

**Tertiary Education
Commission**
Te Amorangi Mātauranga Matua



Consultation on Industry Skills Boards' Coverage

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What's this consultation about?

The Government has decided to disestablish the current Workforce Development Councils and establish new Industry Skills Boards. This consultation document sets out a proposed model for the number and coverage groupings of Industry Skills Boards.

The Government is proposing to set up seven Industry Skills Boards that cover these broad areas:

- › Automotive industries
- › Construction industries
- › Infrastructure industries
- › Food and fibre industries
- › Service industries
- › Manufacturing and technology industries
- › Social and community industries

As part of setting up Industry Skills Boards, some industries and sectors that are currently covered by a Workforce Development Council will move to be covered by the New Zealand Qualifications Authority. This consultation document outlines what proposed sectors would move to the New Zealand Qualifications Authority.

Setting up Industry Skills Boards is one of several ways our vocational education and training system is being redesigned. You can find more about these other changes by visiting information pages at the [Ministry of Education](#) and [Tertiary Education Commission](#).

We want to hear what you think about this proposal. Your views will help inform final decisions by the Minister for Vocational Education on the number and coverage of Industry Skills Boards.

Consultation is open from 28 April until 20 May at 5.00pm.

[Complete this survey to provide your feedback](#)

What are Industry Skills Boards?

Industry Skills Boards will manage standards-setting for the vocational education and training system from 1 January 2026. Each will be an industry-led statutory body. Every Industry Skills Board will have responsibility for an agreed set of industries and sectors. They will ensure that industry, employers, and learners can have confidence in the consistency and relevance of vocational programmes no matter who offers them.

For the industry and sector it covers, an Industry Skills Board will:

- › Develop industry qualifications, micro-credentials and standards for vocational training
- › Develop NZ programmes and capstone assessments where appropriate
- › Quality-assure qualifications, micro-credentials and standards by setting consent and moderation requirements and through the external moderation of assessments of any standards it sets
- › Endorse the vocational programmes that providers develop prior to these being submitted to the New Zealand Qualifications Authority for approval (a tertiary education organisation's programme will not be funded without an Industry Skills Board's endorsement)
- › Undertake strategic workforce analysis and planning
- › Provide the Tertiary Education Commission with investment advice.

Industry Skills Boards will also have a training role, but only for two years

Industry Skills Boards will temporarily manage the apprentices and trainees who are currently enrolled with the work-based learning business divisions in Te Pūkenga. These work-based learning business divisions will shift to Industry Skills Boards on 1 January 2026. Industry Skills Boards will take over training agreements, support on-job learning, and be responsible for arranging assessment.

This will provide continuity for learners and businesses and give time for new work-based providers and programmes to be set up. It is expected that these work-based learning divisions of Te Pūkenga will each become a business division of the relevant Industry Skills Board until 31 December 2027. During this period new work-based learning providers can be established and learners transitioned when appropriate. All transitions must be completed by 1 January 2028.

Industry Skills Boards won't be able to enrol, manage, or assess learners after 31 December 2027. After this date there will be new apprenticeship and traineeship programmes offered by industry-led private providers, polytechnics, and Wānanga.

How will Industry Skills Boards be set up?

Each Industry Skills Board will be set up through a document called an Order in Council. Like a company constitution or a charity's Rules, these Orders in Council will set out what the name of the organisation is, its governance details, the industries it covers, and related matters.

The Orders in Council for Industry Skills Boards will be very similar to each other. This means every industry can expect the same services and way of working from their Industry Skills Board. The Orders in Council will also ensure that Industry Skills Boards are accountable for delivering value to all the industries they represent.

How will Industry Skills Boards be governed?

Each Industry Skills Board will be governed by eight Board members. Six members will be appointed through an industry-led process and two will be appointed by the Minister for Vocational Education. The appointment process will be the same for each Industry Skills Board.

How will Industry Skills Boards be funded?

Each Industry Skills Board will be funded directly by the Tertiary Education Commission for its core functions. The level of government funding is capped. To ensure that each Industry Skills Board can be financially viable and deliver its legislative functions, it is necessary for each Board to have sufficient size and scale. Small niche Industry Skills Boards will not meet this requirement.

Unlike Workforce Development Councils, they will also be able to charge providers like polytechnics or private training establishments for activities such as moderation.

As part of proposed legislated changes, the Government is taking away some of the current barriers to introducing an industry levy. This would enable industries to choose whether to use this as an additional source of funding to support training in their sectors. The final decision on its use would be down to individual industry sectors.

Through the initial two-year transition period during which an Industry Skills Board is managing some trainees and apprentices, it will be funded separately in the same way as other providers for that activity. The Industry Skills Board will receive public funding for each learner enrolled with it and will be able to charge fees.

What Industry Skills Boards are proposed?

