**Briefing Note: Education to Employment Matters Meeting 13 November 2018**

<table>
<thead>
<tr>
<th>To:</th>
<th>Hon Chris Hipkins, Minister of Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date:</td>
<td>1 November 2018</td>
</tr>
<tr>
<td>Priority:</td>
<td>Medium</td>
</tr>
<tr>
<td>Security Level:</td>
<td>In Confidence</td>
</tr>
<tr>
<td>METIS No:</td>
<td>1159750</td>
</tr>
<tr>
<td>Drafter:</td>
<td>Patrick McKibbin, Business and Employer Liaison Manager</td>
</tr>
<tr>
<td>DDI:</td>
<td></td>
</tr>
<tr>
<td>Key Contact:</td>
<td>Rose Jamieson, Deputy Secretary (Acting) Parent Information and Community Intelligence</td>
</tr>
<tr>
<td>DDI:</td>
<td></td>
</tr>
<tr>
<td>Messaging seen by Communications team:</td>
<td>Yes</td>
</tr>
<tr>
<td>Round Robin:</td>
<td>No</td>
</tr>
</tbody>
</table>

**Tēnā koe Minister,**

**Purpose of Report**

This paper provides you with information to support your attendance at the Education and Employment Matters meeting on 13 November 2018. We have attached the agenda and bullet points for both your speech and individual topics.

**Agree** that this briefing will be proactively released.

**Agree / Disagree**

---

Rose Jamieson  
Deputy Secretary (Acting) Parent Information and Community Intelligence  

Hon Chris Hipkins  
Minister of Education
Background

1. The Education to Employment meeting on 13 November follows on from the first gathering held on 12 April 2018. The agreed outcomes of this meeting included:
   - developing a deeper understanding of the groups involvement with education, training and young people
   - collecting data and input from attendees and their businesses through a survey
   - to establish smaller sub groups around industries
   - seeking their views to Kōrero Mātauranga, and
   - an agreement to hold future meetings.

2. You were provided with an Education Report in July on the results of the survey we undertook [METIS 1136624 refers]. This survey provided rich data and indicated that 95% of employers surveyed felt that they had a role in guiding young people into pathways for their future careers. 91% of employers stated that they would be willing to have their staff visit schools to talk about employment.

3. Since April, we have continued our engagement with representatives from employers, business and industry as well as the philanthropic community.

4. Currently 28 people have indicated that they are attending the November meeting. A biography of each attendee is attached as Annex 1. This includes many of the attendees of the first Education to Employment Matters meeting, and 14 new attendees. A full list on invitees, including Ministry of Education staff is included in Annex 2.

5. Two members of the group (Anna Curzon from Xero and Fraser Whineray from Mercury Energy), were appointed to the Prime Minister’s Business Advisory Council. They have indicated they are unable to attend the November meeting.

Agenda and Expected Outcomes of the Meeting

6. Iona Holstede, Secretary for Education, will host the meeting and will introduce you. A copy of the agenda for the meeting is attached as Annex 3.

7. It is envisioned the meeting will continue to build the relationship between employers, business and industry with the education system. Other possible outcomes of the meeting may include:
   - creating opportunities to develop localised curriculum between schools and employers, which will assist learners in future employment
   - building the Ministry’s knowledge of what employers, business and industry need from the education system
   - opportunities for students to engage with the world of work.

8. Attendees were asked to provide us with items they wish to discuss. We have developed their questions into four main themes;
   a) developing a curriculum that is meaningful for local contexts and industries
   b) developing skills for the future
   c) creating strong relationships and collaboration
   d) mental health and wellbeing
Bullet Points for your Speech and Individual Topics

9. We have prepared bullet points for your speech about the relationship between the business community and the education sector, attached at Annex 4. We have also prepared a set of supporting bullet points about individual topics for you, attached at Annex 5.

Proactive Release

10. We recommend that this Briefing is proactively released as per your expectation that information be released as soon as possible. Any information which may need to be withheld will be done so in line with the provisions of the Official Information Act 1982.

Annexes

Annex 1: Biographies of invitees
Annex 2: List of attendees
Annex 3: Agenda
Annex 4: Bullet points for the Minister's speech
Annex 5: Supporting bullet points on individual topics
## Annex 1: Biographies of invitees

This document provides a summary of the attendees, their role, company information and education related information if available.

<table>
<thead>
<tr>
<th>Name, Title and Organisation</th>
<th>Information</th>
</tr>
</thead>
</table>
| Andrew Slater CEO Homecare Medical | Homecare Medical is a Social Enterprise. They run telehealth services, which offer free health, mental health and addictions support across digital channels. Andrew’s background is in the health sector where he has held roles in transformation, strategy, human resources and change management. He first got involved with Homecare Medical to develop our telehealth and mHealth strategy and is now fully on board as Homecare Medical’s first CEO. **Useful education specific information.**  
  - Homecare Medical recently just had the one year anniversary of the ‘1737’ service. This service has the aim to put into the pockets of every New Zealander access to a 24-hour, seven-day professional counselling in a way that would resonate with them.  
  - Homecare Medical indicated they have issues recruiting suitably qualified ‘digital health’ professionals in NZ where no degree level courses are available. They therefore recruit from the Philippines where digital health is well catered for in the university system. They would prefer to recruit in NZ. |
| Andrew Maclean National Board Member Federated Farmers | Federated Farmers is New Zealand’s leading independent rural advocacy organisation. Andrew is currently Co-opted National Board Member for Federated Farmers. He has had a career portfolio that spans listed businesses, public/private partnerships, infrastructure/ facilities projects, agribusiness, tertiary and public sector developments. **Useful education specific information.**  
  - Federated Farmers launched their Apprenticeships towards the end of 2017 in conjunction with Primary ITO.  
  - A year after the launch of a joint dairy apprenticeship scheme about 240 people have registered their interest, with more than 40 of them from Auckland. It is getting good feedback and demand is high. |
**Andrew Norton**  
Group General Manager  
Human Resources  
KiwiRail

KiwiRail is a Kiwi owned logistics partner growing New Zealand.

Andrew Norton is a highly experienced Human Resources leader with a track record in both large public and commercial organisations. Andrew has previously held senior and executive roles with Public Service Association (PSA) NZ, Auckland District Health Board and his most recent role, Executive General Manager Human Resources for Downer in Australia.

**Useful education specific information.**

- KiwiRail, in partnership with Siemens, hosted more than 80 New Zealand business leaders in Auckland in September 2018 to discuss The Purpose and Future of Work. They heard compelling insights from Minister of Finance Grant Robertson and business leaders Simon Moutter, Sinead Boucher, Frances Valintine and Ian Simpson. In a world where 50% of the population is now under 30, New Zealand leaders are faced with enormous challenges, but also opportunities to create a sustainable and inclusive economy.

---

**Bruce Plested**  
Chairman  
Mainfreight

Mainfreight is a global supply chain business with over 240 branches around the world.

Bruce was appointed to the Board 1978 - With Mainfreight since 1978

As Chairman and Founder, Bruce shares his vision for the Company with the Mainfreight team, bringing a particular focus to quality and culture. Likewise, his strongly-held beliefs relating to the importance of education and of recycling/sustainability, continue to positively shape the Company’s behaviours.

---

**Craig Hudson**  
Country Manager NZ  
Xero

Founded in 2006 in New Zealand, Xero is one of the fastest growing software as a service companies globally.

