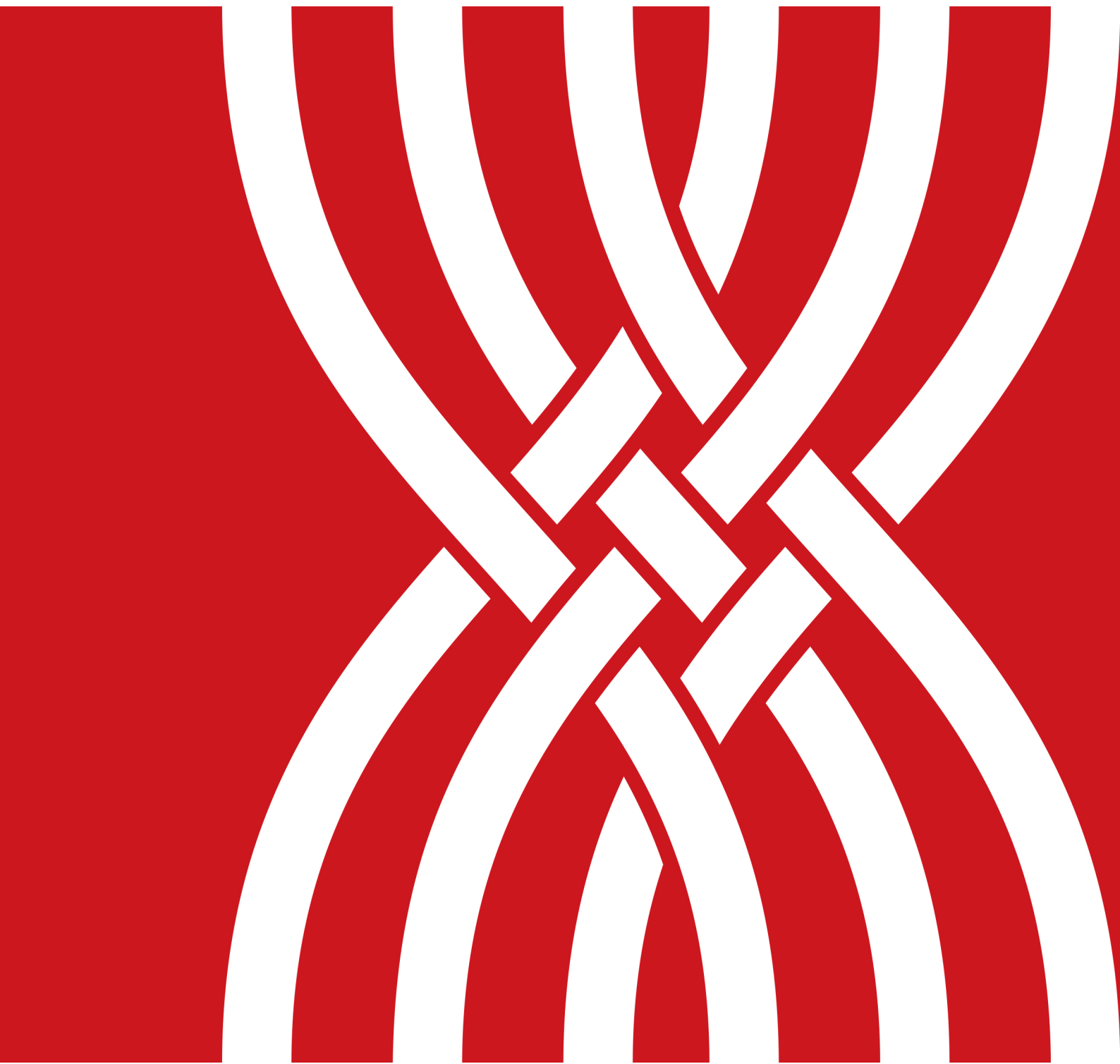




**MUKA TANGATA**  
People, Food and Fibre  
Workforce Development Council

# Agriculture Qualifications Development Project Initiation Document

March 2024



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## **Kei aku nui, kei aku rahi, kei ngā whakaū i te mātauranga, ko te reo mihi tēnei o Muka Tangata ki a koutou katoa.**

Muka Tangata is the Workforce Development Council for the food and fibre sector. We work on ways to enhance vocational education and training to meet the needs of industry, iwi and hapū Māori, ākonga (learners), and kaimahi (workers), and support them to flourish.

- 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 education 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.

Muka Tangata represents 14 industry groups that make up the food and fibre sector. View the full list on our website: [Muka Tangata industries](#).

