



Reform of Vocational Education (RoVE)

Manufacturing, Engineering and Logistics - Order in Council proposal summary

Workforce Development Council – name proposal

Manufacturing, Engineering and Logistics Workforce Development Council

The interim Establishment Board would like to have noted that this is the legal name of this Workforce Development Council leaving consideration of the vision, brand and trading name to the incoming Council and management.

Workforce Development Council – Proposed coverage

A detailed list has been prepared using the Australian and New Zealand Standard Industrial Classification level 4 descriptors and is the authoritative guide to the proposed coverage. You can access that list [here](#).

The Workforce Development Council will assume responsibility for the coverage of the following transitional Industry Training Organisations:

- Competenz (except lift and escalator servicing, forestry, biosecurity, journalism, graphic design)
- MITO (all industries)
- NZ Marine and Composites Industry Training Organisation (all industries)
- Primary Industry Training Organisation (petrochemicals, energy and chemical plant, dairy processing, and meat processing only).

Workforce Development Council – Proposed preamble– common to all Workforce Development Councils

The Manufacturing, Engineering and Logistics Workforce Development Council acknowledges its role in creating a sustainable, globally engaged and adaptive Aotearoa New Zealand. The Council, with its industry voice, recognises that there must be opportunities for all people to reach their full potential and capabilities, including those who have been traditionally underserved by the education system.

The Council acknowledges that through commitment to Te Tiriti o Waitangi our systems, policies and procedures will ensure equitable outcomes for all.

The Council works with learners, industry, tangata whenua, stakeholders and the other Workforce Development Councils to deliver the outcomes the Council seeks. Our work involves planning, implementing and supporting the responses to our current and future workforce needs, taking into account the climate crisis and other global challenges, emerging technologies, global sustainability goals, the changing nature of work, and the skills, knowledge and qualifications future learners need to achieve success for themselves and their communities.”ⁱ

[1] Aotearoa New Zealand includes Aotearoa me Te Waipounamu.

[2] “industry” includes but is not limited to employers, employees, self-employed people, industry associations and unions.

Workforce Development Council – Proposed Governance, Composition and Appointment of Council

The iEB recommends having separate but linked processes for the appointment of the first and subsequent Boards of the Council.

Composition and initial appointments

The Establishment Board will have no fewer than seven members and no more than nine members.

The Minister for Education will appoint between five and seven members to the Establishment Board, following an Expression of Interest Process that considers nominations from or supported by employers, employees, the Council of Trade Unions and/or industry associations from the industries that comprise the MEL WDC and that are first short-listed by an independent Selection Committee.

The Establishment Board may then co-opt up to two additional members. Co-opted members will be chosen to fill an identified skills gap on the Board according to the requirements below.

The Establishment Board will appoint up to two Governance Associates. These will be development roles without voting rights. The intention of these roles is to:

1. develop a pipeline of experienced governance professionals from diverse backgrounds with regard to age, ethnic background, thought and gender, with particular regard to representation among groups including New Zealand Māori, Pacific peoples and disabled people;
2. bring the experience, knowledge and viewpoints of learners; and
3. ensure adequate long-term representation from Māori in keeping with the our commitment to the Te Tiriti partnership.

In making appointments and the term of each appointment, the Minister will ensure that there is appropriate continuity among the members of the Establishment Board in any given year (a >50% over-lap is considered ideal).

The Minister must appoint two Co-Chairs, that will reflect the principles of Te Tiriti o Waitangi. The Co-Chairs must demonstrate a strong commitment to honouring the principles articulated in the preamble of this OIC and working together as active partners with a shared kaupapa in the roles of Co-Chair.

Establishment Board members must each have:

- experience in at least one industry covered by the Manufacturing, Engineering and Logistics WDC;
- governance and/or public administration experience and/or understanding (except for the co-opted members in development roles);
- commitment to inclusion and addressing the needs of underserved learners;
- the support of at least one industry covered by the Manufacturing, Engineering and Logistics WDC (indicated by but not limited to support from an industry association or group of employers) or in the case of the employee representative, the support of the Council of Trade Unions.