Craig is Country Manager for New Zealand. He is a key member of the global sales leadership team, responsible for driving relationships with government, financial institutions, enterprise, and promoting the small business economy.

**Useful education specific information.**

- Xero have been progressing their Lifelong learning platform. As part of our work we have connected them to LearnCoach, Joy Business Academy, (both attended the initial Education to Employment meeting) and Manurewa High School.
LearnCoach supports students... because some people need serious help. In 2015 with the help of hundreds of teachers and thousands of parents, over 150,000 students per year are getting FREE tutorial support every year on the LearnCoach website. Through this initiative, LearnCoach is set to help over 1,000,000 New Zealand students by 2020.

David is the founder and CEO of LearnCoach, which provides learning support to secondary and tertiary students, inspiring them towards a better future. Dave was named Young New Zealander of the Year in 2018.

**Useful education specific information.**
- Dave has been expanding his offering beyond NCEA and now offers online tutorials for university courses in 4 NZ universities.
- Dave has been involved in the NCEA review. He has willingly given up his time to be engaged.
- He is working with Fusion Networks to digitise their Intern Pathway Programme as a way of allowing it to be scaled. This occurred directly as a result of the first Education to Employment Matters meeting.

Fusion Networks provide bespoke technology solutions for business and schools in the Manaiakalani Cluster.

David is the General Manager

**Useful education specific information.**
- Fusion have developed the Fusion Networks Intern Pathway Programme that was co-created to try and bridge the gap between schools and employment in the technology sector. This programme combines practical workplace and academic learning, with the outcome a well-trained and practical employee. The programme is delivering an innovative learning experience that is relevant and valuable to students, their career aspirations, and is aligned to technology industry.
- Fusion Network CEO Andrew Gurr has been involved in the NCEA review, Tomorrows School review and also the Future Workforce Review. He has willingly given up his time to be engaged. He is working with Datacom (The Big Shift Education) and LearnCoach directly as a result of the first Education to Employment Matters meeting.
<table>
<thead>
<tr>
<th>Debbie Pattullo</th>
<th>Toyota New Zealand Limited is the importer and distributor of new Toyota and Lexus vehicles to New Zealand. It also imports used vehicles from Japan and refurbishes them at its former assembly plant in Thames. Debbie has held roles in Toyota and Lexus including Marketing, Sales, Operations, and People. She now sits on the Toyota NZ senior management team based in Palmerston North. Debbie was introduced to the Ministry of Education by Phil O’Reilly.</th>
</tr>
</thead>
</table>
| **Proactively Released** | **Useful education specific information.**  
- Toyota have a very active training programme for most functions across their dealer network, “The Toyota Way” which is based on their Japanese parent’s programmes. It is very well respected in the NZ mobility sector.  
- We asked Debbie / Toyota to participate in the Future Pathways Expo for 1200 excited North West Auckland Yr 7, 8 & 9 students from the 10 schools in @whiriatetangata Kahui Ako (Community of Learning) in August 2018. They sent a team and spent the day exciting young people about mobility, and the future of transport. |
| Debbie Howarth | The New Zealand Defence Force is the organisation, in partnership with the Ministry of Defence, responsible for delivering Defence.  
Debbie is responsible for orchestrating and coordinating business support to and from Defence, providing advice to business on how to deal with Defence and acting as a ‘single point of entry’ for Defence’s industry, business and supplier relations. |
| **New Zealand Defence Force (NZDF)**  
**Director - Industry Engagement** | --- |
| Des Flynn | The Warehouse Group was founded by Sir Stephen Robert Tindall, KNZM, who opened his first The Warehouse store on Auckland’s North Shore in 1982. Born in 1951, Stephen attended Takapuna Grammar School. They are prominent employers in most towns in NZ.  
Des joined The Warehouse in 2009 and has held roles including Marketing, COO, and Head of Customer Support. **Useful education specific information.**  
- The Warehouse are supporters of young people through education initiatives including:  
  - Red shirts in Schools and Red Shirts in Communities  
  - Retail Management Degree at Massey University  
- The Warehouse Group raised $5.3m for communities in the FY18, making a total of $62m since 1982.  
- Sir Stephen Tindall established the Tindall Foundation which supports young people and families around NZ through philanthropic grants. |
| **Head of Stakeholder Engagement & Public Policy**  
**The Warehouse Group** | --- |
<table>
<thead>
<tr>
<th>Fiona Kingsford</th>
<th>Competenz is one of New Zealand’s industry training organisations. They work with over 3,500 companies and 20,000+ learners in 36 industries around New Zealand each year to build skills, careers and businesses. Fiona has been with Competenz since 2008 and has been their CEO for almost 3 years.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Glenn Duncan</td>
<td>BCITO is the largest provider of construction trade apprenticeships in New Zealand. Glenn has been a member of the BCITO team since 2011, firstly as Area Manager for Auckland, and then as Group Manager Apprentice Training Group since 2014.</td>
</tr>
<tr>
<td>GM of Apprenticeships BCITO</td>
<td></td>
</tr>
<tr>
<td>James Coddington</td>
<td>James started Joy Business Academy (JBA) in 2013 with the goal to change people’s lives through the teaching of life and business skills by giving individuals the opportunity to own and run their own ice cream business. Through this experience it showed the massive skills gap that was evident when starting a business as well as the skills employers were looking for from University graduates. <strong>Useful education specific information.</strong></td>
</tr>
<tr>
<td>CEO Joy Business Academy</td>
<td></td>
</tr>
</tbody>
</table>
|                                | - JBA have been working hard at introducing their online skills game and launched this with backing of MSD, Xero and the BNZ in July 2018. They launched two business education-themed video games, Restaurant Tycoon and Tech Tycoon, which provide an immersive, interactive experience that lets players create and operate their own small business in the virtual world – learning key business skills and principles in the process. They tested it with young people in schools and had some excellent results.  
- The connection with Xero came directly from the work that MOE has been doing with employers business and industry. |
| Janet Faulding  
CEO  
Seek NZ | SEEK is listed on the Australian Securities Exchange where it is a top 100 company employing over 6,000 people and with a market capitalisation close to AU$6 billion. SEEK makes a positive contribution to people’s lives through connecting more people to relevant job opportunities using its marketplace scale and technology to build radically more efficient and effective employment marketplaces.  

Janet Faulding’s career has taken her to Turkey and back, and through a myriad of industries. However, what has remained a constant is her aptitude for leading people and embracing change.  

**Useful education specific information.**  
- Seek are looking to bring their successful Australian volunteer platform to NZ in the near future. This platform connects young people to organisations who need volunteers and provide the young person with skills and experience which is valued by employers. |
| Jennifer Gill ONZM  
CEO  
Foundation North | Foundation North holds in trust for the Auckland and Northland communities an endowment of over a billion dollars.  

In 2004 Jennifer became CEO of Foundation North after 10 years as Executive Director of Fulbright NZ. Her career in philanthropy began in 1985 when Sir Roy McKenzie appointed her as the Executive Officer of his personal foundation, the Roy McKenzie Foundation.  

**Useful education specific information.**  
- Jenny was the main instigator for the engagement between philanthropy education funders and MOE in August 2018. This was the first time that these two groups had ever met as a group. |
| Jolie Hodson  
Customer Director  
Spark | Spark is one of NZ leading digital companies. They believe digital can make a positive impact on NZ social and economic wellbeing – enabling stronger, safer, more connected communities (even in the most remote rural areas), opening more opportunities for our children (regardless of their socio-economic backgrounds), and improving health outcomes for New Zealanders of all ages and walks of life.  

