

Event backgrounder: Workforce Development Council member Induction Event - 7 and 8 July

To:	Hon Chris Hipkins, Minister of Education
From:	John Soulis – Acting Programme Director, Reform of Vocational Education, Tertiary Education Commission
Date:	2 July 2021
Reference:	E-21-00259

Purpose

1. You are scheduled to attend the Induction of Workforce Development Council (WDC) members on 7 July 2021 from 5.00pm – 6:30pm. This Event will be held at Te Wharewaka o Pōneke, 2 Taranaki Street, Wellington Central.
2. The purpose of this Event, which will be run over 7 and 8 July 2021, is to welcome and induct the newly appointed Workforce Development Councils.
3. You have also been invited to deliver a speech at the Event followed by a cocktail function with the WDC members. The objectives of this speech are to:
 - Acknowledge the establishment of WDCs in statute and the work that went into completing this milestone.
 - Welcome the newly appointed Workforce Development Council members.
 - Set out challenges and opportunities for the first WDC Councils in the context of the Reform of Vocational Education.
4. This backgrounder provides you with key information about the Induction Event, including issues that may be raised. The following have been attached as appendices:
 - Appendix A – Event Information Sheet and Run Sheet
 - Appendix B – Demographic overview of Council members
 - Appendix C – Biographies of Council members
5. We recommend this Event backgrounder be proactively released with sensitive information and personal details withheld.

Workforce Development Council Induction

The Workforce Development Councils are newly created organisations

6. Six new Workforce Development Councils were formally established on 11 June 2021.

7. The newly formed Workforce Development Councils will play a fundamental role in creating a unified vocational education system that will bring together industry and educators to make sure New Zealand's workforce is fit for today's needs and tomorrow's expectations.
8. Every industry in New Zealand is covered by one of the following Workforce Development Councils:
 - Hanga-Aro-Rau – Manufacturing, Engineering and Logistics
 - Waihanga Ara Rau – Construction and Infrastructure
 - Muka Tangata – People, Food and Fibre
 - Toi Mai – Creative, Cultural, Recreation and Technology
 - Community, Health, Education and Social Services, and
 - Services Industries.

Fifty four governance members have been appointed to lead the newly created Workforce Development Councils.

9. The first six Councils were appointed in late June 2021, consisting of 54 appointees. Roles were appointed across each Council with the aim of ensuring each Council has diverse membership, a commitment to Te Tiriti o Waitangi, and the ability to represent a broad industry coverage.
10. Approximately 44% identify as Māori, 11% identify as Pasifika, 41% identify as female and 41% of members are transitioning across from roles within the interim Establishment boards.
11. Refer to Appendix B for further statistics relating to these appointments, and Appendix C for a short bio of each member.

Governance members are required to attend a two day Induction Event aimed at giving them a successful fast-start to their role

12. A two-day Induction Event is being held with the purpose of welcoming and inducting the newly appointed Workforce Development Councils.
13. This Event has been designed with the following outcomes:
 - Enabling members to achieve their role in helping industry take a lead in making Aotearoa New Zealand's workforce fit for today, and the future
 - Enabling members to honor Te Tiriti o Waitangi and support Māori – Crown relationships
 - Ensuring members are informed and able to make decisions needed to support a fast start for their Workforce Development Council.
14. A runsheet has been provided as part of appendix A.

Matters they may raise with you

15. We are recommending that you do not take direct questions after your speech. However, following your speech there will be the opportunity for WDC members to talk with you as part of the more social part of the evening. During this time it is possible that the following issues may be raised with you.

- **Te Tiriti o Waitangi and how the WDCs as industry led bodies will be required to honour Te Tiriti o Waitangi.**

Response: This is a large transformation for our system and sectors. I expect that each part of the system will work in partnership to build a system that honours Te Tiriti o Waitangi.

- **Why it is fine that each Order in Council has different requirements in terms of the number of Māori members on the Council and co-chair arrangements.**

Response: From a Te Tiriti o Waitangi perspective the process for interim Establishment Boards (iEB) arriving at the proposals regarding Māori members and co-chairs and demonstrating appropriate consideration and weighting of feedback from Māori and iwi was the key consideration.

In particular, when developing their proposals, each iEB considered the Māori interest in their industry coverage areas. As part of this they engaged with Māori on those interests and considered feedback from them on how those interests should be incorporated into the proposals.

Following this, the TEC publicly consulted on the proposed contents of the OICs. Feedback was received from Māori and iwi on those proposals. The iEBs and officials considered and weighted that feedback and changes were made to the proposals that went to the Minister for approval.

The result was 6 different proposals for 6 order in councils.

- **How the ongoing role of Te Kāhui Ahumahi should be supported.**

Response: The work Te Kāhui Ahumahi has done to date has been of great value and I'm really pleased that their work is being passed on for the WDCs as new entities.

I understand that there is support from the iEB Steering Committee for the formalisation of a cross-WDC Māori advisory committee similar to Te Kāhui Ahumahi as part of the establishment planning work done to date.

- **Consultation on simplifying New Zealand's qualifications and other credentials, regarding which advice will only just have been provided to you.**

Response: Work considering the simplification of the qualifications system is underway. No decisions have been made yet.

John Soulis

Acting Programme Director, Reform of Vocational Education

Tertiary Education Commission

2 July 2021

Hon Chris Hipkins

Minister of Education

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Appendix A: Event Information Sheet and Run Sheet

Event details:	
Name of host organisation:	Tertiary Education Commission
Date of event:	7 and 8 July 2021
Venue (including complete street address and city/town): <i>If the event is to be held at Parliament this must have already been discussed and agreed with the Minister's office</i>	Te Wharewaka o Pōneke, 2 Taranaki Street, Wellington Central.
Type of event the Minister is being invited to (eg conference, launch, cocktail function) and title of event:	A cocktail function as part of a two day Induction Event
Purpose of event (objectives, planned outcomes):	<p>To welcome and induct the newly appointed Workforce Development Council governance members.</p> <p>Outcomes for the Event.</p> <p>The Induction Event will:</p> <ul style="list-style-type: none"> • Enable WDC Council members to achieve their role in helping industry take a lead in making Aotearoa New Zealand's workforce fit for today, and the future • Enable WDC Council members to honor Te Tiriti o Waitangi and support Māori – Crown relationships • Ensure WDC Council members are informed and able to make decisions needed to support a fast start for their Workforce Development Council
Previous Interaction With Minister(s):	
<i>Date of last meeting with Minister, and has the Minister or a previous Minister attended similar events in the past; and if so, when.</i>	<p>The majority of this group has had no previous interaction with the Minister relating to the Workforce Development Councils.</p> <p>The Minister did however meet one subset of the attendees, The interim Establishment Board Chairs, on 6 May 2021</p> <p>In addition, Hon. Kelvin Davis met with Te Kāhui Ahumahi, the Māori members of the interim Establishment Boards, on 11 June 2021</p>

