



Who we are:

Muka Tangata is the voice of the food and fibre sector in vocational education and training (VET).

- We develop qualifications, standards, and micro-credentials to make sure people in our sector have the skills for work.
- We ensure the vocational education and training system supports diverse needs and ensure equitable outcomes so that they can flourish in the food and fibre sector.
- We advise the government on how much to spend on these qualifications, standards and programmes across vocational educational and training.
- We do all of this in ways which honour te Tiriti o Waitangi and advance Māori Crown relations - we work so Māori can succeed as well as the other Treaty partner in our sector.

What we've heard and learnt:

From our engagement over the last year with industry and analysis of available statistics and reports; the following key themes have emerged:

- skill and labour shortages are endemic and won't be going away
- the main positive demographic opportunities are Māori and Pacific peoples - but only if they can succeed in the system
- vocational education numbers in food and fibre have been dropping
- employers, learners and providers find formal vocational education inflexible, complex and hard to use
- the system doesn't work for those with diverse needs - neither employers, learners, or iwi / hapū Māori.

What we're doing:

- simplifying and improving the speed to market of food and fibre qualifications, standards and programmes
- improving the relevance, accessibility and quality of food and fibre qualifications, standards and programmes for industry, Māori, Pacific peoples and disabled people
- ensuring everyone has good and easily accessible information about food and fibre workforce and skill needs, and the actions needed to address these
- working with food and fibre industries, government agencies, whānau, hapū and iwi Māori, and vocational education and training providers to remove other barriers and complexity from the system.

Simplifying and improving speed to market:

- **Qualification reviews:** beginning with a Seafood Qualifications Review, we will be partnering with industry, iwi Māori and vocational education providers to review and develop qualifications, standards, micro-credentials and programmes in parallel, so that ākonga (learners) can start a year after the review begins.
- **A New Approach to Learner Pathways:** we have identified how we can simplify and reduce the complexity, and improve the usability and flexibility of qualifications, standards and micro-credentials. We will use these changes to enable the recognition of mātauranga Māori in vocational education.
- **Targeted qualifications, standards and micro-credentials:** we are developing qualifications, standards and micro-credentials in priority areas. We have already moved to create a new forestry qualification and key standards (line retrieval), a new equine qualification, and others identified by our workforce plans.

Improving relevance, accessibility and quality:

- **A new approach to quality:** our publications, Te Whakatōnga and the External Moderation Review, set out how we are evolving our approach to quality to focus on the whole programme, on learner outcomes, and greater support for Māori and Pacific peoples' success in vocational education.
- **Programme endorsement and quality:** we are focusing programme endorsement work on meeting industry needs, and improving outcomes for Māori, Pacific peoples, and disabled people. We have a strong focus on improving pastoral care for learners and employees. Our new approach to quality focuses on the whole programme.
- **Provider workshops:** we are working to support providers so they can deliver better outcomes for our learners, employers, and iwi and hapū Māori.

Good and easily accessible information:

- **Shared Data Platform:** we have developed an online shared data platform, with our fellow WDCs, so that our industries, providers, and other partners are all using the same information.
- **Workforce plans online:** we are putting our workforce plans online, identifying key statistics, what challenges and opportunities exist, and what we are doing to support our industries.
- **Initial Sector Workforce Plan and Food and Fibre Futures project:** we have talked with over 300 people in 14 industry group workshops to get a clear view of the major long-term issues for our sector. We also drew on MPI's workforce insights project and other existing data sources. This underpinned our initial sector workforce plan and our new online plans.

Removing barriers and complexity:

- **Engagement and partnerships:** we are continually talking with our 14 industry groups to identify barriers and challenges, and working with them to address those issues. This is explained in our online workforce plans.
- **FOMA Māori workforce advisor:** embedding a role inside the Federation of Māori Authorities who can work with Māori agribusinesses to help them address their skill and workforce needs.
- **FFCoVE projects:** we are part of most Food and Fibre Centre of Vocational Excellence (FFCoVE) projects, including a project on linking formal and non-formal learning. We use the outcomes of these projects to support our work addressing sector challenges.



Our publications



Statement of Strategic Direction 2022-27

Sets out our deliverables and outcomes for the next 5 years, and our operating model to achieve that.

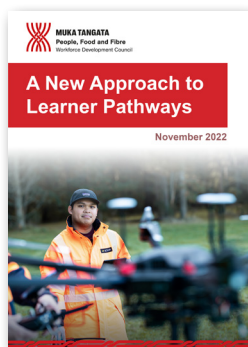
(Sep 2022)



Annual Report 2022

Our progress establishing ourselves within the food and fibre and vocational education sectors and building strong relationships with key partners and iwi and hapū Māori.

(Jan 2023)



A New Approach to Learner Pathways

Radical simplification of our qualifications, standards and micro-credentials.

(Jan 2023)



Te Whakatōnga

Our new approach to incorporating mātauranga and te ao Māori into quality assurance - which plays a key part in our overall new approach to quality enhancement.

(Feb 2023)



SAARA External Moderation Review

A review that underpins our shift towards a more holistic and supportive approach to quality assurance and working with our providers towards quality enhancement.

(Feb 2023)



Whiria te Muka Tangata

This report highlights research that shows how a strong focus on Māori pedagogical approaches is central to the success of Māori learners.

(Sep 2022)



Initial Sector Plan

The workforce development plan provides an overview of the whole food and fibre sector's workforce and skills issues.

(Jun 2022)




Future of the Food and Fibre Workforce


This report collates the results of our discussions with 14 key industry groups in early 2022.