Jolie has become the Customer Director as part of the recent changes at Spark to introduce agile working across their business. As Customer Director Jolie understands dynamic, competitive markets and focuses on developing clear insight into what customer’s value, what makes the business more competitive and what delivers value for Spark New Zealand. Jolie joined Spark in 2013 as CFO before becoming CEO Spark Digital in October 2016. Prior to joining Spark she worked for 12 years with the Lion Group and Deloitte in a range of senior finance roles.  

**Useful education specific information.**  
- Spark run the Spark Foundation which is involved in many digitally based education initiatives. They have recently re-vamped their support portfolio to include the 21C ‘Be Like a Boss’ initiative in schools throughout NZ. |
Kerry Topp  
Associate Director, Transformation & Innovation  
Datacom

Datacom are New Zealand’s largest IT company with over more than 4,880 staff, working in 30 different offices in New Zealand, Australia, Malaysia, The Philippines, Vietnam the US and the UK, focused on designing, building and running IT systems and process for business.

Kerry is a passionate business & technology leader who is driven to improve corporate innovation, venturing and developing an adaptable, high-performance culture and capability within Datacom, and their key customers. Kerry has been working in the tech industry for almost 20 years. Kerry is the Chairman of the Wynyard and Manukau Innovation Neighbourhoods – two associations of like-minded, non-competitive company executives who have come together to build up NZ’s innovation profile on the global stage.

Useful education specific information.
- Kerry is a Board Member on the Auckland Innovation Advisory Board chaired by Sir Stephen Tindall. Two of the key areas of focus for both these groups is the development, attraction and retention of great tech talent in NZ and how to amplify cultural engagement across the businesses he works with.
- Kerry is very focused on helping young people and hosted the YTech 2K18 youth conference at Datacom.
- Kerry is leading innovation work involving employers and community that they have called “the Big Shift Education”. This is about connecting young people to technology.

Kieren Mallon  
Director  
Meridian Construction

Meridian Group is a family business, founded by Kieren and Cath Mallon in 1995. The original construction side of the firm has been active in Auckland and throughout New Zealand, since 1989. We are an Auckland based, medium-sized firm – big enough to handle the big jobs, but still small enough to care – with a strong work ethic and a solid financial history.

Kieren has been involved in the construction industry for nearly 30 years, and has spent the last 22 years running several of his own businesses based in Auckland.
| Lyn Amos                                      | Auckland Airport is the third busiest international airport in Australasia. They play a significant role in supporting New Zealand businesses, with around $15 billion worth of freight passing through the airport every year. Around 15,000 people, across more than 100 businesses, work there. |
| Business Development Manager                  | **Useful education specific information.**  
| Auckland Airport                              | • Lyn is responsible for the day to day success of the Ara (Auckland Regional Airport) Jobs and Skills Hub. This hub connects South Auckland secondary students with work experience at the airport to support their NCEA studies. In 2017 68 students from five schools, Aorere College, Māngere College, Manurewa High School, Southern Cross Campus and Onehunga High School, took part in our work experience programme. |
| Megan Darby                                   | Ecochill are a family owned and world leading natural refrigeration technologies. |
| CEO                                           | Megan is the CEO and Founder along with her husband. Megan is passionate about young people, in particular young girls, getting into STEM, and does much work in this area. |
| Ecochill                                      | **Useful education specific information.**  
|                                               | • Megan is founder and Chief ESTEAM officer for InKIND NZ that supports young people to challenge their current realities and enable them to understand future possibilities through building ESTEAM - Entrepreneurial, Science, Technology, Engineering, Arts, and Maths skills. |
| Michelle Taggart                               | Founded in 2006 in New Zealand, Xero is one of the fastest growing software as a service companies globally. |
| Learn Lead                                    | Michelle is leading the Xero development and implementation of their education sector channels and content for the lifelong learning platform. She is building partnerships and managing relationships within the NZ education sector to deliver great student experiences and work-ready graduates in the NZ economy. |
| Xero                                          | **Useful education specific information.**  
|                                               | • Xero have been progressing their Lifelong learning platform. As part of our work we have connected them to LearnCoach, Joy Business Academy, (both attended the initial Education to Employment meeting) and Manurewa High School. |
International Business Machines Corporation (IBM) is an American multinational information technology company headquartered in Armonk, New York, United States, with operations in over 170 countries.

Mike Smith is Managing Director of IBM New Zealand. He began as MD in October 2016, joining from Spark Digital where he was General Manager of Cloud and Sourcing.

Useful education specific information.
- IBM are currently working with MOE to bring their successful P-Tech programme to NZ. P-Tech connects young people to employers with curriculum capability and is now in 200 schools around the world. Recently Pauline Cleaver and Stuart Wakefield from MEO visited the P-Tech school in Ballarat Australia to have a first-hand look at the programme.

Hawkins / Downer Group has a long history in the construction sector in NZ. In 1983 privately owned engineering and construction business, McConnell Dowell merged with Hawkins Holdings Limited and they continued trading as part of McConnell Dowell. In April 2017 Downer acquired the Hawkins’ businesses.

Nancy McConnell has over 40 years’ experience in marketing and communications and has led the Corporate Affairs function for Hawkins since 2013. Nancy McConnell is committed to building relationships between business and the wider community in relation to contextual education pathways and work opportunities.

Useful education specific information.
- Nancy leads Hawkins’ community involvement by collaboratively partnering with educators, trainers, community and iwi to develop effective pathways that harness potential, particularly for those who are disadvantaged.
- She is a key collaborator in a number of organisations working in this area including Maori & Pasifika Trades Training throughout New Zealand.
- Nancy is also involved in Ara at Auckland Airport and is passionate about youth pathways.
- Nancy is passionate about making a substantial contribution 'in kind' to impact the social transformation of the communities that the people of Hawkins work and live in.
| Nigel Davenport  
CEO  
Aoraki Developments | Aoraki Development is the economic development agency for the Timaru District we’re passionate about this region and we are committed to working with individuals, businesses and industry sectors to grow the profile and well-being of this great district.

Nigel has over 30 years’ experience in the financial services sector and brings a varied set of business skills, knowledge and networks to the role of Chief Executive of Aoraki Development. |
|---|---|
| Rachel Simpson  
Manager – Education, Skills and Immigration  
BusinessNZ | BusinessNZ is committed to New Zealand’s success – sustainable growth through free enterprise. Advocating for enterprise and promoting the voice of thousands of businesses across New Zealand, we work for positive change through new thinking, productivity and innovation.  

Rachel has recently taken over from Carrie Murdoch. She was previously Head of Strategy at Skills NZ (ITO) |
| Sam Sefuiva  
Board member  
Maori & Pasifika Trades Training Auckland | Māori and Pasifika Trades Training Auckland is a group of training and industry organisations working together to help Māori and Pasifika become leaders in the trades. We partner with training and industry organisations to connect trainees with those in the know about their chosen trade.  

Sam is the former New Zealand Human Rights Commission’s Principal Advisor Race Relations. He worked with other public and community agencies in the mid-1970s to promote the work of the former Māori Trades Training Scheme in the 1970s, and in 1986 he helped found the Pacific Business Trust. He says the current MPTT programme is creating direct pathways into the trades for Māori and Pasifika Aucklanders. |
| **Siobhan Gallagher**  
Group Director, People  
Datacom | Datacom are New Zealand’s largest IT company with over more than 4,880 staff, working in 30 different offices in New Zealand, Australia, Malaysia, The Philippines, Vietnam the US and the UK, focused on designing, building and running IT systems and process for business.  

