

# CONNEXIS

Infrastructure Industry Training Organisation

## REFORM OF VOCATIONAL EDUCATION SUBMISSION



**CIVIL + ENERGY + TELCO + WATER**

[www.connexis.org.nz](http://www.connexis.org.nz)

Connexis is New Zealand's Infrastructure Industry Training Organisation. Appointed by Government as the standard setting body for the Infrastructure Industries, Connexis offer nationally recognised tertiary qualifications for the following industries:

- Civil
- Energy
- Telecommunications
- Water

Following the Government announcement on 13 February Connexis has been consulting with our industry owners on the RoVE proposal. We have held a series of meetings throughout New Zealand and gathered feedback through an online and hardcopy survey. The full results of the survey are attached as Appendix 1 of our submission. Our submission represents the aggregated feedback from the industries listed above, with commentary from Connexis.

**Q1 Does the documents description of the current problems and opportunities within the vocational education sector look right to you? Is there anything you would add or remove? What problems or opportunities do you think should be the priority?**

The issues within the ITP sector are widely known and there is general acknowledgement that some degree of reform is necessary. Discussion on this has drawn a wide range of feedback as industry employers have had both positive and negative experiences with ITPs.

Generally, industry is happy with the current arrangements for industry training. While acknowledging there is always room for improvement, employers are cautious about changes that could disestablish a system which is meeting their needs.

*"In general, we believe the training delivery is working reasonably well, we don't believe there are major changes required but as with anything, minor tweaks and improvements can always be made. Maybe some workshops with industry representatives could identify some tweaks and changes for improvement".*

Industry comment

*"The ability to train employees on the job. A lot of people do not like classroom-based learning, and we are able to get more people skilled and qualified on the job".* Industry comment

In designing the new system, the Government needs to pay close attention to what industry value in the current model and ensure this is not lost in the changes. This submission seeks to assist the Government in making its decision by highlighting how to maintain what's currently working well and address areas that can be improved.

**Q2 What do you think the Government needs to understand about the current system to inform its work on changes?**

Generally, employers we spoke to strongly favour on-the-job learning and value that their training organisation comes to them. This is a key aspect of the current system that Government must retain when designing the new model.

*“That the majority of learning takes place in the field and is aligned to an industry of kinaesthetic learners totally supported by ITO account managers who come to the learner and align to the learner”. Industry comment*

There is apprehension that the proposal may lead to a more classroom-based system and a reduction in on-site delivery. The proposal documents talk about moving to a more blended approach and the Government needs to talk with industry in more detail about the benefits of the blended approach to reassure them of the value this can add.

*“The current training system is relevant to the workforce and industry we work in. Our trainees are operational people and often not academically orientated. On-job training is effective for our teams. As a nationwide company with small depots around the country, classroom style/block courses would be difficult and expensive to manage”. Industry comment*

Training costs are a direct cost to the business and in some cases are seen as discretionary. Any increase in total cost to employers would be viewed highly unfavourably and would see a potential reduction in training uptake, particularly for smaller firms where margins are tight. In designing the new system, the Government needs to keep in mind this price sensitivity. If there is uncertainty about the cost of training employers are likely to hold off until more information is available.

*“Support for learners and employees on the job. Costs - current costs of training are reasonable. If these increased it would start to affect the industry.” Industry comment*



## **PROPOSAL 1: REDEFINED ROLES FOR INDUSTRY BODIES AND EDUCATION PROVIDERS**

### **Q1 Do you agree that the creation of Industry Skills Bodies would be a positive step in ensuring vocational education delivers to the needs of industry?**

The function of an ISB is similar to the standard setting role currently undertaken by ITOs with potentially greater powers to control programme content and influence TEC funding allocations. One of the strengths of the ITO model is that ITOs are actively working with learners and employers on a daily basis and so receive constant and immediate feedback on the quality of existing programmes and on future training needs.

*“The value of ITO is the direct engagement with business. The knowledge that the qualification achieved is industry specific and authentic for the workplace”*

Industry comment

ISBs will therefore need to rely on a more formal structure of industry consultation groups to retain contact with industry. Historically these groups have been made up of industry representatives, plus provider representatives and in the new model representation from relevant CoVEs and Regional Leadership Groups. It is easy therefore for the voice of industry to be lost in this grouping made up of education specialists more familiar with the language of education.

Also getting the right mix of industry representation in these formal groups can be challenging with larger firms having specialist HR or training resources that can attend whereas smaller firms may struggle to find the time. It is often the case that these HR representatives do not have enough technical knowledge to assist ISBs in qualification design.

In designing the ISB structure the Government needs to consult further with industry on how ISBs can maintain close links with industry and the Government may need to consider specific funding allocated to this. In addition, the Government needs to pay close attention to industry and employer support, so that NZIST/PTE's/Wananga are incentivised to provide the pastoral care and employee support that employers expect and value.

### **Q2 What do you think about the new roles proposed for industry, employers and education providers? How might they benefit employers and learners? What will the risks be? What is needed to help them work well?**

One risk for the industry is that employers and learners may become confused or disengaged by the range of entities representing their views in relation to industry training. If they have a question or concern about a current programme or future training need, they could approach their provider, their Regional Leadership Group, a CoVE or their ISB. All of these actors have some role to play but none of them have the same level of direct responsibility and ability to make the change as their current

ITO. If industry or learners are unsure who to contact or do not receive an immediate response the risk is that they disengage from the process.

The Government appears to have covered their bases by proposing all these various groups and the next step must be to clarify and define their roles so that industry is clear about who does what and minimising the number of touchpoints required.

It will take time to implement the changes and build the capacity of all the new entities and within the proposed NZIST system, especially in relation to the current ITO functions of on-the-job support for learners. Clarity around the timing and sequencing of changes will be critical. The uncertainty created by these initial proposal documents needs to be replaced by specificity and definition.

