Qualifications and Standards Team

Workplan April 2023 to June 2024

MUKA TANGATA

People, Food and Fibre

Workforce Development Council

Contents

Introduction 3
2023 – 2024 Deliverables 3
Te Tiriti / Te Ao Māori 3
Qualification Suite Reviews (D2.1, D2.2) 5
Seafood 5
Forestry 6
Further Qualification suite review 6
Micro credentials (non qual-review) (D2.2) 8
Micro-Credential Support 8
Micro-Credential Development 8
A New Approach to Learner Pathways (D2.1, D2.2, D2.2) 9
The incorporation of Mātauranga Māori into learning 10
The creation of a food and fibre skills framework 10
The design of learning elements in parallel 10
Food and Fibre Skills Framework (D2.1, D2.2, D2.2) 10
Emergent Work, Maintenance and BAU (D2.1, D2.2, D2.2) 11
Summary 12
Estimated total FTE allocation March 2023 – March 2024 13
Summary Action Table 13

Introduction

This Workplan outlines the areas of focus for the Muka Tangata Qualifications and Standards team to June 2024. During this period, the team will be conducting revision and development of qualifications, micro-credentials, and skill standards with the intention of achieving identified milestones.

2023 – 2024 Deliverables

Throughout this workplan, links will be made to the deliverables below.

D2 Qualifications Standards + Micro-credentials	D2.1	Innovative portfolio of qualifications that meet shared and diverse sector needs	Qualifications support the skills and workforce capability aspirations of learners, industry, and hapū and iwi Māori groups
	D2.2	Develop priority new skills standards, and update priority unit standards to skills standards	Update appropriate standards to skills standards as part of qualifications reviews
	D2.2	Innovative micro-credential design	Micro-credentials and other forms of recognition that enable lifelong learning and transferability of skills

Te Tiriti / Te Ao Māori

Throughout qualification reviews the qualifications and standards team intend to find new ways and opportunities to incorporate aspects of te ao Māori and the use of Mātauranga Māori. We envision achieving this by first engaging with Māori partners to create new partnerships with iwi, hapū, and hāpori Māori.

The qualifications and standards team have put together a Māori engagement strategy - Tātai Tipu which provides the tools to understand the importance of te ao Māori and how and why it should be incorporated into past, present and future qualifications and standards. These tools provide the foundations for Māori engagement and partnership under te Tiriti o Waitangi.

The Articles of te Tiriti stated in Tātai Tipu make it clear that the crown must actively

uphold Māori rights and interests. This includes treaty rights related to inclusion of te ao Māori and Mātauranga Māori in the education system.

Tātai Tipu states the following:

- **Article 1:** Kāwanatanga (governance) – We will value the input of Māori and iwi and give them opportunity to influence qualifications and standards including through process oversight. To guarantee that Māori can contribute to our work and that Māori knowledge informs it we will actively collaborate and engage with iwi, hapu, and whānau.
- **Article 2:** Tino Rangatiratanga (self-determination) – We will create opportunities for Māori leadership, engagement, collaboration, and co-design of activities with the potential to impact Māori. We will, where possible, assist whānau, hapū, iwi, and Māori communities to build capacity and capability to understand qualifications and standards and allow them to lead iwi and Māori community-based initiatives.
- **Article 3:** Ōritetanga (equity) – We will prioritise initiatives supporting Māori participation in the process of developing qualifications and standards. We will present meaningful information about, and to, Māori and iwi so that Māori education can be realised and acknowledged by all.
- **Article 4:** Te Ritenga Māori declaration (right to beliefs and values) - We will respect Māori whānau, hapū, iwi, and communities' beliefs and values, develop ways through a te ao Māori lens, and promote Māori's right to practise te reo Māori and tikanga Māori (Māori language and customs).

The qualifications and standards team understand that it is crucial that we actively uphold these obligations under Te Tiriti o Waitangi and consider all stated in the above articles.

