



Report: Summary of Submissions Report for the Future of Work-based Learning

To:	Hon Penny Simmonds, Minister for Vocational Education		
Date:	13/03/2025	Deadline:	17/03/2025
Security Level:	In-Confidence	Priority:	Medium
From:	Rachel Dillon	Phone:	9(2)(a)
Drafter:	Rachel Dillon	METIS No:	1343622

Why are we sending this to you?

- You are receiving this draft Summary of Submissions Report following targeted consultation on options for the future of work-based learning.

What action do we need, by when?

- Please provide any feedback by 17 March 2025.

Key facts, issues and questions

- The final Summary of Submissions Report (or a shortened version thereof) will accompany your Cabinet paper to the Social Outcomes Cabinet Committee on 9 April.
- This enables you to meet the obligations set out in SOU-24-MIN-0174, specifically #4 and #5.

Alignment with Government priorities

1. This report aligns with Government priorities as part of the work programme to disestablish Te Pūkenga from 1 January 2026.

Background

2. A targeted consultation on the future of work-based learning was undertaken from 27 January to 21 February 2025.
3. Consultation included the publishing of a consultation document on the Ministry of Education's website and inviting people to submit their responses to four questions.
4. Additionally, a range of key stakeholders were invited to attend online webinars hosted by the Minister for Vocational Education, the Ministry of Education and the Tertiary Education Commission.

Profile of submitters

5. There were 203 unique submissions received, of which 60 were from targeted/invited stakeholders.
6. The majority of submitters stated a preference for the Independent model with 170 submissions (84%). 16 submitters (8%) preferred the Collaborative model. 17 submitters (8%) were uncertain either way.
7. **Annex 1** lists the submitters and their preferences.

Summary of Submissions Report

8. We have completed our analysis of the submission and summarised them into the Report attached (**Annex 2**). We note that this report is DRAFT as it is yet needs to go through a Quality Assurance process. A final version will be provided to you next week so that it can support ministerial consultation on your April Work-based Learning Cabinet paper.

Key themes from submissions

9. There were some overriding themes across all submissions, irrespective of preference, and submitter type. Employers, industry associations, providers and individuals and requested that any reform prioritises minimising disruption and the impact of change.
10. Most Vocational Education and Training (VET) stakeholders highly value pastoral care and recognise the important role it plays in learner success.
11. Employers and industry organisations strongly advocated for the VET system to be industry-led and responsive to industry.

Next Steps

12. Review the draft Summary of Submissions and provide feedback, if any.

Annexes

The following are annexed to this paper:

Annex 1: Preferences by organisation or group

Annex 2: The future of Work-based Learning – Summary of Submissions

Recommended Actions

The Ministry of Education recommends you:

- a. **note** that the Summary of Submissions report has been completed but is yet to undergo a final quality assurance so remains draft

Noted

- b. **note** that we will provide a final report to you that can support your April Cabinet paper through Ministerial consultation

Noted

- c. **agree** to forward this briefing and the draft Summary of Submissions report to the Minister for Social Development and Employment

Agree / Disagree

Proactive Release:

- d. **agree** that the Ministry of Education release this paper once it has been considered by you with any information needing to be withheld done so in line with the provisions of the Official Information Act 1982.

Agree / Disagree



Rachel Dillon

Programme Manager, VET
Te Pou Kaupapahere

13/03/2025

Hon Penny Simmonds

Minister for Vocational Education

__/__/__

Annex 1: Preferences by organisation or group

Unique Identifier	Organisation or group name	Category	Preference
101	Platform Trust	NGO	Independent
102	New Zealand Defence Force (NZDF)	Government	Undetermined
103	NZ Security Association	Peak body	Independent
104	Isaac Group	Business - large	Independent
105	Tamahere Aged Care	Business - medium	Independent
106	Rotorua Lakes Council	Government	Independent
107	Cleaning Systems	Business – medium	Independent
108	Southern Institute of Technology (SIT)	Provider	Collaborative
109	Kimihia Home & Hospital	Business - medium	Independent
110	HERA	Industry organisation	Undetermined
111	Exterior Cleaning Industry Association (ECIA)	Industry organisation	Independent
112	Green Cross Health	Business - large	Independent
113	Nelson Marlborough Institute of Technology (NMIT)	Provider	Independent
114	Access Community Health Uru Ātea	Business - large	Independent
115	Hato Hone St John	Provider	Independent
116	Skills 4 Work	Provider	Independent
117	Otago Polytechnic	Provider	Independent
118	Ventia	Business - large	Collaborative
119	Total Timba Joinery	Business - small	Collaborative
120	Terraforma Stonemasonry	Business - small	Independent
121	Milano Tiling	Business - small	Independent
122	Live Life Disability Support	Business - small	Independent
123	Advanced Textiles Association New Zealand	Industry organisation	Independent
124	The Kitchen Business	Business - small	Independent
125	Master Builders and Certified Builders	Industry organisation	Independent
126	New Zealand Stonemasons Association	Industry organisation	Independent

