

Spada Submission: Consultation on Industry Skills Boards' coverage

1. Who are you submitting this feedback on behalf of?

- Industry Organisation

Contact Info

Screen Producers New Zealand (Spada)

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2. Overall, do you support the proposal to establish seven Industry Skills Boards? Please rate your level of support below.

- Not supportive at all

3. What aspects of the proposal do you support, and why?

- not supportive. The screen sector has been excluded from this process of establishing ISBs.

4. What aspects of the proposal do you have concerns about, and why?

- The exclusion of the creative and digital industries from ISBs despite the calls from across these sectors for work-based learning that is connected to industry and fit for purpose.
- It may be more challenging to include these industries given they don't historically have ITOs, however, that is why Spada, and the screen sector worked over the last four years to support the establishment of WDCs, specifically Toi Mai, to develop training that was fit for purpose for our sector.
- We believe it is short-sighted and shows a lack of awareness about the future of work to exclude the creative and digital industries when so few roles in the workplace can exist without implementing these skills or relying on support from people and organisations within these industries.

5. Do you have feedback relating to a specific industry?

- Yes

6. Which industry or industries does your feedback relate to?

- Creative Arts Industries

Name of Industry: Screen Industry (Film, Television & Screen Content Production)

7. Will your industry/sector be covered by an ISB or NZQA in the proposal?

- It will be shifted to the NZQA

8b. You indicated that your sector is proposed to be shifted to NZQA. How much do you support this proposal?

- Not supportive at all

Please tell us more about the reasons for your answer.

- The New Zealand screen industry contributes significantly to the country's GDP, generating \$4 billion per annum in total economic output. Returning the screen sector, and others in the creative and digital industries, to an NZQA model lacks vision and forward thinking, it fails to provide a high standard of training and education for strong contributors and opportunities for growth to the New Zealand economy.
- Previously the screen sector had no ITO in place prior to the establishment of the WDCs. This resulted in a lack of representation, voice and connection to VET planning, development or delivery outside of ad hoc and occasional connection to PTEs. Structural differences such as gig-based work, independent earners lacking the resources to take on apprenticeships, and no dedicated industry training body focused, means the screen sector may never reach the threshold of traditional apprenticeship models.
- Toi Mai's work to date had empowered a pathway and options to develop training that is needed for our industry. Training that benefits the learner and creates better outcomes for all. The loss of this industry engagement and voice will be detrimental with a return to NZQA for the screen sector.
- A return to the NZQA model risks losing the momentum and progress gained through Toi Mai and industry consultation and action in recent years, such as the work-based training pilot programme.
- Historically, NZQA training and education has failed to provide relevant and timely training which is of industry standard and is respected and valued in workplaces across the screen sector.
- This failure is due to the fact that the NZQA model is not designed for the specific needs within the sector (e.g. regional or departmental focused skill and education needs as they arise), nor is it able to cope with regular changes in equipment and technology, resulting in course-based learning that is out of step with industry and workplace standards.
- The screen sector needs work-based training. That has been proven. It has also been proven that the NZQA model is unable to deliver that for the people working and wanting to work in our screen industry.

9b. You indicated that you do not support the proposal for NZQA to oversee your sector - Screen Sector. If your sector were instead assigned to an ISB, which one of the seven ISBs would you prefer?

- None.

10. Do you have any other feedback about the proposal?

- Spada supports the creation of an 8th ISB dedicated to the creative and digital technology sectors.
- Our creative and technology industries are likely to contribute to NZ GDP at a stronger rate than traditional industries in the future, and investment must be made now to ensure training and education is relevant and world class to ensure the growth potential can be met.
- As stated earlier, the New Zealand screen industry contributes significantly to the country's GDP, generating \$4 billion per annum in total economic output.
- The proposal outlined ignores the importance and value the creative and digital industries hold in the future of work. Those industries are evolving rapidly, driven by technology, shifting cultural values, and a growing need for creative skills in various

industries. Returning the creative and digital industries to an NZQA model lacks feels like we are going backwards rather than forward.

- Without the necessary training and support New Zealand will be a poorer place – both culturally and economically – for it.
- We need to embrace and support the evolution of traditional roles to ensure we're ready for the opportunities that lie ahead.