



Submission by

**The Employers and Manufacturers  
Association (EMA)**

to the

**New Zealand Qualifications Authority**

on the

**Consultation on simplifying New Zealand  
qualifications and other credentials**

## **About the EMA**

The EMA has a membership of more than 7,500 businesses from Taupo north to Kaitaia that employ around 350,000 New Zealanders.

The EMA provides its members with employment relations advice from industry specialists, a training centre with more than 600 courses and a wide variety of conferences and events to help businesses grow.

The EMA also advocates on behalf of its members to bring change in areas that can make a difference in the day-to-day operation of our members, such as RMA reform, infrastructure development, employment law, skills and education and export growth.

## **Contact**

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## Introduction

- The EMA supports RoVE's goal to *"greater consistency in learning outcomes, and greater collaboration between providers and employers."* RoVe needs to provide a cohesive system where our vocational education is of high quality, meets the skills needs of New Zealand businesses and reduces persistent skill shortages. It needs to ensure the employability of our graduates and trainees is high, and industry is engaged with the system to ensure it meets skill needs.
- As a representative of industry and the business community the EMA welcomes the opportunity to provide feedback simplifying to simplify the qualifications framework and ensure that NZQA systems and processes are fit for purpose to support the Reform of Vocational Education (RoVE) and the above stated purpose.
- Overall, the EMA finds both options do not provide the necessary connection to industry or ensure the readiness of learners for continuous industry-based life-long learning.
- The EMA fully supports BusinessNZ's submission.

## Recommendations

- That further work is undertaken to develop options that more fulsomely include provision of:
  - Meeting the needs of employers and the labour market
  - Setting up learners with 'soft' skills that will help in their future careers and lives
  - Agile and quick development of qualifications to meet rapidly evolving technology, industry, and market changes
  - Active change to the system that focuses on outcomes and meeting skills needs, rather than the impact on providers
  - How employers will be involved and how their feedback will be incorporated into qualifications
  - How skill standards will be used, and how their use will improve transferability between compulsory and vocational education systems or between different education providers
  - How skills 'standards' and the process of standardising will be utilised while maintaining their non-static nature and remaining relevant
  - Measures in places to ensure understanding of employment and skills needs
  - The measurement of success being tied to whether skills are being developed that meet the labour market

## Comments

- NZQA should remain focused and clear on the purpose to develop employable skills and respond to rapidly changing skills needs in the labour market