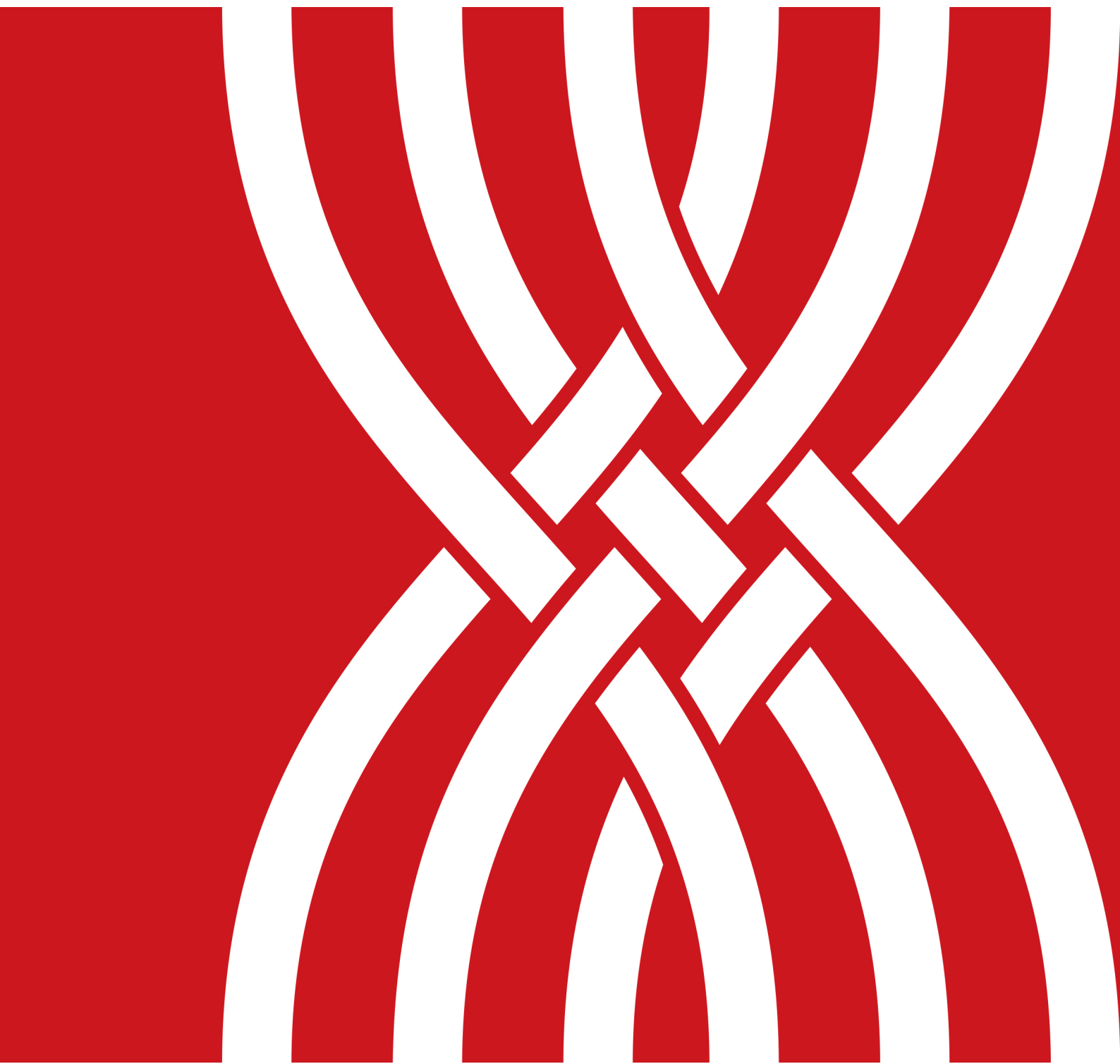




**MUKA TANGATA**  
People, Food and Fibre  
Workforce Development Council

# Entry Level 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 focus of the Entry Level project is to review all Level 2 and Level 3 food and fibre qualifications. We will also scrutinise career pathways into the sector and develop suitable education components that enable a wide range of people, including school leavers, to transition into the workforce and ignite a passion employment in the food and fibre sector of Aotearoa.

