – particularly Māori, Pasifika, and disabled.

Since 2020, we have focused on setting in place the key strategies, plans and activities on our journey to transform vocational education in New Zealand, by creating an organisation that is flexible enough to change as the future develops – to help New Zealand thrive in the future.

Our functions and Charter are defined through legislation. We operate in accordance with expectations set for us by the Minister of Education and contribute to the objectives of the Tertiary Education Strategy.

Our functions and charter

Our functions and Charter are defined in the Education and Training Act 2020. Te Pūkenga exists to provide education and training, conduct research, be responsive to and empowering of stakeholders. A key aim is to improve the quality and consistency of vocational education and training. The Charter embodies enduring principles for the way that Parliament expects Te Pūkenga to operate, to improve outcomes for the system as a whole and equity for Māori learners and communities, as well as other underserved learner groups including Pasifika and People with Disabilities.

Our Governing bodies

Te Pūkenga Council is accountable to the Minister of Education and its members are appointed in accordance with the Education Act. We currently have nine members of Council.

The Committees of the Council are Appointment and Remuneration Committee; Risk and Audit Committee; Capital Asset Management and Infrastructure Committee; and Health, Safety and Wellbeing Committee.

The ITP and WBL Subsidiaries are governed by Boards of Directors.

As required by the Education and Training Act 2020, Te Pūkenga has established an academic board, Te Poari Aoranga, consisting of its chief executive and members of the staff and students of Te Pūkenga. Te Poari Akoranga o Te Pūkenga advises on matters relating to work-based learning, courses of study or training, awards, and other academic matters; and exercise powers delegated to it by the Council.

Our engagement approach will also embody the obligations under legislation to ensure representation of staff, students and a member of our Māori advisory committee on our council. We are establishing advisory committees to Council for staff, students and Māori to ensure that each of these groups has a strong voice in our decision-making.

A formal Te Tiriti o Waitangi Excellence Framework – Te Pae Tawhiti Te Tiriti Excellence Framework, has been put in place to ensure that we are connected with and responsive to the needs of iwi and hapū across Aotearoa.



Te Pūkenga is the definitive use of the word Pūkenga, describing the gaining and mastery of valuable skills. This occurs through the passing down of knowledge from person to person, where the receiver becomes a repository of that knowledge and in time an expert in those skills.

Our identity is inspired by the base of the harakeke, the strongest part of the plant, from where all threads meet and grow. Because while we are all separate strands, we are stronger together. It represents the sharing of perspectives, the exchanging of knowledge and skills. The weaving together of our collective past for a thriving tomorrow.

These separate strands are bound together to create a basket of knowledge filled with all the unique qualities, skills, and minds of Te Pūkenga. This is our tohu, the base from which we grow and flourish.

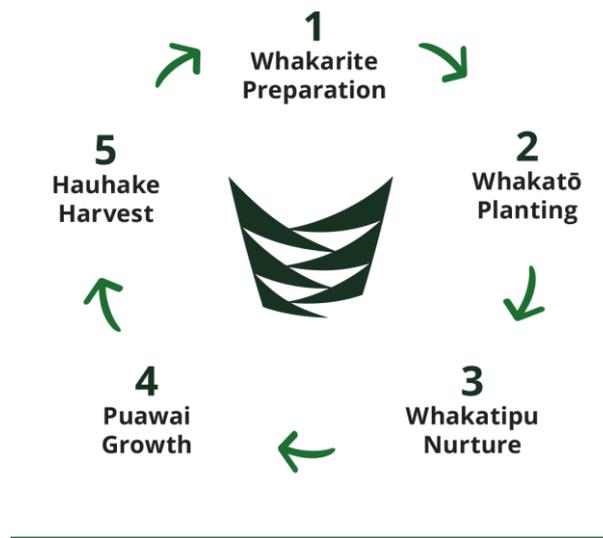
Our transition

Our approach

Te Pūkenga was established on 1 April 2020. We are a newly created national organisation, charged with creating a unified, sustainable, public network of regionally accessible vocational Education across Aotearoa.

We are taking a Māori Collaborative approach – Nā tō rourou, nā taku rourou ka ora ai te iwi. This whakataukī encapsulates the notion that while working in isolation might result in survival, working together can take people beyond survival and on to prosperity. A rourou is a woven basket mostly produced from harakeke, which complements our identity.

