

Reform of Vocational Education

HITO Will be coming to your place soon! We will be in touch with invites for face to face meetings in your region in the next few weeks.

Draft Questions and Answers

These are available for Board and Staff and Partners to use directly with employers and apprentices and interested parties.

Any media inquiries or questions from external parties must be directed to Kay.Nelson@hito.org.nz in the first instance.

What does this reform mean for me as an apprentice?

There is no change for you. You need to continue to work towards your apprenticeship in the same way as usual.

This change will not affect your qualification.

Your off-job training will still be provided under the current arrangements.

The proposal, if it is accepted, would require new legislation to be passed and would take a few years to implement. By that time, it is likely that you will have already finished your apprenticeship.

Meeting the needs of learners is at the heart of the proposed changes and The Government will want to ensure that you get your qualification with minimal disruption to you.

If the proposal was accepted the main difference would be that a tertiary education provider, rather than an industry training organisation (ITO), would work with your employer to support your learning (both on and off-job).

You can find more information at <https://conversation.education.govt.nz/conversations/reform-of-vocational-education/> where you can find a factsheet for learners.

Will I be able to complete my current apprenticeship with HITO?

Current arrangements for training and apprenticeships will continue for a few years, even if the proposal was accepted and implemented. By the time it is implemented, it is likely that you will already have finished your apprenticeship.

What does this reform mean for me as an employer?

As an employer with an apprentice and member of HITO, there are a number of changes that could affect you. These are:

- HITO would be disbanded as an organisation and you would no longer be able to be a member or have elected representatives from your industry on the Board.
- The current standard-setting and qualification role of an ITO would be handled by Industry Skills Bodies, which would receive funding from the Government and the Industry (balance to be determined) and be managed by Government.
- The Industry Skills Bodies role would be to forecast demand for skills/qualifications, advise on Industry needs, develop skills standards and qualifications, work with Centres

of Excellence on curriculum development, moderate assessments and advise TEC on funding priorities.

- The arrangement of on-job/apprenticeship training would shift from ITOs to a single government-owned polytechnic (New Zealand Institute of Skills and Technology).
- ITOs could apply to be an Industry Skills Body (ISB).

You can find more information at

<https://conversation.education.govt.nz/conversations/reform-of-vocational-education/> where you can find a factsheet for employers.

Does HITO support the proposed reform?

As a member organisation, it is HITOs responsibility to support what our members want.

We are supportive of a reform of the Vocational Education Training system as a whole and acknowledge there are issues that need addressing.

We are concerned that the successful apprenticeship training system may get lost in the proposed changes. The current ITO system was created in 1992 to address concerns that public tertiary institutions were not flexible or responsive enough to meet the industries' needs for skills.

ITOs are currently charitable organisations, owned and governed by industry members. Our Industry Training Organisation has strong industry representation and engagement, ensuring the qualifications and training are meeting our industries' needs. We have concerns that through separating the standard setting and training arrangement roles, industry input will be weakened.

We are concerned that shifting the oversight of workplace training for all industries to a single government institution will not be as responsive to the needs of the Hair and Beauty industries.

HITO currently work with ITPs across the country to deliver off-job training for our industries. We support reform to ensure the training provided remains sustainable and accessible across the country.

What can I do to help?

You are encouraged to provide feedback to the government by the 27 March deadline.

We will be running consultation sessions with our employers, apprentices, trainees, and our industries to hear the voices of our stakeholders and use them to provide feedback to the government.

We will be posting the dates and venues on our website and through our social media channels.

Please spread the word through your own channels to ensure we receive wide representation of opinions across our industries.

There are a number of ways to provide feedback directly to the government. These are identified on the government website:

<https://conversation.education.govt.nz/conversations/reform-of-vocational-education/>

You can provide online feedback, answer a survey, attend a meeting, or provide a submission.

What will the proposed reform mean for HITO staff?

There will be no changes until 2020, even if the proposal were to be accepted.

While the proposal is under consideration and until any new arrangements are implemented, HITO staff will continue to focus on its employers, trainers and learners to provide the best service possible to them.

If the proposed reform were to be agreed and implemented, the two current main functions of the ITO would be split between two organisations:

- Standard setting body, developing skill standards and qualification, moderation, advising on Industry needs, - would be part of an Industry Skills Body.
- Arranging training and supporting learners in the workplace - would be part of the New Zealand Institute of Skills and Technology.

Additional roles for Industry Skills Bodies would be forecasting demand for skills/qualification, working with Centres of Vocational excellence on curriculum development and advising TEC on funding priorities.

You can find more information at

<https://conversation.education.govt.nz/conversations/reform-of-vocational-education/> where you can find a factsheet for ITO management and staff.