Briefing Note: Meeting with the TEU on 31 August 2018

To: Hon Chris Hipkins, Minister of Education

Date: 30 August 2018

Security Level: In Confidence

Drafter: Mereana Latimer

Key Contact: Andy Jackson

Messaging seen by Communications team: No

Priority: Medium

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Purpose

The purpose of this paper is for you to:

Note the background information, talking points and agenda for your meeting with the Tertiary Education Union (TEU) on 31 August, at 4.30pm.

Note this briefing will be proactively released, subject to any redactions consistent with the Official Information Act.

Summary

- The TEU has not confirmed who will attend.
- No specific agenda items have been requested, but officials met with Sharn Riggs (National Secretary) on Wednesday 29 August and have reflected areas of particular interest that were raised in that meeting in this briefing.
- Suggested talking points are attached as an Annex.
- Officials Grant Klinkum and Katrina Sutich will attend in support.

Andy Jackson
Group Manager
Graduate Achievement, Vocations and Careers

30/08/2018
Background

1. You are meeting the TEU on 31 August, from 4.30 to 5pm. The meeting will be held in your office.

2. The TEU has not provided an agenda. We expect Sandra Grey (President) and Sharn Riggs (National Secretary) to attend.

3. You last met with the TEU on 27 August 2018, as part of a combined meeting with other education unions. At this meeting, the TEU raised the following points for discussion:

   a. ITP Roadmap 2020 (relating to the future of institutes of technology and polytechnics (ITPs))
   b. pay equity and the gender pay gap
   c. initial teacher education (ITE)
   d. wellbeing for staff, and wellbeing in ITE.

4. Ministry officials met with Sharn Riggs on Wednesday 29 August. The main areas of interest she signalled were the ITP Roadmap and the vocational education and training (VET) system review. Other points of interest were:

   a. the Lincoln/Canterbury University merger
   b. the Review of the Performance Based Research Fund (PBRF)
   c. the Education Conversation.

5. Talking points to further discuss some of the points above are included in the Annex.

6. You last met individually with the TEU on 10 July 2018. You thanked the TEU for its engagement in education review processes, particularly ITP Roadmap 2020 and the vocational education and training (VET) system review.

Current issues for the TEU

7. A key issue for the TEU will be the ongoing financial sustainability and operational model for VET. It will be interested in the next steps for the ITP Roadmap 2020 and VET system review.

ITP Roadmap 2020

8. The Tertiary Education Commission (TEC) is advising you on options for a sustainable future ITP network that delivers quality vocational education and training across New Zealand. A preliminary discussion with you was held at the strategy session on 28 August, with final advice to follow in late September.

9. The TEC has been working with the ITP sector and other stakeholders to gather feedback on ITPs currently, identify the problems and opportunities and explore options for the future network. The TEU has been involved in this work in a number of ways:

   a. Sandra Grey (TEU President) and Sharn Riggs (TEU National Secretary) are on the Integrated Working Group
   b. Sandra and Sharn participated in a co-design workshop on 9 and 10 August, to explore a small number of potential models for the future ITP network that will feed into TEC’s its advice to you
   c. the TEU has also been closely involved in the ITP regional engagement programme by organising and supporting the staff meetings.
Review of the VET system

10. In April 2018, you directed Ministry officials to consult with sector stakeholders on their experiences with VET [METIS 1119389 refers]. Officials have engaged with stakeholders throughout New Zealand, including the TEU on several occasions, to better understand their perspectives on the VET system. The TEU recognises that changes have to be made, and we are continuing to work with the TEU (and other stakeholders) to understand challenges and opportunities for the VET system.

11. On 5 July 2018, we provided you with our initial findings and proposed next steps [METIS 1126645 refers]. On 1 August 2018 officials workshopped these findings with you. We are currently working to develop a proposal for Cabinet consideration in the coming months.

12. The TEU is very interested in what options you are thinking through and when information on next steps will be available. They are keen to be more involved.

13. Given the current state of thinking on changes to the VET system, we recommend your conversation focus on your aspirations and process for the review.

Government intervention in Unitec and Whakarewa New Zealand

14. The TEU was supportive of your intention to dissolve Unitec’s council and replace it with a commissioner, when consulted in July. The TEU also published a separate report on Unitec’s issues.¹ The report was based on the views of 21 TEU members at Unitec, and is critical of previous decisions made on Unitec’s restructuring.

