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What's this consultation about?

The Government has decided to disestablish the current Workforce Development Councils and establish new Industry Skills Boards. This consultation documents sets out a proposed model for the number and coverage groupings of Industry Skills Boards.

The Government is proposing to set up seven Industry Skills Boards, that cover these broad areas:

- Food and Fibre industries
- Construction industries
- Infrastructure industries
- Manufacturing and technology industries
- Automotive industries
- Social and Community industries
- Service industries

As part of setting up Industry Skills Boards some industries and sectors that are currently covered by a Workforce Development Council will move to be covered by the New Zealand Qualifications Authority. This consultation document outlines what proposed sectors would move to the New Zealand Qualifications Authority.

Setting up Industry Skills Boards is one of several ways our vocational education and training system is being redesigned. You can find more about these other changes by visiting information pages at the Ministry of Education and Tertiary Education commission. **[Insert URLs]**

We want to hear what you think about this proposal. Your views will help inform final decisions by the Minister for Vocational Education on the number and coverage of Industry Skills Boards.

Consultation is open from 22 April until 20 May at 5.00pm.

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What are Industry Skills Boards?

Industry Skills Boards will manage standards-setting for the vocational education and training system from 1 January 2026. Each will be an industry led statutory body. Every Industry Skills Board will have responsibility for an agreed set of industries and sectors. They will ensure that industry, employers and learners can have confidence in the consistency and relevance of vocational programmes no matter who offers them.

For the industries and sectors, they cover, an Industry Skills Board will:

- Develop for their industry qualifications, micro-credentials and standards for vocational training
- Develop NZ programmes and capstone assessments where appropriate
- Quality assure qualifications, micro-credentials and standards by setting consent and moderation requirements and through the external moderation of assessments of any standards it sets
- Endorse the vocational programmes that providers develop prior to these being submitted to the New Zealand Qualifications Authority for approval (a tertiary education organisation's programme will not be funded without an Industry Skills Board's endorsement)
- Undertake strategic workforce analysis and planning
- Provide the Tertiary Education Commission with investment advice

Industry Skills Boards will also have a training role, but only for two years

Industry Skills Boards will temporarily manage the apprentices and trainees who are currently enrolled with the work-based learning business divisions in Te Pūkenga. These WBL business divisions will shift to Industry Skills Boards on 1 January 2026. Industry Skills Boards will take over training agreements, support on-job learning, and be responsible for arranging assessment.

This will provide continuity for the learners and businesses and give time for new work-based providers and programmes to be set up. It is expected that these WBL divisions of Te Pūkenga will each become a business division of the relevant ISB until 31 December 2027. During this period new work-based learning providers can be established and learners transitioned when appropriate. All transitions must be completed by 1 January 2028.

Industry Skills Boards won't be able to enrol, manage, and assess learners after 31 December 2027. After this date there will be new apprenticeship and traineeship programmes offered by industry-led private providers, polytechnics, and Wānanga.

How will Industry Skills Boards be set up?

Each Industry Skills Board will be set up through a document called an Order in Council. Like a company constitution or a charity's Rules, these Orders in Council will set out what the name of organisation is, governance details, the industries it covers, and related matters.

The Orders in Council for Industry Skills Boards will be very similar to each other. This means every industry can expect the same way of working and services from their Industry Skills Board. The Orders in Council will also ensure that Industry Skills Boards are accountable for delivering value to all the industries they represent.

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How will Industry Skills Boards be governed?

Each Industry Skills Board will be governed by eight Board members. Six will be appointed through an industry-led process and two will be appointed by the Minister for Vocational Education. The appointment process will be the same for each Industry Skills Board.

How will Industry Skills Boards be funded?

Each Industry Skills Board will be funded directly by TEC for its core functions. The level of government funding is capped. To ensure that each Industry Skills Board can be financially viable and deliver its legislative functions, it is necessary for each Board to have sufficient size and scale. Small niche Industry Skills Boards will not meet this requirement.

Unlike Workforce Development Councils, they will also be able to charge providers like polytechnics or PTEs for activities like moderation.

As part of proposed legislated changes, the Government is taking away some of the current barriers to introducing an industry levy. This would enable industries to choose whether to use this as an additional source of funding to support training in their sectors. The final decision on its use would be down to individual industry sectors.