Siobhan is a senior HR executive with over 20 years’ experience linking talent strategy to organisational performance and results. As part of the Datacom Leadership team, Siobhan is responsible for designing and driving the People & Culture strategy for a national workforce of ~ 5500. |
| --- | --- |
| **Thomas van Raamsdonk**  
General Manager  
Pro Clima (NZ) Ltd | Operating across the globe in more than 40 countries, Pro Clima enables healthy living conditions by protecting building structures from external and internal moisture damage. Their extensive range of high-performance weather tightness and airtightness systems help to create draught-free, long lasting and low allergen emitting surroundings for families, schools and businesses.  

Thomas comes from Germany and went through the vocational education system. He manages the NZ and Australia branch of the company. |
| **Vincent Vuillard**  
Director Strategic Capabilities & Organisational Health  
Fonterra | Fonterra is a global dairy nutrition company owned by 10,500 farmers and their families, united by a fundamental belief in the power of dairy to make a difference.  

**Useful education specific information.**  
- Pro Clima also offers three educational scholarships in the trades and design each year. They also are committed to ongoing education and training for their staff and contractors.  
- **Useful education specific information.**  
  - Vincent attended the Education Summit in Auckland and was very impressed. He liked the fact that the Minister was there. He commented that it was a great idea to run summits, they were well organised and the emphasis that people had a story to go back and tell their workplaces with the messages “how can we all engage?”  
  - We asked Vincent / Fonterra to participate in the Future Pathways Expo for 1200 excited North West Auckland Yr 7, 8 & 9 students from the 10 schools in @whiriatetangata Kahui Ako (Community of Learning) in August 2018. They sent a team and spent the day exciting young people about Fonterra, food and the primary industries. |
| Warwick Quinn  
Chief Executive  
BCITO | BCITO is the largest provider of construction trade apprenticeships in New Zealand.  
Warwick joined BITO in 2016. He is the former chief executive of Motor Trade Association and Registered Master Builders Association. He has also held the positions of General Manager Regulatory in Land Information New Zealand and the statutory positions of Valuer-General and Chief Crown Property Officer. |
| Victoria Troake  
Director  
Troake Wallboard Services | Troake Wallboard Services is a unique business in New Zealand. We offer ‘five trades in one’: insulation, metal ceiling systems / partitioning, wall linings, plastering and painting. We also have scaffolding, shrink wrap and exterior painting support services.  
Victoria Troake has owned and operated a specialist interior contracting business for over 24 years. She is past President of the Specialist Trades Contractors' Federation and remains on the Federations executive committee. She is also past president of the Association of Walls and Ceilings NZ, having been on the Executive for the last 8 years. Victoria has been involved with numerous industry groups over the years. |
## Annex 2: List of attendees

### Confirmed attendance

<table>
<thead>
<tr>
<th>First Name</th>
<th>Last Name</th>
<th>Title</th>
<th>Company Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Andrew</td>
<td>Slater</td>
<td>CEO</td>
<td>Homecare Medical</td>
</tr>
<tr>
<td>Andrew</td>
<td>Maclean</td>
<td>National Board Member</td>
<td>Federated Farmers</td>
</tr>
<tr>
<td>Andrew</td>
<td>Norton</td>
<td>Group General Manager HR</td>
<td>KiwiRail</td>
</tr>
<tr>
<td>Bruce</td>
<td>Plested</td>
<td>Chairman</td>
<td>Mainfreight</td>
</tr>
<tr>
<td>Craig</td>
<td>Hudson</td>
<td>Country Manager, NZ</td>
<td>Xero</td>
</tr>
<tr>
<td>Dave</td>
<td>Cameron</td>
<td>CEO</td>
<td>LearnCoach</td>
</tr>
<tr>
<td>David</td>
<td>Till</td>
<td>General Manager</td>
<td>Fusion Networks</td>
</tr>
<tr>
<td>Debbie</td>
<td>Pattullo</td>
<td>GM People Development</td>
<td>Toyota New Zealand Limited</td>
</tr>
<tr>
<td>Debbie</td>
<td>Howarth</td>
<td>NZDF Director of Industry Engagement</td>
<td>New Zealand Defence Force</td>
</tr>
<tr>
<td>Des</td>
<td>Flynn</td>
<td>Head of Stakeholder Engagement and Public Policy</td>
<td>The Warehouse Group</td>
</tr>
<tr>
<td>Fiona</td>
<td>Kingsford</td>
<td>Chief Executive</td>
<td>Competenz</td>
</tr>
<tr>
<td>Glenn</td>
<td>Duncan</td>
<td>GM of Apprenticeships</td>
<td>BCITO</td>
</tr>
<tr>
<td>James</td>
<td>Coddington</td>
<td>CEO</td>
<td>Joy Business Academy</td>
</tr>
<tr>
<td>Janet</td>
<td>Faulding</td>
<td>CEO</td>
<td>Seek NZ</td>
</tr>
<tr>
<td>Jennifer</td>
<td>Gill</td>
<td>Chief Executive</td>
<td>Foundation North</td>
</tr>
<tr>
<td>Jolie</td>
<td>Hodson</td>
<td>Customer Director</td>
<td>Spark New Zealand</td>
</tr>
<tr>
<td>Kerry</td>
<td>Topp</td>
<td>Associate Director, Transformation &amp; Innovation</td>
<td>Datacom</td>
</tr>
<tr>
<td>Kieren</td>
<td>Mallon</td>
<td>Director</td>
<td>Meridian Construction</td>
</tr>
<tr>
<td>Lyn</td>
<td>Amos</td>
<td>Business Development Manager, Ara Auckland Airport Jobs and Skills Hub</td>
<td>Auckland Airport Limited</td>
</tr>
<tr>
<td>Megan</td>
<td>Darby</td>
<td>CEO</td>
<td>Ecochill</td>
</tr>
<tr>
<td>Michelle</td>
<td>Taggart</td>
<td>Xero Learn Lead</td>
<td>Xero</td>
</tr>
<tr>
<td>Mike</td>
<td>Smith</td>
<td>Managing Director</td>
<td>IBM</td>
</tr>
<tr>
<td>Nancy</td>
<td>McConnell</td>
<td>Strategic Advisor</td>
<td>Hawkins / Downer New Zealand</td>
</tr>
<tr>
<td>Nigel</td>
<td>Davenport</td>
<td>Chief Executive Officer</td>
<td>Aoraki Developments Limited</td>
</tr>
<tr>
<td>Rachel</td>
<td>Simpson</td>
<td>Manager - Education, Skills &amp; Immigration</td>
<td>Business NZ</td>
</tr>
<tr>
<td>Sam</td>
<td>Sefuiva</td>
<td>Board member</td>
<td>Maori &amp; Pasifika Trades Training</td>
</tr>
<tr>
<td>Siobhan</td>
<td>Gallacher</td>
<td>Group Director, People</td>
<td>Datacom</td>
</tr>
<tr>
<td>Thomas</td>
<td>Van Raamsdonk</td>
<td>General Manager</td>
<td>Pro Clima</td>
</tr>
<tr>
<td>Victoria</td>
<td>Troake</td>
<td>Director</td>
<td>Victoria Troake - Troake Wallboard Service</td>
</tr>
<tr>
<td>Vincent</td>
<td>Vuillard</td>
<td>Director Strategic Capabilities &amp; Organisational Health</td>
<td>NZMP Fonterra</td>
</tr>
<tr>
<td>Warwick</td>
<td>Quinn</td>
<td>Chief Executive</td>
<td>BCITO</td>
</tr>
<tr>
<td>First Name</td>
<td>Last Name</td>
<td>Title</td>
<td></td>
</tr>
<tr>
<td>------------</td>
<td>-----------</td>
<td>----------------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>Iona</td>
<td>Holsted</td>
<td>Secretary for Education</td>
<td></td>
</tr>
<tr>
<td>Rose</td>
<td>Jamieson</td>
<td>Deputy Secretary (Acting), Parent Information and Community Intelligence</td>
<td></td>
</tr>
<tr>
<td>Pauline</td>
<td>Cleaver</td>
<td>Associate Deputy Secretary, Early Learning and Student Achievement</td>
<td></td>
</tr>
<tr>
<td>Katrina</td>
<td>Sutich</td>
<td>Senior Policy Manager, Vocational and Skills Policy</td>
<td></td>
</tr>
<tr>
<td>Rachael</td>
<td>Laurenson</td>
<td>Manager Education</td>
<td></td>
</tr>
<tr>
<td>Patrick</td>
<td>McKibbin</td>
<td>Business and Employment Liaison Manager</td>
<td></td>
</tr>
</tbody>
</table>
Annex 3: Agenda