The biggest risk is that employers will stop training until the new system has been established and is fully functional - which may take several years.

**Q3 The Government wants to help more employers get involved in the vocational education system. Do you think the proposed changes would achieve that? Why or why not?**

Traditionally only a smaller percentage of employers engage in training. This is largely due to the number of small to medium enterprises and the perceived cost of training. There is also a boom and bust cycle to a lot of industries, which limits an employer's willingness to train.

Many employers, particularly in smaller organisations become involved in training because providers and ITOs are out in the market place promoting the benefits to them and persuading them to take on trainees or enrol their current workforce into formal training. The Government needs to ensure there is sufficient capacity and incentive in the new model for this to continue. This is where greater definition/clarity of roles of the various groups proposed has to be established so that employers are clear on who and how they engage.

**Q4 To make the proposals for new roles and industry bodies and providers work well, what changes would be needed to ensure those changes happen?**

In the proposal, there appears to be some overlap between the role of CoVEs, Regional Leadership Groups, ISBs and providers in the area of qualification and programme development. It will be important for the smooth alignment and cooperation among these groups that their respective roles and responsibilities are clarified. This will also be important for industry and learners so that they know who to direct their feedback to.

**Q5 What are your thoughts on Centres of Vocational Excellence? How should their roles be defined and how should they work with Industry Skills Bodies and providers? What should their relationship with Regional Leadership Groups be?**

The Centres of Vocational Excellence are potentially a useful concept to provide a focus of knowledge for particular industry sectors. CoVES could be a way to provide specialist training for industries with

a low number of learners by consolidating them in one location. They could also be a valuable resource for ISBs to seek specialist advice on the creation of qualifications alongside industry input. There is a need to ensure CoVEs do not duplicate the role of the ISB. There will also need to be careful management to avoid a proliferation of CoVEs or competing CoVES in the same industry sector.

**Q6 Do employers need access to impartial advice on their training options to help making the right connections with education providers? If so, how should this service be provided?**

Many employers, particularly in smaller organisations do not have the time or resources to do research into the various training options that may be available to them. Also, the proposal may lead to an increase in PTE providers entering the market, competing for the trainees currently managed by the ITOs, resulting in increased promotional clutter for employers to choose between.

It will be important to maintain this service to industry and it seems logical in the structure proposed it would sit with the ISBs – who would also need explicit guidelines as to their role, scope, and limitations.

## PROPOSAL 2: PROPOSALS FOR THE NEW ZEALAND INSTITUTE OF SKILLS AND TECHNOLOGY

### **Q1 Do you agree with the Government proposal to introduce a single New Zealand Institute of Skills and Technology?**

Industry has mixed views on this proposal. While they understand the argument put forward about achieving economies of scale there is also concern that the new entity will become large and bureaucratic and not sufficiently responsive to their needs. There is also concern that the NZIST would be too academic and not fully understand or value the role of industry training. Some employers value having a choice of Polytechnics as it “keeps the Polytechs on their toes” in providing better service and being responsive to their local needs.

*“To me, Polytechs provide generalized training and ITOs provide job specific specialized training and assessments – that is our strength, we need to preserve that specific training for our staffs’ future no matter what happens”.* Industry comment

*“Anything to inspire the students’ journey for on and off job training would be great. Currently too disjointed and cumbersome to navigate”.* Industry comment

*“I believe that industry training such as water & wastewater on job training qualifications should be separate from polytechnic’s who should focus on trades and other academic quals”.* Industry comment

The Government could undertake a centralisation of core back office administrative services while still allowing ITPs to retain some regional identity and autonomy. This would better maintain the relationships with their local community and industry groups.

Expecting the NZIST to cover on-the-job and off-the-job training is a big ask. It is unreasonable to expect one aggregated polytech to immediately embrace and adapt to on-the-job training and the employer and employee support that requires. Rather, a transitional partnership approach with ITOs, to develop as good or better methods of training and servicing would make sense.

### **Q2 What should Government, the ITP sector and its stakeholders keep in mind if we were to design and implement a New Zealand Institute for all New Zealand?**

In the last 10 years, the ITO sector has significantly increased the percentage of delivery in higher level qualifications with a corresponding drop in lower lever delivery. There has also been a strong push to increase the market for international students. Industry sees the Polytechnics becoming more academically focused and there is concern that vocational training is increasingly being seen as “the poor cousins” by some ITPs.

If NZIST is to assume responsibility for delivery of industry training, the industry will need strong and genuine reassurance that the ITP sector is focused on their needs and is as passionate about their success as their dedicated ITO has been. Industry needs to see that their learners have not simply been forced onto an unprepared ITP sector as a result of this proposal.

*“Industry has valuable input. This should not be lost to Polytechnics and Educationalists”.* Industry comment

The Government needs to ensure that these changes don’t accidentally discard a decade or more of development and learning about industry needs and vocational support. There should be a deliberate process of capturing knowledge, acknowledging preferences, and articulating strategies that will reassure employers that their needs are front and centre.

**Q6 Do you believe that Regional Leadership Groups will be able to actively and representatively consider iwi and Maori interests? If not, what other vehicle or means of understanding Maori skills needs could be considered?**

This should be a core function of the Regional Leadership Groups.

Most ITOs have specific Maori and Pasifika representatives who coordinate their activities through the Industry Training Federation. It will be important that ISBs retain this specialist resource and the Government should include this when designing funding mechanisms for ISBs.



## **PROPOSAL 3: A UNIFIED VOCATIONAL EDUCATION FUNDING SYSTEM**

**Q1 Do you agree that a unified funding system for vocational education, encompassing both provider-based and work-based learning, will help to improve our overall vocational education system?**

We agree that the current funding system has resulted in some undesirable competitive behaviours and ITOs have long supported ITOs and ITPs being funded at the same rate for the same delivery.

