



Questions and answers

These questions and answers were derived from the TEC's webinar for industry and employers. Some of the questions were quite specific so they have been turned into generalised responses to suit everyone.

Themes

- Industry Skills Boards
- Consultation and Engagement
- Work-based learning
- Funding and Apprenticeship Support
- New PTEs
- Other topic

Industry Skills Boards (ISBs)

How will industry be involved in shaping training and qualifications?

Industry Skills Boards work closely with employers and industry groups to make sure training standards and qualifications reflect real workforce needs. They focus on engaging with industry and using that feedback when developing or updating qualifications.

Who is responsible for developing qualifications?

Industry Skills Boards are responsible for developing qualifications and standards for vocational level training. The Tertiary Education Commission (TEC) focuses on funding decisions, while New Zealand Qualifications Authority (NZQA) works with ISBs to support quality and approval processes.

Can industries engage with ISBs outside formal consultation periods?

Yes. ISBs will have ongoing engagement processes for industries to raise issues and provide feedback at different times, not just during formal consultations.

How do ISBs and TEC work together?

TEC works closely with ISBs through designated relationship managers who give guidance and support. The senior leadership of TEC and ISBs also meet regularly. TEC monitors ISBs to

ensure they are effectively engaging with industry. ISBs also provide advice to TEC that inform our investment decisions.

Will ISBs build on existing work the WDCs produced or start from scratch?

ISBs received information, resources, and knowledge from the WDCs before they were disestablished, and some staff transitioned to support continuity. While approaches may evolve, industries should not have to repeat past work.

Can an ISB also be a provider?

There is a temporary allowance in legislation that permits this under set conditions until 31 December 2027 for the work-based learning divisions that were part of Te Pūkenga/NZIST. ISBs are expected to manage conflicts of interest carefully and maintain independence.

How do ISBs stay independent if they are involved in training delivery?

ISBs are required to separate their industry leadership role from any training delivery activities. These functions operate separately to avoid conflicts and maintain trust across the training system.

What happens when industries are split across different ISBs?

ISBs are expected to work together where multiple ISBs support a specific sector.

Will the ISBs recognise and develop skills standards?

ISBs are responsible for developing the content of skills standards, so they reflect industry needs. The overall skills standards system is managed by NZQA.

Consultation and Engagement

How can industries without existing training arrangements be involved?

Industries can work directly with their ISB to ensure their needs are understood and considered in future vocational education and training planning.

Will there be enough time for consultation?

There is recognition that meaningful consultation takes time, especially for small organisations and volunteer led groups. Efforts are being made to give as much notice as possible and allow reasonable timeframes.

When might training providers be able to expand from regional delivery to nationwide delivery?

Decisions about expanding delivery are made on a case-by-case basis and depend on the needs of each industry and what training is already available. The current priority is supporting major transitions already underway in work-based learning. Once those transitions are settled, wider expansion opportunities will be considered.

How are small businesses represented?

ISBs are expected to engage with both large and small employers. This may include surveys, targeted meetings, or working through industry associations to ensure diverse views are captured.

Work-based Learning (WBL)

Will existing work-based training arrangements change?

There are no immediate changes. Any future changes around assessment or delivery will be guided by providers and industry needs, with support from ISBs.

Will essential but small-scale work-based learning still be funded?

Funding decisions are made annually through the government budget. Priority is given to programmes that meet key priority areas and important workforce needs. ISBs will help us identify which ones we should and should not be investing in.

Funding, Fees Free, and Apprenticeship Support

Does the type of training provider affect eligibility for government funding?

Funding eligibility is based on programme approval rather than whether training is delivered by a particular type of organisation.

What is happening with Apprenticeship Boost funding?

Decisions on ongoing funding are made through the annual government budget in May. Updates are published on TECs website following budget announcements.

New PTEs

Is there support for groups wanting to start a new training enterprise?

Becoming a training provider requires significant preparation and ongoing compliance. If you are thinking about this, we recommend you get in touch to discuss this further.

Is the process for becoming a provider being simplified?

Quality requirements remain high to protect learners. While processes are being refined, standards are not being lowered. In some cases, partnering with an existing provider may be a better option.

Are new providers encouraged where there is demand?

Yes, where there is a clear unmet need. Industry and aspiring providers are encouraged to carefully consider whether new delivery is required or if existing providers can meet that need.

Are new providers being discouraged from entering the system?

No. New providers are not being discouraged. However, organisations considering becoming a provider are expected to have a clear reason for doing so, including demonstrating how their training would meet a genuine need or offer something that is not already available.

Other Topics

Will newer or smaller providers still be considered for funding?

Funding is limited and focused on priority areas. Providers need to demonstrate quality outcomes and learner success to be eligible for continued funding. TEC also needs to be comfortable that providers are financially viable to ensure continuity of delivery.

How will changes in vocational education affect schools?

There is work underway to better align school pathways with vocational training, so learners are better prepared to move into work or further study.

Can training be made more flexible and relevant to industry needs?

ISBs play an important role in ensuring training stays relevant, practical, and aligned with how work is done in industry.

Industry has indicated that micro-credentials are a practical way to deliver learning in smaller, bite-sized modules Are micro-credentials currently eligible for TEC funding?

Yes. micro-credentials are still being developed and work well in some sectors. Approval and funding processes are being improved by TEC and NZQA, and their use is expected to continue evolving.
