

The National

Vocational Education and Industry Training Conference 2012

Accelerated Vocational Education and Industry Training Approaches to Meet Evolving Workforce Skill Requirements

Liquid Learning is delighted to present the National Vocational Education and Industry Training Conference, a highly informative and practical event featuring case studies and expert commentaries from leading industry associations, companies, government and industry training organisations in New Zealand.

FEATURED SPEAKERS



Mark Oldershaw Chief Executive
Industry Training Federation



Arthur Graves National Manager, Youth Guarantee Networks
Ministry of Education



Major Amy Brosnan Head, Defence Learning Centre
New Zealand Defence Force (NZDF)



Nykkie Gibson Regional Manager, Talent Development and Learning
Academie Accor New Zealand and Fiji



Trevor J. Moeke Poutiaki – Director, Delivery Relations
Te Wānanga o Aotearoa



Dean Smith Training Manager
Genesis Energy



Bill Sole Industry Leadership, Project Manager
Competenz
Board Member
The New Zealand Board for Engineering Diplomas (NZBED)



Ashok Poduval Chief Executive Officer, Massey Aviation
Massey University



Sandra Grey President
New Zealand Tertiary Education Union



Terry Neal Flexible Learning Manager (External Services)
Open Polytechnic of New Zealand



Mark Paine Strategy and Investment Leader (People and Business)
Dairy NZ



Kathy Wolfe Chief Executive
The Aviation, Tourism and Travel Training Organisation (ATTTO)



Kevin Bryant Chief Executive Officer
Agriculture Industry Training Organisation (AgITO)



Brenda Wright Director, Health Workforce New Zealand, National Health Board
Ministry of Health

Lara Stewart Manager, Business Development
Open Polytechnic of New Zealand



4 & 5 September 2012
Crowne Plaza Hotel, Auckland

Two Half-Day Workshops
6 September 2012

EXPLORE

- Collaborative Efforts between Education, Government and Industry to Address Skill Shortages
- Effective Work-Integrated Flexible Learning Initiatives in Leading Organisations
- Exploring the Review of New Zealand's VET Qualifications System
- Analyse the Changing Workforce – The Need to Plan for Future Growth

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Day One 4 September 2012

8.30 - 8.55 **Registration and Morning Coffee**

8.55 - 9.00 **Official Welcome and Opening Remarks from the Chair**

9.00 - 9.45 **EXPERT COMMENTARY**

The Youth Guarantee – Expanding Opportunities for the Future Workforce

The Youth Guarantee Programme will ensure all learners have more choices, alternative places to achieve NCEA Level 2 and progress on to further learning and work. It aims to leverage the best value from the complementary strengths of schools, polytechnics, ITOs, wānanga, PTEs, local education networks and partnerships for learners, families and whānau, employers and their communities. The Youth Guarantee through the introduction of a framework of vocational pathways into schools, secondary-tertiary programmes and tertiary providers will provide strong foundations, clear pathways and successful transitions. Discuss:

- The Youth Guarantee changes
- Benefits for business and industry
- Youth Guarantee initiatives already in place

Arthur Graves National Manager, Youth Guarantee Networks
Ministry of Education

9.45 - 10.00 **Questions and Discussion**

10.00 - 10.45 **CASE STUDY**

Higher Level Skills Training – Meeting the Needs of the Dairy Industry

A profitable and sustainable dairy industry depends on our ability to attract, develop and retain skilled and competent people to meet the productivity, sustainability and competitive challenges of the future. It is the time now to develop higher level skills training to meet the needs of the dairy industry of the future. This session will cover:

- Attracting and retaining talented people who will create the future dairy industry
- Leadership development for the future
- Identifying training needs for improving farm profitability

Mark Paine Strategy and Investment Leader (People and Business)
Dairy NZ

10.45 - 11.00 **Questions and Discussion**

11.00 - 11.15 **Morning Tea**

11.15 - 12.00 **CASE STUDY**

Addressing the Shortage of Engineering Technicians in New Zealand's Industries – A Unified System for Engineering Diplomas

When the highly regarded New Zealand Certificate in Engineering (NZCE) qualification was discontinued, a plethora of national and local engineering diplomas sprung up in their place. Employers became confused and disillusioned, contributing to a significant decrease in the

recruitment of home grown engineering technicians, falling student numbers and the present skills shortage. Through a structured and planned partnership with industry, a unified system for engineering diplomas has recently been launched, with two complementary qualifications leading to registration as a Certified Engineering Technician and Associate Membership of the Institution of Professional Engineers New Zealand. This session will cover:

