

Te Raurau Kaiwhakamahi

A conversation for employers with Te Pūkenga

July 2021



Karakia

Whakarongo rā e Rongo
ki Te Pūkenga
te manawa nei
ki te rongo taketake,
te whiwhia, te rawea
te whiwhi-ā-nuku
whiwhi-ā-rangi
i takea mai i te kāhui o ngā ariki.
kia tūturu ka whakamau ai kia tina,
Tina!
Hui e?
Tāiki e!

Listen o Rongo
to Te Pūkenga
offering gratitude
for the peace and harmony
that allows us to enjoy
the gifts of the earth
and the heavens
bequests of a higher order.
And bind it firmly,
firmly!



Te rārangi kaupapa | Agenda for today

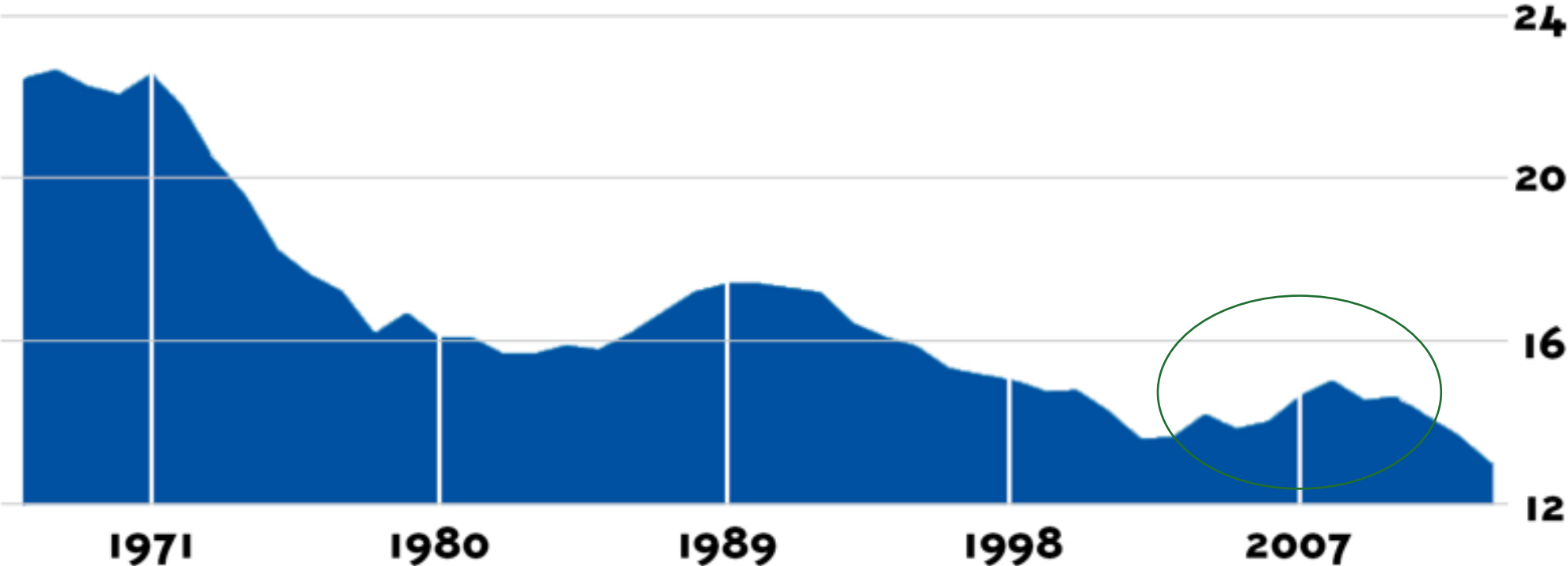
1	Welcome, overview and presentation
2	Operating model overview
3	Service concepts
4	Q&As and discussion
5	Next steps, conclusion and farewells



Te ao mahi o āpōpō | Future of work

- Increasing technology
- Job displacement – automation
- Pace of change and competition in businesses
- Multiple careers
- Greater/faster upskilling in workplace
- Higher reliance on firms as teachers
- High proportion of institutional learning in NZ compared to Europe – circa 40%
- Free fees first 'nod' to encourage learning (we forget)

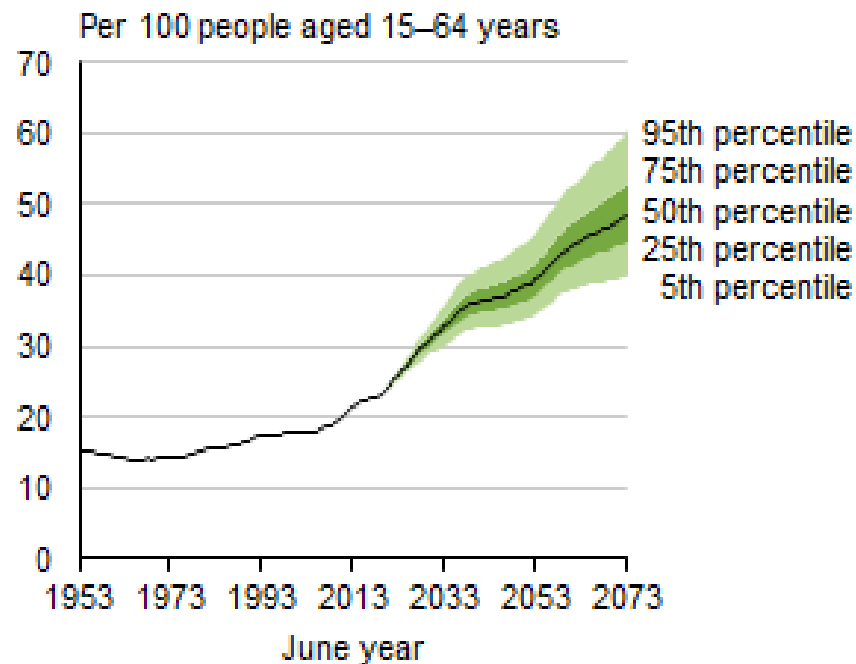
Te mimiti haere o te puna tangata | A shrinking pool of people