Our visual identity makes regular reference to the harakeke or flax. Our identity reflects the strength that can be delivered by weaving together providers, educators, learners, employers, industry, iwi, and community.



This approach reflects the stages required to develop and nurture a thriving pā harakeke:

1. Whakarite | Preparation – this stage involved soil preparation to promote and protect biodiversity that will boost ecosystem productivity
2. Whakatō | Planting – foundation setting to ensure strong growth; ensuring every important element is in place to provide a healthy ecosystem
3. Whakatipu | Nurture – [copy to come]
4. Puawai | Growth – relationship building and collaboration; understanding the needs of the rito (learners) and their whanau, so the whi rito can provide the necessary support and systems to ensure the plants thrive and flourish
5. Hauhake | Harvest – ensuring robust systems are in place to sustain continuous growth and excellence

It should also be noted that our approach and the pā harakeke framework is circular, rather than linear, and that the process to transform vocational education will be an on-going and evolutionary process – just like the mahi to ensure a thriving pā harakeke. The pā harakeke framework is a continuous and repeating one of constant changes and renewal.

Te Pūkenga Work Based Learning Limited (WBL)

On 2 February 2021, the Council of Te Pūkenga approved the establishment of a single Te Pūkenga subsidiary to be the entity through which Te Pūkenga would acquire those TITOs wishing to transfer their arranging training activities to Te Pūkenga. The incorporation of WBL was supported by TEC and approved by the Minister of Education on 14 March 2021.

The transition of those TITOs that choose to transition to Te Pūkenga means that they will move their arranging training over as business divisions within WBL.

All people, systems, processes and support models for employers and learners will transition over fully intact. This is to ensure that there is no disruption to employers or learners.

The Board of WBL is currently made up of two Te Pūkenga Council members; Murray Strong, and John Brockies. From Completion of the first TITO acquisition by WBL, Mary-ann Geddes (also a Council member) will join the Board of WBL and it is intended that each TITO transitioning has at least 1 nominated member on the Board of WBL once they transfer across to WBL. Te Wānanga o Aotearoa has also been offered the opportunity to nominate a director to the Board.

Te Wānanga o Aotearoa

Te Wānanga o Aotearoa and Te Pūkenga have agreed to a partnership to collaborate on the delivery on our respective priorities. The memorandum of understanding (MoU) enables Te Wānanga o Aotearoa to engage in future delivery of the functions being transferred to Te Pūkenga /WBL. For clarity, the MOU includes the possibility of licence arrangements to ensure access to the learning and assessment resources being transferred to WBL. Under the MoU, it is expressly stated that any collaboration or transfer (in relation to functions, activities, resources or assets that relate to Arranging Training Activities) will follow consultation with the relevant industries and / or employers who might be directly affected by the collaboration or transfer.

Preparation for day one operations

Each TITO that transfers to WBL will transfer as a separate Business Division headed by a Business Division Director. Each Business Division will continue within WBL under their brand name. There is a co-branding plan under development that is focused on a light touch for online presence only. Each TITO will be welcomed by Stephen Town and, subject to availability, the Board of WBL on their first day. Online induction modules have been developed and will be deployed to staff to support their welcome as well as the rollout of new policies and processes.

TITOs will continue to use their existing ICT systems and processes and engage with their customers and learners in the same way. The TITO's Programmes of Industry Training will all transfer across to ensure no disruption to employers and learners.

Opportunities post transition

Once TITO's have transitioned into WBL, the Business Division Directors will work with the CEO of WBL to identify opportunities for integration and potential areas of collaboration across the network. This could include industry advisory structures, iwi and hapū engagement, employer key account management and whole of workforce planning, programme alignment, learning and assessment development, new delivery models and greater learner support and interventions.

Staff from each Business Division will have the opportunity to engage in working groups within the workstreams led by Te Pūkenga. These workstreams include opportunities for future ways of working as well as being able to pilot new initiatives. We see this as a critical step of bringing together the voices and perspectives of the broader network.