The design of the funding mechanisms will be vital to ensuring the new system operates as desired as the funding rules often drive organisational behaviour, particularly when funding is constrained and organisations come under financial stress, as has been seen in the ITP sector in recent years.

Funding that allows a learner to transition from the provider environment to the work environment without interruption in their study or loss of progress gained would be a particularly important step forward.

**What do you think the Government needs to consider in designing a new funding system?**

The proposal states that industry would be required to make a financial contribution to the cost of running their ISB and they would also be paying enrolment and other fees to a provider. Industry is concerned that the proposal may increase their overall cost of training. Generally, companies allocate a fixed annual budget for training so if their costs increase then the number of people who receive training decreases.

Industry is very attached to the current on-site training support they receive and would not want to see this diminish in the new structure. Most ITOs employ a national network of field staff who spend much of their time on-site working with trainees, apprentices and their employers providing support when and where it is needed. These field staff require vehicles and technology to enable them in their role which requires significant ongoing investment.

One of the drivers of the proposal is to give the ITP sector a more financially sustainable model therefore the Government needs to factor in the cost of replicating this on-site support model within the ITP sector. If this support is not maintained in the new model industry will become disengaged.

**Q2 Are the suggested elements for a vocational education funding system the right ones? What might be missing?**

There is very little information in the proposal related to funding and the likely cost to the industry which makes it difficult to offer constructive input. This is evidenced in our survey with most respondents being undecided due to a lack of information.

At the same time, it is one of the most important aspects of the new model to get right as the cost of training is a major factor in industries' participation and commitment to train.

Similarly, the Government needs to ensure it delivers a new system that is financially sustainable for all parts of the new system so that it can deliver on the benefits outlined in its proposal documents.

The Government needs to set as a priority the design of the funding mechanisms because without this in place as the basis of the new model, the Government's objectives in proposing this change will not be realised.

## **CONCLUDING QUESTIONS:**

### **Q1 What do you think about the impacts described above? Is anything big missing from the list?**

The Government needs to be aware of the potentially significant impact that such a major change is likely to have on industry training in the short term. In our survey, we have asked industry if the announcement is likely to affect their training decisions in 2019 and around half of the respondents have said this will affect their decision to train or that they were now unsure. At a time when many industries are facing skills shortages, any interruption in employers' decision to train is concerning.

*"It sounds like it will be very disruptive to a part of the training that operates reasonably effectively already". Industry comment*

Common industry feedback is that the current system took some time to come right and now we are potentially starting from scratch again which will set back industry training for some years. There is a real risk that some in the industry will disengage and wait to see how costs are allocated and whether quality is maintained before committing to invest in training.

*"This will result in less training being completed. The Civil industry is just starting to 'find its stride' now with this new system. The change will push this back a long way". Industry comment*

The Government needs to urgently reassure industry that:

- 1) Employers and trainees will be fully supported during any transition with no loss of service
- 2) The new model will maintain the level of on-site support industry currently expect
- 3) The cost to industry will not increase as a result of these changes
- 4) There is defined timetable of change so the industry can see when the changes might impact

The Government must also be aware of and be prepared to respond to the potential disruption to ITO services that this change may create. This disruption is likely to come in several forms:

- 1) Decline in enrolments due to employer uncertainty, leading to a decline in revenue and a constraint in the ITO level of service
- 2) Loss of key ITO staff and an inability to recruit into the ITO sector inhibiting ITOs ability to maintain services to learners and employers

- 3) The ITOs also need to manage their long-term commitments e.g. office leases, vehicle leases, software upgrades, efficiently over the next 1-3 years so it is critical for continuity of service to trainees that the ITOs receive clear timing information for them to make good decisions on these commitments.

It is vital that the support to learners and industry is uninterrupted during what could potentially be a long transition period and the Government needs to be prepared to offer additional support during this time.

Whilst the Governments proposals are fundamentally intended to improve vocational education and training within NZ there is very little detail regarding “industry / sector promotion”. A critical aspect to achieving a larger and ultimately more skilled workforce. To ensure more people are attracted into the respective industry sectors it is imperative that more is done to market these career opportunities. Currently the ITOs, through their strong relationships with employers, undertake the majority of the marketing / promotion done within their respective industry sectors. The current proposal does not give this function to any one specific body but rather appears to expect all groups, NZIST, ISBs, RLGs, CoVEs to play a part.

## **Q2 How might different groups of learners be impacted by the proposals?**

Connexis maintains strong participation and achievement rates for Maori and Pasifika learners, in some cases higher achievement rates than for non-Maori and non-Pasifika cohorts. Connexis also successfully runs several Transition to Work and Maori leadership courses to encourage Maori participation and success.

The Connexis Ultimeit – Women in Infrastructure and Girls with Hi-Vis® initiatives have been very successful at increasing the number of women in industry training in our sectors.

It is initiatives like these that are focused on sectors of industry and society that are at risk if all vocational education support is coming from a single centralised entity. Supporting or translating these programmes to the new structure will be critical to maintaining momentum and demonstrating a genuine commitment to different groups of learners.

## **Q3 How might different groups of employers be impacted by the proposals? In particular:**

- a. **What unique issues or opportunities arise for small and medium-sized enterprises in the proposed new system?**

Smaller employers typically do not have a dedicated HR or training resource and so can find it difficult to research and access the training opportunities available to them. They also may not have spare capacity to become involved in qualification review or regional advisory groups and so getting the representative voice of these smaller organisations can be challenging. ITOs generally count for this by going to the smaller organisations and getting their feedback as part of their on-site interaction. It will be necessary to maintain this level of interaction in the new model.