Event Style:	
If a conference, please provide a programme (with timings) for the full conference (or an indicative outline, with a full programme provided at a later stage), particularly indicating what is scheduled to take place <u>before</u> and <u>after</u> the Minister's speech:	<i>n/a</i>
If a launch/function, please provide an outline with timings of the event:	<p>Wednesday 7 July – Day session</p> <p>8.30am – 12.00pm: Pōhwiri at Pipitea marae</p> <p>12.00pm – 12.45pm: Induction open and overview of WDC purpose and mandate</p> <p>12.45pm – 1.30pm: Lunch and whakawhanaungatanga</p> <p>1.30pm – 2.30pm: Te Tiriti o Waitangi's importance for WDCs</p> <p>2.45pm – 4.30pm: System connections – a WDC's role and how it relates to other parts of the Vocational and Education system</p> <p>4.30pm – 5.00pm: Reflections and wrap of day one</p> <p>5.00pm – 6.30pm: Drinks and Nibbles and address from the Minister of Education</p> <p>Wednesday 7 July – Evening session with the Minister of Education</p> <p>5.00pm: Minister arrives and is greeted by either Tim Fowler (CE of TEC) or Gillian Dudgeon (DCE at TEC)</p> <p>5.05pm: Tim Fowler or Gillian Dudgeon introduces Minister to attendees</p> <p>5.05pm – 5.15pm: Minister delivers speech</p> <p>5.15pm: Tim Fowler or Gillian Dudgeon thanks the Minister for his time and invites all attendees to take part in the cocktail function and mingle with each other.</p> <p>5.15pm – 6.30pm: Cocktail function. Minister may depart at his convenience.</p> <p>Thursday 8 July</p> <p>8.30am – 8.45am: Day two open</p> <p>8.45am – 11.15am: Overview of each of a WDC's functions and achieving collaboration across WDCs</p> <p>11.15.am – 11.35am: Q & A session</p> <p>11.35am - 12.05pm: Expectations of WDCs</p>

	<p>12.05pm - 12.35pm: Lunch</p> <p>12.35pm - 2.05pm: Council break out specific sessions</p> <p>Includes:</p> <ul style="list-style-type: none"> • WDC specific discussion • Work to date on establishing / operationalising WDCs • Overview of next 3 months – decisions required and why <p>2.05pm - 2.30pm: Reflections, close and participants leave venue</p>
If the Minister is being asked to make a presentation or an award , please provide details of what the presentation is, what the Minister is required to do, who the presentation is to:	n/a
Standard of dress – please advise if this is an event requiring dress other than normal business attire, and if so what (eg smart casual; black tie):	n/a
Speech Details	
Length of speech required (as a guide, the Minister would normally speak for a maximum of 5-10 minutes):	10 minutes.
Please indicate who the Minister should acknowledge (either as part of her greeting at the start of his speech, or as part of a more formal dimension):	The interim Establishment Board members (iEB) as a group. Noting that not all iEB members have been appointed to the WDC Councils and therefore not all iEB members will be in attendance.
Content of Minister's speech – please indicate what issues you consider will be of interest to the audience. Please be as detailed as possible:	<p>The objectives of this speech are to:</p> <ul style="list-style-type: none"> • Acknowledge the establishment of WDCs in statute and the work that went into completing this milestone • Welcome the newly appointed Workforce Development Council members • Set out challenges and opportunities for the first WDC Councils in the context of the Reform of Vocational Education • Thank the iEB members for their work
Speech style – please provide any	The MP's kōrero will be after the first day of

contextual information which will assist with pitching the speech at the appropriate level (eg is the speech taking place in a formal setting, is it taking place 'after dinner'):	Induction has closed. It will take place as part of an informal drinks and nibbles portion of the Event. The audience is the WDC Council governance members who are all well respected industry leaders and experts in their field.
Will the Ministers speech be recorded? We may ask for a copy of the file, or the proceedings	The event is to be recorded through the Teams function for those members who are unable to attend
Is there to be a Question and Answer session following the speech? If so, approval will need to sought from the Minister. If they accepts, how long will this session be? Please provide an indication of the questions the Minister may be asked:	No, however the participants will have the opportunity to mingle with the Minister after his speech.
Who else has been invited to speak (in particular, are other Ministers or MPs being invited to speak):	Hon Minister Davis was invited to attend the Pōwhiri portion of the Induction. He is not available to attend.
Who will be introducing/thanking the Minister:	Either Tim Fowler, CE, TEC or Gillian Dudgeon, DCE, TEC
Media	
Are media being invited; and if so, who?	No. However, we will be taking photos to share in communications relating to the Event and the establishment of WDCs
Will there be a media release issued by the organiser or host of the event? If so, please supply a copy to the Minister's Office one week prior to the Event, with information on when it will be released to the media and to who	n/a
Will there be invitations sent out, or advertisements for the event? If so, please supply a copy to the Minister's Office at least one week prior to the event.	n/a
Multi-cultural Dimension	
Please indicate whether it would be appropriate for the Minister to include a Māori, Pacific or other ethnic greeting at	44% of participants identify as Māori 11% of participants identify as Pacifica

<p>the start of the speech:</p>	
<p>Please advise if the Minister is to be involved in a more formal/specific Māori, Pacific or other ethnic dimension to your event (eg powhiri); the nature and timing of this; will she be required to respond in English or Māori? If Māori, can your organisation provide a kaikorero/kaiwaiata on the Minister's behalf?</p>	<p>Upon the Minister's arrival at 5:00pm he will be greeted by either Tim Fowler, CE, TEC or Gillian Dudgeon, DCE TEC. Mr Fowler or Ms Dudgeon will escort the Minister to the lectern and introduce him to the audience.</p>
<p>Attendees</p>	
<p>Please provide a guest list if possible, or indicate the makeup of the audience (note that this information also assists with ensuring the Minister's speech is pitched correctly):</p>	<p>The audience will be approximately 50 - 55 Council members, refer to Appendix C for biographies for each Council member</p>
<p>Are other Ministers and/or MPs being invited to attend? If so, who?</p>	<p>The following Ministers were invited, but are not available to attend</p> <ul style="list-style-type: none"> • Associate Minister of Education (Māori Education) • Minister for Primary Industries • Minister of Arts, Culture and Heritage • Minister of Agriculture • Minister of Māori Development
<p>Please indicate any other important guests the Minister should be aware of:</p>	<p>Other keynote speakers on the day:</p> <p>Tim Fowler – TEC Chief Executive – opening address and setting out the purpose and mandate for WDCs</p> <p>Grant Klinkum – NZQA Chief Executive – member of a panel session which gives an overview of system connections</p>
<p>How many people in total are expected?</p>	<p>50 – 55 WDC Council members 15 – 20 TEC support staff</p>

Will there be any Rangatahi (Youth) attending?	No
Facilities	
How will the venue be laid out? Please be as specific as possible (eg lecture style with podium at front / meeting around a table / informal, people standing, with or without podium)	Lectern on a podium with the audience seated banquet style around tables (approximately 80 pax)
Is there a microphone / sound system available? Is this fixed or lapel style?	Mic on the lectern
Contact Details	
For organisational issues around the Minister's attendance (name, telephone number, email address):	Mel Weddell 027 252 8979
For the speechwriter to make contact , if required, to discuss content and elicit further information (name, telephone number, email address):	Peter Thornbury 04 462 5568
On the day, at the venue (mobile number, and land-line number if possible):	Mel Weddell 027 252 8979
Photographic and Image consent. Photographs may be taken during the Minister's visit. If the organisation takes any photos, we would like to receive copies. Staff members accompanying the Minister may also take photos. In order for us to use/publish any photos taken, we need to obtain consent from the people in the photos. Please supply an appropriate contact (name, telephone number and email address) to arrange consent.	Mel Weddell 027 252 8979 Mel.weddell@tec.govt.nz
Are there any questions you need answered in relation to the Ministers attendance?	No

Appendix B: Demographic overview of Council members

There are 54 people who have been appointed to the WDC Councils (this includes one person who is on two councils which means it might appear there are 55 people, and the sum of each council demographics doesn't equal the total).