MINISTRY OF EDUCATION
TE TĀHUHOU O TE MĀTURANGA

AGENDA

Education to Employment Matters

Date: 13 November 2018               Time: 11.00am – 2.30pm
Venue: Ministry of Education - Auckland Office.
       Level three, 12-18 Normanby Road, Mt Eden, Auckland

<table>
<thead>
<tr>
<th>Topic</th>
<th>Owner</th>
<th>Allocated time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Welcome and Introduction</td>
<td>Iona Holsted Secretary for Education</td>
<td>11.00am – 11.15am</td>
</tr>
<tr>
<td>Update from the Minister of Education</td>
<td>Hon. Chris Hopkins Minister of Education</td>
<td>11.15am – 11.30am</td>
</tr>
<tr>
<td>Attendees discussion themes 1 and 2</td>
<td>Patrick McKibbin Business and Employer Liaison Manager</td>
<td>11.30am – 12.45pm</td>
</tr>
</tbody>
</table>

1. Developing a curriculum that is meaningful for local contexts and industries
   a) What tools and resources are needed from employers and education to work together in co-designing local curriculum for their industries?
   b) How can employers and education work together to create programmes that give students skills, up to date information about jobs, and ensures a link to local curriculum?

2. Developing skills for the future
   a) How can employers and education work together to help young people develop skills needed to be effective employees and citizens?
   b) What opportunities are there for educational providers to work with employers so they can keep up to date with skills that are needed for the future of work?
   c) In what ways can employers and education work together to support secondary school students into specific industries, i.e. technology, or primary industries?

<table>
<thead>
<tr>
<th>Lunch</th>
<th>All</th>
<th>12.45pm - 1.15pm</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attendees discussion themes 3 and 4</td>
<td>Patrick McKibbin</td>
<td>1.15pm – 2.15pm</td>
</tr>
</tbody>
</table>

3. Creating strong relationships and collaboration
   a) What support and resources are needed to lift employer and industry engagement with schools?
   b) What is the role of employers and education in connecting young people, whānau, parents, teachers and schools to further educational pathways, careers, lifelong learning and the future of work?
   c) How do employers and education work collaboratively to innovate and create change that makes a difference to equity, the environment, the community and personal wellbeing?

4. Mental health and wellbeing
   How can education and employers work together to focus on the well-being and mental health of young people in school and as they transition towards employment?

<table>
<thead>
<tr>
<th>Close and Next Steps</th>
<th>Iona Holsted Secretary for Education</th>
<th>2.15pm – 2.30pm</th>
</tr>
</thead>
</table>
Annex 4: Bullet Points for the Minister’s Speech

[START]

Tēnā koutou kātoa, warm greetings and welcome to you all.

- I want to thank all of you who have allocated time to take part in this very important work, despite your busy schedules.

- Globally New Zealand can be proud of many of the outcomes from our education system.

  - The Economist Intelligence Unit recently ranked New Zealand as the best country in the world for educating students for the future. We earned our ranking because of New Zealand’s expertise in providing tomorrow’s leaders with a specific set of skills that are based around leadership, and critical and creative thinking.

  - The OECD PISA Collaborative Problem Solving report found that our students are some of the best in the world at collaborative problem solving, which is increasingly sought after by employers here and globally.

- But we know there is more work to do if we are to get equitable outcomes for all New Zealanders.

  - Statistics New Zealand data shows that more people are employed and the rate of young people not in employment, education and training has fallen. It’s heartening to see these improvements but we know that we still need to do more. And one way we can continue improving this is through education, to help prepare our young people to be work-ready, skilled, flexible and have the right attitude.

- The emergence of disruptive technologies, demographic changes, and the future of work has crystallised the need for workers to have both careers and skills resilience. We want to help New Zealanders remain employment resilient – helping people to access opportunities to upskill and retain the currency of their skills, along with helping people find the right pathway by providing information on what opportunities are right for them.

- Today I want to discuss our partnership - education and business working together to build a high quality, fair, inclusive education system that provides all New Zealanders with lifelong learning opportunities to positively participate in and contribute to society and the economy. I am also here to listen to your perspectives.

- In the Employment and Education Matters survey that the Ministry of Education completed with you in May this year, 95 per cent of employers surveyed agreed that there is a role for them in guiding young people into pathways for their future careers. Most employers also indicated interest in increasing the levels of support they provide; such as taking on more interns, providing more work experience opportunities and placements on programmes such as Gateway.

- I also want to acknowledge the contributions you are already making. We know there are already a number of great things happening in schools that show a commitment from employers to support educational outcomes such as: internships, mentoring and training programmes, scholarships and support for community programmes for young people and their families.

- We have work underway to improve the education to employment transition.

  - Our Fees Free policy introduced this year is already achieving some great results, making tertiary education more affordable for learners. Fees Free reduces barriers to starting post-secondary education and training, and promotes life-long learning for those without a tertiary

---

1 Statistics New Zealand labour market statistics June 2018 quarter
qualification. Students are already taking on less debt. Total student loan borrowing for tuition fees in the first six months of 2018 was $168 million lower than in the same period last year, with 28,300 few students borrowing to pay for fees.

- We need to shift the focus away from just jobs and qualifications towards skills and competencies. The Careers System Strategy will address our fragmented careers and skills system. The TEC has set out to co-design, with a wide set of stakeholders, a strategy that supports New Zealand businesses, learners, all people preparing to work, people already in the workforce, and those who have disengaged from education and are not in employment. New careers benchmarks will be developed to outline what good careers practices looks like in the workplace.

- The vocational education and training system review is also underway. The review includes looking at how the system and stakeholders work together to ensure that learners and industries get the skills they need, now and for the future. Consultation on proposals is likely to commence in the first quarter of 2019 with implementation from 2019 onwards.

- Work on the VET system review will link with the ITP Roadmap 2020 project that is currently underway, led by TEC. The roadmap looks at alternatives to make the ITP sector more sustainable and agile while keeping and building on its key strengths in regional vocational delivery. We have worked with the sector and the wider community, including employers to identity options for change.

