

Te whaitake o te Taura Whakahaere ki ngā Kaitukumahi | What the Operating Model means for employers

Nau mai | Welcome

We've been given a once in a lifetime opportunity to reimagine and build a world-class vocational and on-the-job learning system for Aotearoa New Zealand that has ākonga, learners, at the centre.

'Whakairohia he toki, tāraia te anamata' which literally means 'Fashion an adze, carve out the future'. This purposefully authored Te Pūkenga whakataukāki (proverb) captures the essence of our collective Te Pūkenga vision.

Furthermore, our Te Pūkenga Whakataukāki inspires us to come together and work as one for the benefit of our ākonga. This includes our Te Tiriti o Waitangi partners, our network staff across the country, our employers and our community.

When we come together, we can give our learners the best possible head-start in gaining satisfying work now and into the future.

Our proposed Operating Model

The first stage is to create an Operating Model for Te Pūkenga.

This is the framework that describes how Te Pūkenga will operate in the future.

The proposed Operating Model describes the future experience that learners, employers, staff and iwi, hapū and Māori will have and how we, as a network, will advance equity and address inequity, especially for Māori, Pacific, and disabled learners.

We want to gather your whakaaro (feedback) about our proposed model.

The model does not confirm our new organisational design and structure, how we govern ourselves or what our regions are.

We'll come to you again both later this year and next year and ask for your whakaaro as we progress our design mahi and the structure of Te Pūkenga together with you.

Hei whakamārama Description of our whakataukāki

The most well used and highly prized tool of the pre-European Māori world was the toki or the adze. This implement was used to fashion waka, build houses, fell trees and even create other tools. So prized was the toki that there are many Māori proverbs that speak of its application and even people who were seen as proficient in various activities were called 'toki.'

The notion of toki aligns with the name Te Pūkenga which also means to be proficient or skilled in particular roles. By including the word whakairohia in the first part of the sentence, this phrase is encouraging people to upskill themselves, or equip themselves with the relevant tool. The second part of the phrase is about the future. The word tāraia means to fashion, shape or sculpt and anamata is the future. Therefore the phrase as a whole is about encouraging people to prepare themselves with a skillset that will help us all to shape the future.

Homai ōu whakaaro | Share your voice by:

Visiting: yourvoice.tepukenga.ac.nz

Emailing: yourvoice@tepukenga.ac.nz

The proposed Operating Model is available at tepukenga.ac.nz/opmodel

Engagement is open from 18 October to 8 November.

Tiro wawe: He aha tōna whaitake ki a koe? At a glance: What does this mean for you?

- Over the next year, learners will continue to get the same qualification, receive the same service, and work with the same people they work with now
- We won't disrupt what currently works well and will continue to work with your business or industry to identify issues and trends that impact you
- We consider employers as an extension of our training network and will support them from both a training and cultural perspective.
- Employers will have a strong voice in Te Pūkenga, using a similar model to the Workforce Development Councils, to make the best use of their time and input into shaping vocational education
- In the future, learners will have more access to high quality learning in the workplace as well as on campus
- The system will be more relevant, flexible and responsive to your current and future workforce needs.

Ōna taipitopito: He aha tōna whaitake ki a koe? In detail: What does this mean for you?

From the very beginning we will ensure there is no disruption to what works well in the current system, and we will continue to work with businesses and industries to identify issues and trends that impact them and share these across every level of engagement.

Over the next year, learners will get the same qualification and receive the same service they get from the same people they work with now. In the future, they will have more access to high quality learning in the workplace as well as on campus

From 2023 employers and industry will continue to partner in delivering a quality learning experience that is valued by learners and employers. We want to attract more employers to become involved in the vocational education system.

Longer-term work-based learning will be fully integrated within a range of flexible learning options that fit the rhythms of different workplaces. We will support evidence of learning in everyday work and draw on digital and work-based learning approaches that help learners gain knowledge and practical skills in new and different ways.

A broad range of learning/teaching tools using emerging technologies will be available. A co-designed toolkit will be available to assist employers to teach a diverse range of learners in an inclusive work environment. As we develop as a network, we will customise solutions that fit with individual business needs. A broad range of integrated products, support options and learning tools will be enabled to meet teaching/training needs.

Homai ōu whakaaro | Share your voice

We want to hear your feedback, comments and ideas. The main questions that we have are below, however, we invite your feedback on anything that's important to you regarding the proposed Operating Model. Share your voice at: yourvoice.tepukenga.ac.nz

Ngā pātai | Questions

Sharing your thoughts on the below questions will help us finalise the Operating Model which will go to the Minister of Education for endorsement in December this year.

Ako networks

Ako networks are formal networks of teams who come together to use their knowledge, skills and competencies to support delivery of vocational and on-the-job learning, including degree and postgraduate programmes.

- Do you have any feedback on the proposed ako networks?
- How do you think they will position Te Pūkenga to better deliver to ākonga and employers?
- What will be the key challenges that we will need to overcome?

Proposed functions

The proposed Operating Model presents the proposed functions of Te Pūkenga and how they are grouped to transform the way vocational education is delivered in Aotearoa New Zealand.

- Do you have any feedback on the proposed functions?

Categorising the functions

In the Operating Model, we have categorised functions in one of two ways to describe if they are a 'single hub network' function or 'distributed delivery' function. Single hub network functions aim to maintain consistency, cost effectiveness and driving quality at scale. Distributed delivery functions will be close to where the service is provided so they can be responsive to learners, their whānau, employers and regional needs.

- Do you have any feedback on the way we have categorised functions as either a single hub network function or distributed delivery function?

Giving effect to Te Tiriti o Waitangi

The proposed Operating Model must reflect Māori-Crown relations in order to give effect to Te Tiriti o Waitangi in governance, management and operations, acknowledge Māori leadership in regional development, and achieve equitable outcomes for ākonga Māori – Māori learners and their whānau, and is fundamental to the way we will all work to achieve equity between peoples in opportunity and outcome.

- Do you think our proposed Operating Model does enough to achieve this?
- Are there other things you think we should be doing? (whether that's as teachers, employers or learners)?

Equity between peoples in opportunity and outcome

The proposed Operating Model must reflect that equity and Inclusion are core principles of our organisation. It must enable us to advance and achieve equity for our learners and their whānau and staff - in both opportunity and outcomes.

- Do you think our proposed Operating Model does enough to achieve this?
- Are there other things you think we should be doing? (whether that's as teachers, employers or learners)?

Responding to ROVE

Our Operating Model outlines what we will do and how we could be organised to deliver on our vision and the objectives of the Reform of Vocational Education (RoVE).

- Is there anything you would change about how the model brings to life the objectives of the RoVE reform?

Regional Collective Impact

The proposed Operating Model sets out the exciting and intentional inclusion of working collaboratively within the regions with other regional and community partners (such as Regional Skills Leadership Groups, Ministry of Social Development, Ministry of Business, Innovation and Employment, kura and schools, community organisations).

- What opportunities do you consider there are for our learners, employers and even your own mahi in building this engagement with key regional partners?

General comments about the proposed Operating Model

- Do you have any other comments you'd like to share about the proposed Operating Model?

General comments about Te Pūkenga

- Do you have any other comments you'd like to share about Te Pūkenga and the direction we're taking?