There are 32 men and 22 women on the councils, or **59% men and 41% women**. The gender split varies considerably by WDC. The % of women for each is:

- Hanga-Aro-Rau 29% women (2 of 7)
- CHESS 40% women (4 of 10)
- Waihanga Ara Rau 25% women (2 of 8)
- Muka Tangata 25% women (3 of 12)
- Toi Mai 78% women (7 of 9)
- Services 56% women (5 of 9)

There are 24 council members who are Māori and 6 who are Pasifika (this includes one council member who identifies as both Māori and Pasifika who is included in both numbers), so the **council members in total are 44% Māori and 11% Pasifika**. The breakdowns for each are:

- Hanga-Aro-Rau 29% Māori (2 of 7) and 14% Pasifika (1 of 7)
- CHESS 50% Māori (5 of 10) and 10% Pasifika (1 of 10)
- Waihanga Ara Rau 63% Māori (5 of 8) 0% Pasifika (0 of 8)
- Muka Tangata 50% Māori (6 of 12) and 8% Pasifika (1 of 12)
- Toi Mai 33% Māori (3 of 9) and 11% Pasifika (1 of 9)
- Services 44% Māori (4 of 9) and 22% Pasifika (2 of 9)

On a regional basis, there are 19 council members based in Auckland (35%), 14 based in Wellington/Wairarapa (26%), 18 in other parts of the North Island (33%), and 3 from the South Island, both from Christchurch (6%)

Appendix C: Biographies of Council members

Listed below, alphabetically by first name, are the Council members for each WDC. No photos have been provided as these will be taken at the Induction Event

Community, Health, Education and Social Services WDC

David Waters

David Waters is the Chief Executive of Ambulance New Zealand and the Chief Executive of Ambulance Authorities, the peak body for ambulance services in New Zealand and Australia. He has previously held a number of senior roles in the health and public sectors.

Mr Waters holds a number of governance positions in the health sector in New Zealand and Australia including being chair of the interim Establishment Board for the Health, Community and Social Services Workforce Development Council, chair of the Aeromedical Society of Australasia, and chair of advisory committees for both Weltec and Auckland University of Technology. He is also a director of the Australian Stroke Alliance, QA Health Ltd, the Global Resuscitation Alliance, the Global Paramedic Leadership Alliance and Presbyterian Support – Central Region Building committee.

Dr Garth Bennie

Dr Garth Bennie was the Chief Executive of the New Zealand Disability Support Network, the peak body for disability providers across New Zealand. He has been retained in a role as project manager for some workforce related projects. Dr Bennie was previously a District Manager for Special Education with the Ministry of Education and has also held a number of other senior roles focusing on the disability sector and special education. He gained his PhD in social work and social policy with a focus on disability studies.

Dr Bennie is currently a director of Careerforce, the industry training organisation for the health, wellbeing, social and community sectors and has previously held directorships with a number of other organisations focusing on the disability sector.

Glenn Barclay

Glenn Barclay has held executive level positions in a range of organisations including having been National Secretary of the Public Service Association Te Pūkenga Here Tikanga Mahi (PSA) and Executive Director of the New Zealand Association of Occupational Therapists (NZAOT, now Occupational Therapy New Zealand Whakaora Ngangahau Aotearoa). His roles have included more than thirty years of working in unions and ensuring that collective employee voice is heard.

Mr Barclay has held a number of governance positions including being a board member of Workers' Education Trust – Kaimahi Mātauranga and PSA Te Pūkenga Here Tikanga Mahi, a member of the State Sector Retirement Savings Scheme Advisory Board, a lay member of the Ethics Committee, NZ Society of Physiotherapists, and chair of Thorndon School, Citykids Childcare Centre, and Awarua Childcare Centre.

Gwendoline (Gwen) Tepania-Palmer

Gwendoline (Gwen) Tepania-Palmer ONZM Te Aupōuri, Ngāti Kahu, Ngāti Paoa, is a long-time advocate of Māori health who has held numerous directorship and leadership positions across the health sector. She is currently on the board of Fire Emergency New Zealand, Waikato Lotteries Community Grants, Ngāti Hine Health Trust, a Māori Primary Healthcare Organisation based in Northland, and is chair of Kotui Hauora, a partnership board between Northern Iwi and the Northland DHB.

Ms Tepania-Palmer was previously on the Auckland District Health Board for nine years, including time spent as interim chair and deputy chair, and on the Waitematā District Health Board for nine years. She has also held governance roles with the New Zealand Health Quality and Safety Commission, the Northland Community Lotteries Committee, and a number of charitable trusts.

Dr Maria Baker

Dr Maria Baker Ngāpuhi, Te Rarawa, is the Chief Executive Officer of Te Rau Ora, a kaupapa Māori organisation focused on strengthening Māori health and wellbeing. She gained her PhD in Māori Health and also holds a number of nursing and mental health qualifications.

Dr Baker has worked in Māori health for more than 25 years and has previously held senior positions focusing on Māori Health Workforce Development and Māori mental health. She has experience working across a range of organisations including NGOs, Iwi, Māori organisations and district health boards.

Maria Ngawati

Maria Ngawati, Ngāpuhi, Ngāti Hine, Ngāti Porou has more than 20 years' experience in Māori health and education including positions with Toi Ohomai Institute of Technology, Unitec Institute of Technology, Te Wānanga o Aotearoa and AUT University. She has done extensive research and analysis in the nexus between Māori health and education and is currently completing professional doctorate study focusing on higher health education for Kura Kaupapa Māori students.

Ms Ngawati is a director of Te Pūtea Whakatupu, a philanthropic organisation legislated for the advancement of Māori education and training opportunities, is a member of Ngā Pou Mana - a Tangata Whenua Māori Health organisation, and is also a trustee and project manager for her marae, Te Rito.

Matthew Tukaki

Matthew Tukaki, Ngāi Te Rangi, Te Whānau-ā-Apanui, is an experienced leader who is a champion for Māori health and social development. He is currently chair of a number of entities including the Ministerial Advisory Board at Oranga Tamariki, the National Māori Authority Ngā Rautahi O Aotearoa, Māori Spectrum Working Group, the Ministry of Health Māori Monitoring Group and the New Zealand Māori Council Auckland District.