Through the initial two-year transition period where an ISB is managing some trainees and apprentices it will be funded separately in the same way as other providers for that activity. It will receive public funding for each learner enrolled with it and will be able to charge fees.

What Industry Skills Boards are proposed?

The Government is proposing to set up seven Industry Skills Boards that cover the following areas:

- Food and Fibre industries
- Construction industries
- Infrastructure industries
- Manufacturing and technology industries
- Automotive industries
- Social and Community industries
- Service industries

Each of these areas will be covered by one Industry Skills Board. A description of what types of industries will be covered by each Board is set out below. This is not an exhaustive list; it provides an illustration of what types of firms and occupations would be covered by which Board.

We need your help to make sure each Industry Skills Board covers the appropriate mix of industries. If you are in an industry that is not mentioned, or you consider it is not in the appropriate Industry Skills Board, please include this in your feedback along with the Board that you think best suits your sector. We acknowledge that some firms work across multiple sectors and so could be covered by more than one Board.

We have already incorporated previous feedback from industry on coverage groupings to inform some parts of the proposed model.

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When the Orders in Council for each Industry Skills Board are consulted on later this year these will include the detailed coverage information. Feedback from this consultation will help ensure the proposed detailed coverage reflects industry views.

Proposed Coverage of Industry Skill Boards

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Food and Fibre Industries

Agriculture
Horticulture
Equine
Rural servicing, fencing, wool handling
Rural pests, weeds, agrichemicals
Wine growing
Fruit production, post harvest
Nursery
Vegetables, indoor crops
Arboriculture
Sports turf
Forestry
Tree felling and clearing
Beekeeping/ apiculture
Irrigation
Aquaculture, commercial fishing

Construction Industries

Carpentry
Flooring
Glazing
Joinery
Roofing
Kitchen design
Plumbing
Gasfitting
Drainlaying
Painting and decorating
Scaffolding and rigging
Tiling and plastering
Electrical

Infrastructure Industries

Electricity supply
Wind farm
Telecommunications
Infrastructure works
Civil engineering
Surveying

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Road construction and traffic management

Manufacturing and Technology

Food and beverage manufacturing
Mechanical engineering, fluid power
Wood manufacturing, sawmilling, pulp and paper
Drilling, mining, quarrying
Energy and chemical
Plastics, protective coatings
Furniture making. Sign making, cabinet making
Industrial textiles
Boat building
Printing
Ports and cranes
Water engineering
Fire technology, protection, detection
Rail operations, train driver, train manager, yard operations
Glass manufacturing
Welding and fabrication
Butchery and meat processing
Baking

Automotive Industries

Automotive mechanic
Diesel fuel technician
Auto parts and accessories
Electric vehicle auto engineering
Commercial road transport
Vehicle inspection
Collison repair / panelbeating
Automotive reglazing

Social and Community Industries

Health and wellbeing
Dementia care
Community health and support
Disability support
Diversional therapy
Aged care
Mental health and addiction
Dental and hearing assistance
Peer support
Youth work
First aid
Ambulance practice
Adult and tertiary teaching
Health and Safety
Cleaning and laundry
Emergency communication centres
Regulatory compliance

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Corrections officers
Intelligence
Funeral services

Service Industries

Retail, distribution, sales
Hospitality, cookery, catering
Quick Service Restaurants
Museum practice
Financial services, insurance, credit, banking
Tourism
Outdoor leadership
Exercise and fitness
Pool and water safety
Snow sports and facilities
Hairdressing and barbering
Beauty therapy
Real estate, property management
Aviation, aeronautical engineering and maintenance, aerospace
Airport operations, air traffic control
Security

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Which industries will not be covered by Industry Skills Boards?

The Government has decided that that some industries and sectors will not be covered by Industries Skills Boards. In these areas the New Zealand Qualifications Authority would take on responsibility for developing associated qualifications and standards, and quality assuring how they're used.

The following broad areas are proposed for movement to New Zealand Qualifications Authority (refer Appendix A):

- Business administration
- Information technology
- Creative arts

Before Workforce Development Councils were established, the New Zealand Qualifications Authority was the standards-setting body for several sectors. This proposal returns responsibilities for many of these areas to the New Zealand Qualifications Authority (which has kept this role for some types of qualifications and standards). Appendix A has a list of the sectors and their qualifications that would move to the New Zealand Qualifications Authority.