Larger entities have the ability to vote with their feet and walk away from Government-supported vocational education if their needs are not being met or might not be met.

We note that in the latest Institute of Directors survey “concerns about workforce skills and capacity featured strongly with 28% of directors identifying it as the biggest risk facing their organisation, nearly double the number identifying the second most preventable risk. This is the fifth consecutive year that labour force quality and capacity has been rated by directors as top of the worries list.” We believe this demonstrates how important it is to ensure these changes are undertaken carefully and with a detailed consultation with all parties involved. The risk to New Zealand if these changes fail is very high.

**Q5 Overall and in the long run, do you think the future arrangements being proposed for vocational education would be better or worse for you personally than the current arrangements? What about for any groups or communities you are part of?**

Due to the lack of detail in the proposal and the short time for consultation this has been a difficult question for the industry to address.

*“The proposal has too short a consultation period and there is no indication of the actual structure or the end product”. Industry comment*

*“The consultation process is greatly impacted by the March deadline and will compromise decisions to be made. The risks of centralizing have not been taken fully into account. We have had a most satisfactory relationship with our ITO and consider addressing difficulties with Polytechs should not be addressed in this manner”. Industry comment*

*“A lack of detail means that we are guessing what the future state will look like. When further detail is released it would be easier to give more specific feedback”. Industry comment*

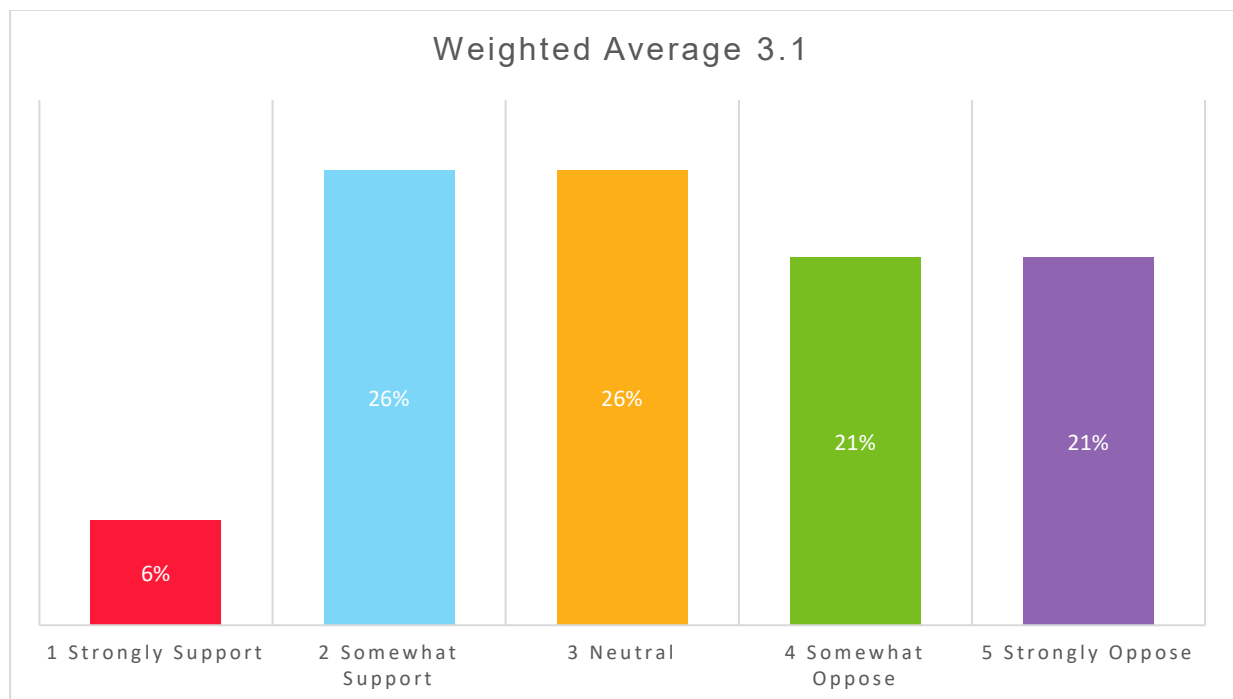
While there is comfort in the current system for industry training there is also an acknowledgement that aspects can be enhanced and relationships between players in the wider vocational education sector can be improved. Connexis remains committed to working constructively with the Government to design a vocational education system that meets the needs of industry and learners and fulfils the Government’s objectives.

## APPENDIX 1 - CONNEXIS REFORM OF INDUSTRY TRAINING (ROVE) SURVEY

Connexis collected industry feedback through a series of consultation roadshows around the country and via an on-line survey on our website.