### **Overview and Purpose**

The Agriculture qualification development project seeks to review six of the Agriculture and four other livestock-related qualifications in the Pork and Poultry industries. Through initial engagement, with industry partners, Muka Tangata has identified an opportunity to enhance potential pathways through and between these qualifications, while ensuring that they are fit-for-purpose for industry, ākonga and our hāpori (communities).

This project is being conducted in parallel with and will be informed by the review of the Entry Level qualification development project which seeks to establish entry and progression pathways across all food and fibre industries.

We began to engage with industry about the Agriculture project in late 2023, with the formal launch of the project in March 2024. Expressions of interest are now open for food and fibre industry, iwi and hapū Māori and vocational education and training providers to participate in the project, closing on 28 March 2024.

Muka Tangata has endorsement from some key industry groups in the food and fibre sector to undertake this major project and implement our [New Approach to Learner Pathways](#) including: Federated Farmers, Dairy NZ, Beef + Lamb NZ, and Deer Industry NZ.

## Project Scope and Development

Through the Agriculture project, we will review and develop qualifications, micro-credentials, and standards from Level 3 to Level 5 for Agriculture industries including arable, dairy, sheep, beef, deer, pork, and poultry farming.

### **The following qualifications fall within the scope of the project:**

- New Zealand Certificate in Agriculture (Level 3) with strands in Dairy Farming, and Meat and/or Fibre Farming (Level 3) [Ref: [2214](#)]
- New Zealand Certificate in Agriculture (Arable Production) (Level 3) [Ref: [2624](#)]
- New Zealand Certificate in Agriculture (Farming Systems) (Level 3) [Ref: [2220](#)]
- New Zealand Certificate in Pork Production (Stockperson) (Level 3) with optional strand in Farrowing Care [Ref: [2525](#)]
- New Zealand Certificate in Poultry Production (Level 3) with strands in Poultry Egg Production, Poultry Hatchery, and Poultry Rearing [Ref: [2932](#)]
- New Zealand Certificate in Agriculture (Level 4) with strands in Arable Farming, Dairy Farming, Breeding Livestock Farming, and Non-Breeding Livestock Farming [Ref: [2212](#)]
- New Zealand Certificate in Pork Production (Management) (Level 4) with an optional strand in Pig Farm Production Planning [Ref: [4222](#)]
- New Zealand Certificate in Poultry Management (Level 4) with strands in Poultry Egg Production, Poultry Hatchery, and Poultry Rearing [Ref: [2933](#)]
- New Zealand Certificate in Primary Industry Production Management (Level 5) with strands in Livestock Production, and Crop Production [Ref: [2211](#)]
- New Zealand Diploma in Primary Industry Business Management (Level 5) [Ref: [2221](#)]

### **The following are out of scope for this project:**

- Agri-chemicals
- Apiculture
- Artificial insemination
- Fencing
- Irrigation
- Hydrology
- TB Testing

These qualifications have a broad coverage and cross multiple sectors outside agriculture, and, as such they deserve their own attention and will be reviewed closer to their qualification review dates.

Level 2 qualifications and standards will be reviewed as part of the Entry Level qualifications development project.

## Industry context – what we've heard

The foundation for this project has been framed through what we've heard from key industry bodies, including Federated Farmers, Dairy NZ, Beef + Lamb New Zealand, NZ Pork, Deer Industry NZ and the Poultry Industry Association of NZ as well as current providers of existing qualifications. Our engagements, to date, have captured valuable themes, and now we seek to engage more broadly to fill out this initial picture.

These themes include:

- Economic pressures facing industry.
- Current qualifications being onerous and taking too long to complete; sighting that they are not sufficiently flexible to meet industry needs.
- Notable duplication of skills between existing qualifications.
- Lack of qualifications building on each other and creating clear pathways that support transferability, career progression and retention.
- Lack of learning outcomes that focus on the core skills and requirements for practice of work at each level.

These themes indicate that there is evidence to support an overall decline in the numbers of ākonga entering and completing agriculture and pork and poultry qualifications. We will further investigate the issues, challenges, and gaps in learning to create education components that better suit the needs of ākonga, kaimahi, and ahumahi (industry), which will allow for improved support from kaiwhakarato (providers).

Feedback to date has noted also that the qualifications currently in use have many positive points as well, for example, efforts to identify and foreground valuable cross-industry skills (such as pasture and soil management) that has allowed for the development of industry-transferable skills and knowledge as well as networking between ākonga in different industries.

We have also heard that these qualifications are important to the processes and learning as they apply to different regions and different types of livestock. It will, therefore, be important to investigate and support regional and seasonal skills and align with the appropriate qualifications.