NZ births per 1,000

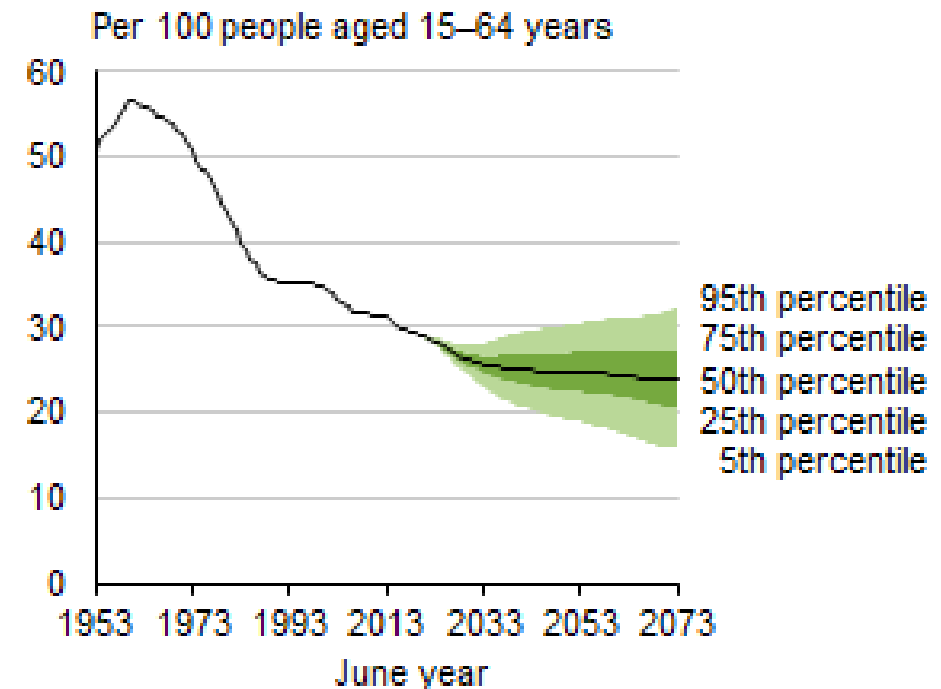
He taupori kaumātua | Ageing Population

Ratio of 65+ to 15–64 population
1953–2073



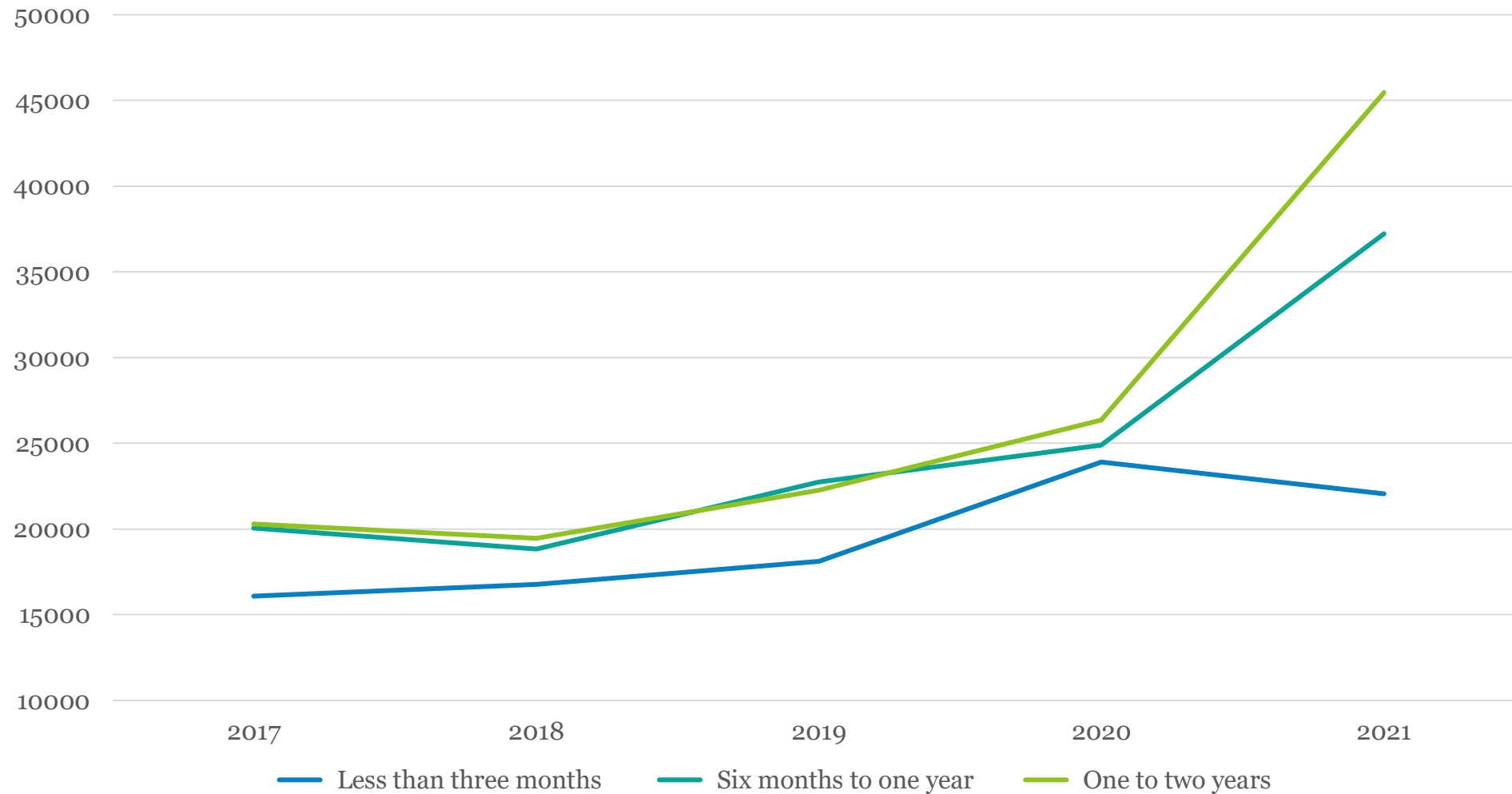
Source: Stats NZ

Ratio of 0–14 to 15–64 population
1953–2073

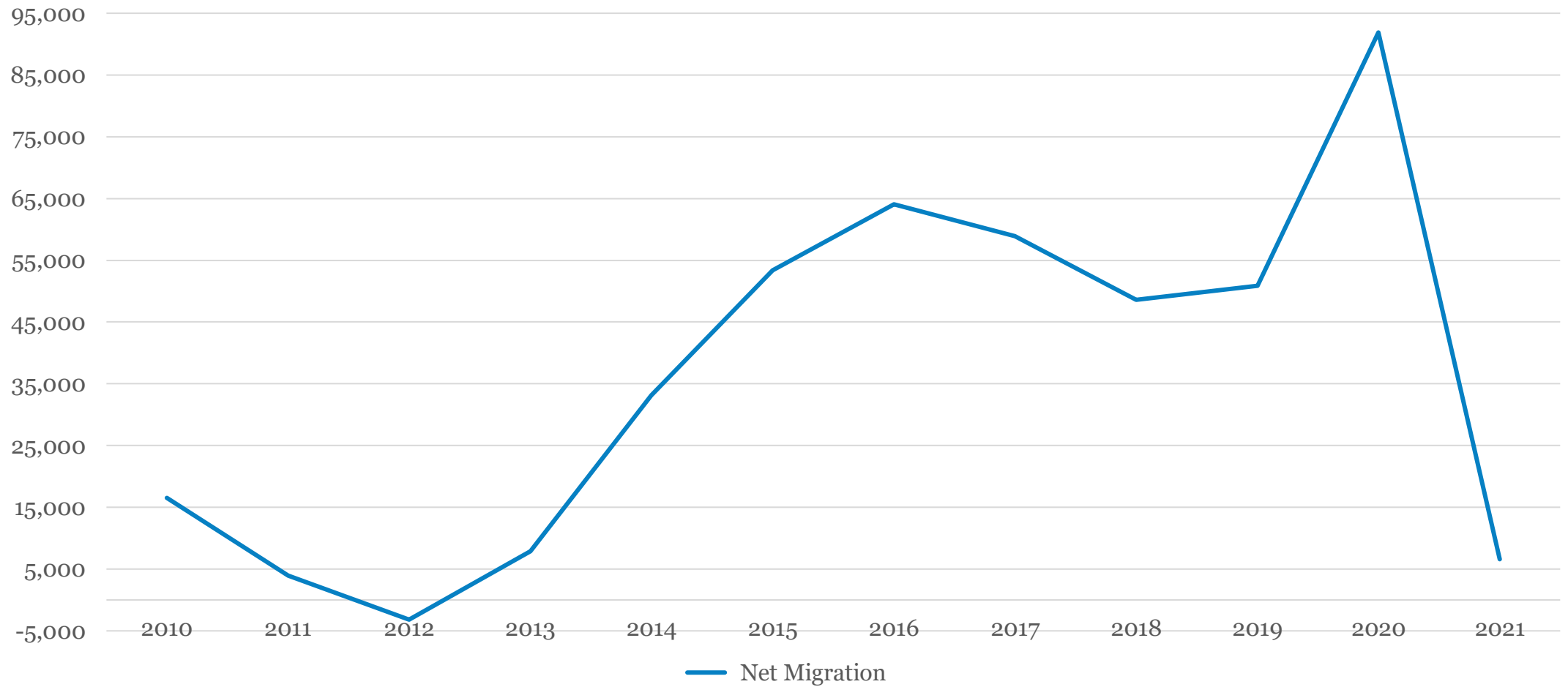


Source: Stats NZ

Ngā ia tautoko kairapu mahi | Job seeker support trends



Te hekenga tapeke | Net migration



Pūnaha mātauranga ahumahinga whakangungu hoki o tēnei wā

Current Vocational Education Training (VET) System

Not fit for purpose going forward:

- Created winner and losers (ITOs doing well)
- Survival of the fittest
- No collaboration
- ITPs under financial pressures (international students)
- Equity performance for minority groups
- 15% of businesses are part of the VET system today
- Some disconnect between quals and firm needs

Then along came RoVE

(the Reform of Vocational Education)



Ngā Whāinga | Key objectives

- Create a VET system that is fit for the future
- Address equity and financial performance
- Better reflect employer and learner needs
- Grow number of learners and firms using VET
- Integrate Te Tiriti o Waitangi

He pēhea | How?

Bringing together

- 16 Polytechs – campus based and remote learning (Open Polytech)
- ITOs – on job learning (aka apprenticeships/traineeships) and standard setting

Into a unified network

- As one national provider of vocational education – Te Pūkenga
- Six Workforce Development Councils (standard setting)

Te Pūkenga is not a mega poly

It's a brand-new tertiary education provider focused on the learner and employer that provides work-based, campus based and remote (digital) learning.

Ētahi pūrākau | Some myths

- **Apprenticeships are dead**

Work-based learning will not be replaced with classroom learning – we want more work-based learning