- The key issues addressed during development and implementation
- Governance and quality assurance
- How industry cadetships are leading to increased staff retention and productivity for employers

Bill Sole Industry Leadership, Project Manager
Competenz
Board Member
The New Zealand Board for Engineering Diplomas (NZBED)

12.00 - 12.15 **Questions and Discussion**

12.15 - 1.15 **Networking Lunch**

1.15 - 2.00 **CASE STUDY**

Meeting Customers' Expectations, Ensuring Industry Training Quality

To meet the high standards expected by customers, Accor Hotels value training highly and have a long standing commitment to providing at least one training opportunity per year for all employees. The Group's training strategy is based on a network of 17 Academies across the globe. This global network permanently researches and provides innovative solutions to ensure the effectiveness of training actions and facilitate 'knowledge management' through sharing experience and best practices within the Group. Explore:

- Professional progress and personal development at Accor
- Balancing the global directions with the local context
- Partnerships with the Industry Training Organisation and Ministry of Social Development
- Training for the company's and industry's needs, both now and in the future
- Best practice from an acknowledged industry leader

Nykkie Gibson Regional Manager, Talent Development and Learning
Academie Accor New Zealand and Fiji

2.00 - 2.15 **Questions and Discussion**

2.15 - 3.00 **EXPERT COMMENTARY**

Improving the Public Education System to Build a Strong Economy and Community

The Tertiary Education Union (TEU) represents staff in the tertiary education sector, including polytechnics, teacher education, universities, wānanga, private training institutions, Rural Education Activities Programs (REAP) and Other Tertiary Education Providers (OTEP). It has an active interest in professional and industrial issues which impact upon the quality of teaching and learning. This session will cover:

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- The role of staff in developing sound industry training models
- What TEU members think is essential for teaching and learning in the 21st century
- The role of government, business and staff in improving industry training for the economy

Sandra Grey President
New Zealand Tertiary Education Union

3.00 - 3.15 Questions and Discussion

3.15 - 3.30 Afternoon Tea

3.30 - 4.15 CASE STUDY

Enhancing Industry Training for NZ's Agriculture Sector

Agriculture Industry Training Organisation (AgITO) is one of New Zealand's largest Industry Training Organisations, and it has been helping those working in the agriculture industry to up skill since the Farm Cadet Scheme began in the 1970's. Training with AgITO is a great stepping stone to a rewarding career in agriculture and the key to building a successful farming business. Discuss:

- Incorporation of modern apprenticeships
- Working with a variety of stakeholders
- Approaches to meeting the specific educational needs of learners

Kevin Bryant Chief Executive Officer
Agriculture Industry Training Organisation (AgITO)

4.15 - 4.30 Questions and Discussion

4.30 - 5.15 CASE STUDY

Research, Education and Training in the Aviation Industry

Technology has accelerated the pace of change globally in the aviation industry. The need for a shift in education and teaching methodology is becoming increasingly evident. With increasing global competition, New Zealand needs to offer a high value proposition to become a destination of choice for overseas students. This session will cover some methods being adopted at Massey University School of Aviation, focusing on:

- Research informed education and training in aviation at Massey University
- Competency and evidence-based methodologies in flight training
- Achieving synergy and harnessing the benefits of partnerships and alliances in aviation education and training

Ashok Poduval Chief Executive Officer, Massey Aviation
Massey University

5.15 - 5.30 Questions and Discussion

5.30 Concluding Remarks from the Chair

5.30 - 6.30 Networking Reception

8.30 - 8.55 Morning Coffee

8.55 - 9.00 Opening Remarks from the Chair

9.00 - 9.45 EXPERT COMMENTARY

Industry Training – Where to from Here?

The Industry Training Federation is the member organisation representing all Industry Training Organisations. Following the Government's review of industry training in 2011/2012 Chief Executive Mark Oldershaw will provide an overview on what the future holds for industry training in New Zealand. Discuss:

- What will industry training look like in five years' time?
- How will small and medium sized business cope with these changes?
- Will our industry training system still be world leading?

