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MINISTRY OF EDUCATION
TE TĀHUHU O TE MĀTAURANGA

Education Report: Education and Employment Matters Update

To:	Hon Chris Hipkins, Minister of Education		
Date:	16 July 2018	**Priority:**	Medium
Security Level:	In Confidence	**METIS No:**	1136624
Drafter:	Patrick McKibbin Business and Employer Liaison Manager	**DDI:**	s 9(2)(a) OIA
Key Contact:	Apryll Parata Deputy Secretary Parent Information and Community Intelligence	**DDI:**	
Messaging seen by Communications team:	No	**Round Robin:**	No

Tēnā koe Minister,

Purpose of Report

The purpose of this report is to update you about the work we have been doing with employers, business and industry, and to respond to your interest in the next Education and Employment Matters meeting to be held in Auckland. The date will be set in accord with your diary if you decide to attend.

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Recommended Actions

The Ministry of Education recommends you:

a. **note** the work the Ministry of Education is undertaking to engage with employers, business and industry;

Noted

b. **note** the outcomes of the Education and Employment Matters survey;

Noted

c. **agree** to meet with the Education and Employment Matters group in Auckland at a time that suits your diary; and

Agree/Disagree

d. **proactively release** this Education Report as part of the next publication.

Release/Not Release

Apryll Parata
Deputy Secretary
Parent Information and Community Intelligence
16 / 07 / 2018

Chris Hipkins
Minister of Education
29/7/18

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Background

1. On 12 April 2018, the Secretary of Education, met with 30 senior executives from a range of businesses, industry groups and philanthropic organisations. The objective was to support an ongoing conversation with them on the current performance of the education system, and their ideas for making it fit for the future.

2. We provided you a Briefing Note [refer METIS 1117946] about this meeting. You indicated you would be interested in meeting with this group if and when it met again.

3. At the 12 April meeting the Ministry of Education and the senior executives agreed to:
    - develop a deeper understanding of the organisations' involvement with education, training and young people
    - collect data and input from attendees and their businesses through a survey
    - establish smaller sub groups around industries
    - seek their views through Kōrero Mātauranga
    - hold future meetings.

4. The Ministry has been working with employers, business and industry to follow through on these agreed next steps. Employers have been clear that they want to work collaboratively with each other and the Ministry in a coordinated way. Some of these organisations have been active in the Kōrero Mātauranga work programme.

The Education and Employers Matters Survey

5. The employers at the 12 April meeting agreed to participate in a survey to collect additional information from them on a range of education matters. Key insights are outlined in the attached A3 as Appendix 1.

Supporting learners to be work ready

6. The results confirm other evidence about the role employers see for themselves in lifting aspirations and providing opportunities to envisage pathways, supporting learners to be work ready, and their interest in being part of a local curriculum. The information parallels with themes in international research on youth employment and education.

Frequency of interaction is low

7. Employers are already engaging with schools. 81% of organisations surveyed had visited a school in the past six months but the frequency of these interactions is low. When they were asked about what they would do into the future, 91% of employers stated that they would be willing to have their staff visit schools to talk about employment.

More interns and apprenticeships

8. They also showed an interest in increasing the levels of support they provide such as taking on more interns, apprenticeships, having students on work experience, and placements on programmes such as Gateway - *"…are open to anything that will help our young people gain stable, meaningful employment".*

9. Employers identified a number of barriers to engagement with 74% of respondents indicating that they do not have the time to manage the process, and 68% indicating health and safety concerns about having young people on site.

10. When asked about who education was for, 48% indicated learners were the primary customer of education with 33% indicating education is there to support New Zealand Inc. or to build a strong vibrant nation, 14% of respondents felt education was there for multiple stakeholders. Only 5% felt the education system was there for employers.

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11. 95% of employers agree or strongly agree that there is a role for them in guiding young people into pathways for their future careers. Employers recognise that to do this they need a clear understanding of student learning objectives and they want to be involved in the design of local curriculum.

Sharing stories and information

12. Employers see themselves as part of a community that shares and learns from others including the Ministry of Education. Over 75% of the surveyed employers wanted to share information about their engagement with young people. They also wanted to keep up-to-date with the future development of the employment and education space.

Skill sets wanted today and in the future

13. We asked the employers to rank the skills they were looking for in their employees today and in 2030. The top five very important and important skills needed by employers today include: adaptability, communication, literacy, critical thinking/problem solving, and drug free. In 2030 they changed their rankings to: communication, curiosity, adaptability, creativity and demonstrating initiative. There is a high correlation with the New Zealand Curriculum competencies and what skills employers are looking for.

