

# Information Sheet

## Transitioning arranging training activities to PTEs

### Background

The Reform of Vocational Education (RoVE) represents a once in a generation opportunity to deliver an integrated system of vocational education and training that benefits all New Zealanders. This strong, unified, and sustainable system will be fit for the future of work and deliver the skills that learners, employers and communities need to thrive.

One of the key changes is the improved ability for learners to move seamlessly between classroom and work-based learning, depending on their needs at the time. The changes will also allow providers to be well connected with the needs of industry.

In the future, Te Pūkenga, private training establishments (PTEs), and wānanga will be able to support work-based training as well as delivering education and training in classroom and online settings. This includes arranging training for work-based learners (trainees and apprentices) and is currently the responsibility of transitional industry training organisations (TITOs).

This information sheet specifically addresses how arranging training could transition to PTEs only.

### What is arranging training?

“Arranging training” covers the activities needed to develop and maintain the arrangements for delivering work-based training for learners through employers for on-job components and providers for off-job components. It also includes relevant apprenticeship training activities, including providing pastoral care to apprentices.

Arranging training involves supporting employers and learners to achieve industry standards and qualifications, through arranging an appropriate mix of learning and assessment that ensures learners can complete credentials and qualifications through their workplace. Often, this involves a mix of on-job and off-job learning and assessment. It is employer-led, where the employers are primarily the teachers and the employees are the learners.

The employers and learners involved enter into a training agreement between themselves and the organisation arranging the training. This training agreement forms part of the learner’s employment agreement. Currently the arranging training role is undertaken by the TITOs.

At a macro level, arranging training includes:

- working with employers to understand and develop programmes to satisfy their needs
- working with employers to sign up their employees into work-based training
- working with employers and their apprentices to develop individual training plans
- ensuring learner achievement and progression towards their qualifications
- arranging for learners to be assessed against standards
- working with providers and employers to organise delivery of any off-job training components
- providing holistic support for learners
- supporting the employer as a provider and their employees as the learner.

Arranging training for work-based learners is funded through the Industry Training Fund (ITF) and not the Student Achievement Component (SAC).

## What isn't arranging training?

Arranging training is not the delivery of on-campus or online learning for students enrolled directly in these.

## What's important for transition?

Te Pūkenga, PTEs, and wānanga have an opportunity to be considered for arranging training as part of transition. Transition of arranging training activities from TITOs must occur by December 2022.

After discussion with relevant providers and employers, TITOs will propose in their transition plans where they consider arranging training should transfer to.

In considering these transition plans, the TEC Board will be seeking assurance that:

- the proposed providers have the support of employers
- the proposed providers have capability to provide the same level of service for employers and learners
- the transition arrangements ensure there is a smooth transition from the TITO to the proposed providers from a learner and employer perspective.

## Which PTEs will be considered for arranging training for transition?

TEC has worked with TITOs using guiding criteria to identify and assess PTEs that may be considered for taking on arranging training. The guiding criteria include (but are not limited to) a PTE that:

1. Is registered with NZQA
2. Has a current EER category of 1 or 2 (or hasn't yet had an EER)
3. Has accreditation to deliver programmes for qualifications developed by the relevant TITO
4. Meets TEC financial viability requirements
5. Has relevant industry support and relationships
6. Has a track record of working with the relevant industry
7. Has a track record of working with work-based learners
8. Is currently working with employers from the relevant industry
9. Has capability to take on arranging training in line with the success factors identified by the relevant industry and employers
10. Has appropriate geographical coverage to deliver arranging training activities.

Over the next six months, TITOs will be in touch with those PTEs that meet the guiding criteria to canvas their interest in taking on arranging training from the TITO. TITOs may also contact PTEs that don't necessarily meet the above criteria, but are seen as possible destinations for arranging training for their sectors.

Interested PTEs that do not meet the guiding criteria for transition or are not currently ready to arrange training will be able to apply for funding from TEC once transition is complete i.e. from January 2023.

## What's required of the PTE?

PTEs will need to understand the responsibilities of arranging training, and the additional resources and activities that will be required to support this.

The PTE will need to work closely with the TITO to understand, negotiate and agree the conditions of a transition and provide confidence to the TITO and TEC that it can facilitate a smooth transfer of arranging training activities by December 2022.

## When could PTEs expect the TITOs to make contact?

Transitional ITOs are at different stages of planning for the transition of their activities. By June 2021 all TITOs should have completed their planning and have made contact with potential PTEs that meet the guiding criteria.

The table below provides indicative dates for when TITOs are likely to engage with potential PTEs to canvas their interest and capability in arranging training for work-based learners. If a PTE believes it satisfies the guiding criteria and is interested in arranging training as part of transition, but has not been contacted by a TITO by the dates listed below, reach out to the relevant TITO in the first instance.

TITO	Likely engagement period
BCITO, Competenz, Connexis	January to March 2021
Careerforce, HITO, MITO, Primary ITO, ServiceIQ, Skills Active, The Skills Organisation	March to May 2021

## Which TITOs can PTEs expect to engage with?

The table below sets out the industries and relevant TITOs. It relates only to the PTEs that were considered as part of this PTE engagement process. That is, industries where PTEs have accreditation to deliver programmes for qualifications developed for the relevant industries by TITOs.

If there are industries not in the list, it's because no PTEs have accreditation to deliver qualifications for those industries, or they do not meet one or more of the other guiding criteria.

Industry	TITO
Agriculture	Primary ITO
Ambulance Practice	The Skills Organisation
Apiculture	Primary ITO
Automotive Engineering	MITO
Aviation	ServiceIQ
Barbering	HITO
Beauty Therapy	HITO
Carpentry	BCITO
Cleaning	Careerforce
Competitive Systems & Practices	Competenz
Contact Centres	The Skills Organisation
Cookery	ServiceIQ
Distribution	ServiceIQ
Electrical Engineering	The Skills Organisation
Electricity Supply	Connexis
Emergency Care	The Skills Organisation
Equine	Primary ITO
Exercise	Skills Active
Financial Services	The Skills Organisation
Food and Beverage Services	ServiceIQ
Food or Beverage Processing	Competenz
Hairdressing	HITO
Health and Safety	The Skills Organisation
Health and Wellbeing	Careerforce
Horticulture	Primary ITO
Hospitality	ServiceIQ

Industry	TITO
Hospitality Management	ServiceIQ
Infrastructure Works	Connexis
Makeup and Skincare	HITO
Outdoor and Adventure Education	Skills Active
Pest Operations	Primary ITO
Port Operations	MITO
Primary ITO Industry Skills	Primary ITO
Property Management	The Skills Organisation
Real Estate	The Skills Organisation
Retail	ServiceIQ
Road Transport	MITO
Seafood Processing	Primary ITO
Security	The Skills Organisation
Telecommunications	Connexis
Tourism and Travel	ServiceIQ
Trade Baking	Competenz
Trade Butchery	Competenz
Youth Work	Careerforce

### What happens to PTEs' existing contracts with a TITO?

Where there is an existing delivery contract between a transitional ITO and a PTE, if the arranging training activities shift to Te Pūkenga, it is expected that existing arrangements will continue through the transition period.