- **Tutors will teach on site**

Employer remains the teacher but will get more help from Te Pūkenga

- **Te Pūkenga will takeover PTEs**

PTEs remain and important part of the VET network of provision

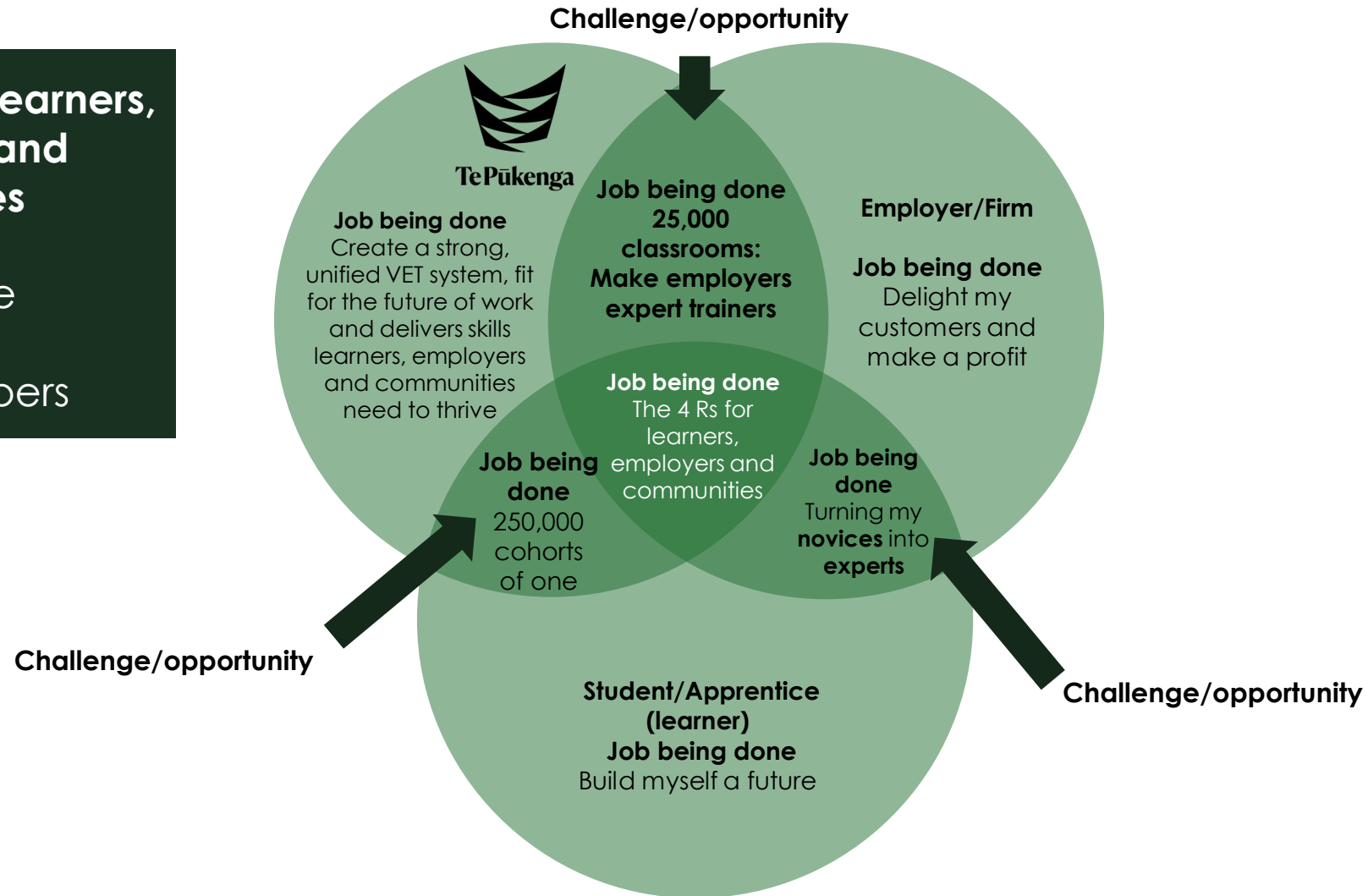
- **Don't use ITOs as they will disappear**

Arranging training and their qual will stay

Te mahi hei mahi | The 'Job to be Done'

The 4Rs for learners, employers and communities

- right skills
- right place
- right time
- right numbers



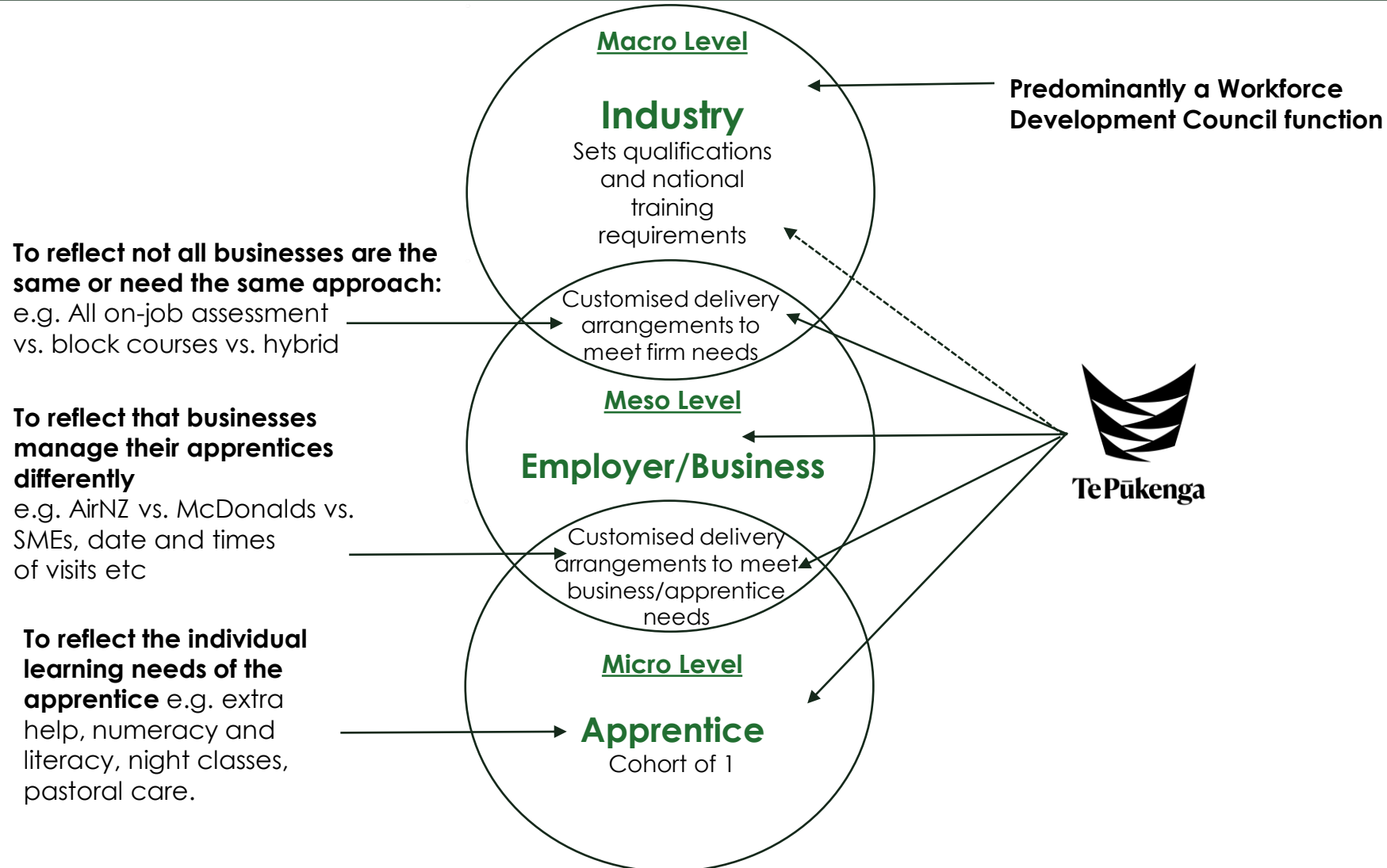
Mātua ko ngā otinga | Employers value outcomes