Currently two entry level generic qualifications are awarded on completion of training in a range of primary industry contexts. These are:

- New Zealand Certificate in Primary Industry Skills (Level 2) with an optional strand in Self-Management and Employability Skills [NZQA Ref: [2218](#)] (40-60 credits)
- New Zealand Certificate in Primary Industry Operational Skills (Level 3) with optional strand in Specialist Equipment, or Infrastructure [NZQA Ref: [2215](#)] (40 – 60 credits)

Programmes of learning leading to the award of these two qualifications can either be course-based or unit standards-based and are typically composed of both core generic and industry specific learning. In all cases programmes of learning are delivered in a specific industry context, including:

- Agriculture
- Animal Care
- Apiculture
- Dairy

- Equine
- Forestry
- Horticulture
- Pest Control
- Seafood
- Sheep, Beef and Deer
- Sports Turf

In addition, Trades Academies and Gateway programmes deliver unit standards to kura Māori and secondary school ākonga to gain credits toward their Level 2 and Level 3 NCEA awards, and where enough credits have been gained, ākonga can also be awarded the two entry level qualifications (page 3).

Since 2020, there has been a decline in the number of ākonga and kaimahi completing the Primary Industry Skills qualifications, with some industry groups and providers reporting they are no longer fit for purpose. As both qualifications were due for review in late 2023, Muka Tangata has taken the opportunity to comprehensively review all available primary industry entry level training products and pathways to support attraction and retention into the food and fibre workforce.

We began to engage with industry about this Entry Level qualifications development project in late 2023. Formal launch of the project is 4 March 2024, with expressions of interest for food and fibre industry, iwi and hapū Māori and vocational education and training providers to participate in the project. Expressions of interest is open from 4 March to 28 March 2024.

Muka Tangata has the endorsement of 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 New Zealand, and Deer Industry NZ.

In addition, Muka Tangata will partner with the Food and Fibre Centre of Vocational Excellence, Eastern Institute of Technology and Primary ITO (subsidiaries of Te Pūkenga) to share knowledge, resources, and connections to ensure robust engagement with a wide range of key stakeholders, strengthening our understanding of the gaps and needs in entry level pathways into the food and fibre sector.

## Project Scope

We will review all existing Level 2 and Level 3 food and fibre qualifications and explore career pathways into the sector. See Appendix A for current qualification pathways.

Because entry level training is across the breadth of the food and fibre sector, our focus will be on practical areas of on-job training, professionalism, basic health and safety,

communication, health, safety, well-being, pastoral care, resilience training and critical thinking.

Through this project, we'll work to create meaningful pathways for ākonga that maximise flexibility and transferability without closing off opportunities for specialisms or creating something too generic to be intelligible to industry.

We will create impactful and practical learning products and diversify pathways for people who wish to embark on a career within one or more primary sectors, growing the numbers and diversity of people both entering core primary industry roles and transferring their skills from other industries.

## Industry context – what we've heard

Engagement with our industries, Māori business, iwi, vocational education and training providers, schools and kura Māori indicate a growing demand for bite-sized packages of learning that meet specialised industry needs and provide flexible entry and exit points in line with their career aspirations and personal needs.

Our engagement with Māori-owned businesses in the food and fibre sector, and Māori iwi and hapū has indicated high interest in generating more versatile and tailored training products to meet the needs of rangatahi (young people) as there is a growing number of Māori moving into the food and fibre sector.

## Qualification Structure

Micro-credentials afford the opportunity to produce learning packages that meet specific industry needs. Micro-credentials can be stand-alone or used as building blocks for stacking into larger qualifications.

### **Current Graduate Profile Outcomes:**

#### **New Zealand Certificate in Primary Industry Skills (Level 2) with optional strand in Self-Management and Employability Skills (40-60 credits)**

- Carry out practical tasks associated with an entry level role in a primary industry context.
- Use safe work practices in a primary industry context.