Diversity in the Workplace

14. Many employers are actively supporting workplace diversity such as a *"...programme that encourages all groups to feel welcome and able to 'belong'. This includes a series of activities aimed at helping people celebrate their culture"*. Some recognise there are other ways of working *"... many operate in silos rather than taking a collaborative approach of skills, expertise and culture leadership"*. There is also a willingness among the employer group to do more in the diversity space such as ensuring that vocational education better support Māori and Pacific learners.

Curriculum that prepares young people for the trades and industry

15. Employers are looking for vocational training that prepares young people for work in their industry, and 68% consider that a combination of on-the job and off-job training is beneficial for employers, workers, and industry as a whole. *"Develop curricula that incorporates/blends vocational training/skill development – not isolates it"*.

16. Employers understand that lifelong learning is important for employers and they are making investments in their employees. Employers are working with industry training organisations, universities and institutes of technology/polytechnics to provide additional training and development that relates to their specific industry and work places.

Opportunities and next steps

17. The survey results will be used in a number of pieces of work underway in the Education Work Programme. This will include Kōrero Mātauranga, the NCEA Review, the Vocational Educational Training Review and in developing relationships with employers, business and industry.

18. To continue to further these conversations and relationships we recommend that you meet and discuss employment and education opportunities with senior executives in Auckland. It is an opportunity for you to share the governments education and allow for you to hear their views on the current reviews, the future of employment and how the business sector wants to partner in this work.

19. If you agree to meet with the Education and Employment Matters group we will liaise with your office to arrange a time that suits your diary. We will also prepare a communications plan, and press release for you.

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Appendix 1

Key insights from the Employment and Education Matters survey.

See the attached A3.

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EMPLOYMENT AND EDUCATION MATTERS SURVEY

20 of the 30 organisations responded to the survey

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THE PURPOSE OF EDUCATION

IMPORTANT AIMS OF EDUCATION

WHO IS THE PRIMARY CUSTOMER OF EDUCATION?

48% specified learners were the primary customer of education

33% indicated education is there to support New Zealand Inc. or to build a strong vibrant nation

14% felt education was there for multiple stakeholders

5% felt the education system was there for employers

ENGAGEMENT WITH YOUNG PEOPLE

EMPLOYERS ARE ALREADY ENGAGING WITH SCHOOLS

81% had visited a school in the past six months

76% visited tertiary organisations

71% had young people visit their work places.

EMPLOYERS WOULD LIKE TO DO MORE

91% would be willing to have their staff visit schools

86% would visit tertiary institutions and have young people come in for site visits

Employers showed an interest in increasing the levels of support they provide such as taking on more **interns**, **apprenticeships**, having students on **work experience**, and **placements** on programmes (e.g. Gateway).

95% *of employers agree or strongly agree that there is a role for them in guiding young people into pathways for their future careers*

"[Employers] are open to anything that will help our young people gain stable, meaningful employment" and want to do more for young people.

BARRIERS FOR OFFERING WORK EXPERIENCE

68% indicated health and safety concerns about having young people on site

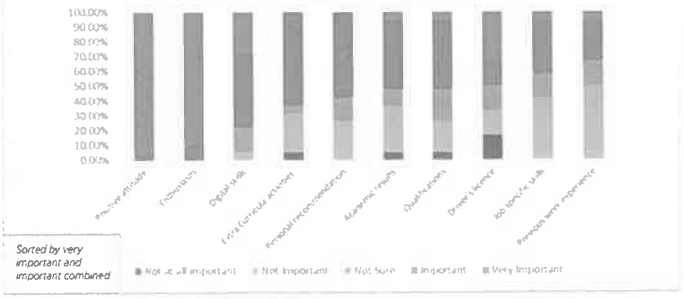
74% do not have the time to manage the process

PATHWAYS, TRANSITIONS AND SKILLS

EMPLOYERS RANKED THE TOP 5 SKILLS THEY ARE LOOKING FOR

Now		2030
Adaptability	1	Communication
Communication	2	Curiosity
Literacy	3	Adaptability
Critical thinking/problem solving	4	Creativity
Drug free	5	Initiative

THE MOST IMPORTANT FACTORS WHEN CONSIDERING A NEW PERSON FOR A JOB?