A small number of industry bodies, providers, and other organisations are qualification developers. This is because the transfer and integration of all qualifications with Workforce Development Councils was not completed. This proposal does not affect these organisations or their status as qualification developers; they will keep those responsibilities in the short term.

Where the New Zealand Qualifications Authority or another organisation is the standards-setter for industries and sectors, the additional functions of an Industry Skills Board (programme endorsement, strategic workforce planning and investment advice) will not apply.

What do we want you to cover in your feedback?

We want to know what you think about these proposals. Our key consultation questions are:

[these questions are indicative of the type of information we want to elicit, but may be altered slightly to suit the webtool, to enable efficiency of analysis]

1. Do you support the proposal of seven Industry Skills Boards and their general coverage? What changes would you propose, if any, and why?
2. What, if any, specific concerns do you think your industry has about the proposal?
3. If your industry is missing from the Industry Skills Boards' descriptions or coverage lists, what is your industry, and which Industry Skills Board best fits your industry?
4. Do you support the proposed sectors that would move back to the New Zealand Qualifications Authority? What changes to this group would you propose and why?
5. If your sector is one proposed to be moved to NZQA, do you support this?

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6. If not, which Industry Skills Boards would be more appropriate for your sector?

Consultation is open from XX April until XX May at 5.00pm.
[link to webform to be inserted here]

What will happen next?

All feedback from this consultation will be carefully considered. The views of all stakeholders will be important in helping the Minister for Vocation Education make final decisions.

Final decisions on the number and scope of Industry Skills Boards are expected to be announced by the middle of the year. Industry Skill Boards are expected to be established for 1 January 2026.

Are you interested in helping establish Industry Skills Boards?

Alongside this consultation, the Tertiary Education Commission is inviting industries to nominate representatives to help establish the Industry Skills Boards.

Candidates will need strong governance and change management skills, an industry background and an understanding of education and training.

Each Industry Skills Board will have an Establishment Advisory Group consisting of three members.

For more detailed further information about Establishment Advisory Groups and industry nominations, see **[insert website link]**

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Appendix A

Sectors proposed to move to NZQA

Sector	Qualifications	Current developer	Previous developer
Business			
	New Zealand Certificate in Business (Administration and Technology) (Level 3)	Ringa Hora WDC	NZQA
	New Zealand Certificate in Business (Introduction to Team Leadership) (Level 3)	Ringa Hora WDC	NZQA
	New Zealand Certificate in Business (Introduction to Small Business) (Level 3)	Ringa Hora WDC	NZQA
	New Zealand Certificate in Business (Accounting Support Services) (Level 4)	Ringa Hora WDC	NZQA
	New Zealand Certificate in Business (First Line Management) (Level 4)	Ringa Hora WDC	NZQA
	New Zealand Certificate in Business (Small Business) (Level 4)	Ringa Hora WDC	NZQA
	New Zealand Diploma in Business (Level 5) with strands in Accounting, Administration and Technology, Human Resource Management, Leadership and Management, Marketing and Sales, and Project Management	Ringa Hora WDC	NZQA
	New Zealand Diploma in Business (Level 6) with strands in Accounting, Administration and Technology, Human Resource Management, Leadership and Management, Māori Business and Management, and Marketing and Sales	Ringa Hora WDC	NZQA
	New Zealand Certificate in Business (Administration and Technology) (Level 4)	Ringa Hora WDC	NZQA
	New Zealand Certificate in Project Management (Level 4)	Ringa Hora WDC	NZQA
Graphic Design			
	New Zealand Certificate in Digital Media and Design (Level 3)	Toi Mai WDC	NZQA
	New Zealand Certificate in Digital Media and Design (Level 4)	Toi Mai WDC	NZQA
	New Zealand Certificate in Fashion (Level 4)	Toi Mai WDC	NZQA
	New Zealand Diploma in Animation (Level 5)	Toi Mai WDC	NZQA
	New Zealand Diploma in Animation (Level 6)	Toi Mai WDC	NZQA
	New Zealand Diploma in Digital Media and Design (Level 5)	Toi Mai WDC	NZQA
	New Zealand Diploma in Digital Media and Design (Level 6)	Toi Mai WDC	NZQA
	New Zealand Diploma in Fashion Design (Level 6)	Toi Mai WDC	NZQA
	New Zealand Diploma in Fashion (Level 5)	Toi Mai WDC	NZQA
	New Zealand Diploma in Graphic Design (Level 5)	Toi Mai WDC	NZQA
	New Zealand Diploma in Graphic Design (Level 6)	Toi Mai WDC	NZQA
	New Zealand Diploma in User Interface Design (Level 5)	Toi Mai WDC	NZQA
	New Zealand Diploma in Web Design and Production (Level 6)	Toi Mai WDC	NZQA
Information Technology			
	New Zealand Certificate in Information Technology Essentials (Level 4)	Toi Mai WDC	NZQA
	New Zealand Certificate in Information Technology (Level 5)	Toi Mai WDC	NZQA

