



5 February 2021

NZCIC Submission on Waihanga Ara Rau Construction and Infrastructure WDC, Order in Council

Introduction

NZCIC has been strongly engaged in the RoVE process and supports the formation of the Construction and Infrastructure Workforce Development Council (WDC).

NZCIC is particularly supportive of proposals to better engage employers and industry in the vocational education system including the development of Workforce Development Councils.

It's important that the WDC Order in Council proposals lay a strong foundation on which to build a vocational education system that considers the future needs of employers and the wider construction and infrastructure industry.

NZCIC's feedback and suggestions include the following:

1. Name of Workforce Development Council

We support the proposed name "Waihanga Ara Rau Construction and Infrastructure Workforce Development Council".

2. Purpose and Accountability Arrangements

The proposed purpose statement is vague, lacks key points of accountability and does not reference the construction and infrastructure industry.

The purpose of Waihanga Ara Rau should:

- be specific to the construction and infrastructure industry, the construction and infrastructure workforce and the outcomes of the work the industry does. i.e. *"Ensuring that the **construction and infrastructure** vocational education system honours the Te Tiriti o Waitangi to help ensure a fair and equitable system for all"*
- be focused on the responsibilities of Waihanga Ara Rau (less use of the word "contribute")
- clearly set out the WDC's leadership role in:
 - a. Engaging with and determining the future workforce needs of the construction and infrastructure industry
 - b. Determining how to best meet the construction and infrastructure industry's people development needs
 - c. Ensuring that the vocational education system meets the people development needs of the construction and infrastructure industry.

- The list of the issues Waihanga Ara Rau should take account of should be deleted from the purpose – these will change over time and should be captured in the Statement of Strategic Intent.

3. Governance Arrangements

We support the Council comprising between six and eight members, with a preference that the ideal number is eight, given the size and diversity of the construction and infrastructure industry. The NZCIC agrees that Council members should be appointed based on their knowledge, skills, and experience rather than being a representative Council. We would also support an alternative proposal for the selection panel to appoint eight Council members, with a ninth to be co-opted by the Council if required.

Given that the key role of the council is to represent employers the current minimum number of two employers (one nominated by employers and one nominated by Māori employers) is too low. The minimum number of employers should be increased to four (including two nominated by Māori employers).

It should be made clear that construction and infrastructure industry associations are able to nominate employer representatives (including Māori representatives).

A definition of “Māori employer” is needed. Is it a person or company? Is it a person or a company who employs Māori or a company owned by Māori? If it is the latter, then how much of the company needs to be Māori owned?

We are supportive of the role of the selection committee (that recommends who should be appointed to the Council). The committee should be chaired by someone who is not on the Council. Additionally, it should be comprised of people who are not on the Council except for one person (but that person cannot chair the Selection Committee). The idea of having one person on the selection committee from the Council is to provide a direct insight into the current council members strengths and weaknesses and any knowledge, skill or experience gaps that need to be filled. It is critical that this committee is trusted by the industries under the WDC’s coverage. There should therefore be a mechanism for industry to have direct involvement in appointing members to the selection committee.

4. Mechanisms for Industry Engagement

The definition of industry, in terms of who the WDC needs to engage, should include employers, employees, industry associations and unions.

5. Coverage

Quantity surveyors and some other construction industry professionals are listed under the **M692300 Engineering Design and Engineering Consulting** ANZSCIC code, which has placed them with Hanga-Ora-Rau Manufacturing, Engineering and Logistics WDC. Quantity Surveyors responsibilities include estimating and managing construction quantities and costs and they have an integral role in the construction and infrastructure sector. Quantity Surveyors are rarely employed outside of the construction and infrastructure sector, and training for Quantity Surveyors is strongly aligned and overlaps with other construction courses. Quantity Surveyors are currently covered by the Building and Construction Industry Training Organisation (BCITO).



NZCIC has been directly approached by the NZ Institute of Quantity Surveyors (Who are members of NZCIC) for support in changing their coverage to Waihanga Ara Rau. NZCIC supports this position and is also concerned that other construction services such as Building Consultancy and Construction Project Manager that are listed under the M692300 code will be inappropriately placed under Hanga-Ora-Rau. We urge TEC to thoroughly investigate this issue before the Order in Council is presented to the Minister of Education.

Yours faithfully,



Malcolm Fleming
Deputy Chair of the New Zealand
Construction Industry Council