NZQA uses the whare ako framework and methodology known as Te Hono o Te Kahurangi to carry out quality assurance in the tertiary sector for programmes incorporating Mātauranga Māori. The framework acknowledges akonga Maori and their decision to succeed in their educational success through Mātauranga Māori.

The Qualifications and Standards team intend on using this framework as guiding principles in how Mātauranga Māori can successfully be incorporated into our products and processes.

Action: Council note the proposed approach for Te Tiriti / Te Ao Māori

Qualification Suite Reviews (D2.1, D2.2)

Seafood

Staff allocation: 1.5 Analyst FTE and .6 Team Lead FTE (March 2022 – March 2023)

Muka Tangata will

- lead the consultation, design, and development of seafood educational components (qualifications, standards, and micro-credentials).
- work alongside iwi, hāpu, whānau Māori, industry and providers across our regions to obtain a broad view.
- conduct an in-depth analysis of the seafood industry,
- clarify needs of VET partners,
- identify potential gaps in existing educational components,
- incorporate te ao Māori and
- establish parameters for change.

For more details, see Muka Tangata website for Seafood Qualification Review plan outlining the project.

The review will incorporate existing qualification and standards as well as future changes required e.g.

- Creation of skill standards / micro credentials
- Working with providers to support the creation of new programmes
- Alignment with existing qualifications such as NZ Maritime (e.g. Advanced Deckhand – Fishing) or Hanga Aro Rau (e.g. NZC in Fishing Vessel Crewing)
- Coverage for Customary Fishing

Forestry

Staff allocation: 1.5 Analyst FTE and .6 Team Lead FTE (March 2022 – March 2023)

Muka Tangata have identified several challenges that the sector is experiencing.

- lack of a progressive, transferable pathways for learners
- lack of support for wellbeing, pastoral care, mana enhancing opportunities and Mātaurunga Māori for a predominately Māori and Pacific Peoples workforce.
- qualifications that do not meet training needs
- significant workforce skill shortages across all parts of industry and in all regions
- negative perceptions of the industry and challenging workplace conditions
- parts of the sector being reliant upon migrant labour and have been significantly impacted by Covid-19 and Cyclone Gabrielle

Muka Tangata will

- lead the consultation, design, and development of forestry educational components (qualifications, standards, and micro-credentials).
- work alongside iwi, hāpu, whānau Māori, industry and providers across our regions to obtain a broad view.
- conduct an in-depth analysis of the forestry industry,
- clarify needs of VET partners,
- identify potential gaps in existing educational components,
- incorporate te ao Māori and
- establish parameters for change.

Further Qualification suite review

Staff allocation: 1.5 Analyst FTE and .6 Team Lead FTE (March 2022 – March 2023)

The Qualification and Standards team is planning to commence a third qualification suite review in Q1 / Q2 FY24. We are recommending that the decision about which

suite will be reviewed to be made later in the year once more evidence is collected about what is appropriate.

This will allow time for

a. WDP to move into 2nd phase
b. F&F Skills Framework and A New Approach to Learner Pathways to be operationalised.
c. Initial Skill Standard development to be undertaken

Some potential options are

1. NZC Primary Industry Skills L2 and/or NZC Primary Industry Operational Skills L3
   This would allow for a wide range of industries in the F&F Sector to have input into the development of what could be the model for new qualification development.

2. Agriculture Qualifications

- NZC in Primary Industry Skills (Level 2) with optional strand in Self-Management and Employability Skills
- NZC in Agriculture (Level 3) with strands in Dairy Farming, and Meat and/or Fibre
- NZC in Primary Industry Operational Skills (Level 3) with optional strands in Specialist Equipment, and Infrastructure
- NZC in Agriculture (Farming Systems) (Level 3)
- NZC in Agriculture (Level 4) with strands in Arable Farming, Dairy Farming, Breeding Livestock Farming, and Non-Breeding Livestock Farming
- NZC in Primary Industry Production Management (Level 5) with strands in Livestock Production, and Crop Production
- New Zealand Diploma in Primary Industry Business Management (Level 5)

Micro credentials (non qual-review) (D2.2)

Muka Tangata will develop micro credentials but is also required to support micro credential development by providers.

