



HAVE YOUR SAY

PROPOSED CHANGES TO INDUSTRY TRAINING

Kay Nelson, CEO,
New Zealand Hair and Beauty
Industry Training Organisation

INTRODUCTION

- The Government is proposing major changes to Vocational Education
- No decisions have been made yet
- Feedback closes **27 March**
- Feedback to cover:
 1. Whether proposals meet NZ's needs
 2. What you think would make them work in practice
 3. Whether they have missed any factors that need considering



MEETINGS ACROSS THE COUNTRY

- We want you to hear about what is proposed and have a voice in the process
- It is our responsibility to represent what our members and industry want, not just what we think
- And, for 2019 it will be business as usual for HITO and our apprentices



WHAT'S BEING PROPOSED

1. Redefined roles for industry bodies and education providers
2. A New Zealand Institute of Skills and Technology
3. A unified vocational education funding system

NOTE: There is very little detail at this time around how these would work in practice.



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

REDEFINED ROLES FOR ALL ITO'S

- Removing ITOs role in arranging training and giving this role to the providers
- Setting up Industry Skills Bodies that would:
 - Provide skills leadership/identify future skills needs
 - Set skill standards and approve programmes across the system
 - Set or moderate end of study assessments
 - Advise TEC's priorities for purchasing vocational education
- ITOs may apply to become an Industry Skills Body, but no guarantee



A NEW ZEALAND INSTITUTE OF SKILLS AND TECHNOLOGY

Bringing together 16 ITPs and Polytechnics into one

Providers would be responsible for arranging all on job and off job training (Add 140,000 apprentices and trainees to current 110,000 students)

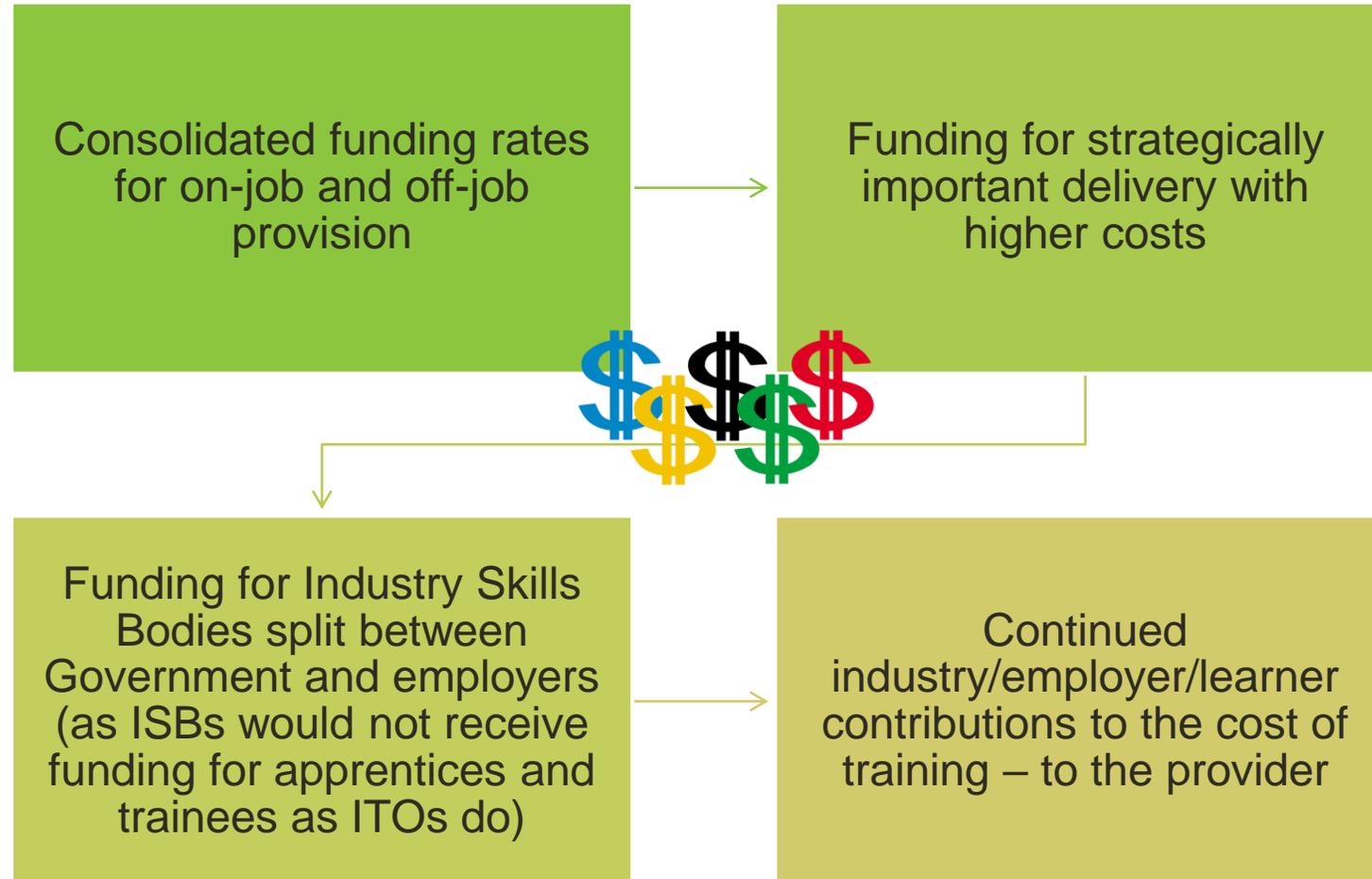
Each region to have a regional leadership committee to identify skills

