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IN OTHER NEWS

Just a Comment



Some trades have come out in support of their ITO's and the current Vocational Education model.

This comment was made about the Motor Industry Training Organisation.

"Under the current model, our industry is effectively represented by expert member volunteers on various review committees, which review new vehicle trends," Mr Pritchard said.

"This ensures we drive appropriate changes to the qualification and training.

"Under the government's proposal, industry training organisations, such as the Motor Industry Training Organisation, would be removed, leaving a gaping knowledge and relationship hole that we have little faith can be

VOCATIONAL EDUCATION AND TRAINING (VET) REVIEW



war. Three emails and two text messages in just over a week!

We down loaded this from the Plumbers Forum:

Has anyone seen the text from Skills? It was sent on 27 February 2019 and it states 600 employers have responded to their survey. It then gives some percentages for three of the questions as being 73%, 69% and 65%. No percentages were given for the other 5 questions. Now comes the fun part. On 28 February 2019 Skills sends out an email claiming 700+ employers had responded to their survey and guess what the percentages are the same 73%, 69% and 65 %. What are the odds of that happening where numbers of people taking the survey increase by over 100 people in a day but the percentages stay exactly the same? Seems odd to me.

That sums up some of the tactics being used to drum up support for Skills cause. What really infuriates the Federation is that they have ignored opinions in the industry for years and now they are spending industry money to try to ensure their survival in the existing format of training which is proven to be a failure for our industry.

It's a prime example of the industry not having a say in what happens. Remember there was the Industry leadership group which was disestablished because they told Skills what they believed the industry needed and then Skills attempted to use an industry forum/chatroom on their website and from we could see this was a COMPLETE failure.

There have been around five different apprenticeship versions in recent years and the latest had changes made within months of starting. People have been sent overseas to look at apprenticeship training in Australia and the UK, and of course there was the Industry Connection for Excellence Limited (ICE) project in Auckland. All using industry money. We have been told that it's not industry

readily filled."

The Federation can't comment on other ITO's but we can comment on ours, being The Skills Organisation.

This is what was published in an article last week:

The chief executive of the largest ITO, the Skills Organisation, Garry Fissenden said the plan would disadvantage thousands of apprentices and students.

Mr Fissenden said the proposal would undermine industry training organisations reduce employers' involvement in their staff's learning and increase risk to business.

The Federation believes some organisations have gone into patch protection mode to protect the multimillion dollar empires that they have become. People seem to forget that a lot of these organisations are registered charities. Non profit organisations that were established to support industry.

It appears to us that a lot of money contributed by the Government, apprentices and employers goes to support extravagant organisations that don't seem to be going without anything including overseas travel.

Their chief executives get paid to protect the organisations so don't fall into the trap of them doing what they are doing out of the goodness of their hearts for the industries

money but surplus money. This is a not for profit charity organisation, so to have a surplus means someone has been overcharged for the service provided.

The Federation wants to look to the future because we believe trust and accountability do not exist in the current scheme. The industry is forced to follow the cookie trail and don't really have a say and have no way of holding others to account for their actions. We support the change based on the current environment and history. Under the current model, our industry isn't represented by expert members from a broad cross section of the industry. Those that oppose the Skills Organisation's line of thought are excluded.

This is where we are with regard to the discussion on the Vocational Education and Training (VET) review.

Proposal 1: Redefined roles for industry bodies and education providers

In the Government's proposed vocational education system, industry, employers and education providers would each have clear and complementary roles to play in ensuring learners, employers and communities get what they need. The Government would clarify roles and minimise overlapping responsibilities, so they are positioned to act collaboratively.

The roles of existing Industry Training Organisations (ITO's) would be re-shaped so that they are much more focussed on skills leadership and making sure that the education and training provided meets the needs of employers and industry.

The changes will redefine the of roles of education providers and ITO's and extend the leadership role of industry and employers across all vocational education through new Industry Bodies. Allowing for industry leadership and input is something that is very lacking under the current model.

The industry needs to have confidence that employees have the skills to successfully contribute and to minimise risk to business and individuals. Employers and industry have limited influence over training under the current model so the new model needs to provide for that force and for accountability.

The proposal should ensure employers and industry have a say and make it simpler for employers to communicate with the training providers, something very much lacking at the moment.

Part of the proposal is allowing for micro-credentials which at this time the Federation is not supportive of.

The new scheme would see the formation of Industry Skills Bodies (ISB). It's anticipated the ISB's would extend the leadership role of industry and employers giving more direction and control of training programmes and qualifications. The Plumbers Gasfitters and Drainlayers Board (the Board) would still set the standards but would need to work with the industry and the ISB.

they represent.