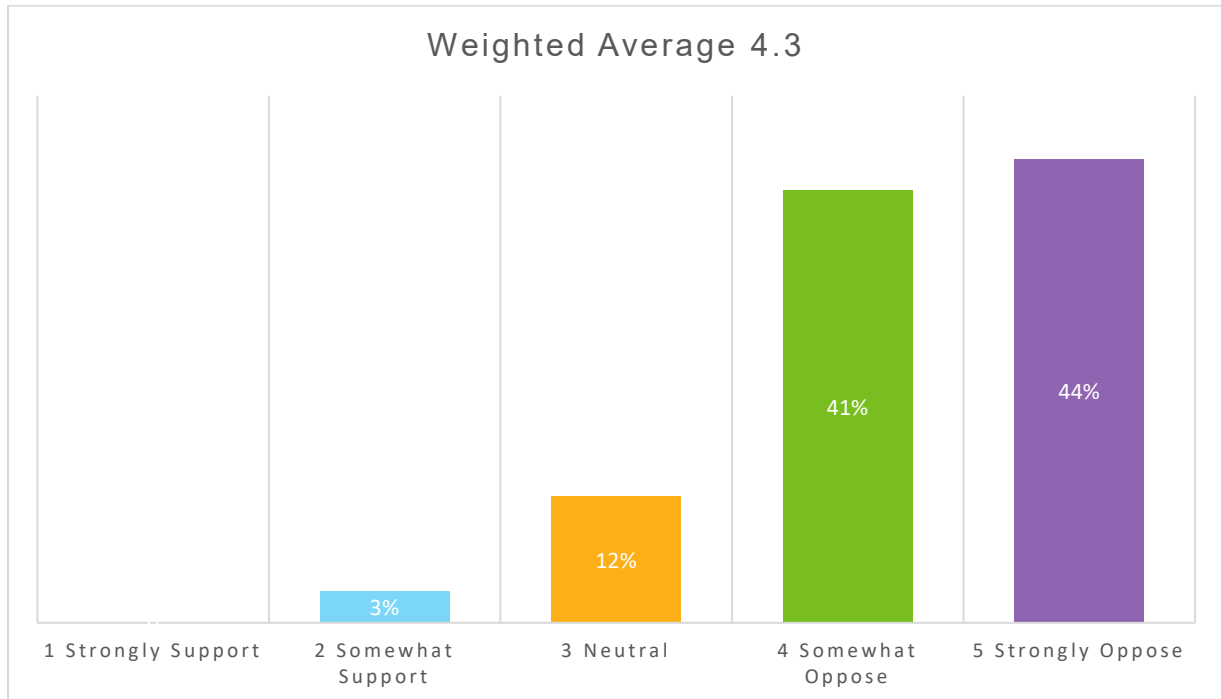
The full results of the survey are presented below.