Example: Building and Construction Industry/Employers Non-Negotiables

1. Industry has direct ownership and control of qualification development – **Workforce Development Councils (WDCs)**
2. Workplace-based learning continues to be a major component – **Te Pūkenga**
3. Industry has direct ownership and control of training arrangements - **Te Pūkenga**
4. There is minimal disruption to the business and productivity of employers that are involved in supporting training – **Te Pūkenga**
5. Workplace learning involves a close face-to-face relationship between a training advisor and the business, and between a training advisor and the apprentice - **Te Pūkenga**
6. Training approaches can be customised to reflect the needs of particular sectors, individual firms, and specific apprentices - **Te Pūkenga**
7. The industry is able to promote career opportunities and attract new people into relevant trades – **Te Pūkenga/WDCs**
8. The training needs of smaller and more specialist trades do not 'fall through the cracks' of the system – **Te Pūkenga/WDCs**

Kia mārama ki ngā pakihi/kaitukumahi me te ako i te wāhi mahi

Understanding firms/employers and work-based learning

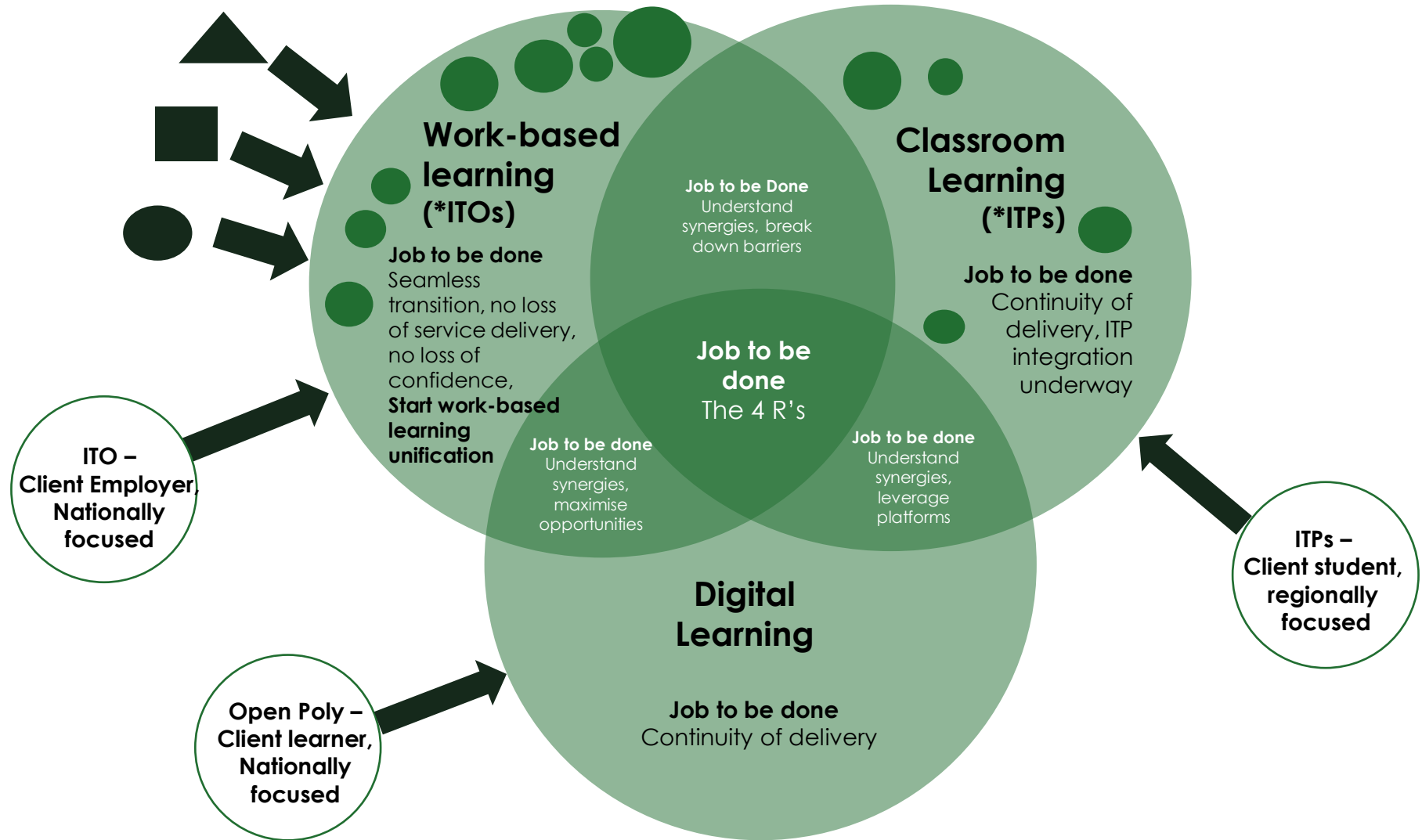


**“So ... it’s not just the learner
at the centre of everything we do...
the employer must be as well”**

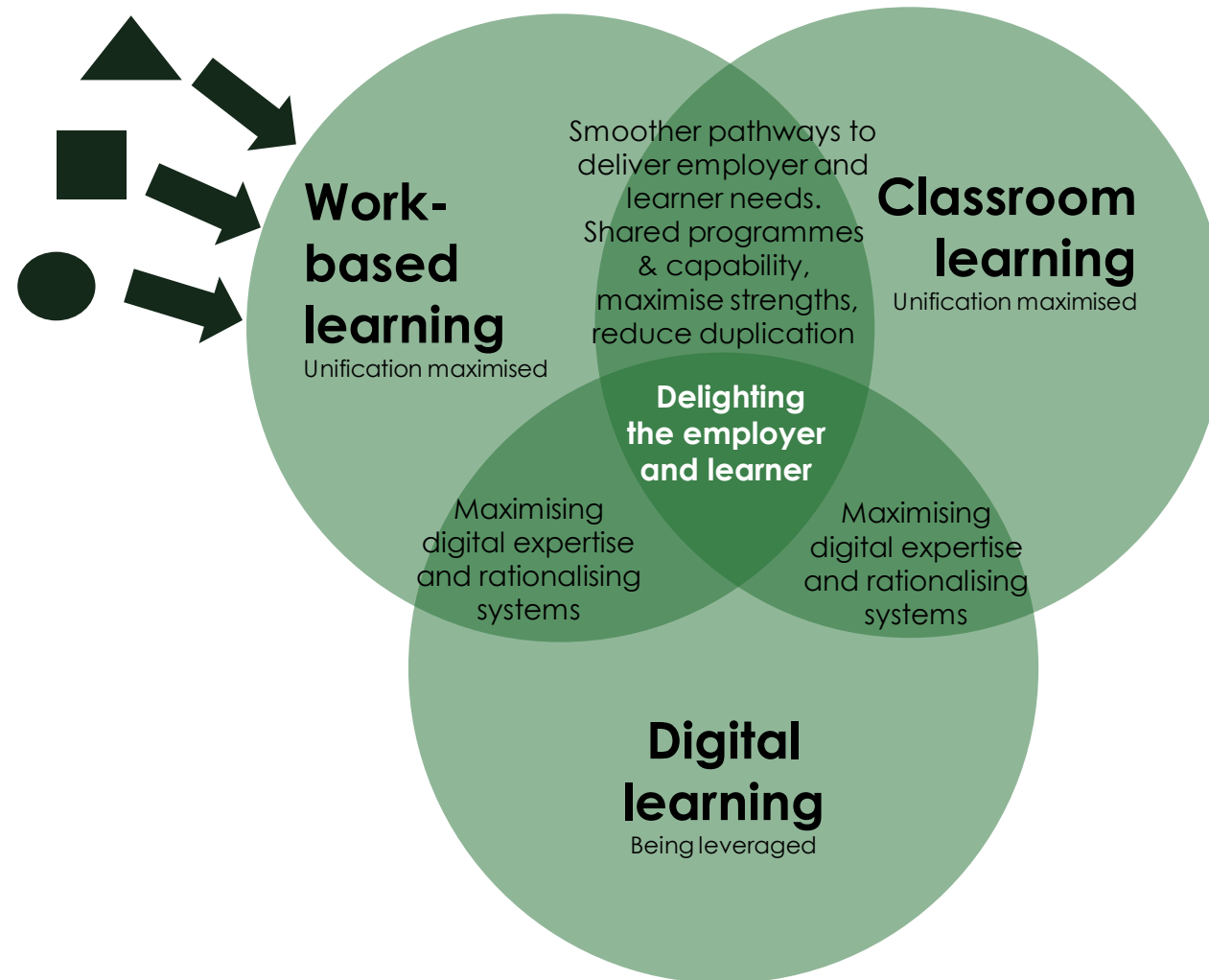
No employer, no apprentice

Te whakawhitinga – Te Rā Tuatahi | The Transition – Day 1

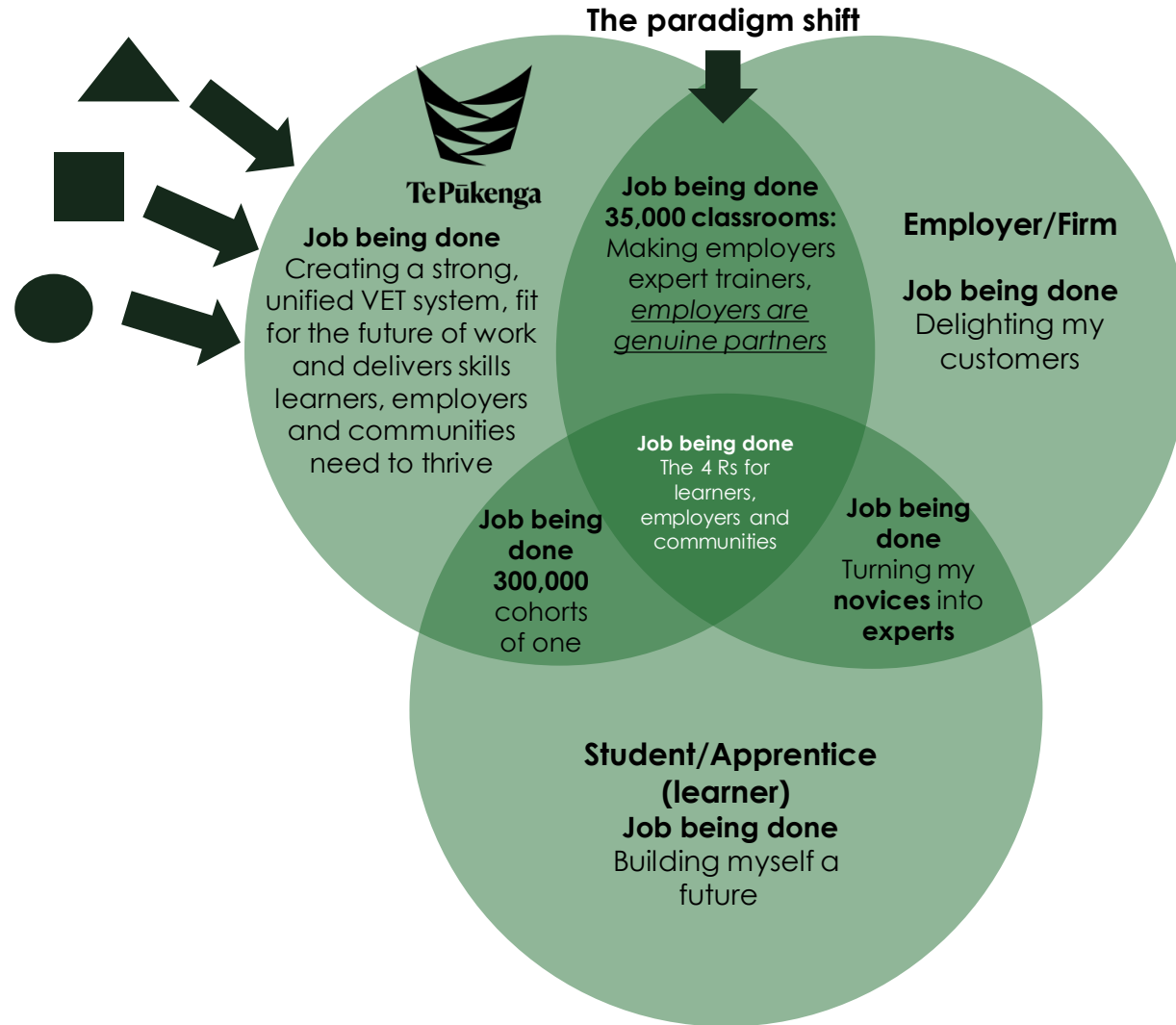
All in the same tent and in one piece ... understanding that Te Pūkenga has 3 clients



