

Te whaitake o te Taura Whakahaere ki ngā Ākonga | What the Operating Model means for learners

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 whakatauākī (proverb) captures the essence of our collective Te Pūkenga vision.

Furthermore, our Te Pūkenga Whakatauākī 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 whakatauākī

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?**

- All-around support systems that work for you and your whānau will be available
- People working within the same programmes will come together from around the country to learn from each other and share what's best about what they each do
- Relationships with employers and industry will become even closer to make sure the skills you learn are up-to-the-minute and what employers are looking for now
- More digital and blended delivery (face to face and digital) options will be available to you so that you'll always have access where you need it, when you need it
- You'll be more involved in decisions about things that affect you, and all of these inputs will be gathered in one central place and used to spread more support throughout the network
- Access to new services will help your learning to fit with different learning styles, and will recognise skills gained through previous experience or learning.
- Equity of access, opportunity and outcomes will take top priority whenever your learning and career journey is considered.

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

Te Pūkenga focuses on whānau-centred wellbeing

Learners like you have told us they find it difficult to access support services that target their all-round needs, including those of their whānau.

We know that your whānau are an important part of your journey with us, and that their wellbeing is also closely connected to your own wellbeing. When you experience difficult situations outside your learning, such as having to support your whānau instead of attending work or class, or managing your mental health, your learning is affected.

We want to build a culture that connects you, staff and whānau, using whakawhanaungatanga - getting to know one another, so we can recognise, understand and celebrate our differences, and find things that we have in common.

This is why we will have support services available to help meet the all-round needs of both you and your whānau.

Te Pūkenga learning environments enable success

Ako networks are a way to bring together different groups of people who might not normally share their ideas and practices across organisations. These new groups will let teaching, training and support staff and community partners come together to gain from each other's knowledge and perspectives. They'll work together to design a curriculum that is up-to-date, relevant, culturally inclusive, personalised, and practical.

It's also where staff from the same area (for example, health, creative arts or construction) share the best ideas about how to teach, plus new research, professional learning and development, assessment techniques and all kinds of innovations that'll help your teachers be really great. These ako networks will also help make sure we are well connected to industries and employers so that you have skills that'll let you easily get into employment, further study, or start your own business.

We're also planning to make it easier for employers to deliver on-the-job training. We will help employers with what they need to be good trainers and to support you and your whānau in your learning. We will work closely with employers and industry to make sure the skills you learn are relevant to the world of work and valued by employers.

Te Pūkenga learning environments enable success

Learners have told us that they sometimes feel the course content and qualifications they gain aren't relevant or don't recognise the skills and attributes they have gained through life or learning they'd done before. They also said that sometimes it seems like what they're learning now doesn't always match up with the work that they're doing or will do in the future.

We'll make the most of digital and blended delivery (face to face and digital), providing you with digital solutions that'll give you access to learning wherever you are. You will see this in how our Mātauranga Innovation Hubs, Te Pūkenga Community Facilitators and Every Step of the Way service concepts have been designed. We want your experience to be seamless as you move between classroom, online and on-the-job.

Te Pūkenga voices are heard

Learners say they're frustrated when it feels like they're not listened to and their feedback doesn't actually change anything. Some learners have even left their courses because they don't feel their voice was heard.

Your voice will guide everything that we do. This means you'll be involved in making decisions about things that affect you and other learners.

We think that the setting of our organisation's policies and monitoring of performance should be done in one place. That way, we can bring together your voice alongside information from across the network and put them into our strategy, planning and policy activities to make sure all of your needs are met.

Te Pūkenga is innovative and accessible

Many learners say the beginning of their learning journey was overwhelming, confusing, and difficult. The information and support they needed to help them choose a learning pathway wasn't always available.

The different stages of your learning journey are what will guide the activities that support your learning and your wellbeing. We think that this will help Te Pūkenga focus on how we support you to succeed.

We've worked with a diverse group of learners, staff, employers and Te Tiriti o Waitangi partners to understand what new services might be needed to transform the way you learn. We've started to design new services such as Pathway Planning and the Lifelong Learner Record, Every Step of the Way, and Te Pūkenga Community Facilitators. Through these new services, we believe your learning journey will start well and continue well. An important part of this is weaving Te Tiriti o Waitangi, mātauranga Māori, tikanga, and Kaupapa Māori through your courses, support services, success celebrations and your everyday interactions when learning.

We will evaluate your learning in flexible ways that take into account different learning styles, and that also recognise skills gained through previous experience or learning.

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)?

Learner success

- What do you see as the most important experiences that learners must have during their time at Te Pūkenga?
- What are some of the biggest challenges or opportunities that we have?

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?