Beware of people dangling the carrot or “I have the cookies follow me” scenarios. These sorts of things shouldn’t even be considered. We need accountability to the industry and to be able to trust our suppliers of skills and knowledge.

What our industry has had over the last decade with regard to training has been like having a car with no petrol – you can stay in it all you want but it won’t go anywhere.

There needs to be accountability and trust and those are the issues the ITO should be concentrating on. They have the skills to develop qualifications but they don’t have the trust of all the industry.

You don’t have to hold multiple degrees to know that secrecy and contempt lead to distrust – distrust leads to conflict - conflict leads to suffering and suffering never achieved anything.

Industrial Exclusion

A number of years ago we did an article on Industrial Exclusion. This was where organisations or individuals in positions of influence excluded members of the industry because they have different views.

The Federation was and still are victims of this as is the Auckland based New Zealand Plumbers, Drainlayers and Gasfitters

It would seem the Government is proposing to fund the ISB’s as they would have a formal role in the process – unlike now where the industry is at the mercy of the ITO.

The ISB would work with the Tertiary Education Commission (TEC) who would be responsible for purchasing all vocational education. Training providers would be responsible for all vocational education provision, including supporting workplace learning. They would also be required to adhere to the standards that have been set by the Board and the industry under the watchful eye of the ISB.

Education providers would be responsible for delivering and supporting all vocational education and training, whether it takes place at the provider’s facilities or in the workplace. This cuts out the “middle man” and would provide for better communication on industry and employer needs.

The Federation is highly supportive of and believe that over time programmes that integrate structured learning within the workplace would become the norm, making it easy for learners to transfer between providers and between on-job and off-job training throughout their programme of study. Consistency in training is vitally important

Trust is a big issue and if employers trust the system then they are more likely to employ apprentices.

Proposal 2: Create a New Zealand Institute of Skills & Technology with a robust regional network of provision

The Government proposes to create a New Zealand Institute of Skills & Technology to offer high-quality vocational education throughout New Zealand, building on and expanding the regional presence of the current ITP network. The proposal to create the New Zealand Institute of Skills & Technology would bring together all 16 existing ITPs in New Zealand.

The new institute would have a strong regional focus, giving local leaders much more say in the education and training offered in their regions. The development of courses and programmes would be consolidated, free up resources to expand front-line delivery. There would be more sharing of expertise and best practice and more use of on-line, distance and blended learning.

The Federation believes having all the Polytechnics working to one programme will allow for consistency in training. It will also prevent some qualifications that don’t provide skills that employers recognise and value.

The new institute would have a leadership role for vocational education nationally and regionally. The Federation feels this will allow for efficient and effective education delivery. The government proposal is that the institute would be governed by a national Council appointed by the Minister of Education. The Federation believes this is good but it should also have industry input which could come from the Industry Skills Bodies.

Association Incorporated.

Organisations applying these tactics should be held to account. Most of them are required by legislation to consult and communicate with the industry. This isn't just a select few but the entire industry.

The Federation believes industry membership/support organisations should have active input into discussions regarding the industry.

Times are changing and our industry can't afford to be conflict-ridden.

We live in a democracy not a dictatorship so perhaps those who are using Industrial Exclusion to protect their position should remember that dictatorships eventually crumble.

The proposal indicates that each region would have a Regional Leadership Group to advise the institutes national office and TEC on local skills needs. This is fully supported by the Federation.

The Federation is pleased to see that the Open Polytechnic of New Zealand would be incorporated into the institute for the provision of online and distance learning. This will finally allow for consistency in training.

The Federation is also supportive of Centres of Vocational Excellence that would work closely with Industry Skills Bodies to develop and maintain high –quality programmes, curricula and teaching and learning resources.

The proposal would seem to allow for teaching staff in the vocational education system to have more time to spend “at the frontline” with learners and employers – something many of them have been waiting for a long time - more training rather than simply assessing.

Proposal 3: A unified vocational education funding system

The proposed changes above would need to be supported by a new funding system. Creating one funding system for vocational education would ensure learners get the skills, experience and support they need to be successful, providers have the funding they need to be sustainable and to support our regions, and Industry Skills Bodies can fulfil their roles.

The Government will work through the details of the new funding regime after consultation, but what the Federation has seen so far makes sense.

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Plumbers Gasfitters and Drainlayers
Federation 6 Tacoma Drive, Totara Park,
Upper Hutt 5018 Ph (04) 5277977 Mob
0276564811 Fax (04) 5277978
information@pgdf.co.nz