Ngā tau e 3 i runga i te ara kōtuitanga, me te whakamana i ngā painga 3 years on the journey of unification, synergies and leveraging



Te mahi kei te mahia | The 'Job being Done...'

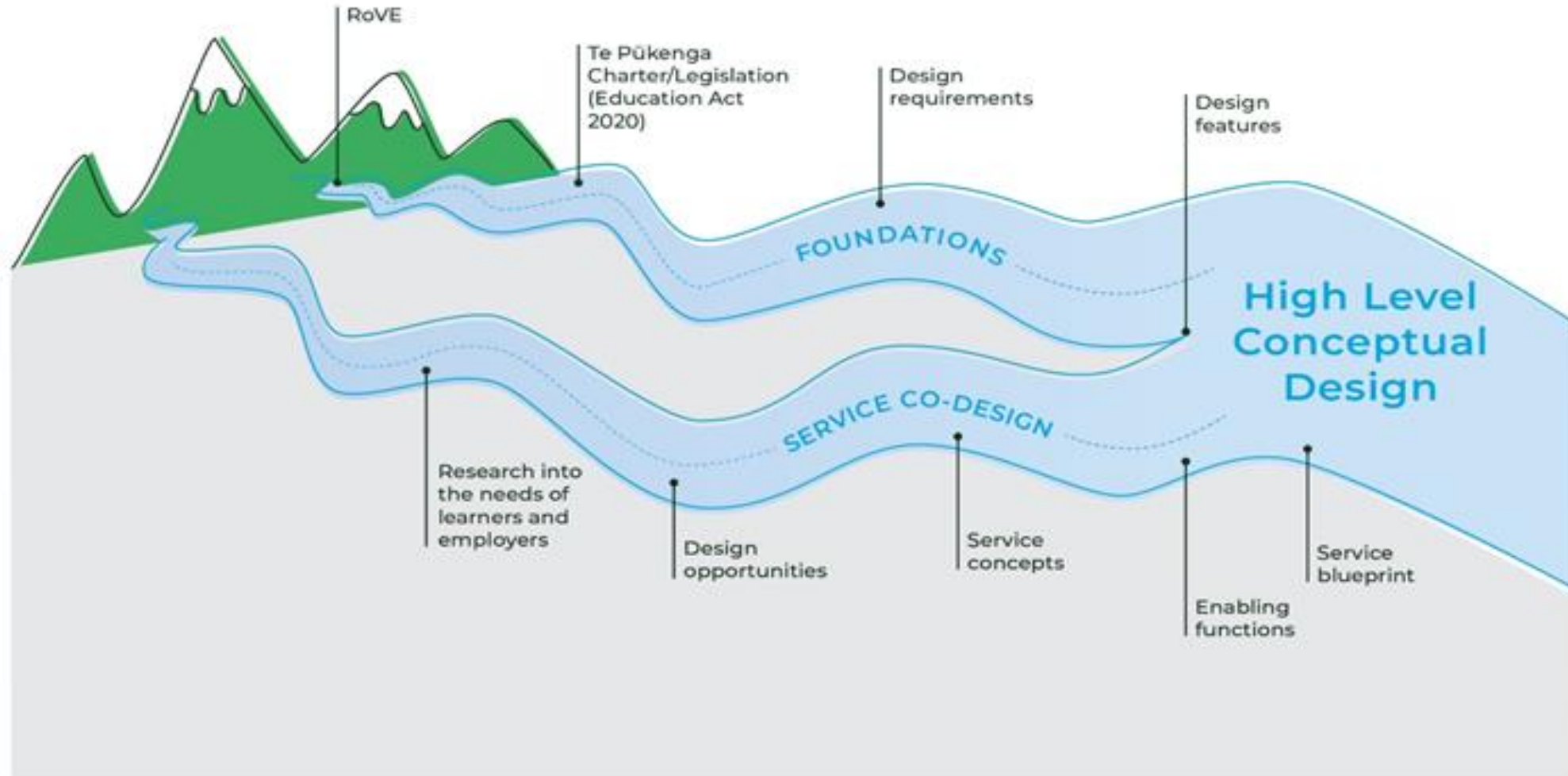


He aha ngā hua ka kitea? | What can you expect to see?