**Q1 – What is your view of the proposal to centralise the 16 Polytechnics to create one organisation NZIST?**

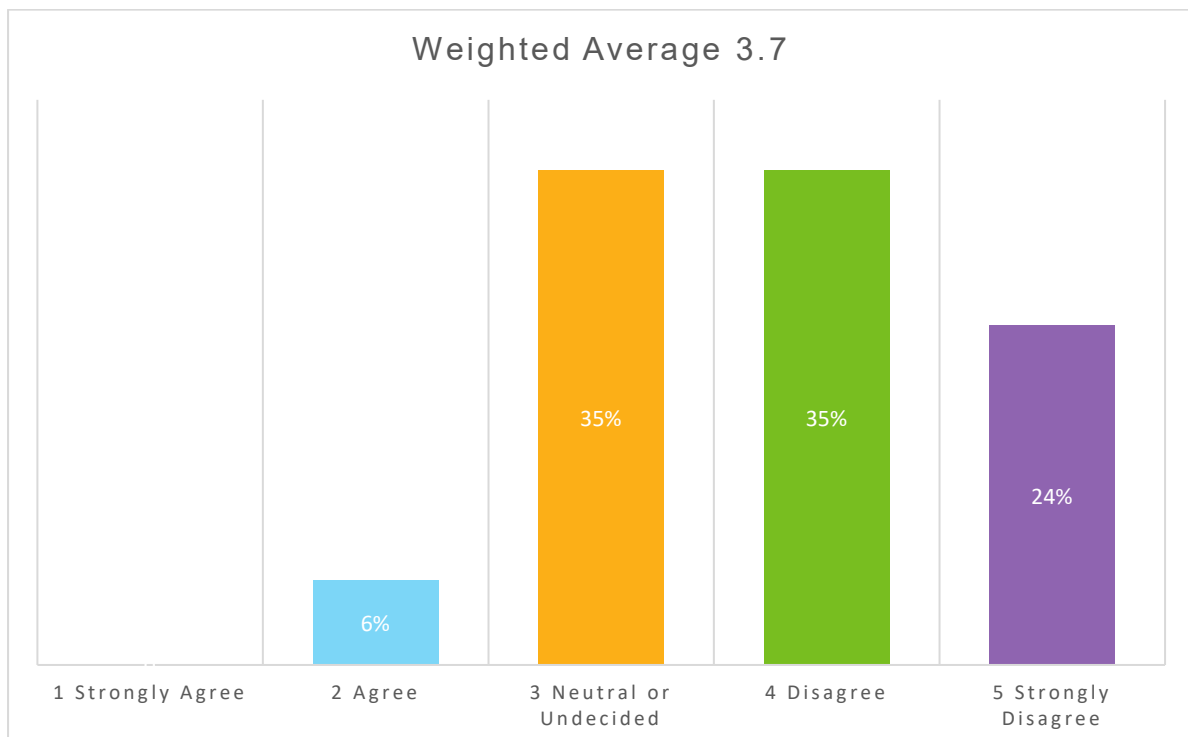




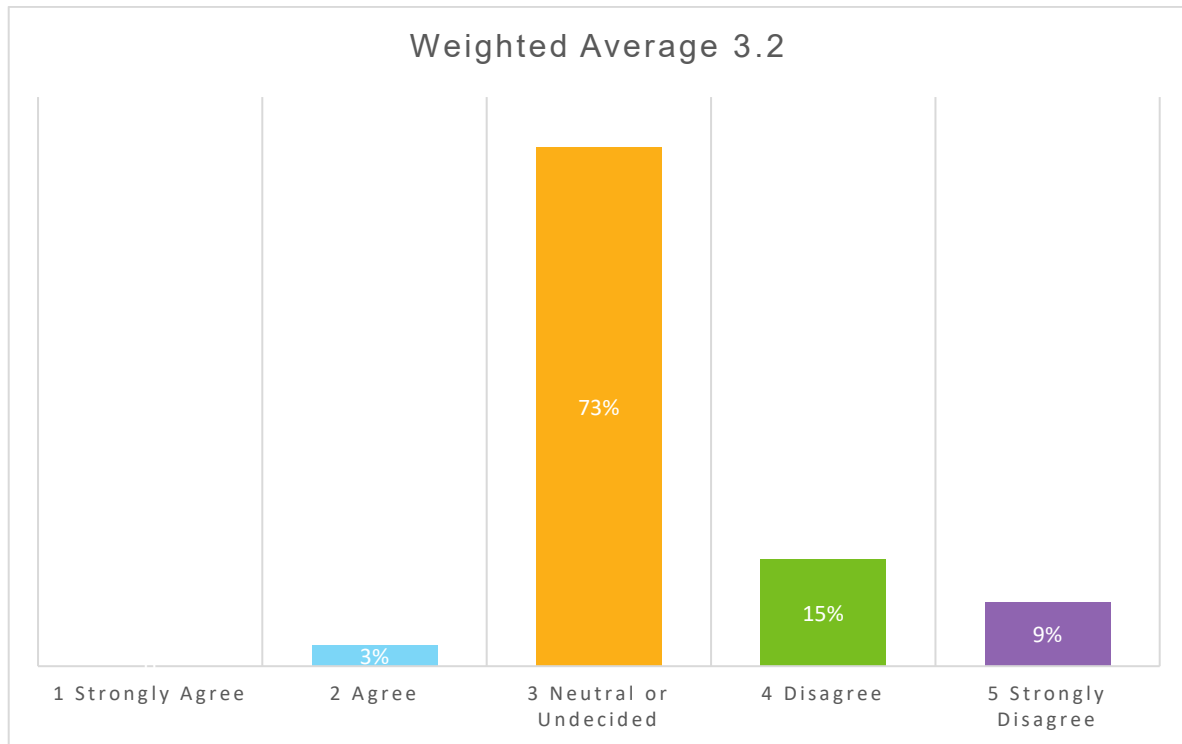
**Q2 – What is your view of the proposal for NZIST, PTEs and Wananga to take responsibility for all the classroom-based training as well as all on-job training?**



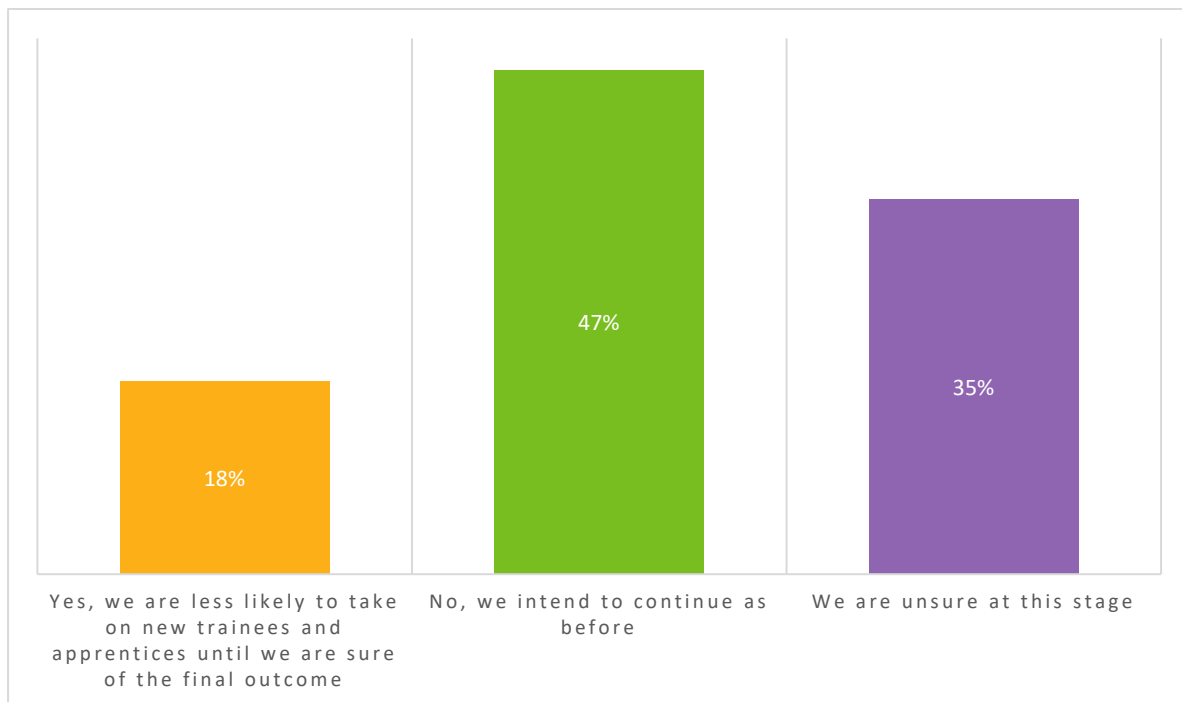
**Q3 – Do you agree that the proposed system of ISBs and NZIST will better serve your organisations future training needs?**



**Q4 – What is your view of the proposed funding mechanisms for industry training?**



**Q5 – Will the proposed change as announced effect your organisation’s plan for enrolling in industry training in 2019?**