- A micro-credentials system was announced in August and will be part of New Zealand’s regulated education and training system. It is a step forward in responding to skills shortages, and in helping learners, employers and businesses keep pace with the changing demands of a modern workplace. It enables people to update their skills in the form of a micro-credential rather than having to do a full qualification.

- Increasingly we are also looking for practical ways to connect:

  - The Ministry of Education has just recently supported a series of Got A Trade? Got It Māedel career events held in Whangarei, Whakatane, Gisborne and Hastings, in partnership with schools and the Industry Training Federation. At these events a wide range of young people – both students and NEETs – made time, and brought their whānau with them, to meet with employers and have a go at the possibility of getting a training, apprenticeship or employment opportunity. Feedback indicated that they want more opportunities like this. It is an example of the engagement between us, schools, communities and business at a regional level.

  - Since the first Education to Employment Matters meeting earlier this year, the Ministry has have met with more than 450 individual people from nearly 300 employers, businesses, and industry groups. All of them have indicated their willingness to support young people to be ready for work.

  - All of these are aimed at building connections between employers and education organisations, and providing opportunities for young people so they can pursue careers that play to their strengths and interests.

  - Our partnership is an important one for all New Zealanders, to ensure that we are maximising the potential talent that we have here. Your support helps develop the next generation to be ready to make their mark in the 21st Century economy.

  - I am now keen to hear any questions you might have and then we will discuss the first topic on the agenda which I am looking forward to being part of.

[END]
Annex 5: Supporting bullet points on individual topics

Vocational Education and Training

- I announced the scope and process for the vocational education and training system review in April this year. A range of information gathering activities were conducted in May and June, including meetings with VET stakeholders.
- The Ministry has provided summaries of the feedback from these meetings to stakeholders.
- The review is taking a whole-of-system approach to VET. This includes looking at how the system and stakeholders work together to ensure that learners and industries get the skills they need, now and for the future.
- The review is organised around four themes: a strong network of provision for all regions; work-based learning that adapts to a variety of needs; a system that is effective for a diverse range of learners; and a system that supports, and is supported by, industry.
- I am currently considering advice about opportunities to strengthen VET by clarifying the roles of organisations, maintaining and improving regional access, improving connections across sectors, assisting learners to choose programmes of study that connect to labour market opportunities, improving equity of outcomes for some groups of people and ensuring productive, system-driven collaboration.
- Initial recommendations from the review will most likely be presented to Cabinet late in 2018, and will set a direction for change.
- Consultation on proposals is likely to commence in the first quarter of 2019 with implementation from 2019 onwards.
- The ITP Roadmap 2020 project, led by the Tertiary Education Commission, is progressing in parallel with the VET system review.

Fees Free tertiary education and training (assumes 2019 changes have been announced)

- The first cab off the rank for this Government in terms of tertiary initiatives was, of course, our Fees-Free Tertiary Education and Training policy.
- Fees-Free is a great start to our commitment to remove financial barriers to tertiary education and reduce the burden of student loan debt.
- More than 33,000 learners were receiving fees-free tertiary education as at April 2018.
- 28,300 fewer students have borrowed to pay fees in the first six months of 2018, compared with the same period in 2017.
- Borrowing for fees was $168 million lower in the first six months of 2018, compared with the same period in 2017.
- Students beginning study at a university, wānanga, institute of technology, polytechnic, or private training establishment, can now get their first year of full-time study fees-free, or an equivalent amount of part-time study fees-free.
- New apprentices and their employers can have their on-job training costs covered for their first two years.
- Feedback from learners and tertiary providers has been generally positive about the implementation of Fees Free in 2018. Feedback from the tertiary sector and partner agencies has, however, highlighted some opportunities to improve Fees Free for 2019.
- The changes will work to the advantage of those applying for Fees Free, including speeding up confirmation of eligibility and ensuring consistent rules for people in industry training programmes and provider-based study.
• One change which has resulted from feedback from the sector is making sure that Fees Free-eligible learners don’t lose out if they enrol in short industry training programmes; from 1 January 2019, industry training programmes worth less than 120 credits and started after 2018 will be excluded from measures of prior study when determining people’s eligibility for Fees Free support.

• Learners who are enrolled in a high school can now get Fees Free for any tertiary study or training they do outside of their schooling or secondary-tertiary programme; this will “fast-track” the confirmation of eligibility for an estimated 6,000 learners.

• I am committed to continuing to improve our Fees Free policy over time. I will continue to engage with the sector on any proposed future changes.

**Micro-credentials**

• I announced the launch of micro-credentials as part of New Zealand’s regulated education and training system in August. They have been recognised by NZQA for both provider-based and workplace-based training.

• Micro-credentials are a big step forward in responding to skills shortages, and in helping learners, employers and businesses keep pace with the changing demands of a modern workplace, allowing the education and training system to respond flexibly and innovatively to fast-paced social, economic and technological change.

• Micro-credentials will be increasingly important as people need new, up-to-date skills across their lifetime.

• Full qualifications are likely to remain important, but, in a lot of cases, a refresh of skills in the form of a micro-credential will be better suited to keeping workers up to date.

• The TEC is working with a group of tertiary education organisations to develop its approach to funding micro-credentials in 2019.

• Micro-credentials will play a role, for example, in helping improve the construction industry’s ability to deliver skilled jobs and build more houses through the Construction Skills Action Plan. (ref Hon Salesa’s PR and an [article on Stuff](https://www.stuff.co.nz).)

**Careers System Strategy**

• The fragmentation of New Zealand’s careers and skills system is an impediment to progress.

• The TEC has set out to co-design, with a wide set of stakeholders, a system strategy that supports New Zealand businesses, learners, all people preparing to work, people already in the workforce, and those who have disengaged from education and are not in employment.

• The emergence of disruptive technologies, demographic changes, and changing jobs have crystallised the need for workers to have careers and skills resilience.

• We all want to help New Zealanders remain employment resilient – helping people to access opportunities to upskill and retain the currency of their skills, along with helping people find the right pathway by providing information on what opportunities are right for them.

• By upskilling our employees and the unemployed with literacy and numeracy, we can provide greater productivity gains and retention strategies in areas where New Zealand has predominantly required skilled migrant labour.

• Guiding young people’s careers is all of our responsibility – government, education organisations, parents, employers, community, and advisors.

• The focus has to be on lifelong learning and lifelong management of careers – we’re saying 7-74 years. Advice for kids at school is one part, but there’s maybe another 60 years of career management needed where people aren’t at school.
The Careers System Strategy provides better opportunities and choices so all New Zealanders are able to achieve success from education to employment and retain a focus on lifelong learning.

Businesses play a central role in the careers and education system by ensuring the careers system provides New Zealanders with the skills required for the workforce.

We need to shift the focus away from just jobs and qualifications towards skills and competencies. New careers benchmarks will be developed to outline what good careers practice looks like in the workplace.

We need to work together to develop brokering services that connect employers to education organisations and promote the pathways and options leading to vocations and trades, further developing skills of the workforce.

**ITP Roadmap 2020 Project**

- Institutes of technology and polytechnics (ITPs) play a vital role in providing learners with the quality vocational education and training they need in a rapidly changing world.

- ITPs also have a key role in supporting regional economic development and providing the talent, skills and knowledge your business and New Zealand need to thrive.