15. The TEC has told the TEU of your possible need to dissolve the combined Council of Whakarewa and Wellington Institute of Technology (WelTec). You also publicly announced this proposal, subject to consultation, on 23 August.²

16. The unions are also aware that the Crown has agreed to provide a total of $65m in financial support to Unitec and Whakarewa. This information was also included in your announcement on 23 August.

17. The TEC has previously provided full advice on the financial support for Unitec and Whakarewa (C/18/00444 refers), the appointment of a commissioner at Unitec (B/18/00489 refers) and the potential need to dissolve the combined Council of Whakarewa and WelTec and replace it with a commissioner (B/18/00508 refers).

Lincoln / Canterbury merger

18. Lincoln University and the University of Canterbury have signed a Memorandum of Understanding to explore partnership and merger options. The TEU reports that its membership at Lincoln has dropped to around 350 staff and it expects a significant drop in staff numbers as a result of the merger. The TEU will be seeking an update on the process.

PBRF

19. The TEU has expressed an interest in the 2019 Review of the PBRF, and has engaged with yourself and Ministry officials on this. The TEU is interested in when the review will commence and potential impacts on staff.

¹ http://teu.ac.nz/2018/08/unitec-commissioner-warned/
20. The Ministry of Education has provided you with a draft Cabinet paper seeking agreement on the terms of reference for this review for your consideration. We anticipate Cabinet will consider this in September.

21. The review is intended to commence in mid-2019 following release of the quality evaluation results in the second quarter next year.

The Careers System Strategy

22. The TEC is leading work on developing a new Careers System Strategy. TEC will commence implementation of the strategy in December 2018.

23. The Careers System Strategy is of particular interest to the TEU and they have been meeting regularly with the TEC as part of the co-design of this strategy. The TEU may be interested in an update. Talking points are included in the Annex.

24. The strategy is collaboratively led and addresses current concerns related to information, advice, support and cohesion across the education to employment pipeline for the lifetime of learners aged 7 to 74.

25. The strategy will consider the roles of all users – parents, learners, educators, employers, the unemployed, and broader government.

Governance arrangements of TEI councils

26. The Government is restoring staff and student representatives to TEI councils through the Education Amendment Bill (the Bill). The Bill is currently before Select Committee. The Select Committee voted to report the Bill back to the House on 28 August. They are likely to do this by Monday 3 September. The Committee's proceedings are confidential until this report back takes place.

Education Conversation and wellbeing

27. The TEU is interested in an update on what next and the outcomes of the Education Conversations. They are especially interested in themes which have a wellbeing, social and community focus.

Māori education initiatives

28. As part of a TEU campaign, the Hon Kelvin Davis, Associate Minister of Education, received postcards stating that all policy and actions in tertiary education must be shaped by Te Tiriti o Waitangi. The TEU postcards stated that honouring commitments to Te Tiriti means delivering an accessible tertiary education system where Māori can participate fully and achieve fully as Māori. Each postcard included a suggestion for how this could be achieved.

29. Key themes of the suggestions included the importance of:
   a. working alongside Māori communities
   b. listening to Māori students' and whānau voices.

30. Ka Hikitia (the Māori Education Strategy) and Tau Mai Te Reo (the Māori Language in Education strategy) are being refreshed as part of the Education Work Programme. This provides an opportunity to strengthen the education system's response to Māori identity, language and culture, and lift Māori educational wellbeing and achievement.

31. Ka Hikitia and Tau Mai Te Reo will inform, and be informed by, other components of the Education Work Programme. For example, the Education Workforce Strategy and the Review of Tomorrow's Schools. We will also continue to engage with Māori communities as part of Kōrero Mātauranga to inform the Education Work Programme.
32. The TEU are keen to be involved in the upcoming Māori Education Engagement Hui and officials have provided the TEU with a schedule for these Hui.

Initial teacher education (ITE)

33. An ITE Advisory Group drawn from across the ITE system has worked with the Education Council since early 2018 to provide expert advice and guidance on the Council’s proposals to strengthen ITE. A summary of the Advisory Group’s advice to date is available at https://educationcouncil.org.nz/content/initial-teacher-education-advisory-group.