**Q6 - What do you most value about the current industry training system?**

1. Flexibility and On Job Training (OJT)
2. Has a defined end result and outcome. We know and understand what the quals are about.
3. Support around the framework of the training.
4. The training should be run by people from our industry not a bunch of washed up ex-teachers
5. accessibility and cost
6. The close relationship we have with training coordinators from our ITO
7. One training organization (Connexis) for water quals
8. The current training system is relevant to the workforce and industry we work in. Our trainees are operational people and often not academically orientated. On-job training is effective for our teams. As a nationwide company with small depots around the country, classroom style/block courses would be difficult and expensive to manage.
9. Distance/on the job learning
10. The key for us is the support we get from the local Connexis Account Manager. Having a local contact who knows our people, industry and understand the needs of the business.
11. Flexibility, access to training materials throughout NZ including the provinces. Field staff that goal set and monitor trainees progress throughout the qualification cycle
12. Close alignments and relationship between industry / employers and ITO - keeps system agile, high quality, flexible to changing needs.
13. Support for learners and employees on the job. Costs - current costs of training are reasonable. If these increased it would start to affect the industry.
14. The opportunity for mature students to be able to train on the job and be paid. Self-paced learning with support from the company is desirable.
15. The value of ITO is direct engagement with businesses. The knowledge that the qualification achieved is industry specific and authentic for the workplace
16. Direct contact with training provider. Input into training content/changes ie employer interaction. On the job training.
17. Good training programs and resources. Being able to assess our own staff using the Connexis resources and putting out spin to the paper. Any issues, there is someone at Connexis to put it right, from CSAM's to the boss. Great assessing if needing to outsource papers. Good interaction with CSAM's and face to face.
18. Industry and training provider work closely together to develop relevant qualifications and co-promote IRD training.
19. Historical communication and understanding of meeting the industry needs - A portal for improvement in qualifications (content)
20. On-site / job earn while learn which attracts staff - Flexible - we still have to complete within a time frame but aren't held to ransom by Polytechs e.g. course will run on THIS date only etc if we miss it or can't fit it we are disadvantaged. - Specific to the role within an industry - very specific training for a potentially dangerous job - ITO's have relevant qualifications that suit the job (not overqualified people coming out)
21. ITO's do a good job and as a result, we get qualified and competent field workers.
22. Links to qualification for trainees within the industry.
23. Hands-on involvement of training coordinators/field team who can assist our staff to complete training and qualifications which reflects the practical nature of the Industry. National Framework and Industry recognized qualification (Civil Trade)

24. Flexibility. Caters for internal industry trainers.
25. The ability to train employees on the job. A lot of people do not like classroom-based learning and we are able to get more people skilled and qualified on the job.
26. Working closely with the ITO and learners.
27. Industry has valuable input. This should not be lost to Polytechs and Educationists.
28. That the majority of learning takes place in the field and is aligned to an industry of kinaesthetic learners totally supported by ITO account managers who come to the learner and align to the learner.
29. Connection with our ITO

**Q7 - What would you like to see improved in the way industry training is delivered for your organisation?**

1. Collaboration to ensure standards are consistent and continue to be relevant into the future, not expired and resulting new qualifications introduced at fairly regular time periods
2. More time and finance allocated to get people through training within the timeframe. More 1 on 1 Training from ITO's.
3. More support in the implementation in particular for smaller companies who don't have a lot of admin staff or time available to implement training. Consistent approach and consistency of standard quals throughout the country. Using experienced + Qualified people to assist with training.
4. Run by the construction industry
5. system works fine
6. It would be good if the off-job training was offered closer to where we are based.
7. working well currently
8. We need to have relevant and up-to-date training courses that evolve with the industry changes. The best way for this to happen is to have industry 'experts' involved in the creation and management of training programs.
9. understand and deliver what industry requires
10. In general, we believe the training delivery is working reasonably well, we don't believe there are major changes required but as with anything, minor tweaks and improvements can always be made. Maybe some workshops with industry representative could identify some tweaks and changes for improvement.
11. An off job / on job training model for the Civil sector. A workbook approach isn't the greatest form of delivery in an industry with low literacy levels. An off-job component also makes people feel like they're on a journey and allows people to learn different ways of doing things as attendees are from a variety of companies. Assessment is and has been an issue for the industry doing Connexis qualifications for some time - I believe Connexis need to take control of the assessment and offer it as part of their services.
12. More support and monitoring by ITO liaisons directly with learners to keep them on track and ensure timely completion of training.
13. Working with our ITO does not need improving
14. The ITO's are finally gaining the balance right for secondary school students transitioning into the workplace. A designated person for specific industries within each ITO would be a great asset as the amalgamation of the ITO's has made industry specific communication more difficult

15. Perhaps some block courses for theory papers offering support to those who struggle with paperwork. Short term and better qualifications/procedure for getting those new to the industry more "work ready" is licencing, general knowledge, general work skills. It's very difficult to have positions available for anyone without a licence. Especially class 1.
16. Give more money to ITO's with good programs so they could make it even better. It comes down to money to be able to add more papers that could be delivered to our students which would make the industry stronger. To have more CSAM's so the ITO can see the trainees more often. Look at putting assessor on the payroll.
17. A little more off-site technical training / less churn in Connexis staff incl. CEO's.
18. Greater ability to influence qualifications - the industry knows what is needed and this should be better supported and respected by NZQA. Some controls of PTE's to ensure consistency of training.
19. I am very happy with the ITO delivery - It's important to keep consultation up with Industry through site visits - the odd meeting and to review qualifications to keep relevant or refined to needs of industry. Try and keep communication up with everyone - When it goes quiet - Can create uncertainty
20. Already workers on it so anticipate that these improvements will be part of any new process.
21. I think Connexis are doing a great job in our industry sector (Civil Constructor). The only thing I can think of it more integrated training and assessment and more transparent cost structure.
22. More micro-credentials. Online development and Virtual Reality training. ITO's and Polytech's etc have in the past put too much focus on Natural Certificates rather than smaller more achievable bite-sized qualifications.
23. Quality, motivated OFF-job assessing, NOT "learn at your own pace"
24. More practical sign-off on competency to ensure that a fully qualified trainee now has skills to actually perform work qualified for.
25. Improved/more efficient pathway and alignment between on and off job training. Simplified funding to include on/off jobs. eg. An annual fee to one place, that covers everything for that year or goal.
26. SSB support in career development

