(on your company letterhead or include your logo)

Submission to Ministry of Education on the

Review of Vocational Education

Date: 2 April 2019

Xxxxxx is a business in the printing industry that employs xxxx employees.

Our business has invested heavily in technology to ensure that we can produce the most effective, efficient and technologically advanced printed products in a price competitive industry.

Technology in the printing industry has evolved substantially over the last 20 years with the development and digitisation of many parts of the process. In addition the advent of digital technologies such as personalisation, QR codes, Augmented Reality and 3D printing have seen the capabilities of the industry move rapidly. We have invested substantial capital to stay abreast of technology to ensure we are providing our customers with the best products.

Access to trade training is vital to our business. We rely on having skilled labour to ensure that the benefits provided by the technology are maximised. It is often difficult to replace skilled tradespeople when they leave and we rely on industry training to develop our own staff. That training needs to be delivered and monitored by industry experts to ensure that standards are maintained and the programme needs to be flexible to incorporate change. Print is bespoke and no two jobs or days are the same so the programme needs to be flexible enough to adjust to the type of work that is being produced on any given day.

Our areas of concern with the proposed changes are as follows:

1. A radical change to the workplace learning process will result in uncertainty which will see a drop in training numbers. This has been proven each time there has been any major change to the structure of industry training. There is nothing in the proposal that says how this will be minimised, or how more employers will be encouraged to participate in industry training.
2. Our current ITO (Competenz) are agile and quick to react to changes that are required. We are concerned that being a small voice in a much larger centralised organisation will reduce our ability to be heard and to influence change.
3. Print/Packaging/Sign are an identifiable industry inside an Industry Training Organisation that understands the idiosyncracies of our industry. We are concerned about the loss of identity of print in a single organisation that is responsible for training for every occupation in New Zealand and the disconnect that could result.
4. There is a vast culture difference between industry training and polytechnic training. Polytechnics are academically focussed and timetable based. Industry training is delivered by experienced staff on the job and is flexible based on work requirements and the access to this expertise and flexibility need to continue uninterrupted.
5. Our business contributes substantially towards the cost of industry training by providing the equipment, trainers, resources and payment of wages for the trainees. We do not see any consideration of this substantial expense in the proposal and are concerned that a unified funding system would not recognise this and would increase the cost of industry training to our business.
6. In exchange for the financial contribution we make to our trainees we rely on them being productive members of staff. If there was any change to this it would impact our willingness to continue to train.

We believe the current ITO system works for our industry and our industry association, PrintNZ, ensures that industry standards are set and maintained, and learners achieve outcomes that are relevant to businesses in the print sector.

**Name** ……………………………………………….. Signature …………………………………………..

**Contact details.**