Mr Tukaki is also the former Chair of Suicide Prevention Australia, CEO of one of the world's largest and oldest employment companies, Drake International, and Chair of Deakin University CSaRO.

Mr Tukaki has also held a range of senior executive positions in Australia and New Zealand in companies focusing on recruitment, workforce development, media and marketing.

Sean McKinley

Sean McKinley has held chief executive positions in several organisations across health, education and social services including Te Whānau Tupu Ngātahi o Aotearoa -Playcentre Aotearoa, New Zealand Social Workers Registration Board, and New Zealand Psychological Society.

Mr McKinley is a member of the interim Establishment Board for the Health, Community and Social Services Workforce Development Council. He also has experience on health sector boards, having been a ministerial appointee to the Physiotherapy Board of New Zealand and the Optometrist and Dispensing Opticians Board.

Tofilau Talalelei Taufale

Tofilau Talalelei Taufale is the Pacific Health Development Manager for the Hawke's Bay District Health Board, a position he has held for the past 10 years. Mr Taufale previously held senior roles at William Colenso College, where he was Senior Director of Curriculum and Hastings Boys High School where he was Dean of Pacific students and vocational studies. He is also a director of USO Bike Ride, an award winning not-for-profit organisation established to promote health and wellbeing for Pacifica through cycling.

Mr Taufale holds a number of governance positions including being a trustee of HB Youth Futures Trust and St Joseph's Māori Girls College Trust board, co-chair for the National Bowel Screening Program Pacific National Network and the Pacific representative for the Central Region Workforce Development Hub. He has also held advisory roles with the EIT Pasifika Education Reference Group and the Hawke's Bay Ministry of Education Pasifika Reference Group. He is also a highly regarded Pacific leader for the Hawke's Bay community.

Winifred (Wini) Geddes

Winifred (Wini) Geddes, Ngāti Awa, Ngaitai ki Tōrere, Ngāpuhi, is a director of Tāne Mahuta Aotearoa NZ Ltd, a whānau-owned company envisioned to train, qualify and employ rangatahi to work on their own whenua. With the Kaupapa Māori LWYE™ Learn While You Earn industry-based training model, the taura (cadet) not only gain qualifications, operational and organisational skills leading to management, but also access to in-house Kaihautū Pastoral Care service, health advocacy and a Drug Testing and Rehabilitation Unit (DTRU) for the workplace. Visit www.tanemahuta.org.nz website. She is also director of Tū Ora (NZ) Ltd, which operates whare-māire providing bi-cultural clinical health services, psycho-social advocacy. DTRU and training in the caring professions.

Ms Geddes holds a number of governance positions including two Workforce Development Councils, a Mataatua District Māori Council delegate to the NZ Māori Council, Chair of the Whakatāne Māori Committee, President of Pūtauaki Māori Women's Welfare League and Trustee to Iritana Hoāni Nuku Ahu Whenua Trust. In an advisory and support role, Wini has recently accepted firstly, the Resilience to Nature's Challenges (RNC) – a rural research programme that supports outreach to policy and practice leadership that enables resilient outcomes for rural Aotearoa; developing an integrated framework for assessing resilience to natural hazards in consideration of climate change, environmental recovery, rural value chain impacts, intervention tools/resources and marae resilience. Secondly, not only as a Massey University Master of Science student, but also supporter of Te Toi Whakaruruhau o Aotearoa, an EQC funded centre for Mātauranga Māori Research Excellence encouraging innovative research across science and social disciplines, building Māori research workforce capability in the fields of earth science, hazards, emergency management, disaster risk reduction governance, recovery and resilience.

Nō reira, he hōnore ahau ki te āta ara pai mō ngā mokopuna a meāke nei.

Hanga-Aro-Rau Manufacturing, Engineering, and Logistics WDC

Jerome Mika

Jerome Mika is Community and Business Development Lead at The Cause Collective, a Pacific social change agency in South Auckland. He has previously held a number of roles focusing on engaging with Māori and Pacific communities and ensuring cultural insights are embedded into projects. Jerome has led and been part of great teams in both the corporate and not for profit sector.

Mr Mika has considerable experience in unions in both New Zealand and Samoa with roles at the Dairy Workers Union, Samoa First Union, First Union and EPMU. He has also been a Business Director for Ogilvy and Mather Marketing agency. Jerome currently sits on the Pacific Advisory Board for the Counties Manukau Police.

Mark O'Grady

Mark O'Grady is the owner and managing director of Excel Digital Ltd, one of New Zealand's largest cut sheet digital print operations. He has previously held senior executive roles at Wool Equities Ltd, New Zealand Wool Board, and NZ Meteorological Service.

Mr O'Grady has extensive experience as a director with organisations in the manufacturing and technology sectors including Print NZ, Wool Research Organisation of NZ, Andar Ltd, Keratec Ltd, Ovita Ltd, and Softswitch Ltd. He also has considerable involvement with vocational education having been involved in the targeted review of qualifications (TRoQ), the manufacturer and supplier of training resources for almost all industry training organisations, as the major sponsor of the "Got a Trade: Got it Made" campaign, and as a judge at the NZ Apprentice of the Year awards. He was also a member of the Ministerial Science Task Force that led to the restructuring of the Government science sector and the establishment of the Crown Research Institutes (CRIs)

Nick Leggett

Nick Leggett is the Chief Executive of the Road Transport Forum, the peak industry body for the trucking industry. He has previously held a number of executive level positions including being Executive Director of NZ Alcohol Beverages Council, Executive Director of Porirua Chamber of Commerce, and Mayor of Porirua City.

Mr Leggett is a director of MITO, the Industry Training Organisation for the motor, transport and contracting industry, as well as being a director of WRC Holdings LTD and the chair of the Hutt Mana Charitable Trust. He has previously held a range of governance positions including being chair of Spark Foundation, chair of Wellington Regional Emergency Management Group, a member of Capital & Coast District Health Board. Nick has long been a strong advocate for vocational education as a tool to enhance employment, qualifications and competencies among our workforce and potential workforce.

Rachel Mackintosh

Rachel Mackintosh is the Assistant National Secretary for E tū, New Zealand's largest private sector union. She has twenty years of experience in unions and has previously held a number of senior roles with E tū and EPMU.

Ms Mackintosh is the Vice President of the New Zealand Council of Trade Unions and a member of the interim Establishment Board of the Manufacturing, Engineering and Logistics Workforce Development Council. She also has considerable experience with governance of tertiary education organisations being a current board member of the Building and Construction Industry Training Organisation (BCITO) and a former board member of the Plastics and Materials Processing Industry Training Organisation (PaMPITO)."

Renata Hakiwai

Renata Hakiwai, Ngāti Kahungunu, Rongomaiwahine, Tūwharetoa, Waikato Tainui, is the Managing Director of HTK Group Ltd, an organisation established in 2015 to meet the growing demand for a Māori and indigenous professional services organisation that is purpose driven. Renata has more than 10 years of experience in senior executive and leadership positions alongside being a successful investor and dual exit entrepreneur.

