



INDUSTRY TRAINING REVIEW

29 November 2011

Background

The Ministry of Education is conducting a review of New Zealand's industry training system to consider the extent to which it delivers the skills to maximise the productive potential of New Zealand industries and the employment and earnings of people in the workforce. The review aims to provide advice on possible directions for change.

The review is focused on the contribution of Industry Training Organisations (ITOs) and Modern Apprenticeship Co-ordinators and is considering:

- how industry training has developed in New Zealand;
- international approaches to vocational education and training;
- the purpose of industry training, and the roles of Government, employers and employees;
- strengths and weaknesses of different elements of industry training, including developing relevant skills, funding, accountability mechanisms, and governance; and
- the role of industry training within the wider vocational education and training system.

Your Views

As part of the review, the Ministry is seeking input from employers and industry groups on the benefits and problems associated with the current system.

The Ministry of Education released a discussion paper on 17 November 2011 about the functions of ITOs and options for how these functions might be delivered and / or improved into the future.

Below is a summary of the paper for your information. We encourage you to take the opportunity to make your views known to the Ministry. The deadline for submission is **Monday 19 December 2011**. Further information is available at the Ministry of Education website where you can access the discussion paper and a feedback form. For further information visit the Ministry's site by [clicking here](#).

Industry Training Review Discussion Paper: Key Roles in Industry Training Systems

The first section of the Ministry's discussion paper outlines the rationale for policy and investment in industry training from the perspective of government, firms and individuals. It supports continued government interest and investment in industry training.

The second section of the document states a series of assumptions about New Zealand's industry training system including:


- the importance of industry input into qualifications development
- the primacy of full qualifications; and
- the value of competency-based qualifications are acknowledged as important features of the current system.

Key roles in industry training and options for how they should be carried out

The discussion paper outlines the various roles within the industry training system and considers potential options for their ongoing delivery.

The key roles identified are:

1. Determining an industry's skill and training needs
2. Development of skill standards for industry

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3. Development of qualifications
 4. Arranging the delivery of training
 5. Quality assurance – monitoring and assessment

Role 1: Skill and training needs

The Ministry suggests the role of determining an industry's skill and training needs could be carried out by central or local government bodies or an industry body such as an ITO.

Roles 2 and 3: Standards-setting and qualification development

The paper outlines four broad options for performing this role and considers the advantages and drawbacks of each. The alternatives involve government bodies such as skills councils; tertiary providers; industry bodies; or a consortia of industry organisations and providers.

Role 4: Delivery of training

The Ministry identifies three broad options for fulfilling the role of arranging the delivery of training. It could be performed by a government agency; by individual employers and providers communicating directly; or by a body acting on behalf of a particular industry or industries.

Role 5: Monitoring and assessment

The paper outlines the various bodies involved currently including the Tertiary Education Commission, Ministry of Education, New Zealand Qualifications Authority and ITOs. It discusses the role each plays and seeks feedback on steps that could be taken to improve quality assurance of training.

Next Steps

We will be contacting each of our industry association members and a number of other representative bodies in the coming days to arrange discussions within the next week. We anticipate that these discussions will provide an opportunity to brief industry bodies on the review, and provide information that may assist our industries to engage with the review. They will also provide an important opportunity for ETITO to collect feedback to help inform the submission that we will make.

Feedback on the discussion paper provided to the Ministry of Education will inform the development of potential options for the future shape of industry training. A paper outlining options and consultation proposals is expected to be released by the Ministry in early 2012.

If you would like to discuss the review or have any questions, please contact Michael Frampton, Manager – Strategy and Corporate Relations Manager, at tel: 09 583 1308 or e: michaelf@etito.co.nz

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