- However, the ITP sector is facing significant financial challenges. Most ITPs' student rolls are declining and many are struggling to modernise and provide high-quality learning environments that meet current and future needs of learners and employers.

- We need to make a sustainable change.

- Earlier this year, we set up the ITP Roadmap 2020 project to work with the sector and the wider community, including employers, to identify options for change. The goal is to look at alternatives to make the sector more sustainable and agile while keeping and building on its key strengths in regional vocational delivery.

- The TEC has met with all 16 ITPs. Management, staff, students, local government, the community, employers and other interested parties have shared what they think will make the sector sustainable. Open online surveys have also confirmed questions that many people want to have their say on.

- This wealth of feedback has informed an important part of the advice I will consider and share with Cabinet by the end of December. I expect this to coincide with the Ministry of Education’s wider review of the vocational education and training system.

**Developing skills for the future**

- We want a high quality public education system that provides all New Zealanders with lifelong learning opportunities so they all can develop their full potential, engage fully in society, be work-ready, and be able to lead rewarding and fulfilling lives. We are currently looking at ways in which schools can create locally designed curriculum that creates educational options for students.

- We want to work in partnership with schools and teachers to ensure students future employment prospects, and on their roles as leaders and active participants in our nation.

- Our research as part of the VET review suggests that industry training is working well for many employers and learners, but there are opportunities for improvement. We want work-based learning that adapts to a variety of needs and learners. This is likely to require stronger connections between employers, industry training organisations and tertiary providers.

- There are a number of ways that young people can gain exposure to the workplace and different industries while they are at school. These range from; one-off workplace visits and/or employers
visiting a school, work experience/job shadowing and the Gateway programme. This is where learners undertake structured workplace learning, they can gain credits towards NCEA and/or other NZ Certificates, as well as experience in a workplace, and chance to gain some soft skills formal part-time employment/industry training. In 2017 around 13,600 learners, from over 370 schools participated in the Gateway programme.

- Other secondary-tertiary and learning opportunities, including Trades Academies, enable young people to combine learning in school with learning in tertiary settings such as a polytechnic. These give learners access to introductory level vocationally-focused learning while they are still enrolled at school and see what potential career pathways are possible. From 2019 there will be around 7,250 Trades Academy places available.

School Leavers Toolkit
- Recently the Ministry of Education meet with employers about the School Leavers Toolkit. Employers told us that the Toolkit should support young people to access a range opportunities that would help them develop transferable skills and capabilities and become more confident and self-aware.
- The Toolkit should provide an organising framework for existing programmes and resources – “connecting the dots that are already there”, and breaking down barriers to access rather than developing something new.
- The Ministry is keen to explore with you ways in which
  - Developing relationships across the community to increase visibility and awareness of local pathway opportunities.
  - Quality career development and advice that exposes young people to the range of options available and provides opportunities to explore these through hands on experiences.
  - Embedding work opportunities into local curriculum

Creating relationships and collaboration
- There are many initiatives currently operating in schools, tertiary education organisations and employers to work together to support student achievement and transitions. This is happening in local communities and in national programmes.
- **STAR:** A component of operational grant funding allocated on the basis of the school roll in Years 11-13. As with all operational grant funding, schools have flexibility as to how the funding is used. Schools often use STAR funding to provide transition opportunities to students who are at risk of becoming NEET, though around 14% of STAR students (8,700 students) undertook some tertiary study in 2017.
- **Gateway:** funding which enables secondary schools to arrange, manage and assess part-time structured work-based learning placements for students in Years 11-13. Approximately 13,600 learners participated in Gateway placements in 2017. The programme is now well established, and there has been significant buy-in from the community and local employers.
- **Trades Academies:** funding allocated to a lead provider (school or tertiary education organisation). Students in senior secondary school are enrolled in a full-time programme of study leading to NCEA Level 2 or 3, which combines school, tertiary education and/or work-based learning. Approximately 6,600 students participated in Trades Academies in 2017.
- **Careers staff and teachers** are encouraged to attend industry update days and career expos, and to use representatives from the Industry Training Organisations and business organisations to get career and industry relevant speakers into the classroom. Officials are reporting shortly to the Minister of Education on options for a proposed Careers System Plan of Action. This will contain proposals that will help to create a whole-of-whole careers education in secondary schools. Officials will report to me by the end of October 2018 on options.
Industry, School and Government Projects: The Ara project at Auckland Airport has seen MBIE, MSD, Local Council, schools, business and the Ministry of Education come together to support young people into jobs and careers. Ara is connecting South Auckland communities with businesses working at and around Auckland Airport to fill the thousands of jobs needed to build and run 'the airport of the future' over the next 30 years. They also work with employers and training providers to identify training needs and connect people with courses to meet those needs.

Developing localised curriculum

- The Ministry of Education is very supportive of schools and people in the community coming together to design local curriculum specific to the needs and wants of a group. The key to this is relationships and for industry to express their needs to Principals and Board of Trustees and work collaboratively to achieve outcomes between all groups.

- It is important because the process consolidates what each school does. A local curriculum should not be about cutting anything out, but rather highlighting what is most valued from the school community's perspective. A local curriculum enables a common language to be developed within each school and is the framework for planning. The review process gives a focus and a reason for doing what we do. Considering what the NZC states and ensuring that all learning areas are included is also an important part of the process.

- Research is currently being undertaken by New Zealand Council for Educational Research (NZCER) on timetabling flexibility so work experience can be incorporated into schooling timetable. The scope of this research is to examine the learning approaches and pathways needed for 21st century-fit education (e.g. growing learning-to-learn capabilities; creating clear and flexible pathways, and connecting these to vocation) which need something other than a traditional timetable.

- Over the past 30 years, increased retention rates in senior secondary school have been accompanied by a stronger focus on meeting the interests, aspirations and needs of a more diverse student population. The National Curriculum is designed to support students as they transition through school and into further education or employment. The focus on developing values, attitudes, capabilities and key competencies rather than discrete bodies of knowledge allows students' learning to continue being applicable throughout their lives.

- A good example of this is Fusion Networks Limited (Fusion) is a medium size technology company based in Auckland providing bespoke technology solutions for businesses. One of Fusion's clients is the Tamaki College, part of the Manaiakalani School network

- Working in partnership with Tamaki College Fusion have developed the Fusion Networks Intern Pathway Programme (Programme). This was co-created to try and bridge the gap between schools and employment in the technology sector.

- The Programme combines workplace and academic learning, with a result that graduates of the programme are well-trained and practical. The Programme delivers an innovative learning experience that is relevant and valuable to students and their career aspirations, and is aligned to the technology industry.

Mental health and wellbeing

- Most recently the Prime Minister introduced Mana in Mahi, providing a significant wage subsidy and pastoral support when employers take on a young beneficiary as an apprentice or industry trainee. Interested employers should contact the Ministry of Social Development's Industry Partnerships team on industrypartnerships@msd.govt.nz or call them on 0800 559 009. Mana in Mahi has developed as part of the Government's Construction Skills Action Plan, but it covers a range of sectors.
• This government is committed to ensuring our agencies work collaboratively to support young people, their whānau and their community. This will be an ongoing process and journey but we are starting to see this come to fruition in some spaces.

• We recognise that schools are social hubs which connect committees, we know that programmes such as Social Workers in Schools, Police in Schools work and create trust and support for whanau. We hope to see greater collaboration into the future and employers have a place at the table here.