Unique Identifier	Organisation or group name	Category	Preference
127	HITO	Provider	Independent
128	ServiceIQ	Provider	Independent
129	Home and Community Health Association	Industry organisation	Independent
130	Federation of Commercial Fishermen, the New Zealand Maritime Transport Association, and the New Zealand Shipping Federation (Joint)	Union /professional assoc.	Independent
9(2)(a)			
131	Southern Group Training Trust	Provider	Undetermined
9(2)()			
132	Te Pou	NGO	Independent
133	NZ Arboricultural Association	Industry organisation	Independent
134	Institute of Quarrying	Industry organisation	Independent
135	NZ Ethical Employers	Union /professional assoc.	Independent
136	Newlands Auto Electrical	Business - medium	Independent
137	Elite Wool Industry Training	Provider	Undetermined
138	MinEx	Industry organisation	Independent
139	Connexis and Earnlearn (Joint)	Provider	Independent
140	Skills Group	Provider	Independent
141	New Zealand Air Line Pilots' Association (NZALPA)	Union /professional assoc.	Undetermined
142	Master Electricians	Union /professional assoc.	Collaborative
143	MAST Academy	Provider	Independent
144	Cool-Safe	Business - large	Independent
145	Dunedin Monumental Masons	Business - small	Independent
146	NZ Concrete Contractors Association	Union /professional assoc.	Independent
147	Taranaki Pine	Business - medium	Independent

Unique Identifier	Organisation or group name	Category	Preference
148	Civil Contractors NZ, Water NZ, Electrical Networks Aotearoa, Electrical Engineers Associations, MinEx, Straterra (joint)	Peak body	Independent
149	Edenvale Home & Hospital	Business - small	Independent
150	Hauora Hokianga	NGO	Independent
151	Roofing Association of New Zealand (RANZ)	Industry organisation	Independent
152	Brick and Block National Advisory Group (BCITO)	Industry organisation	Independent
153	Master Plumbers	Union /professional assoc.	Collaborative
154	Ryder Salon	Business - small	Independent
155	National Kitchen and Bathroom Association NZ	Industry organisation	Independent
156	NZSE College (New Zealand Skills and Education Group)	Provider	Independent
157	Ia Ara Aotearoa Transporting New Zealand	Industry organisation	Independent
158	Gisborne Glass	Business - small	Independent
159	WeCreate	Industry organisation	Independent
160	Alibarbers	Business - small	Independent
161	PrintNZ	Industry organisation	Independent
162	24/7 YouthWork Trust	NGO	Independent
163	Steel Construction New Zealand (SCNZ)	Industry organisation	Undetermined
164	Vertical Horizon NZ	Provider	Independent
165	MITO	Provider	Independent
166	NZ Association of Registered Beauty Professionals	Industry organisation	Independent
167	SPCA NZ	NGO	Independent
168	Window and Glass Association NZ	Industry organisation	Independent
169	CMP Construction	Business - large	Independent
170	Association of Wall & Ceiling Industries	Industry organisation	Independent

Unique Identifier	Organisation or group name	Category	Preference
171	WorkSafe	Government	Independent
172	Connexis (Bay of Plenty)	Provider	Independent
173	Specialist Trade Contractors Federation	Union /professional assoc.	Undetermined
174	Stoneworks	Business - small	Independent
175	Quality Tertiary Institutes (QTI)	Peak body	Independent
176	Energy Skills Aotearoa	Industry organisation	Independent
177	Aviation NZ	Industry organisation	Independent
178	Fonterra	Business - large	Independent
179	Composites Association of New Zealand (CANZ)	Industry organisation	Independent
180	Master Brick & Blocklayers	Industry organisation	Independent
181	Building and Construction Training Fund	Industry organisation	Independent
182	Travel Agents' Association New Zealand	Industry organisation	Independent
183	Architectural Aluminium Joinery National Advisory Group	Industry organisation	Independent
184	Federated Farmers	Industry organisation	Undetermined
185	The Lean Hub	Provider	Independent
186	NZ Transport Agency Waka Kotahi (NZTA)	Government	Undetermined
187	Cook Construction Brother	Business - medium	Collaborative
188	Painting & Decorating National Advisory Group	Industry organisation	Independent
189	Aged Care Association NZ	Industry organisation	Independent
190	Brosnan Construction	Business - medium	Independent
191	Priority One Tauranga Moana	NGO	Independent
192	Business NZ	Industry organisation	Independent
193	Site Safe NZ	Industry organisation	Independent
194	Skills Active Aotearoa Group	Provider	Independent

