



Frequently Asked Questions for Employers

Transition from The Skills Organisation



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What is RoVE?

RoVE is the new government instituted Reform of Vocational Education.

Until now, Skills Organisation has provided workplace support for learners. As part of RoVE, the role of supporting workplace-based learning is shifting from Transitional Industry Training Organisations (TITOs) to other providers, e.g. Te Pūkenga, private training establishments (PTEs), and wānanga).

RoVE is about creating a strong, unified, sustainable, vocational education system that is fit for the future of work, delivering the skills that learners, employers and communities need to thrive.

Why is RoVE great for learners and employers?

RoVE has been described by the government as follows:

- Learners will receive more support while they're training and have access to vocational education that is more relevant to their work.
- Learners will be able to move more easily between regions and between work-based (on job) and provider-based (off job) training, and continue training more easily if their employment situation changes.
- Employers will have a stronger focus, delivering the skills they need, providing more support for their employees and ensuring great consistency in vocational education across NZ.

More information on RoVE is available on the Tertiary Education Commission (TEC) website <https://www.tec.govt.nz/rove/reform-of-vocational-education/>

What does this mean for the Skills Organisation?

- Skills Organisation is a gazetted TITO and by the end of 2022, TITOs will cease to exist.
- Skills Organisation will be transitioning our learners, employers and programmes to seven providers (known as Receiving Organisations) in the second half of 2022
- Skills Organisation has several subsidiaries and through its Skills Consulting Group subsidiary will continue offer consulting, wellbeing, digital learning, training courses and other training services.

Who are the 7 receiving organisations?

These seven receiving organisations are:

- The Electrical Training Company (ETCO)
- Industry Connection for Excellence (ICE)
- Ignite Colleges



- St John
- Strategi Institute
- Te Pūkenga (Work Based Learning subsidiary)
- Vertical Horizonz

Where are our learners transitioning to?

Gazetted Industries	Programme Areas	Te Pūkenga	ETCO	Vertical Horizonz	Ignite Colleges	ICE	St John	Strategi Institute
Cranes	Cranes	●						
Rigging	Rigging	●		●				
Concrete Roofing, Tiling, Metal Roofing and Cladding Manufacturing industries	Roofing			●		●		
Scaffolding	Scaffolding	●		●				
Plumbing	Plumbing, Gasfitting and Drainlaying (PGD)	●				●		
Gasfitting								
Drainlaying								
Power Operated Elevating Platforms	Elevated Work Platforms (EWP)	●						
Industrial Rope Access	Industrial Rope Access	●		●				
Electrotechnology	Electricians	●	●					
	Switchgear fitting					●		
	Electrical Equipment in Explosive Atmospheres					●		
	Motor Rewinding					●		
	Industrial Measurement and Control	●						
	Electronic Engineering					●		
	Electronic Security					●		
	Appliance Servicing					●		
	Customer Premise Systems					●		
Electronics Technology**								
Fire and Rescue	Fire and Rescue	●						
NZ Fire Service and Fire Commission								
Civil Defence	Civil Defence	●						
	Coordinated Incident Management Systems	●						
First Aid, Emergency Services and Ambulance	Ambulance						●	
	Emergency Communications				●			
Public Service and Local Government	Public Sector				●			
	Conservation	●						
	Statistics	●						
	Regulatory Compliance (G-Reg)	●						
	Intelligence				●			
	Building Surveying/Regulatory Environment	●						
	Case Management				●			
	Whanau Ora	●						
	Organisational Risk and Compliance	●						
Offender Management	Offender Management				●			
Occupational Health and Safety	Occupational Health and Safety	●						
Financial Services and Credit Management	Financial Services	●						●
	Credit Management				●			
Real Estate	Real Estate				●			
Security	Security	●			●			
Contact Centre	Contact Centre				●			
These areas cover all industries above	Sales	●						
	Business	●			●			
	Project Management	●			●			
	Adult Education	●			●			



How was this determined?

