

The Treasury

Future of Work Tripartite Forum 12 August 2019 Information Release

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Learning for the future of work

As part of planning for the Future of Work, and alongside proposals for Reform of Vocational Education (RoVE), there is a need for a renewed social partnership to promote and coordinate skills development in each industry. Government, business and workers with their unions will each have complementary roles to play in realising a shared vision of learning for the future of work.

In our vision of learning for the future of work, each industry will have a Skills Development Framework. The Framework will be developed in a tripartite industry process such as Industry Transformation Mapping, will align with tripartite industry agreements including Transformation Maps, and will be approved through the VET system to ensure coherence with its standards. The Framework will be continuously updated to identify workforce development and skills needs across the industry and set out a training plan to meet these needs.

Every New Zealander will be eligible for support to develop an individual learning plan that aligns with industry workforce needs. Subject to eligibility criteria and other conditions determined for each industry on a tripartite basis, each learner will then be entitled to:

Fully funded training

The foundation of learning for the future of work is a strong, responsive and well-funded system of public education from Early Childhood right through to tertiary education. In addition, where courses offered by education providers are endorsed as part of a Skills Development Framework, tuition costs will be fully funded by government.

The form of training will vary by industry and will not be one-size-fits-all. Some industries would benefit from expanding apprenticeship programs. Others, including health and education sectors, would benefit from support for ongoing professional development. Costs of on-job training provided by employers would be supported by government funding and incentives, combined with industry levy/rebate schemes to pool costs between employers.

Paid time to learn

Where an employee's learning plan aligns with the Framework for the industry in which they are currently employed, or else by agreement with their employer, the employee will be eligible for training leave and flexible work arrangements to enable time to study. Leave for any combination of full or part-time study will be publicly funded on a partial-income replacement basis, sufficient to maintain living standards, and may be supplemented by employers.

Advice and support through the learning process

Advice and support to develop and implement learning plans will be personalised to each learner, drawing on resources developed in close collaboration with tripartite industry bodies.

To stimulate demand and advocate for learning opportunities, peer learning coordinators (including union learning reps) will be trained and supported in every workplace employing at least 20 people. Additional support could be provided for roving coordinators for SMEs on a regional basis.

Businesses would be encouraged to develop enterprise learning plans in consultation with workers and their unions, with entitlements included in Collective Agreements where relevant.

Dedicated support will be available for foundational skills, including literacy, numeracy, and digital skills. Funding for existing programs such as the employer-led literacy fund will be expanded to meet demand.