



Have your say about the skills leadership role of Industry Training Organisations

Background

The Government wants to restore the skills leadership role of industry training organisations

Industry training organisations (ITOs) are responsible for arranging traineeships and apprenticeships, and setting skill standards for an industry.

From 2004 to 2014, legislation required ITOs to have the ability to undertake skills leadership for their respective industries. This included identifying current and future industry needs, developing training plans to meet those needs, and promoting training to employers and employees.

In 2014, the Industry Training and Apprenticeships Act 1992 was amended to remove 'skills leadership' as a statutory function of ITOs. The previous Government intended ITOs to focus mainly on arranging training and setting standards, with other industry groups taking a bigger role in skills leadership alongside ITOs. ITOs have continued some skills leadership functions as directed by industry or required for their other functions.

The Government is now proposing to re-introduce ITOs' skills leadership role. There is also an opportunity to clarify how ITOs should demonstrate skills leadership for an industry, including through ITO recognition and quality assurance processes.

This proposed change is part of the wider education portfolio work programme. As announced in February, the Government has initiated a programme of work for the next three years that will champion a high quality public education system for all New Zealanders. This includes work on a programme of change for the institutes of technology and polytechnics (ITP) subsector and vocational education more broadly. The work programme for vocational education will take account of this more specific change to re-establish a skills leadership role for ITOs in legislation.

Proposals for change

The Government intends to reinstate a skills leadership role for ITOs. We seek your views on the nature of this role and how ITOs can best contribute to skills leadership.

Strengths ITOs bring to skills leadership include:

- industry employers and employees must be represented in their governance
- their role as standard setters requires keeping up-to-date with skills needs
- regular contact with employers (of all sizes) and employees through their role of arranging training
- understanding skills requirements and the broader tertiary education sector.

Potential skills leadership roles for ITOs include:

- communicating industry, employer and employee views on skills policy to government
- anticipating labour market changes and the effect of this on the quantity and type of skills required by the industry they represent
- influencing the practices of other industry bodies and employers (eg encouraging employers to train more employees)
- influencing other tertiary education organisations.

Government, iwi, industry peak bodies, occupational peak bodies, employee representatives, tertiary education providers and ITOs can all contribute to aspects of skills leadership. Their relative contributions vary by industry and occupation.

There is now an opportunity to identify more clearly, in legislation, the leadership role ITOs should play, taking account of the interests and contributions of others.

Questions

1. Should the skills leadership role be a legal requirement for ITOs?
2. What should be the skills leadership functions of ITOs? Whose behaviours should ITOs seek to influence, and how? Whose interests should they consider?
3. What other organisations should ITOs be partnering with to effectively deliver a skills leadership role?
4. How should ITOs ensure that the needs and interests of other stakeholders are represented?

How to have your say

We are seeking your views on the skills leadership role of industry training organisations.

You can email your submission to consultation@education.govt.nz or write to:

Education Consultation
Ministry of Education
PO Box 1666
Wellington 6140
New Zealand

Submissions close on **13 April 2018**.

Personal information and confidentiality

Submissions and documents associated with the consultation process meet the definition of official information, and are therefore subject to the Official Information Act 1982.

Please clearly indicate in your submission if you do not want your name to be included in any summary of submissions that we may publish.

Further information

If you have any questions about making a submission, or would like more information, please email consultation@education.govt.nz