To balance the needs of learners, employers and industry, we have agreed with TEC that we will transition our learners based on the following selection criteria (Transition Selection Criteria) (in order):

Criteria	Rationale	If (example)	Then (example)
1. To the learner's off-job provider of choice they selected when they enrolled	<p>Learners (and their employers) already have an existing relationship with the provider through the off-job delivery component of their training programme. This also provides an easy determinant of transition as the provider already has an indication of transition numbers.</p> <p>Existing training agreements and off-job delivery is maintained.</p> <p>This criterion is only for our learners in the trades industries.</p>	The learner selected an off-job provider that is a Te Pūkenga subsidiary e.g., Manukau Institute of Technology	Transition to Te Pūkenga WBL
		The learner has already selected an off-job provider that is a Receiving Organisation e.g., VH	Transition to their selected Receiving Organisation (such as Vertical Horizonz)
		The learner has no off-job provider (corporate and or government learner)	The learner will transition to the Receiving Organisation based on the next set of criteria
2. To Industry's preferred Receiving Organisation	Our industry partners have determined the Receiving Organisation that will best suit the needs of the learner.	The Industry Association has selected for all Industry programmes to transition to Te Pūkenga	All learners completing programmes leading to the Industry Association's qualifications will transition to Te Pūkenga
3. Employer prefers all their learners (regardless of programme) to transition to one Receiving Organisation	Feedback from our larger employers has indicated they want to interface with only one Receiving Organisation. This is to ensure their learners are serviced in a consistent way, reducing the impact of managing multiple providers.	An employer has chosen Ignite for all their learners to complete a qualification	All other programmes that the employers learners are completing such as Business, will transition to Ignite, providing it does not conflict with the previous criteria – Industry's preferred Receiving Organisation.
		An employer has chosen Ignite for their learners to enrol with. They have employees enrolled in Regulatory Compliance (G-Reg) that is not transitioning to Ignite as industry preferred this to transition to Te Pūkenga.	Those G-Reg learners will transition to Te Pūkenga based on the previous criteria – Industry's preferred Receiving Organisation. All other learners will transition to Ignite.



Transition (Go Live) Dates & Industries

Transition	Industries	Receiving Organisation	When
Go-Live 1	Ambulance	St John	1 July 2022
Go-Live 2	Appliance Servicing, Customer Premise Systems, Electrical Equipment in Explosive Atmospheres, Electronic Engineering, Electronic Security, Motor Rewinding, Roofing, Switchgear Fitting	ICE including Etec	1 September 2022
	Case Management, Contact Centre, Credit Management, Emergency Communications, Public Sector, Real Estate	Ignite	
	Roofing	Vertical Horizonz	
Go-Live 3	Adult Education, Building Surveying, Business, Civil Defence, Conservation, Coordinated Incident Management Systems, Cranes, Electricians, Elevated Work Platforms, Financial Services, Fire & Rescue, Industrial Measurement & Control, Industrial Rope Access, Organisational Risk & Compliance, Plumbing, Gasfitting & Drainlaying, Project Management, Regulatory Compliance (G-Reg), Rigging, Scaffolding, Security, Statistics and Workplace Health & Safety	Te Pūkenga WBL	1 October 2022
	Electricians	ETCO	
	Plumbing, Gasfitting & Drainlaying	ICE	
	Adult Education, Business, Intelligence, Offender Management, Project Management, Security	Ignite	
	Financial Services	Strategi	
	Industrial Rope Access, Rigging, Scaffolding	Vertical Horizonz	



Frequently Asked Questions

When will employers find out who will look after their apprentices?

In most cases, the provider that currently manages your apprentices' off job training will be the organisation the apprentice transitions to. Skills Organisation will confirm and notify all employers who this provider is at least 6 weeks prior transition along with further information from the new organisation.

Information will include:

- contact details (phone number and email address) for support, and
- new login details for online learning / assessments work.

If apprentices get a different Account Manager to the one they are currently dealing with, will it be a new person or an experienced person already working for the Skills Organisation?

Each receiving organisation will have a mix of transferring Skills staff, their existing provider staff and some newly recruited staff. Skills will support all receiving organisations in the upskilling of staff by providing training, processes and other materials so that their staff are prepared for transition. Once transition occurs, the receiving organisation will be in touch with you to introduce themselves and your apprentices' assigned Account Manager.