- Employers as ‘providers’*
- Stronger voice in Te Pūkenga – over all forms of delivery
- Rationalised and nationalised programmes
- More focused and relevant programmes
- Greater support for employers who train using VET
- Opportunity to partner more closely – early movers

*‘hard wiring’ in financial support for VET employers: aka Apprentice Boost

Te Mahere Whakahaere | Operating Model



Kaupapa mahi | Service Concepts



A Good Place to Work
He Wāhi Mahi Pai



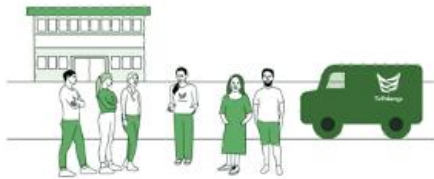
Match and Mentor
Rōpu Mahitahi



Every Step of the Way
Te Hikoī Tahī



Adaptive Skills Framework
Anga Pūkenga Urutau



Te Pūkenga Community Facilitators
Ngā Ringa Toro a Te Pūkenga



Mātauranga Innovation Hubs
Ngā Pū Mātauranga Auaha

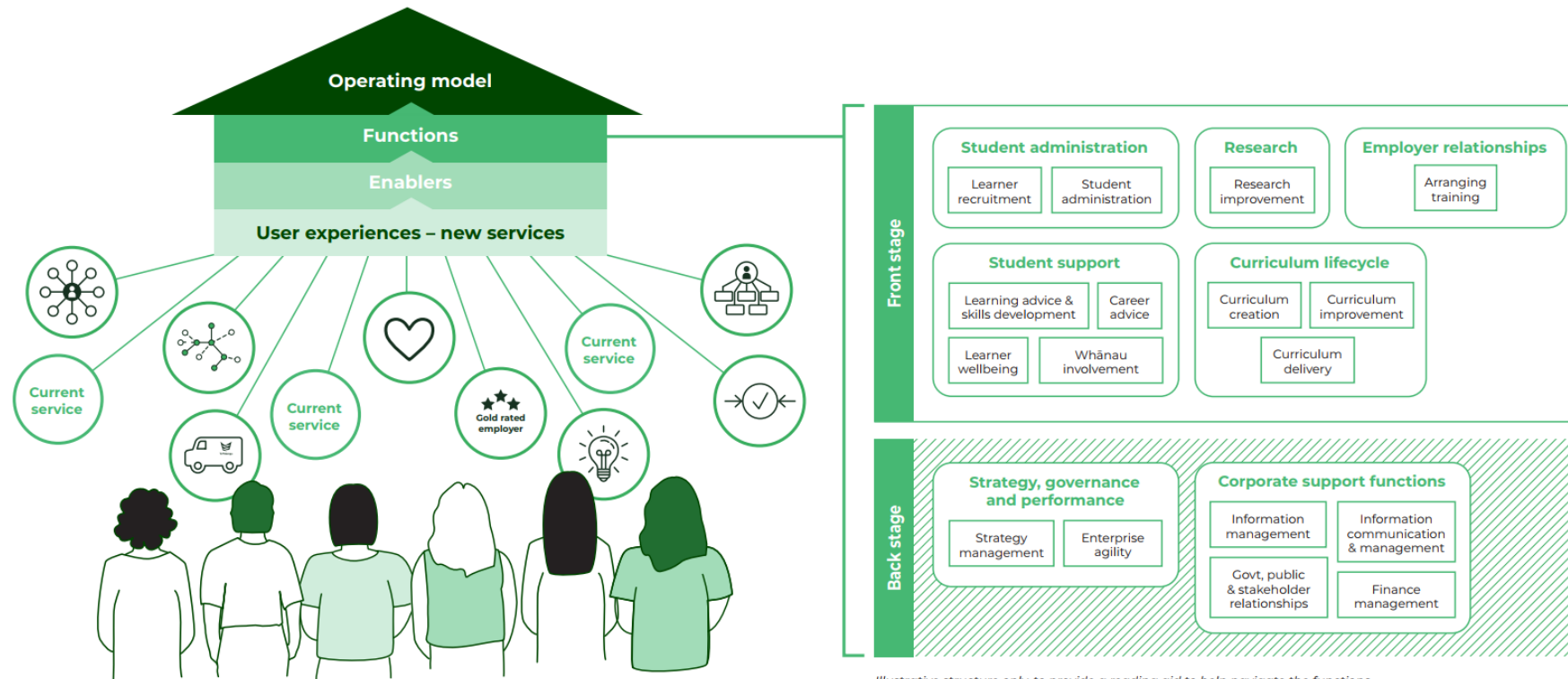


My Teacher, My Way
Ko Tōku Kaiako, Ko Tōku Huarahi



Pathway Planning and the
Lifelong Learner Record
Pūketē Ākonga

Te Mahere Whakahaere | Operating Model



Illustrative structure only, to provide a reading aid to help navigate the functions

Me pēhea tō tautoko | How you can get involved?

Option 1

- Get familiar with the service concepts along the wall
- Share your thoughts in a feedback booklet

Option 2

- Join a table with a service concept you are interested in
- Read the cards to learn more about the concept and share your feedback
- Discuss your questions with a facilitator

Me pēhea tō tautoko | How you can get involved?

- Provide feedback on operating model service concepts (open until Fri 30 July) <https://tepukenga.citizenlab.co/>
- Email ourjourney@tepukenga.ac.nz
- Find out more at www.tepukenga.ac.nz

Tēnā rawa atu koutou | Thank you all



Karakia whakakapi | Closing affirmation

Puritia,
puritia ngā kōrero o te wānanga
puritia ki a ū, kia mau
puritia kia ita
Unuhia, unuhia atu rā
Te tapu o te kahui o ngā ariki
mauria atu rā ko te kahu ora o
Rongo
he rongo taketake
he rongo mau tonu
ka whakamau kia tina,
Tina!
Hui e, Tāiki e!

*Hold fast,
hold firmly the words of the academy
cement them firmly
fixed in the mind.
Release ourselves
of the decorum of formality
let us take up the life giving cloak of
Rongo
the permanence of peace
and harmony
and bind it firmly,
Firmly!*





Te Pūkenga