Muka Tangata is being intentional in our engagement with pakihī Māori (Māori businesses), as well as Māori providers, whānau and iwi, with the goal of better understanding the needs of Māori within the training system. We are committed to enhancing Māori participation in training and within our industries, in recognition of their vital contribution within the primary sector.

## Qualification Structure

Through the Agriculture project, Muka Tangata aims to:

- Streamline qualifications, allowing transferability of core skills and a clearer pathway for ākongā to progress to higher levels of qualifications and into work.
- Take the lead from our steering and other advisory groups, according to their fields of expertise, to inform the structure of the qualifications and graduate profile outcomes so that these are fit for purpose.
- Investigate the opportunities offered by micro-credentials for bite-sized learning packages that can either stand alone or be 'stacked' towards full qualifications.
- Consider any additional skills that graduates need to operate professionally and to thrive within these industries, and how those skills might feature in the qualifications we develop.
- Explore how we can future-proof the qualifications so that they can continue to deliver for our industries, learners, and communities.

## Further Considerations

The food and fibre sector regularly creates a variety of opportunities for learning with non-formal training offered in the form of discussion groups, workshops, field days, expos, and short courses (Appendix 4). Muka Tangata will investigate possible ways to create skill standards or micro-credentials to give ākongā the chance to have this training recognised formally.

We will work closely with the Muka Tangata kaimahi developing Te Haumako - our Māori Workforce Development Plan throughout the Agriculture project to ensure the development of the Agriculture educational components align with the outcomes and kaupapa of this plan.

Mental health and wellbeing remain an ongoing focus for many of our industries. It is important that learners are as equipped as possible to enter the workforce with resilience, and there are already many industry-led initiatives that exist to address mental health and wellbeing. Discussions around how qualifications and awards can support this kaupapa is vital.

## Transferable Knowledge

The Agriculture project will incorporate aspects of the [New Approach to Learner Pathways project](#), which is designing a multi-level Food and Fibre Skills Framework to bridge the formal / non-formal learning divide and enhance qualification flexibility and transferability.

## How you can be involved

Varying levels of involvement and roles will be available in the review process. Below is an indication of the responsibilities and time commitments.

If you would like to join us in any of those ways, please complete our Expressions of Interest form [here](#) and we will be in touch with you soon.

- **Steering Advisory Group**

The Steering Advisory Group will provide guidance and feedback across all levels of qualifications, standards, and micro-credentials. The group will provide overview and guidance to the qualification and technical advisory groups and will address issues identified as part of development.

**Coverage** - Project updates, main orders of business, and strategic direction.

**Frequency** – As agreed.

- **Qualification Advisory Groups**

Qualifications Advisory Groups will provide overview and guidance towards qualification development. The group will review and approve drafts qualifications and micro-credentials. Members need to come to meetings prepared to address issues.

**Coverage** – Qualifications and micro-credentials, project updates.

**Frequency** – Monthly.

- **Provider Advisory Group**

The Provider Advisory Group will provide guidance and feedback across all levels of qualifications and standards. The group will inform development from a programming perspective. Members will need to come to meetings prepared to address issues raised.

**Coverage** - Project updates and strategic collaboration.

**Frequency** – Monthly.

- **Technical Advisory Groups**

The Technical Advisory Groups will provide subject matter knowledge and advice on qualifications and standards and micro-credentials; support the creation of micro-credentials and skill standards drafts for wider consultation.

The group will develop each micro-credential, and skill standard line by line and address issues identified. Members must come to meetings prepared to address issues in detail.

**Coverage** – Micro-credential, skill standard development updates; project updates.

**Frequency** – Fortnightly.

- **Wānanga participant**

Participants will participate in a kanohi-ki-te-kanohi/face-to-face wānanga. Learn more about the projects, provide general feedback on current qualifications and standards, and share aspirations of future industry training.