Skills will continue to support all receiving organisations after transition.

What will happen for workplace assessors – will they need to fill in new forms & be assigned a different number under the receiving organisation?

Yes. All workplace assessors will need to fill in new forms and be assigned different numbers by the new receiving organisation. All receiving organisations have been provided a list of assessors to engage with.

Will short courses (first aid, heights, conf space) & exams (first attempt of trade exams) still be paid for by the RO?

This is covered under the Targeted Training and Apprenticeship Fund (TTAF) which includes re-sits. However, once TTAF ends on 31 December 2022, the apprentice will need to pay for this themselves from 2023 onwards.

Are the on job books going to change?

Skills Organisation are transitioning all on job books and materials to the receiving organisation with the expectation that the receiving organisation will continue to use the same material at the time of transition. This may change in the future, in which case the receiving organisation will communicate with.

If I start an assessment now but it doesn't get signed off until after the change will this assessment be honoured by the receiving organisation?



Skills will implement a 'black out' period for when assessments cannot be processed. This reduces the impact of any assessments being lost during the handover to the receiving organisation. Skills will communicate with all learners and employers at least 6 weeks prior to this black out period and send regular reminders to ensure that all assessments are completed prior to this black out period. Skills or the receiving organisation will honour all assessments received after transition.

If my apprentices are studying different programmes that will transition to different receiving organisations, will the apprentice have two Account Managers from different organisations?

Yes. We will inform employers 6 weeks prior to transition if this may be the case including who the receiving organisations will be for those programmes.

How will apprentices that are based in remote regions, e.g. Far North, be supported?

Skills has provided the receiving organisations with our current region split so that they can include this in their planning. The receiving organisation aims to provide consistent support to all apprentices regardless of where they are located.

Will the visit schedule be the same with the commitment of four visits per year?

Yes. We have communicated this call cycle to the receiving organisations and all indications at this stage are that the call cycles will remain as they are currently. If this changes, the receiving organisation will inform you.

When we want to sign up a new person will that still be done face to face?

Yes, that process will continue with the receiving organisation after transition.

What will happen with current collateral/books/logins/access?

Current Skills Organisation collateral / books will be distributed up until transition. All receiving organisations will receive digital copies of the collateral / books, and our current print provider will reduce Skills Organisation branded stock closer to the time of transition. This means that closer to transition, there will be printed collateral sent to the learner that is not Skills Organisation branded. Our print provider has been informed about the transition, and is keen to partner with the receiving organisations to continue printing and distributing collateral post transition.

All employers and apprentices will receive new logins and access to their Employer / Student Portal from the receiving organisation closer to the time of the transition. This will include a step-by-step guide of what the employer / learner can expect when they login and the reports available for their learning.

All employers and apprentices will be provided new contact details for their receiving organisation including contact phone number and email address.

What happens with the funding? Will fees free still be available?



TEC funding is being transitioned to the receiving organisation to continue to support the learner.

TTAF has been extended to December 2022. If there are any discretionary fees, it will be up to the receiving organisation to decide what they are and communicate this.

How will we be notified of changes such as who the account manager is?

Prior to transition, Skills Organisation and the receiving organisation will inform you of any changes, including who the Account Manager, is closer to transition.

Will our training agreements need to change?

Yes. Each receiving organisation will produce a training agreement document that you will use for signing up new trainees and apprenticeships. This training agreement will look very similar to the Skills Organisation Training agreement as it is based on TEC requirements. All existing training agreements are being transferred to the receiving organisation and you do not need to do anything for this.

Can we transfer apprentices, so they are all at the same provider?

Skills have described our transition selection criteria on page 4. Any requests to transfer learners to be based at one provider can be discussed further with your Account Manager.

What do employers and apprentices need to do as part of the transition?

Nothing – Skills Organisation and the receiving organisations alongside the Tertiary Education Commission and the New Zealand Qualifications Authority will do all the background work to ensure the transition is as seamless as possible. The allocated Account Managers will be in touch to introduce themselves and discuss progress with each apprentice and their employer and maintain or create plans to ensure the apprentice progresses. In many instances, it may be the same Account Manager but working for a different organisation.