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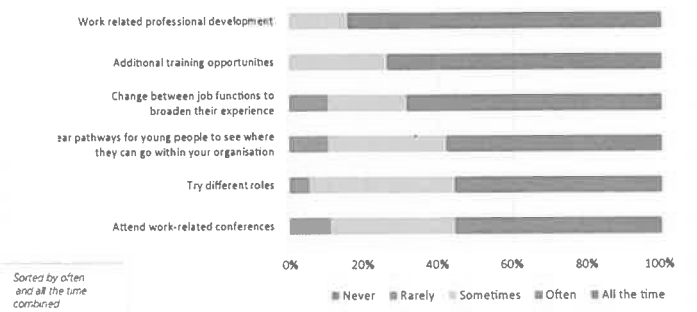
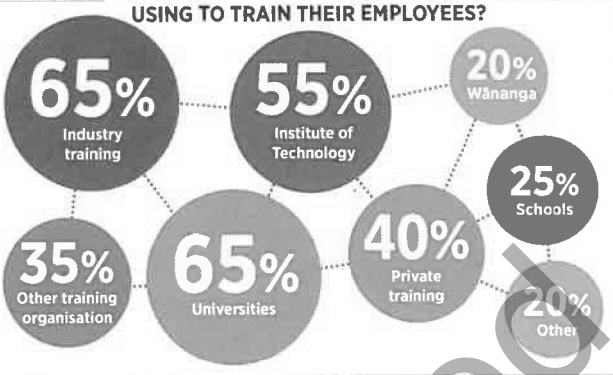
LEARNING AND DEVELOPMENT

WHAT WAYS EMPLOYERS ARE HELPING CURRENT EMPLOYEE'S TO DEVELOP WORK RELATED SKILLS?



WHAT ORGANISATIONS EMPLOYERS ARE USING TO TRAIN THEIR EMPLOYEES?



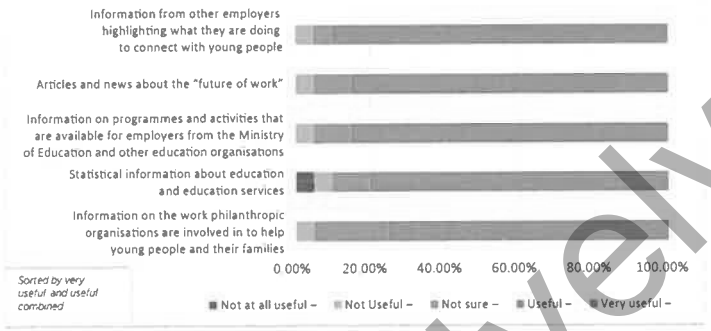
INFORMATION SHARING

Employers see themselves as part of a community that shares and learns from others including with the Ministry.

Employers want to keep up-to-date with the future development of the employment and education space.

>75% wanted to share information about their engagement with young people

WHAT TYPES OF INFORMATION EMPLOYERS WOULD LIKE TO SHARE OR RECIEVE FROM OTHERS?



DIVERSITY

DIVERSITY IS IMPORTANT

There is a willingness amongst employers to do more in the diversity space such as ensuring that vocational education is better at supporting Māori and Pacific learners.

Many employers are actively supporting workplace diversity such as *"...belonging programme that encourages all groups to feel welcome and able to 'belong'. This includes a series of activities aimed at helping people celebrate their culture".*

Some employers recognise there are other ways of working *"... many operate in silos rather than taking a collaborative approach of skills, expertise and culture leadership".*

VOCATIONAL EDUCATION

DOES ON-JOB AND OFF-JOB TRAINING WORK FOR EMPLOYERS, WORKERS AND INDUSTRY AS A WHOLE?

Employers are looking for vocational training that prepares young people for work in their industry

68.4% *considered that a combination of on-the job and off-job training is beneficial for employers, workers, and industry as a whole.*

"Develop curricula that incorporates/ blends vocational training/ skill development – not isolates it".

WHAT IS VOCATIONAL EDUCATION?

- *Opportunity for youth to gain valuable insight, skills and work-readiness*
- *Training for a specific job or vocation*
- *Adds another layer of learning not achieved in school to young NZ'ers that narrows the gap in knowledge and shortens the time for them to be productive and competent employees.*
- *Training for work*

HOW COULD VOCATIONAL EDUCATION AND TRAINING PROVISION IMPROVE?

- *Less academic and more practical curriculum*
- *More scholarships from school to further education*
- *Ensure kids learn skilled work within actual work environment*
- *Links to assessment for students*
- *Value of vocational careers needs lifting! (marketing)*
- *To be prepared for emerging technologies that will impact on the skills required*
- *More interaction between employers and schools*
- *Content designed in collaboration with business*
- *Improving the image of vocational training as a good career choice*
- *Increased awareness of vocational pathways by teachers / careers advisors*

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