**Frequency** – Locations and dates to be confirmed in April 2024.

- **Updates only**

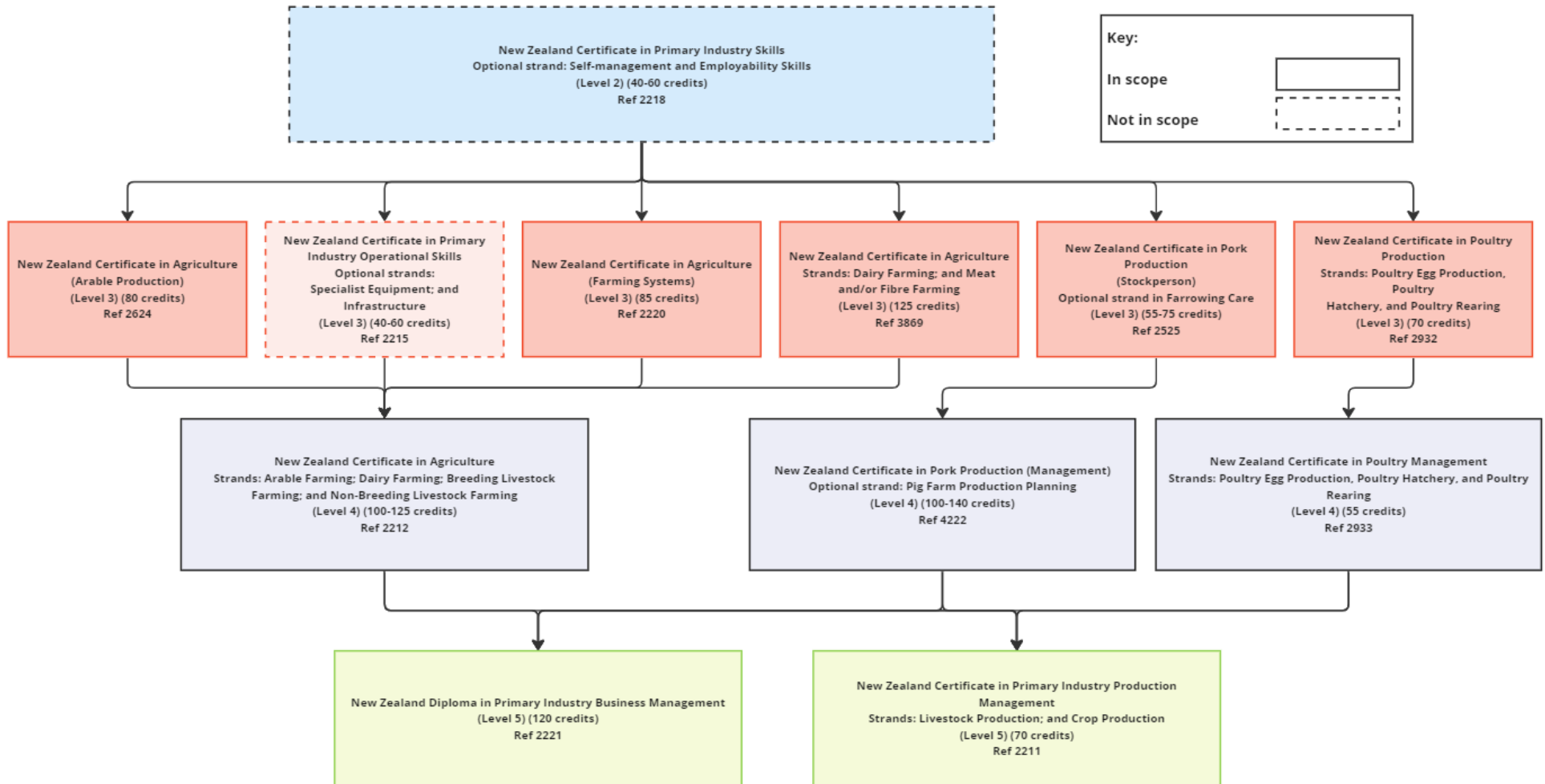
Will receive project updates via email as milestones are met.

For additional information or to arrange a meeting with our team please email [AEL@mukatangata.nz](mailto:AEL@mukatangata.nz) and we will be in touch.

