

AOTEAROA'S VOCATIONAL EDUCATION & TRAINING KAIAKO SYSTEM TRANSITION

Aim: Greater success for ākonga apprentices participating in vocational education in Aotearoa New Zealand

Project Issues

WORK-BASED KAIAKO

Ākonga in work-based learning contexts will spend roughly 70 percent learning on-job with a work based Kaiako/trainer, so they will need good support from work-based trainers to develop their training skills.

PROVIDER BASED KAIAKO

Quality teaching and leadership are important to high quality VET and requires strong teaching across the education workforce delivering teaching quality and ākonga outcomes in vocational education.

TRAINING ADVISERS

The Code of Good Practice for New Zealand Apprenticeships states “the responsibilities of the tertiary education provider are to facilitate the training and support both the apprentice and the employer throughout the apprenticeship” (i.e. the criticality of the Training Advisor role & function)

Current State

WORK BASED KAIAKO DYNAMICS

1. The lack of attitudes, preparedness, skills and confidence of a trade person to be a work-based kaiako.
2. The project and productivity demands, and investment, cultural and collaboration constraints on construction and infrastructure firms running work-based learning programmes (i.e. the firm's context).
3. The technical challenges and deficiencies of workplace apprentice programmes that make a kaiako's job more challenging.

PROVIDER BASED KAIAKO DYNAMICS

1. The poor attraction, recruitment, transition and onboarding of a trade person into a provider as a kaiako.
2. The underdeveloped ongoing pathway-based professional development mentoring and support of a tradesperson as a provider based kaiako.

TRAINING ADVISER DYNAMICS

1. The limitations on the Training Adviser's capability and capacity to support the apprentice and the employer.
2. The wide diversity in the scale, scope and definition of the Training Adviser as a critical functional role in delivering a capable future workforce through apprenticeships.

Intermediate Outcomes

WORK BASED KAIAKO INTERMEDIATE OUTCOMES

1. More collaborations and partnerships across the VET System for better practices and mechanisms for improved learner outcomes.
2. Improved Kaiako professional pathways, learning, development and support.
3. Better support from leaders of firms as the employer doing work-based learning for apprentices.
4. Improvements to practices surrounding the apprentice to enable a greater

PROVIDER BASED KAIAKO INTERMEDIATE OUTCOMES

1. More collaborations and partnerships across the VET System for better practices and mechanisms for improved learner outcomes.
2. Improved Kaiako professional pathways, learning, development and support.
3. Improved transition from industry into being a provider based Kaiako

TRAINING ADVISER INTERMEDIATE OUTCOMES

1. More collaborations and partnerships across the VET System for better practices and mechanisms for improved learner outcomes.
2. Improved Training Advisers professional pathways, learning, development and support.
3. Improvements to practices surrounding the apprentice to enable a greater level of success.

Ultimate Impacts

1. A training and learning culture sits alongside the project culture inside the industry.
2. A kaiako centric sector (alongside ākonga) where the kaiako are more actively nurtured, developed, and celebrated
3. Clear pathways for people into and within any of the three kaiako roles.
4. Clarity of the functions of the roles and the criteria for quality across all the kaiako roles.
5. We are continuously exploring, developing and learning, and celebrating the successful across the VET system
6. Kaiako professions and professionals are valued and celebrated.
7. Strong provider and employer/industry interconnections.

Transition Triggers

VET KAIAKO SYSTEM TRANSITION BACKBONE

Actions:
A team of 2-3 FTE funded for a constrained period for salaries, expenses and overheads to deliver work programme.

STORYTELLING OF KAIAKO TRILOGY

Actions:
Webinars for remaining two studies and one for the trilogy. Creation of encompassing VET Kaiako framework collectively by the three research teams.

KAIAKO VET PRACTICE INNOVATION WORKING GROUPS

Actions:
The backbone runs design projects with working groups on topics driven bottom-up from the members or top down from the sponsors.

RESOURCES TO MAINSTREAM MATURE INNOVATIONS

Actions:
Funding of expert advisers to support implementation within organisations. Co-funding implementation programs.

BUILD AND NURTURE EARLY INNOVATORS IN VET KAIAKO SYSTEM

Actions:
Run innovator network. Run innovation incubator or accelerator.

TRIGGER NEW INNOVATIONS IN GAPS

Actions:
VET Kaiako innovation gap analysis report. Run innovation competition.

ADVOCATE FOR UPSTREAM REVIEWS OF KEY POLICIES

Actions:
Trilogy policy whitepaper. Cross agency policy lab.

CLOSE KNOWLEDGE GAPS IMPORTANT TO TRANSITION

Actions:
Short cycle research closing knowledge gaps for example global evidence gathering, user needs analysis or foresight models.