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Sector	Qualifications	Current developer	Previous developer
	New Zealand Diploma in Information Technology Technical Support (Level 5)	Toi Mai WDC	NZQA
	New Zealand Diploma in Information Systems (Level 5)	Toi Mai WDC	NZQA
	New Zealand Diploma in Web Development and Design (Level 5)	Toi Mai WDC	NZQA
	New Zealand Certificate in Information Technology Practitioner (Level 6) with strands in Server Administration, Network Administration, Information Technology Security, and Software Testing	Toi Mai WDC	NZQA
	New Zealand Diploma in Networking (Level 6)	Toi Mai WDC	NZQA
	New Zealand Diploma in Systems Administration (Level 6)	Toi Mai WDC	NZQA
	New Zealand Diploma in Database Administration (Level 6)	Toi Mai WDC	NZQA
	New Zealand Diploma in Information Systems (Level 6) with strands in Business Analysis, User Experience, IT Project Management, Information Systems Innovation, and Data Analysis	Toi Mai WDC	NZQA
	New Zealand Diploma in Software Development (Level 6)	Toi Mai WDC	NZQA
	New Zealand Diploma in Cybersecurity (Level 6)	Toi Mai WDC	NZQA
	New Zealand Diploma in Software Testing (Level 6)	Toi Mai WDC	NZQA
	New Zealand Diploma in IT Infrastructure (Level 6) with strands in Networking, and Systems Administration	Toi Mai WDC	NZQA
User Computing			
	New Zealand Certificate in Computing (User Fundamentals) (Level 2)	Toi Mai WDC	NZQA
	New Zealand Certificate in Computing (Intermediate User) (Level 3)	Toi Mai WDC	NZQA
	New Zealand Certificate in Computing (Advanced User) (Level 4)	Toi Mai WDC	NZQA
	New Zealand Certificate in Computing (Foundation User) (Level 2)	Toi Mai WDC	NZQA
Visual Arts			
	New Zealand Certificate in Arts and Design (Level 2)	Toi Mai WDC	NZQA
	New Zealand Certificate in Arts and Design (Level 3)	Toi Mai WDC	NZQA
	New Zealand Certificate in Arts and Design (Level 4)	Toi Mai WDC	NZQA
	New Zealand Certificate in Jewellery (Level 4)	Toi Mai WDC	NZQA
	New Zealand Diploma in Arts and Design (Level 5)	Toi Mai WDC	NZQA
	New Zealand Diploma in Arts and Design (Level 6)	Toi Mai WDC	NZQA
	New Zealand Diploma in Jewellery (Level 5)	Toi Mai WDC	NZQA
	New Zealand Diploma in Jewellery (Level 6)	Toi Mai WDC	NZQA
	New Zealand Diploma in Photography (Level 5)	Toi Mai WDC	NZQA
	New Zealand Diploma in Photography (Level 6)	Toi Mai WDC	NZQA
	New Zealand Diploma in Creativity (Level 5)	Toi Mai WDC	NZQA
	New Zealand Diploma in Creativity (Level 6)	Toi Mai WDC	NZQA
	New Zealand Certificate in Creativity (Level 4)	Toi Mai WDC	NZQA

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