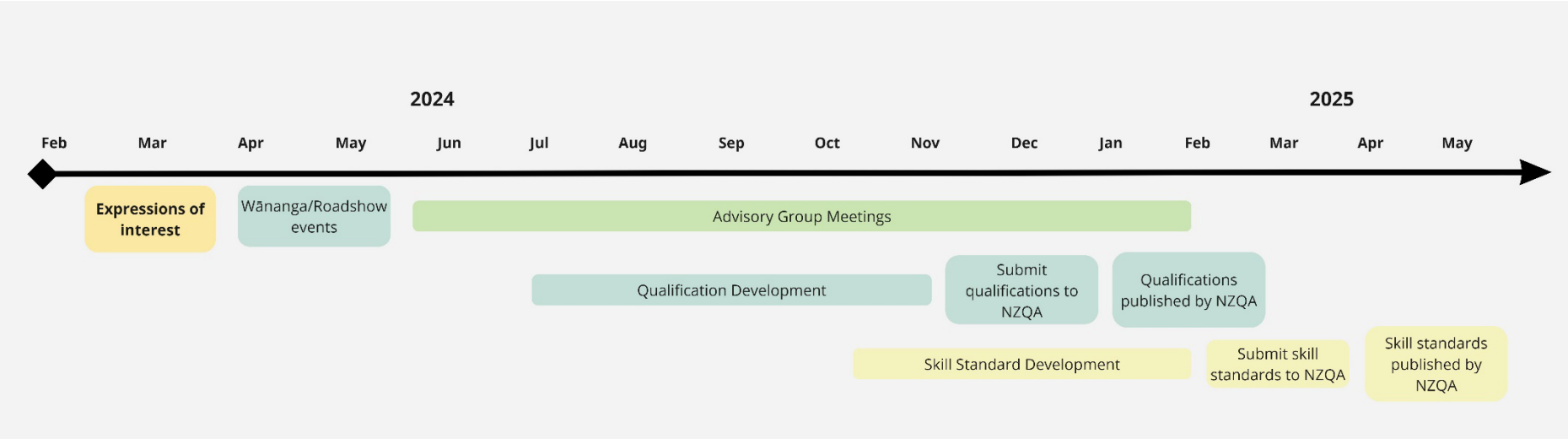
**E hika mā tēnei te reo karanga o Muka Tangata e mihi ana ki a koutou kātoa, nau mai o pūkenga, nau ngā hua o ēnei wānanga, haramai ngā hua o tēnei mahi.**



## Appendix 1 - Map of current qualifications



# Appendix 2 – Project phases and milestones



# Appendix 3 – Infographic



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## Agriculture Qualification Development Project 2024

### Project Overview

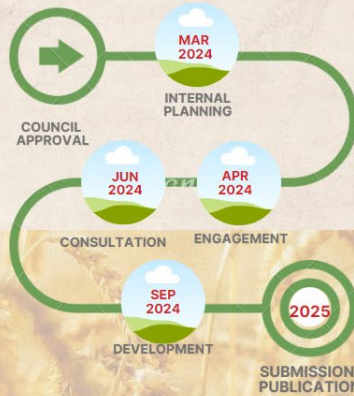
A transformational combined review of existing agriculture, Primary Industries, pork, and poultry qualifications and unit standards that will:

- Engage with key partners, including Māori businesses and iwi, Pacific people, Tangata Whaikaha, ākonga, and the Vocational Education and Training sector.
- Review and build replacement qualifications and standards that are future-proofed, transferable and relevant
- Develop micro-credentials as standalone awards, or stackable components of qualifications.

### Qualifications and Standards

	QUALS	STANDARDS
AGRICULTURE	4	230
PRIMARY SECTOR	2	60
PORK	2	77
POULTRY	2	32
<b>TOTAL</b>	<b>10</b>	<b>399</b>

### Project Phases



### Key Themes

- Te ao Māori
- Cultural competency
- People management
- Resilience
- Mental health
- Transferable skills

## Appendix 4 – Non-formal training examples

<b>Beef+Lamb NZ</b>	Financial Skills Workshops
	Farming for Profit Field Days
	Feedsmart Workshops
	Wormwise Workshops
	Body Condition Scoring and Performance Feeding Workshops
	Trees Within Farms Workshops
	Sustainable Food and Fibre Futures Project Field Days
	Beef Progeny Test Field Days
	Farmer Focused Workshops
	River Care Field Days
	Facing up to Facial Eczema
	Better Bulls Workshops
<b>Dairy Training Limited</b>	Calving Smart
	Contract Milking
	MilkSmart
<b>DairyNZ</b>	People Expos
	Summer Group
	Systems Fit Field Days
	Finding and Hiring your Farm Team
	Improving Efficiency Alongside the Farm Team
	Rural Professionals
	Nutrition and Production
	Future Proofing
	Autumn Group
	Drought Group
	Preparing for Winter
	Make your team and farm efficient
	Pasture 101
	Staying on the front foot
Driving profitability through reproductive performance	
<b>Dairy Women's</b>	Make Time for Your People Webinar Series

<b>Network</b>	How to Build a Bloody Good Business
	Calf Rearing
	Make it Matter Conference
	Heat Stress
	Facial Eczema
	Health and Wellbeing
	Fit for Transport
	Supporting you and your team to thrive
<b>Tangaroa Walker</b>	Videos - Farm4Life
<b>NZ Young Farmers</b>	Leadership Development /training
	Scholarships
<b>Foundation for Arable Research</b>	Maize establishment in dairy production systems
	Biodiversity in a cropping farm environment
<b>Spring Sheep</b>	Cadet Programme
<b>Rural Vets</b>	Dairy lameness
	Spring Workshops
	Healthy Hoof
	Animal Health Care Basics
	Calf Rearing Refresher