Our Network



12. Data provided by Te Pūkenga, originally retrieved from TEC Nga Kete database
 13. Te Pūkenga Delivery and Transition Council Paper, May 2023
 14. www.educationcounts.gov.nz/statistics/teecouncil/filters_sector:Tertiary
 15. High Level Summary of TITO transition plans, Te Pūkenga TITO Transition & Work-based Learning

Our current Programmes and learner numbers in Health and Wellbeing

Qualification	Learner numbers
Certificate of Achievement in Health and Wellbeing in Aotearoa (Level 3)	104
New Zealand Certificate in Cleaning (Level 2)	5
New Zealand Certificate in Health and Wellbeing (Advanced Support) (Level 4)	246
New Zealand Certificate in Health and Wellbeing (Level 3)	511
New Zealand Certificate in Health and Wellbeing (Peer Support) (Level 4)	9
New Zealand Certificate in Health and Wellbeing (Primary Care Practice Assistance) (Level 4)	20
New Zealand Certificate in Health and Wellbeing (Social and Community Services) (Level 4)	1829
New Zealand Certificate in Pest Operations (Level 3)	46
New Zealand Certificate in Youth Work (Level 4)	12

New Zealand Diploma in Business (Level 5)	3066
New Zealand Diploma in Health and Wellbeing (Practice/Applied Practice) (Level 5)	38
New Zealand Diploma in Youth Work (Level 6)	18
Grand Total	5904

Delivery model

Our work on what our future operating model should look like is one area where we are developing options on how we should be delivering vocational education and training in the future.

In addition, we have an Academic Delivery Innovation workstream which will develop and deliver innovative and flexible learning products, modes and practices that meet the changing needs of learners and employers.

Current work being undertaken includes:

- Academic Regulations consultation - to develop a single set of fit-for-purpose regulations governing all learning, including workplace learning and teaching throughout Te Pūkenga. These regulations will ensure the integrity and quality of teaching, learning and assessment throughout Te Pūkenga and thereby the integrity and quality of the qualifications and educational outcomes that our learners achieve.
- The redevelopment of programmes, starting with Animal Health, Nursing and Social Work. For each of these redevelopments, we are looking to transform the programme of study so that we deliver to the aims of our Charter (which is set out in statute at Schedule 13 of the Education and Training Act 2020). Key aims of this work (in conjunction with others) is to develop, seamless delivery of education modes between sites (including workplaces) and portable, flexible programmes of study and qualifications that meet and anticipate learner and local need (now and in the future).
- This work will include Learner and Employer engagement to support this redevelopment, so that fit for purpose programmes are developed to meet the needs of employers and industry.

We welcome the opportunity to have Careerforce Programmes of Industry Training as part of our delivery option through our TITO special purpose subsidiary, Te Pūkenga Work Based Learning (WBL) which was incorporated in April 2021.

External Evaluation Reviews (EER)

TITO EER categories will not move over to WBL.

NZQA will not undertake a targeted evaluation of Te Pūkenga (including WBL) during 2021 and 2022. Therefore Te Pūkenga will not have an EER category until NZQA has reviewed its Evaluative Quality Assurance Framework.

As TITOs will be disestablished by the end of 2022, they will not be subject to the EER process moving forward.

Subsidiary ITP	EER Category
Ara	One
EIT	One
MIT	One
NMIT	One
Northtec	Two
Open Polytechnic	Two
Otago	One
SIT	Two
Te Tai Poutini	Two
Toi Ohomai	Two
UCOL	Two
Unitec	Two
Weltec	Two
Whitireia	One
Wintec	One
WITT	Two

What will be delivered?

What can employers expect to see?

Employers acknowledged as 'providers', with a stronger voice in Te Pūkenga – over all forms of delivery.

We will have rationalised and nationalized programmes across the network, with more industry relevant and focused programmes.

Existing Careerforce industry training programmes and arranging of training model with pastoral care support on the ground and delivery and assessment in the workplace.

Greater support for employers who train and continued support and engagement with Careerforce staff within WBL Business Division.

What can learners expect to see?

We will deliver the right environment, learning experiences and pathways for learners to succeed.

Strengthening the learner voice at all levels of Te Pūkenga particularly underserved by the current system, including Maori, Pacifica and those learners with disabilities.

A focus on outcomes (supported by data and analytics) that reflect what matters to all learners and whānau.

Delivery of services that better meet the needs of learners and whānau.

Underpinned by opportunities to highlight and scale best practice, and what is working quickly.