34. Draft new ITE Programme Approval Requirements were made available for consultation on 2 August 2018, with the consultation period due to close on 17 September, 2018. The consultation uses a semi-structured survey with opportunities to provide wider feedback. Ministry officials are working with the Education Council to refine and strengthen the draft Requirements.

35. You have indicated an interest in innovative ways to deliver ITE. The draft Requirements are flexible enough to accommodate alternative ITE pathways, which could include apprenticeships. The draft also proposes requiring providers to engage in authentic consultation with key stakeholders, including whānau, hapū and iwi, alongside the teaching profession, in the design of programmes.

Teacher supply

36. The TEU may raise concerns about declining enrolments in ITE. Talking points on your teacher supply package are included in the Annex.

Pay equity and equal pay for women

37. The TEU advocates for pay equity and equal pay for women. Talking points on the Government’s work to address pay equity concerns are included in the Annex.

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3 https://educationcouncil.typeform.com/to/MLbwNc.
Annex: Talking Points

Vocational education and training review

- I am considering advice about opportunities to strengthen VET by addressing unclear roles and inconsistent leadership, lack of regional access, poor interconnectedness, poor skills matching, inequitable outcomes for some groups of people and counter-productive, system-driven competition.

- I am considering what further engagement should be carried out before making my final decisions. I will report to Cabinet about my proposed approach later in 2018.

- This work aligns with the objectives of ITP Roadmap 2020.

ITP Roadmap 2020

- The TEC will soon provide me with options for a sustainable ITP network that delivers quality vocational education and training across New Zealand.

- I encourage you to continue engaging with Government on this issue.

- I am interested to hear how you feel the process is going so far.

Governance arrangements of TEI councils

- It is Government policy to restore elected staff and student representatives to university, institutes of technology and polytechnic councils through the Education Amendment Bill, which is currently before the Select Committee and will shortly be reported back to the House.

Careers System Strategy

- The decision for the TEC to become the home for Careers NZ in July 2017 has allowed for the emergence of new thinking and new ways to directly respond to challenges at the coal-face.

- We know New Zealand’s careers and skills system is fragmented.

- The TEC is leading a co-design process to develop a system strategy that supports New Zealand businesses, learners, people preparing to work, people already in the workforce, and those that have disengaged from education and are not in employment. I encourage you to continue to engage with this co-design process.

- The Ministry of Education is also doing some work on how to improve careers education in schools, and I expect they’ll be in touch with sector stakeholders in due course, as they develop their thinking.

Unitec and Whitireia/ WelTec

- Thank you for your support and feedback on my recent decisions to dissolve the governing Council of Unitec and to consult on a proposed dissolution of the joint governing Council for Whitireia and Weltec.

- Government is working to minimise disruptions for staff and students at both of these institutions during this time.

Lincoln / Canterbury merger

- Lincoln University and the University of Canterbury have signed a Memorandum of Understanding to explore partnership and merger options.

- A formal proposal is expected by the end of 2018.
Review of the PBRF

- Thank you for your thoughts and advice on what should be considered in the 2019 review of the PBRF, and how we might engage with staff in the sector on this review.
- I am currently considering the draft terms of reference for the 2019 review of the PBRF.

Pay equity and equal pay for women

- The Government continues its strong commitment to improve pay for New Zealand women, and is actively working to increase pay for low income women. On 14 August, education support workers settled their 12 year battle for pay equity.
- The Government has also lifted the minimum wage, and has committed to ending the gender pay gap in the public sector.

ITE

- Since the beginning of this year, an ITE Advisory Group has worked with the Education Council, to provide expert advice and guidance on a range of proposals made by the Council to achieve stronger, future-focused ITE.
- A summary of the Group’s advice to date is available on the Education Council website, together with the new draft Programme Approval Requirements for consultation. The consultation period opened on 2 August 2018, and is expected to close on 17 September 2018.
- If you have not done so already, I encourage you to engage in the consultation process and have your say on the draft Requirements.

Teacher supply

- In December 2017, I announced a $9.5 million teacher supply package to support more graduates into permanent teaching positions, support experienced teachers back into the profession and recruit new graduates into teaching.
- Budget 18 included $20 million of funding over the next four years to continue providing this support.

Māori participation and success in tertiary education

- How can the Government better support a tertiary education system where Māori can participate fully and succeed as Māori?