It is expected that WDCs will apply for listing and approval of micro-credentials that comprise skill standards, and that providers will design delivery for them.

Micro-Credential Support

Staff Allocation: 0.6 Analyst FTE (March 2022 – March 2023)

Micro-credentials developers must seek support if the micro-credential is in an area where a WDC is the standard setting body.

NZQA will expect a statement from the WDC noting that, based on the WDC's current position/knowledge of the sector or topic, the WDC supports the approval of the micro-credential content. If a WDC has concerns about the micro-credential (for example with respect to stated outcomes, technical content, duplication, evidence of need, or safety) it will work with the provider to help resolve those concerns.

Micro-Credential Development

Staff allocation: .7 Analyst FTE (March 2022 – March 2023)

The Qualifications and Standards team is committed to the development of a minimum of 10 Micro-credentials over the next 12 months, independent of any developed as a result of qualification reviews. The following topics/areas have been identified as potential candidates for micro-credential development. A process for making decisions about prioritisation of new projects via Ngā Rourou, GMs and SLT is currently under development.

- Dairy – Calf Rearing
- Sheep, Beef and Deer –Greenhouse Gases (work with NZAGRC and NZIPM)
- Wool – Shearers / Wool Classers

- Pan-Sector – Primary Industry Business Management – micro-credentialise existing qual
- Pest Control – Conservation and Environmental Management (Toi Mai & Muka Tangata)
- Support Services – Ground spreading (Hanga Aro Rau & Muka Tangata)
  Action: Council to support

A New Approach to Learner Pathways (D2.1, D2.2, D2.2)

To enable *A New Approach to Learner Pathways* the qualifications and standards team will create a Food & Fibre Skills Framework, and suite of qualifications, standards, and micro credentials, that maximises flexibility and transferability whilst still offering opportunities for specialisms and not creating something too generic to be intelligible to industry.

We will work with industry to understand how we can maximise learner mobility while ensuring qualifications have currency for employers. To do this, we will ask ourselves two key questions.

1. What is the optimum level of skill flexibility and transferability for ākonga in the food and fibre sector?
2. What approach should we take to achieve this outcome?

Throughout our qualification reviews, skill standard, and micro credential development we will endeavour to answer these questions and to therefore inform the development of educational components that support our goals. The Food & Fibre CoVE has offered to support us on this project, and we will utilise this partnership to conduct action research to inform our mahi.

The following three development principles which will underpin, inform, and support our continued work creating and maintaining qualifications, standards, and micro-credentials that are fit-for-purpose, flexible, and high-quality:

The incorporation of Mātauranga Māori into learning

Using Mātauranga Māori as an essential component of every educational development in a food and fibre setting, in accordance with our commitment to te Tiriti o Waitangi which resides at the core of what we do. As a result of this the VET system will better support Māori to flourish in the food and fibre sector and provide better insight into te ao Māori.

The creation of a food and fibre skills framework

All qualifications, standards, and micro-credentials within the food and fibre sector should work together as a coherent set in both workplace-based and provider-based settings to form a wider and more transferable skills base. Pathways will become more intelligible and enable greater learner mobility within the sector and beyond.

The design of learning elements in parallel

Most qualifications, standards, and micro-credentials will be designed together, and tailored responsively based on input from the relevant industry workforce development plan. Conjunctive design ensures and supports relevance, coherence, and mobility, and creates clearer pathways for learners. For example, during the Seafood qualification review, we will look to identify those skills which might sit across the dairy, meat and seafood processing sectors which will involve close alignment with Hanga Aro Rau WDC. During the Forestry review, we may focus on skills relating to sustainable use of whenua which could be applicable to all land-based industries. There will also be skills which do not currently sit in either the current qualifications or the industry such as the appropriate inclusion of Mātauranga Māori, resilience, or leadership.