Graduates of the Self-Management and Employability Skills strand will also be able to:

- Demonstrate self-management and employability skills in a primary industry context.

## **New Zealand Certificate in Primary Industry Operational Skills (Level 3) with optional strands in Specialist Equipment, and Infrastructure (40 – 60 Credits)**

- Identify and assist with the management of workplace risks.
- Plan and carry out operational activities using mechanised equipment with consideration for environmental impacts.
- Manage personal wellbeing when carrying out primary industry operational activities.

Graduates of the Specialist Equipment strand will also be able to:

- Operate specialist equipment for primary industry operational activities.

Graduates of the Infrastructure strand will also be able to:

- Carry out activities related to the maintenance of workplace infrastructure.

## **Further Considerations**

- We will consider all feedback through our engagement with industry, iwi and hapū Māori and providers as part of this project.
- We will also seek specific feedback from industry, schools, kura Māori, and employers about any issues or barriers of access that may prevent entry into our industries.
- This mahi is also linked to Te Haumako, our Māori Workforce Development Plan which enacts our commitment to promoting Māori excellence in the Food and Fibre sector. We are working closely with Muka Tangata kaimahi developing our Te Haumako and will ensure the development of Entry Level products align with the outcomes and kaupapa of this plan.
- We will collaborate across other Workforce Development Councils to gain input and develop products that may overlap and serve industries beyond the food and fibre sector.

## **Transferable Knowledge**

This project also supports 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.

The Entry Level project will incorporate aspects of the Food and Fibre Skills Framework and to maximise qualification flexibility and transferability by realising the initial levels of the framework through a suite of products that are ideally placed to support futureproofing, with generic, less prescriptive learning outcomes, balanced with indicative content and guidance for providers.

These products will better reflect what industry and employers seek in their workforce, and what employees bring, supporting life-long learning and learner agency across our food and fibre industries.

## 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 want to 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 needs 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 unit and skill standards drafts for wider consultation.**

The group will develop each micro-credential, unit 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.

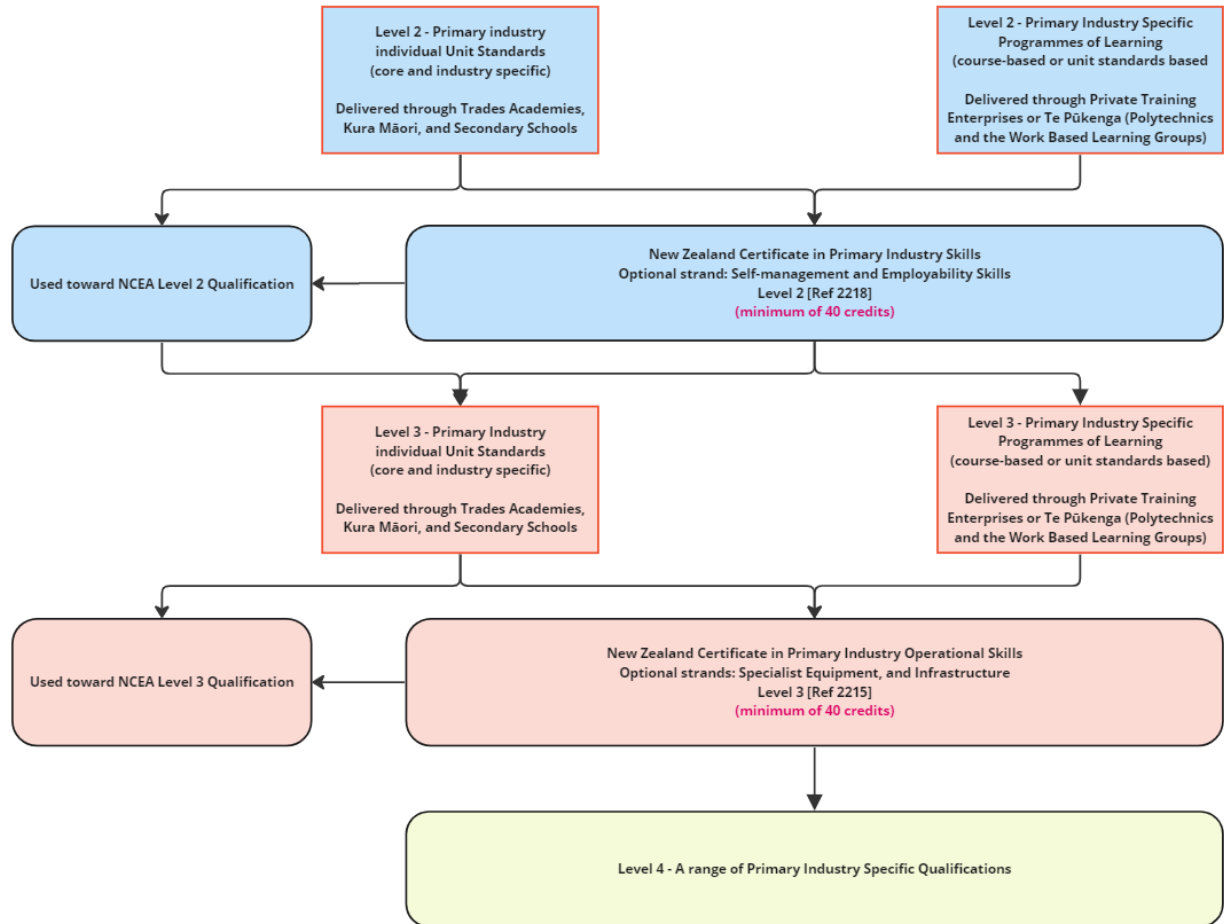
Please forward this document onto any of your relevant networks and encourage others you know to get involved with these projects if they are able to.

