

5 February 2021

NZCIC Submission on Hanga-Aro-Rau Manufacturing, Engineering and Logistics WDC, Order in Council

Introduction

NZCIC has been strongly engaged in the RoVE process and supports the formation of the Manufacturing, Engineering and Logistics 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 needs of industry, including parts of the construction and infrastructure industry represented by Hanga-Aro-Rau.

NZCIC's feedback and suggestions include the following:

1. Name of Workforce Development Council

We support the proposed name "Hanga-Aro-Rau Manufacturing, Engineering and Logistics Workforce Development Council".

2. Purpose and Accountability Arrangements

The proposed purpose statement is vague, lacks key points of accountability and does not reference the manufacturing, engineering and logistics industries. The NZCIC requests that Hanga-Aro-Rau takes the following suggestions into account for the stating of the organisation's purpose.

The purpose of the WDC should:

- be specific to the manufacturing, engineering and logistics industries, the manufacturing, engineering and logistics workforce and the outcomes of the work the industry does. i.e. *"Ensuring that the **manufacturing, engineering and logistics** 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 Hanga-Aro-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 manufacturing, engineering and logistics industries. Determining how to



best meet the manufacturing, engineering and logistics industry's people development needs.

- b. Ensuring that the vocational education system meets the people development needs of the manufacturing, engineering and logistics industries.
- The list of the issues Hanga-Aro-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 seven and nine members. The NZCIC agrees that Council members should be appointed based on their knowledge, skills, and experience rather than being a representative Council.

NZCIC supports a Council made up of 7-9 members selected by the Industry Stakeholder Group (ISG). We would support an alternative model with the ISG selecting 5-7 Council members and the Council co-opting two. Given the size and diversity of the sector, NZCIC prefers a Council of 8-9 members.

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 manufacturing, engineering and logistics 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?

4. Mechanism for Industry Engagement

We are supportive of the role of the Industry Stakeholder Group. 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. 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 Waihangara Ara Rau Construction and Infrastructure WDC. NZCIC supports this position and is also concerned that other construction services such as Building Consultancy and Construction Project Manager 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,



New Zealand
**Construction
Industry
Council**

Malcolm Fleming
Deputy Chair of the New Zealand
Construction Industry Council