Mark Oldershaw Chief Executive
Industry Training Federation

9.45 - 10.00 Questions and Discussion

10.00 - 10.45 CASE STUDY

Developing a Literacy Training Strategy to Meet the Needs of the Entire New Zealand Defence Force (NZDF)

A couple of years ago the New Zealand Army began developing a framework to integrate literacy training with career development and basic army training. Since July 2011 New Zealand Army Education has been combined to form a Tri-Service NZDF Education Organisation (including Airforce, Army and Navy educators). This session will cover:

- Current challenges facing the organisation
- Success stories and the benefits of integration
- Future plans

Major Amy Brosnan Head, Defence Learning Centre
New Zealand Defence Force (NZDF)

10.45 - 11.00 Questions and Discussion

11.00 - 11.15 Morning Tea

11.00 - 11.45 CASE STUDY

Strengthening New Zealand's Health Workforce to Ensure Health Service Quality

The establishment of Health Workforce New Zealand (HWNZ) in 2009 acknowledged the growing reality that a 'traditional' response to workforce planning would not meet New Zealand's future health and disability workforce demands. HWNZ now is responsible for leading transformational change to meet health sector challenges. While it continues to invest in existing workforce roles, HWNZ has also taken a more strategic approach to health workforce development. Explore:

- Training and recruiting more health professionals with generic skills

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Strategic Workforce Planning and Program Development

- Developing better and regionally aligned approaches to professional training and career planning
- Making the best use of training settings and experiences

Brenda Wraight Director, Health Workforce New Zealand, National Health Board
Ministry of Health

11.45 - 12.00 Questions and Discussion

12.00 - 1.00 Networking Lunch

1.00 - 1.45 CASE STUDY

Accelerating Training Processes to Develop the Young Workforce

The 'greying' of the workforce is not a new concept and it is now becoming a reality for employers in the energy sector. The 'brain drain' facing New Zealand is making it more difficult to find people who are willing and qualified to do the work that needs to be done. Speeding up the training process to rapidly develop the young workforce is a top priority now. This session will cover:

- Energy workforce planning strategies
- The need to increase funding for engineering education
- Encouraging early engagement

Dean Smith Training Manager
Genesis Energy

1.45 - 2.00 Questions and Discussion

2.00 - 2.45 CASE STUDY

Working in Partnership for Relevance and Success

The Open Polytechnic of New Zealand has been in the business of open and distance learning for over 60 years. They offer a wide variety of vocationally relevant qualifications, including national certificates, diplomas and degrees. This session will describe a range of as-distant-as possible delivery models, including:

- Maximising flexibility
- Disaggregated value chain
- Partnering with industry, community, and other providers
- The use of technology to enhance learning

Terry Neal Flexible Learning Manager (External Services)

Lara Stewart Manager, Business Development
Open Polytechnic of New Zealand

2.45 - 3.00 Questions and Discussion

3.00 - 3.15 Afternoon Tea

3.15 - 4.00 CASE STUDY

Creating More Value for New Zealand through Vocational and Applied Education

In 2010 The Aviation, Tourism and Travel Training Organisation (ATTTO) began working with the aviation sector to identify the on-going training and workforce development needs of New Zealand's aviation sector. ATTTO has been working closely with the aviation industry and education authorities to introduce a national standard

for pilot training in New Zealand, through the development of two Diplomas in Aviation (Aeroplane and Helicopter), which is also in line with Government objectives to streamline the number of tertiary qualifications on offer in New Zealand.

Discuss:

- ATTTO strategies and directions
- Project scope and outline
- Increasing effectiveness and consistency of pilot training in New Zealand

Kathy Wolfe Chief Executive
The Aviation, Tourism and Travel Training Organisation (ATTTO)

4.00 - 4.15 Questions and Discussion

4.15 - 5.00 EXPERT COMMENTARY

Whanau Transformation through Education

Te Wānanga o Aotearoa was founded in 1983 to provide training and education for those whose needs were not being met by the mainstream education system. As a Māori-led organisation grounded in Māori values, Te Wānanga o Aotearoa is committed to the revitalisation of Māori cultural knowledge. It is also focused on breaking inter-generational cycles of non-participation in tertiary education to reduce poverty and eliminate associated social issues. Discuss:

- Achievements made to improve the society by Te Wānanga o Aotearoa
- Delivering programmes to meet the industry's needs
- Introducing youth initiatives that will help rangatahi

Trevor J. Moeke Poutiaki – Director, Delivery Relations
Te Wānanga o Aotearoa

5.00 - 5.15 Questions and Discussion

5.15 Concluding Remarks from the Chair and Conference Close

WHO WILL ATTEND

Training, corporate learning and development, teaching, education, program design and workforce specialists from a variety of key sectors and organisations including:

- ITO (Industry Training Organisations)
- Training Colleges / Institutes
- Corporate Learning and Development / Training Academy
- Polytechnics, Universities and Wānanga
- Government / Public Sector Workforce Development Programs
- VET (Vocational Education and Training)
- REAP (Rural Education Activities Programs)
- OTEP (Other Tertiary Education Providers)
- PTE (Private Training Establishments)
- Professional Associations
- Education and Training Consulting
- Industry Standards and Accreditation
- Apprenticeship / Cadetship Schemes

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9.00 - 12.30 **WORKSHOP A**

Enhancing Education and Training Outcomes through Evaluative Quality Assurance

Evaluative quality assurance is flexible and allows for the distinctive contribution and character of different tertiary education organisations in New Zealand. However, New Zealand Qualifications Authority's (NZQA) broad approach still harbours expectations that may not be clear and may not match different contexts. This workshop will cover:

- Integrating an Evaluative Approach into your existing Quality Assurance
- Developing meaningful Self-Assessment Processes for you that walk NZQA's talk
- Advice on PTE Ongoing Registration Criteria and Requirements
- Independent Evaluation and Review
- Assessment and moderation

Expert Facilitators: Andy Leader M.Ed. T.Eng. ISO 9001:1994/2000 Auditor Transition, MSAE; Associate

Pieter Watson Diploma in Business, Post-graduate Diploma in Education, MATEM; Associate

QED Associates Ltd

Andy Leader has extensive experience in quality management of education and training both in the public and private sectors. He has personally assisted many training organisations with a full range of quality provision and compliance issues as required by NZQA, TEC and MOE.

Pieter Watson has been in the tertiary sector for 14 years. His focus has always been organisations that develop staff and other stakeholders with clear aims and standards. From the earliest days as a budding entrepreneur he learnt that achieving goals means enabling staff and that keeping them means sharing a mission that becomes their own. As an effective and engaging facilitator, he offers the chance to reflect on current practice while exploring other possibilities and perspectives.

12.30 - 1.30 **NETWORKING LUNCH**

1.30 - 5.00 **WORKSHOP B**

Developing Teaching and Assessment Resources – A Practical Approach to Applying Best Practice

98% of training materials are rarely used by trainees according to the purpose for which the material was designed. Often, after the training event, these resources sit on the shelf and gather dust and are never looked at again (assuming they were even looked at in the first place!). The development of training material can be expensive and time consuming and therefore it is imperative that each resource has maximum impact. Depending on the learning objectives and length of the training program, training materials may include workbooks, training manuals, computer-based lessons and audio-visual aids. This workshop will be invaluable for training developers and curriculum designers who are looking for some fresh, cost-effective and practical ideas to make their organisation's training and assessment material more engaging and effective. Explore:

- The recipe for effective training programme design
- Delivery modes – Which one is best?
- Affordable and effective E-Learning tools
- Embedding literacy effectively
- Practical training tools that rapidly accelerate learning
- Assessment material design – best practice
- Programme review tools

Expert Facilitator: Rodney Young MAdLitNumEd, BMS, Dip.Ad.Ed, Dip.Lead, NCAET; Managing Director

Pro-Skills and Edbiz

Rodney has been involved in the development of training and assessment resources in the adult training sector for the last 12 years. Having managed training teams for both small New Zealand based companies through to large multi-national companies. Rodney has been involved in implementing a variety of training initiatives for both back-office-based and frontline trade-skills staff. He is also working in quality assurance roles for the New Zealand Qualifications Authority (NZQA), a number of Industry Training Organisations, and several private training providers.

ABOUT THE EVENT

New Zealand is world leading in terms of quality and excellence in teaching, vocational education and industry training. Despite this enviable status, critical skills shortages continue to hold back many key sectors from realising their performance potential. The workforce challenges are driven by the dual forces of an ageing workforce and the effects of the brain drain as a stream of talented graduates depart our shores for perceived greener pastures abroad. This situation demands that training organisations collaborate and work together on solutions to rapidly address these challenges which will have significant implications for economic prosperity into the future.

This exciting conference will provide the catalyst for this collaboration, as well as up to date learning and networking opportunities for teaching, education and training practitioners in a variety of vocational education and industry training settings. Case studies will focus on policy issues and relevant programs in government but also more practical training approaches being tried and tested within organisations across various industries. Content will outline how current and future training approaches are being embedded now to address imminent workforce challenges. The key focus is how this is achieved through a variety of flexible approaches including the use of eLearning, new teaching methods, partnerships and collaborations between key stakeholders in the field.

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