Food and Fibre Skills Framework (D2.1, D2.2, D2.2)

The Food and Fibre Skills Framework proposal has inspired the qualification and standards team to develop a conceptual framework which provides a high-level approach against which existing and new products could be mapped and

created. We have applied a practical lens and have focused on the objectives of ROVE and A New Approach to Learner Pathways to enable more flexible and transferable ako.

As we map industry qualifications against the framework it is likely that it will continue to be refined. Further research will be required into transferable knowledge and skills, industry, and vocational education research. We have been mindful in this process to consider the influence of the mahi of other WDCs and how we might collaborate with the vision of a compatible framework. We are seeking support for this project so that we may continue the development of the conceptual framework and mapping of qualifications. The qualification team aims to advance the initial mahi to a final draft before proceeding with internal and external consultation for feedback and refinement.

This initial mahi has been conducted to highlight the qualification team's capabilities in this space, demonstrate how A New Approach to Learner Pathways might influence our products, and provide the stimulus for further project development on the framework. For this project to progress it is likely that additional funding and resource will be required. The Food and Fibre CoVE have offered support, most recently in the allocation of research hours as part of the Food & Fibre Capability Framework project to focus on the Food and Fibre Skills Framework.

Action: Council note the progression of ANA to LP & the development of a Food & Fibre Skills Framework

Emergent Work, Maintenance and BAU (D2.1, D2.2, D2.2)

Staff allocation: .5 Analyst FTE (March 2022 – March 2023)

The Quals and Standards team maintains all existing standards and qualifications (86 quals & over 1600 unit standards). The team will need to respond to demand for educational components out of sequence such as the development of a new qualification to fill a gap.

A portion of FTE will therefore be set aside for emergent needs, and the Quals & Standards team will also reallocate staff if necessary. A process for making decisions about prioritisation of new projects via Ngā Rourou, GMs and SLT is currently under development.

The team is involved in programme endorsement, micro credential support, qualification revisions and new qualification development. In addition, our team has a responsibility to engage in consistency reviews, internal and external special projects to contribute to the quality and outcomes of Muka Tangata.

Decision: Council to support development of process for decisions about prioritisation of resources.

Summary

The qualifications and standards team anticipate a productive and challenging time ahead as we move into our first qualification reviews and explore the development of skill standards and micro-credentials. We acknowledge that project timelines and resourcing will need to be regularly revisited to ensure we are realistic in terms of product development and workload. The team is enthusiastic about the opportunity to reshape the food and fibre sector through meaningful and relevant qualification, standard, and micro-credential development.

Estimated total FTE allocation April 2023 – June 2024

Project	Analyst FTE (6.5 capacity)	Team Lead FTE (2 capacity)
Seafood Qual Review	1.5	.6
Forestry Qual Review	1.5	.6
3rd Qual Suite Review	1.5	.6
MC Development	.5	
MC Support	.6	
Programme Endorsement	.4	
BAU / Emergent	.5	
TOTAL	6.5	1.8

Summary Action Table

Section	**Action**	**Details**
Te Tiriti / Te Ao Māori	Note	Te Tiriti / Te Ao Māori proposed approach
Qualification Suite Reviews	Note	Seafood and Forestry qualification suites will be reviewed in 2023
Qualification Suite Reviews	**Decision**	3rd Qualification Review suite to be identified by July 2023, and considered by Council in August 2023.
Micro credentials (non qual-review)	Note	Council to note the development of internal process for decisions about prioritisation of resources.
A New Approach to Learner Pathways	Note	The progression of *A New Approach to Learner Pathways* & the development of a *Food & Fibre Skills Framework*
Emergent Work, Maintenance and BAU	Note	Council to note the development of internal process for decisions about prioritisation of resources.