Mr Hakiwai is the current co-chair of the interim Establishment Board Hanga-Aro-Rau, Manufacturing, Engineering and Logistics Workforce Development Council. He sits on several Boards on a range of organisations which include crown, commercial, iwi, post settlement entities, not for profit and start up entities. Mr Hakiwai has extensive experience and a diverse range of skills working across iwi, public, Start-Up and commercial sector, and has a major passion for Māori economic development with a focus on Māori business, innovation, enterprise, workforce development and employment, STEM and the Future of work. Mr Hakiwai has deep connections into the communities in which he serves, and sees himself as an enabler of people, and an accelerator for Māori and indigenous development."

Stuart Lawrence

Stuart Lawrence, ko Uenuku te Iwi, is Director – Programme Kaitautoko at Whatukura Ltd, a boutique consultancy firm where he has led a number of workforce development, pastoral care and community projects focusing on Māori and Pasifika development. He previously spent 13 years as National Manager – Māori for The Skills Organisation Industry Training Organisation.

Mr Lawrence holds a number of governance positions including being chair of Māori Pasifika Trades Training (Tamaki), an advisory board member of Project Retrain – Increasing Gender Equity, and a committee member for a number of community organisations.

Dr Troy Coyle

Dr Troy Coyle is the Chief Executive Officer of NZ Heavy Engineering Research Association (HERA). She has more than twenty years of experience in the engineering and manufacturing sectors in both New Zealand and Australia including senior roles with New Zealand Steel Ltd, Blue Scope Steel Ltd, and the University of Wollongong.

Dr Coyle is the co-chair of the interim Establishment Board of the Manufacturing, Engineering and Logistics Workforce Development Council. She has a portfolio of governance roles which include being Chair of Sustainable Steel Council, a member of the Construction Innovation Council, a board member of Metals NZ and a member of MBIE's Building Advisory Panel.

Muka Tangata – People, Food, and Fibre WDC

Bernadette Kelly

Bernadette Kelly is the General Manager People, Safety & Engagement for Pāmu (Landcorp Farming). She has previously held a number of senior and executive roles focusing on people, capability and workforce development with organisations including MercyAscot & Mercy Radiology, Air NZ, NZ Lotteries Commission, Westpac NZ and two District Health Boards.

Ms Kelly has sat on a number of advisory groups and boards including for The Breakthrough Company, ACC Large Employers Reference Group (DHB representative), and the Pay and Employment Equity Taskforce Health sub-group.

Cathy Webb

Cathy Webb is the Seafood Standards Manager at Seafood New Zealand Limited and has held a number of senior positions in the seafood sector over the past 30 years. She holds a number of governance roles in the primary sector including being a director of Primary ITO and a member of the interim Establishment Board for the Primary Industries Workforce Development Council.

Ms Webb is also on a number of sector advisory boards and reference groups. These include being chair of the Seafood Industry Partnership Group, and a member of the Stakeholder Council for Primary ITO, the Food and Fibre Capability Forum, the Food and Fibre CoVE consortium, and the Ministry for Primary Industries Regulatory Redesign Reference Group.

Chris Flatt

Chris Flatt has been the National Secretary of the New Zealand Dairy Workers Union – Te Runanga Wai U (DWU) since 2012 and is the current chair and Managing Director of Waikato Trade Union Centre Limited. Chris is also a director or trustee of a number of organisations including UniMed Limited, Trust Waikato Incorporated, and the Workers Education Trust Incorporated.

Mr Flatt has a long involvement with vocational education including being a member of the interim Establishment Board for the Primary Industries Workforce Development Council, the deputy chair of Primary ITO and a director of the NZ Industry Training Organisation.

Chris is currently a Member of the Institute of Directors in New Zealand as well as an Associate Member of Governance New Zealand (formerly NZ Chartered Company Secretaries). Chris has also worked as a private practice employment lawyer in law firms in both Auckland and Sydney and holds a Bachelor of Social Sciences (Hons) and Bachelor of Laws (Hons) from the University of Waikato. Chris resides in Cambridge.

Dan Epiha-Netana

Dan Epiha-Netana, Ngāti Tūwharetoa, is the Taranaki Organiser for First Union NZ. He has worked in a variety of roles in the wood processing sector for over a decade and has connections with employees across the sector.

Mr Epiha-Netana is a member of the Taranaki interim Regional Skills Leadership Group and is on the Operational Action Group for the Forestry Safety Council, bringing a worker voice to the table of this tripartite health and safety organisation.

Erin Simpson

Erin Simpson, Te Atiawa, has an extensive career in the Horticulture Industry starting in the 1980s. His experience gives him a robust and insightful understanding of the skills needed by employers to be effective members in the workforce of tomorrow. He is passionate about ensuring skills and training delivered and developed today are agile, adaptable, and fit for purpose in the unknown world of tomorrow. In his current role as Capability Development Manager at New Zealand Apples and Pears Inc he has mandate to engage and collaborate with Government and Industry training providers to attract, grow and retain talent for the sector.

Mr Simpson's governance experience at present includes Chair of the New Zealand Agricultural Education Trust (Growsafe) and Co-Chair of the Hawkes Bay Regional Skills Leadership Group (RSLG) and is the current Co-Chair of the interim Establishment Board for Muka Tangata, People Food and Fibre WDC.

Geoff Taylor

Geoff Taylor is the part of the Strategy & Investment Team at DairyNZ Limited and is a member of the interim Establishment Board for the Primary Industries Workforce Development Council. He holds a number of other governance positions including being chair of the Farm Environment Planning Certification Scheme, chair of the Primary Industry Capability Alliance, and a member of the Southern Dairy Hub.

Mr Taylor has previously been the chair of the Food & Fibre Centre of Vocational Excellence interim governance committee and a member of advisory groups for both the Ministry for Primary Industries and the Tertiary Education Committee.

Iani Nemani

Iani Nemani has Tongan and Fijian heritage. He is an experienced community engagement practitioner with a specific lens on the labour market and local economic development.

Mr Nemani is a Ministerial appointee to the Human Rights Review Tribunal. He has served on advisory boards that include the Manukau Institute of Technology Pasifika Community Advisory Board. He is currently also a trustee of the Pasifika Education Centre, the Consumer Experience Council at the Auckland District Health Board, and is also Co-Chair for Leadership New Zealand.

Kevin Ihaka

Kevin Ihaka, Ngāti Kuhungunu, is the founder and director of the FPS group of companies (FPS Forestry Ltd, FPS Forest Protection Services Ltd, FPS Geospatial Ltd). He is also holds governance positions with a number of organisations including being chair of the Forest and Rural Fire Association, a director of the United Fire Brigades Association, a member and founding trustee for the Forest Industry Safety Council, and a director of the Forest Industry Contractors Association.

Mr Ihaka is also a member of a number of advisory and working groups focusing on the forestry sector, health and safety and rural fire. He has also been actively involved with Competenz, NorthTec and the Fire and Rescue Services Industry Training Organisation.