(Jun 2022)

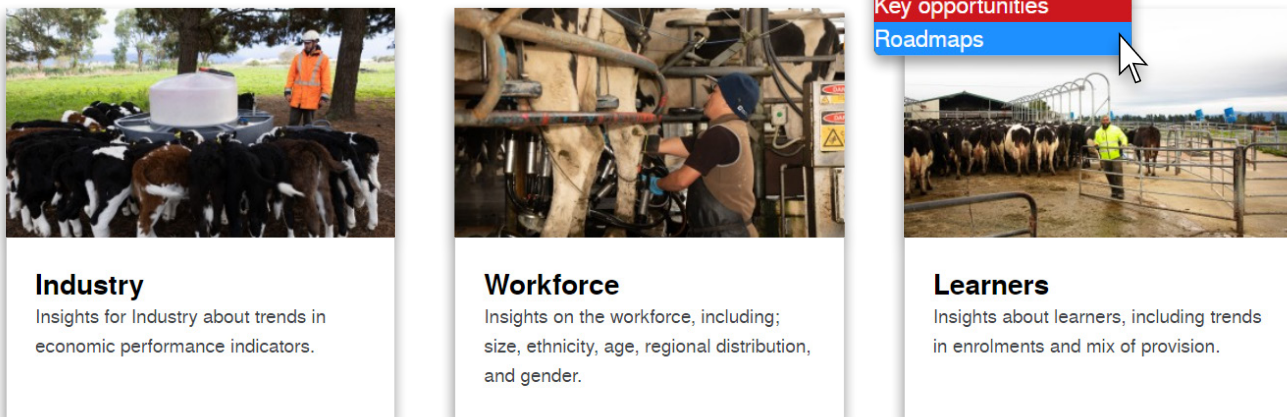
Workforce Development Plans

The workforce development plans (WDPs) are living and interactive, online resources that reflect what we've heard and learnt from our sector. They will evolve and be refined, in collaboration with industry partners, iwi and hapū Māori, as industry and wider challenges change.

mukatangata.workforceskills.nz 

I'm interested in **Dairy farming** and exploring **An overview**  **Let's go**

An overview
Trends and analysis
Key opportunities
Roadmaps 



Industry
Insights for Industry about trends in economic performance indicators.

Workforce
Insights on the workforce, including; size, ethnicity, age, regional distribution, and gender.

Learners
Insights about learners, including trends in enrolments and mix of provision.

We use WDPs to guide our advice on vocational education to the Tertiary Education Commission (TEC), drive the development of new and existing qualifications, standards, and micro-credentials, and identify how we can best support people in the food and fibre sector to flourish.

The WDPs identified six key cross-cutting issues and corresponding actions that were common across the food and fibre sector. These were to:

- explore and support appropriate delivery models,
- support the use of more flexible assessment methods,
- support learners to succeed,
- improve the recognition of existing skills so that learners are not repeating unnecessary training,
- explore how vocational education and training can evolve to meet a changing work environment; and,
- support industry efforts to address mental health and wellbeing.

Māori Workforce Development

Our approach to workforce development is underpinned by te Tiriti o Waitangi and a recognition that mātauranga Māori contributes significantly to better outcomes for Māori.

Each of the 14 industry-specific WDPs were developed in collaboration with Māori industry leaders. Furthermore, we have begun work on a Māori Workforce Development Plan, which will enable us to focus more intently on success for Māori learners, workers, businesses and communities.



Our people



Jeremy Baker
Chief Executive

Jeremy leads a team of passionate professionals with extensive experience in the education, training, public and primary sector organisations.



Moerangi Vercoe
(Ngāti Awa, Ngāti Whakaue)
Manukura

Moerangi advises and works with both the Council and Senior Leadership team on ways all staff can add value and commitment to honouring te Tiriti o Waitangi.



Lester Hoare
Quality Assurance and
Enhancement

The Quality Assurance and Enhancement team monitor, engage and support providers to deliver high quality training and assessment to ākonga.



Justine Stephen
Skills Leadership and Advice

The Skills Leadership and Advice team provides the research and analysis of the current and future needs of the food and fibre sector which support the future focused workforce development plans for our sector.



Mitzi Austin
Engagement and Partnerships

The Engagement and Partnerships team build relationships with people in our sector, including iwi, hapū and whānau Māori, to understand their aspirations and challenges, and use this knowledge to inform industry specific workforce development plans.



Craig Langdon
Qualifications and Standards

The Qualifications and Standards team creates pathways that reflect the current and future skills needs of our workforces, and develops credentials that recognise these skills needs.

Our Council



Erin Simpson, Chair
(Taranaki, Te Atiawa)
Horticulture



Kevin Ihaka, Deputy Chair
(Ngāti Kuhungunu)
Forestry



Bernadette Kelly
Farming, Health and Safety



Cathy Webb
Seafood



Cheyenne Wilson
(Ngāi Tūhoe, Ngāti Awa)
Dairy, Youth, Māori



Chris Flatt
Workers Union



Geoff Taylor
Dairy



Iani Nemani
Pacific peoples



Paul Crick
Sheep and Beef Farming



Renee Rooney
Dairy, Farming



Turi Ngatai MNZM
(Ngāi te Rangi, Ngāti Ranginui)
Māori, Horticulture, Education



Warwick Tauwhare-George
(Waikato Tainui - Ngāti Hikairo,
Ngāi Tahu - Ngāti Waewae, Ngāti
Wheke)
Pastoral, Seafood, Forestry,
Horticulture, Apiculture.