Unique Identifier	Organisation or group name	Category	Preference
195	Faulkner Construction	Business - medium	Independent
196	NZ Manufacturing Alliance	Industry organisation	Independent
197	Port Industry Association	Industry organisation	Independent
198	Dairy NZ	Industry organisation	Independent
199	National Association of Steel framed Housing	Industry organisation	Independent
1010	NZ Marine Industry Association	Industry organisation	Independent
1011	SkyCity Entertainment Group	Business - large	Independent
1012	C.F King Contracting	Business - small	Independent
1013	Manukau Institute of Technology (MIT) and Unitec (joint)	Provider	Independent
1014	Fire and Emergency New Zealand (FENZ)	Provider	Independent
1015	Vocational Engineering Education NZ (VEE.NZ)	Industry organisation	Independent
1016	Watercare	Government	Independent
1017	Chartered Accountants ANZ	Union /professional assoc.	Independent
1018	Exercise NZ	Industry organisation	Undetermined
1019	ConCOVE	Other	Undetermined
1020	New Zealand Nurses Organisation	Industry organisation	Undetermined
1021	Primary ITO	Provider	Independent
1022	Hanga-Aro-Rau	WDC	Independent
1023	Tourism Industry Aotearoa	Industry organisation	Independent
1024	Plastics NZ	Industry organisation	Independent
1025	Smart Trade Solutions	Provider	independent
1026	Competenz	Provider	Independent
1027	Strategic Leadership Forum (refrigeration, air-conditioning and heat pump sector)	Industry organisation	Independent

Unique Identifier	Organisation or group name	Category	Preference
1050	Seafood New Zealand	Industry organisation	Independent
1051	Floor NZ and Allied Trades Institute	Industry organisation	Independent
1052	Patient Management Services - Te Toka Tumai Auckland (Te Whatu Ora)	Government	Independent
1053	IT Professionals and Tech Users Association TUANZ (joint)	Industry organisation	Independent
1054	Restaurant Association New Zealand	Industry organisation	Independent
1055	NorthTec	Provider	Undetermined
1056	Brackenridge	NGO	Independent
1057	Retail NZ	Industry organisation	Independent
1058	ATNZ	Provider	Independent
1059	Hospitality NZ	Industry organisation	Independent
1060	NZ Heavy Haulage Association	Industry organisation	Independent
1061	BCITO	Provider	Independent
1062	MITA Consulting	Provider	Independent
1063	Concrete New Zealand	Industry organisation	Independent
1064	New Zealand Winegrowers	Industry organisation	Undetermined
1065	Unison	Business - large	Independent
1066	Workforce Planning and Development, Health New Zealand Te Whatu Ora	Government	Collaborative
1067	Tertiary Education Union (TEU)	Industry organisation	Collaborative
1068	Risk Management Group (NZTI)	Provider	Independent
1069	Building Performance and Engineering, Building System Performance, Ministry of Business, Innovation & Employment (MBIE)	Government	Collaborative
1070	Horticulture NZ	Industry organisation	Independent

Unique Identifier	Organisation or group name	Category	Preference
1071	Motor Trade Association (MTA)	Industry organisation	Independent
1072	NZPork	Industry organisation	Independent
1073	Allied Professions Leadership Team / Capital, Coast and Hutt Valley (Te Whatu Ora)	Government	Independent
1074	Te Wānanga o Aotearoa	Provider	Independent
1075	Independent Tertiary Education New Zealand (ITENZ)	Peak body	Independent
1076	Āpōpō – Infrastructure Asset Management Professionals	Industry organisation	Undetermined
1077	New Zealand School of Food & Wine	Provider	Independent
1078	Business Events Industry Aotearoa	Industry organisation	Independent
1079	New Zealand Construction Industry Council	Industry organisation	Independent
1080	Greenaways	Business - small	Independent
1081	Claud Switzer Memorial Trust	NGO	Independent
1082	The New Zealand Initiative	NGO	Independent
1083	Advancing Manufacturing Aotearoa	Industry organisation	Collaborative
1084	Waikato-Tainui (Te Whakakitenga o Waikato)	NGO	Independent
1085	Generating Real Industry Pathways	Provider	Independent
1086	Forestry and Wood Processing Group	Industry organisation	Independent
1087	NZ Beef and Lamb	Industry organisation	Undetermined
1088	UP Education	Provider	Independent
1089	New Zealand Council of Trade Unions (NZTA)	NGO	Collaborative
1090	Offsite NZ	Industry organisation	Independent
1037	Hair & Barber New Zealand	Industry organisation	Independent
1038	Glover Memorials	Business - small	Independent
1039	Taranaki Skills Group	Government	Independent
1040	Crane Association NZ	Industry organisation	Independent

Unique Identifier	Organisation or group name	Category	Preference
1044	Glass and Glazing Institute of NZ (GGINZ)	Industry organisation	Independent
1042	Flooring National Advisory Group	Industry organisation	Independent
1043	Careerforce	Provider	Independent
1091	Presbyterian Support Northern	NGO	Independent
1045	Employers and Manufacturers Association	NGO	Independent
1041	Meat Industry Association (MIA)	Industry organisation	Independent

Annex 2: The Future of Work-based Learning – Summary of Submissions

Proactively Released