Paul Crick

Paul Crick holds a range of governance and advisory roles across the Agricultural sector. He is chair of Beef & Lamb NZ's National Farmer Council Executive, chair of Beef & Lamb NZ's Farmer Research Advisory Group, a founding member of the Wairarapa People Capability Group and a member of the Primary ITO Industry Partnership Group,

Mr Crick has been involved in sheep and beef farming since the late 1980s. He has run a number of successful farms and held leadership roles at Taratahi Agricultural Training Centre including Director of Farms and General Manager Farm Business and Training (Sheep and Beef).

Turi Ngatai MNZM

Turi Ngatai MNZM, Ngāi te Rangi, Ngāti Ranginui, is executive director Māori at Open Polytechnic New Zealand and has previously been a senior executive at Te Wānanga o Aotearoa and a former school principal. He is a member of the interim Establishment Board for the Primary Industries Workforce Development Council, a Director on the Food and Fibre Centre of Vocational Excellence and he sits on the Board of the Catholic Leadership Institute, Te Kupenga.

Mr Ngatai is a director of Te Awanui Huka Pak and is deputy chair of the Ngai Te Rangi iwi post-settlement governance entity and the Ngai Te Rangi Runanga he is a representative for Ngai Te Rangi at the Iwi Chairs Forum. He is their spokesman for the Workforce Development Councils and represents the Iwi chairs forum on the Worksafe Partners Advisory Council.

Warwick Tauwhare-George

Warwick Tauwhare-George, Waikato-Tainui, Ngāi Tahu, is the Chief Executive of Parininihi ki Waitotara, a Taranaki-based Māori Incorporation with interests across the primary sector including dairy, dairy support, beef, renewable energy, commercial property, lobster, forestry, apiculture, horticulture, and arable crops.

Mr Tauwhare-George is a Director of a number of companies including Ngāi Tahu Farming, Koura Inc. (Port Nicholson Fisheries Ltd), Hamilton Riverview Hotels and is the Chair of Ngāmotu Hotels Ltd. He has previously been a Director of a number of organisations in the primary and energy sectors in New Zealand and overseas, including Te Oranga Livestock and Ngāi Tahu Seafood.

Winifred (Wini) Geddes

Winifred (Wini) Geddes Ngāti Awa, Ngaitai ki Tōrere, Ngāpuhi, is a director of Tāne Mahuta Aotearoa NZ Ltd, a whānau-owned company envisioned to train, qualify and employ rangatahi to work on their own whenua. With the Kaupapa Māori LWYE™ Learn While You Earn industry-based training model, the tauira (cadet) not only gain qualifications, operational and organisational skills leading to management, but also access to in-house Kaihautū Pastoral Care service, health advocacy and a Drug Testing and Rehabilitation Unit (DTRU) for the workplace. Visit www.tanemahuta.org.nz website. She is also director of Tū Ora (NZ) Ltd, which operates whare-māire providing bi-cultural clinical health services, psycho-social advocacy. DTRU and training in the caring professions.

Ms Geddes holds a number of governance positions including two Workforce Development Councils, a Mataatua District Māori Council delegate to the NZ Māori Council, Chair of the Whakatāne Māori Committee, President of Pūtauaki Māori Women's Welfare League and Trustee to Iritana Hoāni Nuku Ahu Whenua Trust. In an advisory and support role, Wini has recently accepted firstly, the Resilience to Nature's Challenges (RNC) – a rural research programme that supports outreach to policy and practice leadership that enables resilient outcomes for rural Aotearoa; developing an integrated framework for assessing resilience to natural hazards in consideration of climate change, environmental recovery, rural value chain impacts, intervention tools/resources and marae resilience. Secondly, not only as a Massey University Master of Science student, but also supporter of Te Toi Whakaruruhau o Aotearoa, an EQC funded centre for Mātauranga Māori Research Excellence encouraging innovative research across science and social disciplines, building Māori research workforce capability in the fields of earth science, hazards, emergency management, disaster risk reduction governance, recovery and resilience.

Nō reira, he hōnore ahau ki te āta ara pai mō ngā mokopuna a meāke nei.

Service Industries WDC

Des Flynn

Des Flynn is the Corporate Affairs Partner for The Warehouse Group and has previously held a range of executive roles in the retail sector including as Chief Executive of Warehouse Stationery, Acting Chief Executive for Life Pharmacy, and Chief Executive for Foodtown Supermarkets.

Mr Flynn is also the chair of the Board of Directors for Retail New Zealand, the chair of the Industry Advisory Board for the Massey University Business School, a member of the ServiceIQ board, and a member of the interim Establishment Board for the Services Workforce Development Council.

Hinerangi Edwards - chair

Hinerangi Edwards, Taranaki, Ngāruahine, Taranaki, Ngāti Ruanui, Te Arawa is an executive director and co-owner of AATEA, a Kaupapa Māori professional services consultancy. She is also the co-chair of the interim Establishment Board for the Primary Industries Workforce Development Council, a member of the Māori Economic Development Advisory Board, and a director of Korou Digital Agency in Te Wairoa.

Ms Edwards has previously held governance roles with a number of other organisations including as a Māori Language Commissioner, a councillor at Western Institute of Technology (WITT), a board member of Parininihi Ki Waitotara, and a trustee for a range of charitable trusts. She has a background in career planning and employment and was a national moderator for the Public Sector from 2005-2015."

Jill Hatchwell

Jill Hatchwell is the current chair of the interim Establishment Board for the Services Workforce Development Council. She is also a board member on a range of boards including ServiceIQ, the Civil Aviation Authority, SMW Group Ltd, Aorere Resources Ltd, and Chatham Rock Phosphate Ltd.

Ms Hatchwell was previously a shareholder and director of Vincent Aviation Ltd, one of New Zealand's largest, privately owned international airlines and has been a director of Netball NZ, as well as a number of private companies.

Paul Retimanu

Paul Retimanu is the managing director of Manaaki Management Ltd, which operates Karaka Café and Kawakawa Eatery as well as three function centres in Wellington. He is the president of the Wellington branch of Hospitality NZ, a board member of Hospitality NZ, and chair of the Wellington College Board.

Mr Retimanu has strong connections with both Māori and Pasifika business and is chair of the Wellington Pacific Business Network, and deputy chair for Te Awe Māori Business Network."

Remaining Services WDC Council members, provisionally appointed by the members appointed by the Minister

Alistair Carruthers CNZM

Alastair Carruthers CNZM is the co-founder and director of Homeland NZ Enterprises (a restaurant, cooking school and food embassy based in Auckland), and a Trustee of Cornwall Park. He has been Chair of the Allpress Espresso group, Co-Chair of Te Papa Foundation, Chair of the NZ Arts Council and its investment board, and a member of supervision boards for the Transport and Statistics Ministries. He has also participated on a Ministerial policy task force concerning philanthropy and taxation.

Mr Carruthers is a member and former chair of the Services WDC interim Establishment Board and is a former council member and interim CEO of Unitec. He was Commissioner of the official NZ exhibition at the 2017 Venice Biennale of Art, and has over 20 years' prior experience as the CEO of two leading NZ corporate and commercial law firms.