#### **Q8 - Please provide any further comments on the RoVE proposal**

1. Communication and collaboration will be critical with the proposed structure, it will be essential for currently competing entities work together to ensure qualifications are of sufficient quality and robust enough to last. Consistency in qualifications throughout the Country will also be essential. What mechanisms. Parameters will be put in place to ensure the various qualifications will be fairly marketed/promoted?
2. Maybe CCNZ should consider reintroducing their own PTE, Industry needs more info on the proposal RoVE
3. Connexis has not done enough to get Industry people into facilitation roles and linking with industry. Has Connexis done enough to cater for smaller businesses, these rely on Connexis to help.
4. Thanks for the forum to put my thoughts forward on this subject. As we are a Directional Drilling Company, we have entered into many different training agreements over the years to satisfy training requirements for our staff. This training is helpful and comes with valuable information.



Relevant rules and regulation and council requirements. There is particularly with generic activities like confined space or permit receiving. Aspects and points of view or an angle that is not always recognised by staff, and the training is critical for their safety. My point of view is not one of objection to any changes, but actually for change. At present, there is a lot of work going on in the field of RCC for workers who have been involved in a particular industry for some time and in fact many years. My thoughts are and this is relative to our position as Civil contractor in the Directional Drilling industry. There are not many places you can actually go where you will be trained on how to do a certain task particularly one such as HDD machine operating etc. We employ people on attitude attendance and enthusiasm to work. The people we get are sometimes at a transitional period in their lives and would like another chance at life. Whether they have struggled at school or simply looking for a change. These guys and gals have to show commitment to hard work and then with performance and time they are given more opportunities to develop their skills. A lot of training or learning is simply by Observing. Sitting in a class and been told how to do or what to do or when to do..... just doesn't sink in make sense or even get stored as there is usually no physical back up. Plenty of theory, yes. No practical. So this time in class can end up being another opportunity for failure. Which sometimes can be the background or the demotivator that has a hold of a person. So recognising this in the industry and as an employer, gives me the motivation to not try and headhunt personal from another contractors but to actually take the time to train the staff we can attract, we train them our way, with our Standard Operating Procedures, these are in line with work safety regulations as we simply must behave in this manner. So if we train employees to carry out tasks as our SOP's have directed and as they are in line with the best industry practice, and we can do these in small bits, step one crawl before we start running. You build loyalty respect from the workers and there is a natural pathway for people entering our business. The problem of receiving a lot of training without practical experience, going to a project or job and starting to operate and or carrying out what you remember being taught. Without a suitable foundation of experience and observation of the activity which are all important activities in the field in the public with the potential to injure self, public or business reputation. It is actually in the company best interest to facilitate what training is important and protect ourselves from the consequences. If we had the funds available to support internal training for our specialist operations, then we could develop more and actually build the workforce we need. At the same time as the not so high-profile jobs are being done. I guess it's like an Apprentice.

5. Very bad news I feel, we have had big problems in the past with the lack of interest from employers to take on trainees/apprentices. I feel both the Electrical and Telco industries will suffer. Also there are a large number of suppliers in both fields but my fear is the big ones Chorus is the example for Telco will FORCE their ideas on all this has occurred to some extent in our developments of the new Telco L3 and L4 but there are a number of smaller players trying to set the standards for ALL. It has also been in the news that Chorus may drop servicing the copper network etc, that is up to them BUT smaller companies will still do this type of work
6. The current model is underfunded
7. I believe that industry training such as water & wastewater on job training qualifications should be separate from polytechnic's who should focus on trades and other academic quals.
8. What I got from the recent meeting 8/3/19 was there is an obvious need to change how the Poly's are run and funded as they are struggling to maintain financial viability. However, the proposed changes to ITO's initially appear to be change for the sake of change. And will initially de-value the process.

9. A lack of detail means that we are guessing what the future state will look like. When further detail is released it would be easier to give more specific feedback.
10. Concern about both the cost and quality of NZIST based system and management of students.
11. Seems to be a lack of understanding of how much work will be involved in managing ITO students. Timelines for this proposal are too tight to do this seamlessly.
12. I support polytechnics coming under 1 umbrella as they cater mainly for the school leavers and offer more courses that require the majority of classroom time. With the ITO's often the business owners pay for the training so students will not have student loans thereby not having debt to pay when they start work.
13. It sounds like it will be very disruptive to a part of training that operates reasonably effectively already.
14. Don't change something that's working well, for different industries, outside ITO's there isn't anything for the civil construction! We are short of people coming into the industry. In all industries not just building, electric and plumbing. Civil and infrastructure need their share!
15. Reassurance from govt. to support the sector through this process.
16. Maintain communication with industry throughout the process - we are the end user.
17. To me, Polytechs provide generalized training and ITO's provide job specific specialized training and assessments - That is our strength, we need to preserve that specific training for our staffs' future no matter what happens.
18. Consideration needs to be provided to the fact that many workers in the industry are not academically inclined therefore capstone exams will not work. They prefer on the job training, not class based. We need trades people not academics.
19. Hoping for more accessible resources for independent or industry internal trainers.
20. This will result in less training being completed. The Civil industry is just starting to 'find its stride' now with this system. The change will push this back a long way.
21. Anything to inspire the students' journey for on and off job training would be great. Currently too disjointed and cumbersome to navigate.
22. The proposal has too short a consultation period and there is no indication of the actual structure or the end product.
23. The consultation process is greatly impacted by the March deadline and will compromise decisions to be made. The risks of centralizing have not been taken fully into account. We have had a most satisfactory relationship with our ITO and consider addressing difficulties with Polytechs should not be resolved in this manner.