For additional information or to arrange a meeting with our team please email [AELproject@mukatangata.nz](mailto:AELproject@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 A - Qualification Pathways



## Appendix B - Key Milestones

<b>Project Phases, Key Milestones and Schedule</b>		
<b>Project Phase</b>	<b>Milestone</b>	<b>Target Completion Date</b>
<b>Internal Planning</b>	<ul style="list-style-type: none"> <li>Analyse qualifications and standards</li> <li>Form internal working groups</li> <li>Develop communications plan</li> </ul>	<ul style="list-style-type: none"> <li>February 2024</li> </ul>
<b>Consultation</b>	<ul style="list-style-type: none"> <li>Advise identified iwi and hapū Māori and Māori industry partners about project launching 4 March 2024</li> <li>Project announcement to industry, VET providers and public</li> </ul>	<ul style="list-style-type: none"> <li>28 February 2024</li> <li>4 March 2024</li> </ul>
<b>Engagement</b>	<ul style="list-style-type: none"> <li>Open expressions of interest form</li> <li>Wānanga/roadshow</li> <li>Steering and working groups formed</li> </ul>	<ul style="list-style-type: none"> <li>4-28 March 2024</li> <li>April/May 2024</li> <li>May-September 2024</li> </ul>
<b>Development and Publication</b>	<ul style="list-style-type: none"> <li>Review, develop and confirm qualifications structure and Graduate Profile Outcomes</li> </ul>	<ul style="list-style-type: none"> <li>September 2024</li> </ul>
	<ul style="list-style-type: none"> <li>Qualification submission and publication on NZQCF</li> </ul>	<ul style="list-style-type: none"> <li>October 2024</li> </ul>
	<ul style="list-style-type: none"> <li>Level 2 - Review, develop and confirm - content, standards, micro-credentials</li> </ul>	<ul style="list-style-type: none"> <li>January 2025</li> </ul>
	<ul style="list-style-type: none"> <li>Level 3 - Review, develop and confirm -content, standards, micro-credentials</li> </ul>	<ul style="list-style-type: none"> <li>April 2025</li> </ul>
<b>Review and Close</b>	<ul style="list-style-type: none"> <li>Debrief and comms with internal and external working groups, and key stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>May 2025</li> </ul>