Loren Heaphy

Loren Heaphy Te Atiawa, is the General Manager Destination and Attraction at ChristchurchNZ. She has previously held roles in a number of organisations in the tourism and events sector including ATEED, Ngati Whatua Orakei, Nelson Tasman Tourism, Nelson Marlborough Institute of Technology and World of Wearable Arts (WoW).

Ms Heaphy is chair of the New Zealand Event Association and was previously the chair and co-founder of YoungTEC, an association focusing on upskilling and inspiring young people into pursuing tourism as a career path. In addition, she is a board member of Tourism Export Council of New Zealand and an independent director of Medical Kiwi Ltd.

Maxine Gay

Maxine Gay is the General Manager of Pillars Ka Pou Whakahou, a charitable organisation that aims to help create positive futures for the children of people in prison in Aotearoa/New Zealand. Prior to joining Pillars in 2018 she worked in unions for 35 years, holding a variety of leadership roles. Her last role was Retail, Finance & Commerce Secretary for FIRST Union. Ms Gay has represented New Zealand unions at the ILO and has was President of the Asia Pacific Women's Committee for UNI, a global union federation for the skills and services sectors.

Ms Gay is currently a member of the Services WDC interim Establishment Board and the WDC Design Reference Group. She is also a director of ServiceIQ, the Industry Training Organisation for the Services Sector, and was previously a director for Retail Institute, the Industry Training Organisation for Retail.

Hinurewa te Hau

Hinurewa te Hau (Whakatohea, Ngati Hine, Ngati Kahungungu, Maniapoto, Tuwharetoa, Ngati Raukawa) is currently the General Manager of Creative Northland the regional arts development agency for Te Tai Tokerau. She is an experienced business leader and a consistent champion of effective Tiriti partnership and realisation of Tikanga Maori values across private sector boards, not for profit organisations and government.

Ms te Hau is a member of the Creative, Cultural, Recreation and Technology WDC interim Establishment Board. She was the inaugural chair of the Tamaki Makaurau (Auckland) Matariki Festival Trust, a Founder of Matariki Cultural Foundation focussed on the World Music and Chairs the World Music Pan Indigenous Network representing over 34 countries, as well as a current board member of Q Theatre Limited and the Matakoho Kauri Museum.Family Trust.

Jamie Williams

Jamie Williams Ngati Kahu, Ngati Kahungungu, Ngati Porou, is CEO and founder of Kāpura, a Wellington based hospitality business with 40 venues covering restaurants, events, and catering. Kāpura employs nearly 1,000 people and have been in the top 10 of the Deloitte fast50 "masters of growth" category every year for the past five years.

Mr Williams is a committee member of Te Awe Wellington Māori Business Network and operates his business under Māori tikanga principles of Manaakitanga, Kotahitanga and whanaungatanga. He has a focus on giving back to the community and during the COVID-19 lockdown in 2020, Kāpura's vulnerable food response delivered over 220,000 meals to Wellingtonians in need.

Toi Mai WDC

Alice Shearman

Alice Shearman is the Executive Director of the New Zealand Writers Guild Inc, a professional association of script writers, representing the interests of writers in the fields of film, television, theatre, radio, comics and new media.

Ms Shearman is also deputy chair of Film Auckland and was a founding member, and deputy chair of the Agents Association of New Zealand. She has held a range of advisory roles across the screen industry, both in New Zealand and overseas. Ms Shearman was nominated for the Toi Mai WDC governance council by the NZCTU.

Aliesha Staples

Aliesha Staples is the founder and CEO of StaplesVR an emerging technology, film, and games company based in Auckland, New Zealand with offices in Australia and the UK.

Ms Staples is also the Co-Founder of Click Studios a collective workspace for creative technology companies with a focus to make the creative tech sector one of New Zealand's leading exporters and The Click Foundation a not-for-profit designed to create equity in the creative tech sector with educational pathways for those unrepresented in the film, games, and tech industries. Her governance experience includes organisations such as TVNZ, Race 4 Life Trust, and the New Zealand Football Foundation.

Annie Murray

Annie Murray Te Arawa, is Head of Sky Originals at Sky Network Television. She has previously held a range of senior positions across the New Zealand television industry including with Māori Television Service, Taima Television Ltd, Television New Zealand and NZ on Air.

Ms Murray is an active member of Ngā Aho Whakaari, the association of Māori Screen Professionals, and has been a long-time advocate and champion for Māori stories on screen and for diverse storytelling from under-represented groups in Aotearoa. She has been nominated by Ngā Aho Whakaari for this position.

Barry Soutar

Barry Soutar, Ngāti Porou, Ngāti Awa, Ngāi-Tai-ki-Tāmaki, Ngāti Kahungunu-ki-te-Wairoa, is a director of TORO Studios, a creative technology company based in Tairāwhiti and a director of the AMO Collab, a national collective of twenty of NZ's best export focused creative production companies. Mr Soutar is also the executive director of Te Tira Toi Whakangao (T3W), a tech venturing network that connects and drives Māori involvement in the tech sector. He is chair of Orawa, a cultural leadership programme assisting whanau into the future of work.

Mr Soutar has been a director of Te Runanganui-o-Ngāti Porou, a director of Ngāti Porou Seafoods Group, the chair of Te Taurahere-o-Ngāti-Porou-ki-Tāmaki, the vice chair of Toitu Ngāti Porou Trustee Ltd and a director for Ngāi Tai ki Tāmaki Tribal Trust. He has previously had roles with New Zealand Trade and Enterprise and Callaghan Innovation Ltd. Prior to these he built a successful export software company with business partners operating for more than fifteen years in the location intelligence industry.

Jana Rangooni

Jana Rangooni is the Chief Executive Officer of the Radio Broadcasters Association, the industry body for the radio broadcasting industry. She has held various roles in the New Zealand radio industry over the past 30 years including a number of senior roles at Media Works.

Ms Rangooni is Chair of Paralympics NZ. She is also a board member of the Advertising Standards Authority and is the Chair of the Bay of Plenty Institute of Directors Committee.

Mele Wendt MNZM

Mele Wendt MNZM, received her award in 2019 for services to governance, the Pacific community and women. She is Samoan (Malie, Lefaga, Vaiala) and palagi (NZ, Britain). She is currently a board member of Te Kura (the Correspondence School) and the Wellington Community Trust. She also chairs the Steering Group implementing the National Action Plan for Community Governance.

Ms Wendt's past governance appointments include chairing the Pasifika Education Centre and the Massey University Pacific Student Success Working Group, and serving as board member on Lotteries Wellington/Wairarapa Distribution Committee, Volunteer Service Abroad (VSA), Major Arc Charitable Trust, and Victoria House, to name a few. For 10 years, Ms Wendt was the Executive Director of Fulbright New Zealand. Her roles at Victoria University of Wellington included the founding Pacific Islands Liaison Officer and the manager of domestic student recruitment."

Rhonda Kite ONZM

Rhonda Kite ONZM, Te Aupōuri, Ngai Tākoto, Ngāti Kuri, is the managing director of Toi Te Hiku Charitable Trust, an economic development facilitator in the Far North in the screen, creative arts, cultural and technology sectors. Ms Kite is the chair of Te Runanga nui o te Aupōuri, New Zealand member of Indigenous Women's Business Network in the Australia New Zealand Leadership Forum, a member of the Business Advisory Group at AUT, and the founding patron of the ImagineNative Film Festival in Toronto, Canada.