The Establishment Board overall must have:

- representatives from both large and small enterprises/industry associations;
- collective representation of employers, employees and Māori employers;
- diversity of age, ethnic background, thought and gender, with particular regard to representation among groups including New Zealand Māori, Pacific peoples and disabled people;
- experience in, and/or interacting with vocational education;
- governance and/or public administration experience and/or understanding;
- particular skills in te ao Māori;
- a deep understanding and commitment to the principles of Te Tiriti o Waitangi;
- adequate representation from Māori in keeping with the our commitment to the Te Tiriti partnership;
- a wide network across all stakeholders;
- an employee representative endorsed by the Council of Trade Unions;
- experience in financial analysis and management;
- experience in establishing new organisations, enterprises or businesses;
- experience leading industry or business transformation and/or change management.

Appointment process for subsequent Boards

The subsequent Board will have no fewer than seven members and no more than nine members.

An independent Appointment Committee will appoint between five and seven members to the Board. This Appointment Committee must only consider recommendations by an independent Selection Committee. The Selection Committee shall receive nominations from or supported by employers, employees, the Council of Trade Unions and/or industry associations from the industries that comprise the MEL WDC.

The Board may then co-opt up to two additional members. Co-opted members will be chosen to fill an identified skills gap on the Board according to the requirements below.

The Board will appoint up to two Governance Associates. These will be development roles without voting rights. The intention of these roles is to:

1. develop a pipeline of experienced governance professionals from diverse backgrounds with regard to age, ethnic background, thought and gender, with particular regard to representation among groups including New Zealand Māori, Pacific peoples and disabled people;
2. bring the experience, knowledge and viewpoints of learners; and
3. ensure adequate long-term representation from Māori in keeping with the our commitment to the Te Tiriti partnership.

In making appointments and the term of each appointment, the Appointment Committee will ensure that there is appropriate continuity among the members of the Board in any given year.

The Board may appoint two Co-Chairs, that will reflect the principles of Te Tiriti o Waitangi. Māori. The Co-Chairs must demonstrate a strong commitment to honouring the principles articulated in the preamble of this OIC and working together as active partners with a shared kaupapa in the roles of Co-Chair.

Board members must each have:

- experience in at least one industry covered by the Manufacturing, Engineering and Logistics WDC;
- governance and/or public administration experience and/or understanding (except for the co-opted members in development roles);
- commitment to inclusion and addressing the needs of underserved learners; and
- the support of at least one industry covered by the Manufacturing, Engineering and Logistics WDC (indicated by but not limited to support from an industry association or group of employers) or in the case of the employee representative, the support of the Council of Trade Unions.

The Board overall must have:

- representatives from both large and small enterprises/industry associations;
- collective representation of employers, employees and Māori employers;
- diversity of age, ethnic background, thought and gender, with particular regard to representation among groups including New Zealand Māori, Pacific peoples and disabled people;
- experience in, and/or interacting with vocational education;
- governance and/or public administration experience and/or understanding;
- particular skills in te ao Māori;
- adequate representation from Māori in keeping with our commitment to the Te Tiriti partnership;
- a deep understanding and commitment to the principles of Te Tiriti o Waitangi;
- a wide network across all stakeholders;
- an employee representative endorsed by the Council of Trade Unions; and
- experience in financial analysis and management.

Other proposed features of the Order in Council

Additional functions

The Workforce Development Council may provide

- advocacy for industry and career promotion to support efforts to better match the supply and demand of skilled labour.
- coordination of workforce development strategies among government agencies and other stakeholders.

Advisory Groups

The Council will establish two-way mechanisms to enable:

- industry to provide meaningful, diverse industry input to inform the delivery of the functions of the Workforce Development Council, and
- the Workforce Development Council to provide strategic workforce leadership advice and support to industry.