• Hon Dr David Clark, Minister of Health, has stated that the Government is committed to improving this country’s mental health approach. He has noted that all the community has a role to play in creating supportive places for people who suffer from mental health concerns. Significant mental health initiatives launched by the Government include extending school based health services to an extra 24,000 students in decile 4 schools.

• The Government is committed to putting people’s wellbeing and the environment at the heart of its policies, including reporting against a wider set of wellbeing indicators in future Budgets. This will be the focus of Budget 19. The Wellbeing Budget, will broaden the Budget’s focus beyond economic and fiscal policy by using the Treasury’s Living Standards Framework to inform the Government’s investment priorities and funding decisions. The Government will measure and report against a broader set of indicators to show a more rounded measure of success, as a country and as a Government.

• Disability - The vision of the New Zealand Disability Strategy (NZDS) is for this country to be a place where disabled people have an equal opportunity to achieve their goals and aspirations, and all of New Zealand works together to make this happen. We want an education system that supports disabled young people into the world of work. We are looking at ways in which we can support both young people and business in transitioning them into meaningful employment.

Funding or incentives on the job training

• When employers enrol employees in tertiary education, Tertiary Education Commission (TEC) funding covers roughly 70% of tertiary provider costs and up to 70% of industry training organisation (ITO) costs (up to 80% for apprenticeships).

• Gateway is fully funded and there are many anecdotes about employers hiring the young participants once they complete school.

• Most recently we introduced Mana in Mahi, providing a significant wage subsidy and pastoral support when employers take on a young beneficiary as an apprentice or industry trainee. Interested employers should contact the Ministry of Social Development’s Industry Partnerships team on industrypartnerships@msd.govt.nz or call them on 0800 659 009. Mana in Mahi has developed as part of the Government’s Construction Skills Action Plan, but it covers a range of sectors.

• New Zealand needs a strong and resilient ITP sector that sustainably delivers high quality vocational education and training in every region in New Zealand. ITPs are vital in preparing young people for work as well as supporting adults to retrain in a rapidly changing economy. They also provide a significant contribution to their local economies and communities.

• They currently receive around $500 million a year in government funding.

• While there are some great examples of ITPs changing the way they deliver education and training to continue to be relevant and financially stable, system-level change is necessary to ensure that all New Zealanders have access to quality vocational education and training now and into the future.
The Tertiary Education Commission (TEC) established the ITP Roadmap 2020 project to work with the sector and the wider community to identify options for change. Our goal is to look at options to make the sector more sustainable and agile while retaining and building on the sector's key strengths in regional vocational delivery. There is no predetermined solution for the challenges facing the sector – everything is on the table for consideration.

**Polytechnics and employment pathways**

- New Zealand needs a strong and resilient ITP sector that sustainably delivers high quality vocational education and training in every region in New Zealand. ITPs are vital in preparing young people for work as well as supporting adults to retrain in a rapidly changing economy. They also provide a significant contribution to their local economies and communities.

- The connections between tertiary education organisations and employers are vital. I would encourage employers who are not satisfied with what polytechnics are delivering to consider how they can help. That could involve talking to polytechnics about the changes they would like to see, or offering work experience to students to make their learning more 'real'.

- The Tertiary Education Commission (TEC) established the ITP Roadmap 2020 project to work with the sector and the wider community to identify options for change. Our goal is to make the sector more sustainable and agile while retaining and building on the sector's key strengths in regional vocational delivery. There is no predetermined solution for the challenges facing the sector – everything is on the table for consideration.
Key initiatives – how employers can be involved

Micro credentials
- Micro-credentials are now formally recognised in the regulated education and training system and can be quality assured by NZQA. Employers interested in how micro-credentials can meet their needs should talk to their industry training organisation or their preferred training provider.
- NZQA is also undertaking a review of the New Zealand Qualifications Framework (NZQF) and is currently consulting on proposals. Employers are encouraged to take part in this process. Submissions on NZQA’s consultation document are open until 7 December (www.nzqa.govt.nz).
- Key contact – Eve McMahon – Manager, Quality Assurance Strategy, Quality Assurance Division NZQA 04 463 4374

Tomorrow’s Schools
- The report from the independent Taskforce is expected to be publicly released in December.
- Employers along with the general public will be given the opportunity to provide feedback on the recommendations in early 2019.
- Updates and ways you can get involved will be posted on the Kōrero Mātauranga website in the New Year: http://www.conversation.education.govt.nz/.
- Key contact - Kara Isaac, Secretariat Manager, Ministry of Education 04 463 8722

School Leavers Toolkit
- The Ministry is planning a hui in Auckland in February that will bring together a range of Toolkit stakeholders, including employers, students, tertiary education organisations and teachers.
- Interested employers are encouraged to make contact with Richard D’Ath to find out how they can be involved.
- Key contact - Richard D’Ath – Senior Manager, Secondary Tertiary, Ministry of Education 021 142 2204

NCEA Review
- Public engagement on the NCEA Review has concluded, but the Ministry continues to work with representatives of employers to support the Ministry to develop recommendations for my consideration.
- Next year, a further round of engagement will follow Cabinet considerations, this will include opportunities for employers to share their perspectives on the proposed change package.
- Key contact - Jackie Talbot, Group Manager, Early Learning and Student Achievement, 04 463 0902

Careers
- a Careers Plan of Action for the compulsory education sector form part of a whole-of-government Careers System Strategy being led by the Tertiary Education Commission.
- Officials will be engaging with stakeholders, including industry and employer groups, from February 2019 to May 2019 on the detailed design of these proposals.
- Key contact - Clare Old, Senior Policy Manager, Ministry of Education 04 439 5444
Reforms to vocational education
- I expect to be working with the sector and its stakeholders in 2019 on designing and implementing change.
- Officials will continue to use the Education to Employment forum, alongside other avenues, to seek feedback from employers on proposals and ideas as the work proceeds.
- If you have any questions, you can get in touch with the Vic Johns at the vocational education review team or email: VET_review@education.govt.nz.
- Key contact – Vic Johns, Policy Director, Graduate Achievement, Vocations and Careers, 04 463 8078

Industry, School and Government Projects
- The engagement between education and the world of work is an ongoing piece of work the Ministry would like to develop and grow. They would like to learn about your current programmes and to talk to you about how your business can get involved in helping students and teachers see the future of work.
- If employers, business and industry would like to be part of programmes such as developing local curriculum, providing work experience, showcasing your industry, or any other opportunities please contact the Employment, Business and Industry team at the Ministry of Education. They are very keen to work with you and make connections.
- Key contact - Patrick McKibbin, Business and Employer Liaison Manager, Ministry of Education 027 580 7584

Gateway
- Schools manage the Gateway programme and employers who would like young people in their business through a Gateway programme should first contact their local school Principal or Board of Trustees.
- There are also 18 Principal Advisors Secondary Tertiary in the Ministry of Education regional offices across who can help you connect with schools. They can be found at http://youthguarantee.net.nz/start-your-journey/contact/. The TEC can also provide you with information.
- Key contact - Johnny Tramoundanas-Can, Tertiary Education Commission, 027 809 5035

Trades Academies
- There are particular opportunities for employers in the manufacturing, service industries, and building and construction industries to be part of the Trades Academies.
- This is a well-established initiative and a list of provider’s can be found at http://youthguarantee.net.nz/find-a-provider/. Employers can be part of the Trades Academies by contacting the programme Lead Provider or the Ministry of Education.
- Key contact - Paul Fenton, Manager, Network for Youth Guarantee, Ministry of Education 027 801 7916