

INDUSTRY TRAINING

The purpose of the Industry Training and Apprenticeships Act of 1992 was to recognise and fund Industry Training Organisations (ITOs) for the purpose of:

- developing and maintaining skill standards,
- developing and maintaining arrangements for the delivery of industry training that will enable trainees to achieve the relevant skill standards,
- and encourage and improve industry-based training

KEY FEATURES OF SUCCESSFUL INDUSTRY TRAINING:

- Industry led, with a national focus, to work closely with employers, employees, and training providers to set standards, design and deliver industry-relevant training programs.
- Acknowledge that industries are not all the same and have specific needs and are in different stages of maturity in terms of industry and apprenticeship training.
- Apprenticeships and Traineeships: promoting pathways to skill development and high performing programmes that allow individuals to learn on the job while earning a wage, combining practical experience with theoretical knowledge.
- Qualifications Framework: The New Zealand Qualifications and Credentials Framework (NZQCF) provides a standardised framework for qualifications across different sectors. This framework ensures that the tertiary qualifications are nationally recognised and align with industry needs.
- The ability to support industry training at a qualification, micro-credential and at sub micro-credential levels to support all of industry workforce development, including employees, employers and sole operators.
- Workplace Learning: A significant emphasis is placed on workplace learning, where individuals gain practical experience within a real work environment. This hands-on approach enhances the relevance of the training to the actual needs of industries.
- Collaboration with Industry: Industry training programs are developed in collaboration with employers and industry experts to ensure that the skills acquired are directly applicable to the workplace. This collaboration helps in addressing current and future industry needs.

- **Flexible Training Options:** Recognising the diverse needs of learners and industries, industry training includes flexible training options, including part-time and distance learning, making education more accessible to a broader audience.
- **Quality Assurance:** Quality assurance mechanisms, such as regular reviews and assessments, are in place to maintain the standards of industry training programs. This ensures that the training provided is of high quality and meets the evolving needs of industries.

Overall, industry training in New Zealand is designed to create a skilled and adaptable workforce, contributing to the country's economic development and competitiveness in the global market. The emphasis on collaboration, flexibility, and practical experience makes the system dynamic and responsive to the changing demands of industries.