Centres of Vocational Excellence to reflect regions

Some activities centralised at national office

Members of governing council appointed by the Minister

A UNIFIED FUNDING SYSTEM

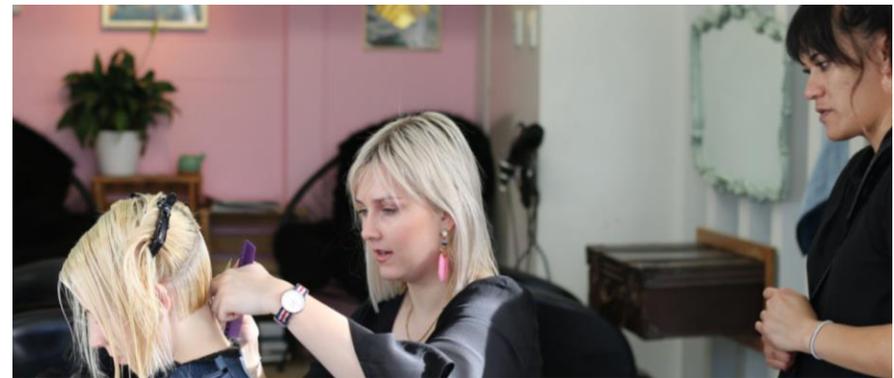


SUMMARY OF IMPACT TO INDUSTRY TRAINING

- ITOs in their current form would cease to exist
- Standard setting/qualification role remains in new Industry Skills Bodies
- Added role for Industry Skills Bodies for identifying future skills needs
- Facilitation of all on job and off job apprenticeship training goes to providers
- ITOs could apply to be an ISB
- Industry continue to contribute to the cost of training and also contribute to funding the new Industry Skills Bodies

WHAT ARE SOME CONCERNS?

- Successful apprenticeship training system may get lost in the proposed changes
- Too much change too quickly
- Representation and industry input may be weakened
- Separation of standard setting and training arrangements and ability of proposed ISB to hear your voice
- Responsiveness of an single polytechnic to be able to meet all industry needs



WHAT WILL HITO BE DOING NEXT?

- Concentrating on meeting the needs of our current apprentices and employers – business as usual
- Continuing with meetings across the country to provide information and hear your thoughts
- Providing a submission on behalf of our members and the industries we represent
- Collecting your comments and signatures
- Providing information and examples of comments and letters about what others are saying

WANT TO FIND OUT MORE?



- Ask us - we are here to help!

(04) 499-1180

support@hito.org.nz

www.hito.org.nz/news

- Ministry of Education Website

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



TIMING FOR CHANGE

- No decisions have been made yet
- **Feedback closes 27 March**
- **May/June – Government decisions about how to proceed**
- Feedback to cover:
 - ✓ Whether proposals meet NZ's needs
 - ✓ What you think would make them work in practice
 - ✓ Whether they have missed any factors that need considering

Please have your say and encourage your colleagues to give feedback – let us know how we can help



TELL THE GOVERNMENT TO KEEP WHAT IS
WORKING WELL

PLEASE HAVE YOUR SAY

1. Send an email with comments or suggestions to VocationalEducation.Reform@education.govt.nz
2. Fill in the online questionnaire (only answer the questions you want to)
3. Provide a written submission on behalf of yourself and others to VocationalEducation.Reform@education.govt.nz
4. Contribute to HITOs submission – fill in our comments form or send an email to support@hito.org.nz



EXAMPLES OF COMMENTS COMING TO HITO

"The govt wants are simple. Steal 140,000 apprentices off ITOs and charge them 5k per year to fund failing polytechs to the tune of \$700m annually."

Hairdressing Employer

"No employer friends of mine would employ a polytechnic trained student. I certainly wouldn't...because it's impossible to undo all their unskilled learning and start again with them."

Hairdressing Employer

"If we do have Industry Skills Bodies, they need to be in charge of all apprentices, assessment and moderation – this way they stay embedded in industry"

"I'm concerned about how well I would be represented by this new Industry Skills Board. HITO has elected Board members and staff who know and represent our industry needs."

"Hairdressing apprenticeships have been going for 50 years. Don't change what's working!"

"Too much change in one go. Keep the ITOs until the polytech system has been sorted."

EXAMPLES OF COMMENTS COMING TO HITO

"The current system ensures individualised training plans and support for trainers and apprentices. Polytechnics will take too long to get up to speed."

Hairdressing Employer

"Our needs are quite different to employers in other industries and the whole point of the set up of the ITOs in 1992 was to ensure training was responsive to our specific industries."

Industry representative

"Don't fix what's not working well at the expense of what is working well"

"We do not have managed apprenticeships run from polytechnics as our industry doesn't want them."

"I didn't want to go to a poly as I really wanted to learn in the workplace where it's all real and I can earn while I learn"

"The process is disrespectful to industry and taxpayers. Polytechnics, who have 110,000 students, had a year to recommend what it wants. ITOs who support 145,000 trainees and apprentices in 25,000 companies have six weeks to respond to a proposal that dismantles the part of the system that is working well."

Industry Training Federation

"There's no way I'm paying more towards the system. I already pay my apprentices and train them...and the young people today are not easy to train!" **Employer**