Ms Kite has held a wide range of executive and governance roles in the film and technology sectors with a particular focus on developing Māori content and storytelling. These have included board roles with Māori Television, NZ on Air, SPADA, and the Aotearoa Film & Television Awards, amongst others.

Richard Beddie

Richard Beddie is the chief executive officer of the Exercise Association of New Zealand, a position he has held for the past 20 years. Prior to this role, he held senior positions with a number of health and fitness centres.

Mr Beddie is a member of the interim Establishment Board for the Toi Mai WDC. He was previously on the board of Skills Active Aotearoa, including nine years as Chair, and board member of the International Confederation of Registers for Exercise Professionals that included five years as Chair.

Victoria Spackman ONZM

Victoria Spackman ONZM is the current chair of the interim Establishment Board for the Toi Mai Workforce Development Council. Ms Spackman is also chair of Ackama Group, a high-growth technology services company, a board member of Education New Zealand – Manapou ki te Ao, and a director and previous chief executive officer of Gibson Group, a design and production company focusing on bringing together creativity, innovation and technology to enhance visitor experiences.

Ms Spackman has held a wide range of other executive and governance roles in the theatre, screen and technology sectors in both New Zealand and Australia.

Waihanga Ara Rau Construction and Infrastructure WDC

Bill Newson

Bill Newson is the National Secretary of E Tū, New Zealand's largest private sector union which represents people working in a range of industries including construction and infrastructure. He has been involved in unions for almost forty years and is also a member of the New Zealand Council of Trade Unions National Affiliates Council.

Mr Newson is a member of the interim establishment board for the Construction and Infrastructure Workforce Development Council. He also holds a number of governance roles related to construction and infrastructure including being a board member of Competenz Industry Training Organisation, Construction Health and Safety NZ, Mates in Construction (suicide prevention) and co-lead of the Workforce Development Workstream for the Construction Accord.

Brendon Green

Brendon Green, Ngāti Hikairo, Ngāpuhi, is an experienced director with a portfolio that has focused on energy, climate change, asset management, and engaging with the Māori economy and Māori communities. He is currently on the board of Watercare, HIRINGA Energy Ltd and Waikato District Council's Infrastructure Committee.

Mr Green was previously chair of Tirohia Landfill Joint Venture and Tainui Kāwhia Incorporation as well as being a member of Te Whakakitenga o Waikato, Waikato Tainui's governing body. He also has held a number of executive positions in energy companies in New Zealand and North America with companies including Wattstock LLC, Mercury Energy, General Electric and Contact Energy.

Chantelle Bailey

Chantelle Bailey, Te Rarawa, Ngāpuhi, Ngāti Hāmoa (Lotofaga and Le'auva'a) is a Lead Structural Engineer for Aurecon. She has more than 25 years of experience in engineering with a focus on structural and aircraft engineering in roles with GHD, OPUS and the Royal New Zealand Air Force.

Mrs Bailey is a trustee of Engineering New Zealand Foundation, Te Ao Rangahau Māori Advisory Panel and was a previous board member of the Manawatū Branch of the Institute of Professional Engineers New Zealand. She is passionate about using the experience and knowledge that she has developed to influence change and inspire others for the future of our Rangatahi. Having worked across different boards, she has developed strong leadership and kaitiakitanga skills. She will bring to the table a world view, the benefit of her experience and insight, as an engineer and experienced governance practitioner, women, mother and wife, a totality of experience.

Daniel Haines

Daniel Haines (Te Rarawa) is the Head of Māori Outcomes for Eke Panuku Development Auckland. Recent employment includes Māori engagement and Treaty settlement work with Wynyard Edge Alliance and Auckland Council. He also was the elected president of the Auckland University Students' Association and the New Zealand Union of Students' Associations.

Mr Haines is a board member of Academic Quality Agency, which provide external quality assurance for all New Zealand Universities, and ActionStation, an independent, crowdfunded, community campaigning organisation. His previous governance and advisory roles include the Public Service Association, Unitec's Rūnanga o Ngā Toa Āwhina, Student Job Search, and the University of Auckland. Mr Haines has a Master of Business Administration from the University of Auckland.

Elena Trout

Elena Trout is the chair of the interim establishment board for the Construction and Infrastructure Workforce Development Council. She is a Chartered Fellow of the Institute of Directors and holds an extensive portfolio of governance roles including being a director of Ara Ake Ltd, Callaghan Innovation, Ngāpuhi Asset Holding Company, Contact Energy, Harrison Grierson, is the Chair of the Energy Efficiency and Conservation Authority and an external member of the Ministry of Defence/ NZ Defence Capability Governance Board.

Ms Trout is a professional engineer and has significant experience in the development and delivery of large programmes notably in the infrastructure, transport and energy sectors and acts as an advisor to both central and local government on a variety of projects. She is also actively involved with professional associations for engineers, is a Past President and a Distinguished Fellow of Engineering New Zealand.

John Chapman

John Chapman, Ngāti Tuwharetoa, Te Whakatōhea, is the owner and director of KAEA Group, an organisation that provides and delivers programmes for Kāinga Ora, Māori Pacific Trades Training, and various other community and whanau development organisations. He has previously held a number of other senior positions focusing on education and youth development with organisations including VisionWest Community Trust Education and Training Centre and Wellington City Mission.

Mr Chapman is a member of the interim establishment board for the Construction and Infrastructure Workforce Development Council. He also holds governance roles with a number of other organisations including Māori Pacific Trades Training Auckland, Baptist Action Group, and HHR Trust Aotearoa New Zealand.

Kieren Mallon

Kieren Mallon is the managing director of three construction businesses – Meridian Construction, MF Group (joinery and panelling), and LoftHQ (architectural products). He has more than thirty years of experience in the construction sector, starting out as a joinery apprentice before becoming a tradesman and then a business owner.

Mr Mallon is a director of a number of organisations in the construction sector including the Building and Construction Industry Training Organisation (BCITO), New Zealand Registered Master Builders Association, and the deputy chair of BRANZ's Building Research and Advisory Council. He was previously president of Auckland Registered Master Builders and has also been on a number of construction industry advisory groups for Auckland Council, Site Safe, and ACC.

Tracy Davis

Tracy Davis, Ngāti Whatua, is Deputy Chair for Ngā Maunga Whakahii o Kaipara, the post settlement governance entity for Ngāti Whatua o Kaipara. He holds a number of other governance and advisory roles relating to infrastructure including the National Māori Advisory Panel for the restructure of 3 Waters, and Chair of the Iwi Advisor Panel of Hōkai Nuku, who negotiate Mana Whenua and Māori procurement and training opportunities on Waka Kotahi NZ Transport Agency Projects in Auckland.

Mr Davis previously spent more than twenty years working in the construction industry, first as a glazier and then starting a business which went on to become the largest shower installation company in New Zealand.