The Government is proposing to set up seven Industry Skills Boards that cover the following areas:

- › Automotive industries
- › Construction industries
- › Infrastructure industries
- › Food and fibre industries
- › Service industries
- › Manufacturing and technology industries
- › Social and community industries

Each of these areas will be covered by one Industry Skills Board. A description of what types of industries will be covered by each Board is set out below. This is not an exhaustive list; it provides an illustration of what types of firms and occupations would be covered by which Board.

We need your help to make sure each Industry Skills Board covers the appropriate mix of industries. If you are in an industry that is not mentioned, or you consider it is not in the appropriate Industry Skills Board, please include this in your feedback along with the Board that you think best suits your sector. We acknowledge that some firms work across multiple sectors and so could be covered by more than one Board.

We have already incorporated previous feedback from industry on coverage groupings to inform some parts of the proposed model.

When the Orders in Council for each Industry Skills Board are consulted on later this year these will include the detailed coverage information. Feedback from this consultation will help ensure the proposed detailed coverage reflects industry views.

Proposed Coverage of Industry Skill Boards

Automotive Industries

- › Automotive mechanic
- › Diesel fuel technician
- › Auto parts and accessories
- › Electric vehicle auto engineering
- › Commercial road transport
- › Vehicle inspection
- › Collision repair / panelbeating
- › Automotive reglazing

Construction Industries

- › Carpentry
- › Flooring
- › Glazing
- › Joinery
- › Roofing
- › Kitchen design
- › Plumbing
- › Gasfitting
- › Drainlaying
- › Painting and decorating
- › Scaffolding and rigging
- › Tiling and plastering
- › Electrical

Infrastructure Industries

- › Electricity supply
- › Wind farm
- › Telecommunications
- › Infrastructure works
- › Civil engineering
- › Surveying
- › Road construction and traffic management

Food and fibre Industries

- › Agriculture
- › Horticulture
- › Equine
- › Rural servicing, fencing, wool handling
- › Rural pests, weeds, agrichemicals
- › Wine growing
- › Fruit production, post harvest
- › Nursery
- › Vegetables, indoor crops
- › Arboriculture
- › Sports turf
- › Forestry
- › Tree felling and clearing
- › Beekeeping/ apiculture
- › Irrigation

Service Industries

- › Retail, distribution, sales
- › Hospitality, cookery, catering
- › Quick Service Restaurants
- › Museum practice
- › Financial services, insurance, credit, banking
- › Tourism
- › Outdoor leadership
- › Exercise and fitness
- › Pool and water safety
- › Snow sports and facilities
- › Hairdressing and barbering
- › Beauty therapy
- › Real estate, property management
- › Aviation, aeronautical engineering and maintenance, aerospace
- › Airport operations, air traffic control
- › Security

Proposed Coverage of Industry Skill Boards

Manufacturing and Technology

- › Food and beverage manufacturing
- › Aquaculture, commercial fishing
- › Mechanical engineering, fluid power
- › Wood manufacturing, sawmilling, pulp and paper
- › Drilling, mining, quarrying
- › Energy and chemical
- › Plastics, protective coatings
- › Furniture making. Sign making, cabinet making
- › Industrial textiles
- › Boat building
- › Printing
- › Ports and cranes
- › Water engineering
- › Fire technology, protection, detection
- › Rail operations, train driver, train manager, yard operations
- › Glass manufacturing
- › Welding and fabrication
- › Butchery and meat processing
- › Baking

Social and Community Industries

- › Health and wellbeing
- › Dementia care
- › Community health and support
- › Disability support
- › Diversional therapy
- › Aged care
- › Mental health and addiction
- › Dental and hearing assistance
- › Peer support
- › Youth work
- › First aid
- › Ambulance practice
- › Adult and tertiary teaching
- › Health and Safety
- › Cleaning and laundry
- › Emergency communication centres
- › Regulatory compliance
- › Corrections officers
- › Intelligence
- › Funeral services

Which industries will not be covered by Industry Skills Boards?

The Government has decided that some industries and sectors will not be covered by Industry Skills Boards. In these areas the New Zealand Qualifications Authority would take on responsibility for developing associated qualifications and standards, and quality assuring how they're used.

The following broad areas are proposed to shift to the New Zealand Qualifications Authority (refer Appendix A):

- › Business administration
- › Information technology
- › Creative arts

Before Workforce Development Councils were established, the New Zealand Qualifications Authority was the standards-setting body for several sectors. This proposal returns responsibilities for many of these areas to the New Zealand Qualifications Authority (which has kept this role for some types of qualifications and standards). Appendix A has a list of the sectors and their qualifications that would move to the New Zealand Qualifications Authority.

A small number of industry bodies, providers, and other organisations are qualification developers. This is because the transfer and integration of all qualifications with Workforce Development Councils was not completed. This proposal does not affect these organisations or their status as qualification developers; they will keep those responsibilities in the short term.

Where the New Zealand Qualifications Authority or another organisation is the standards-setter for industries and sectors, the additional functions of an Industry Skills Board (programme endorsement, strategic workforce planning and investment advice) will not apply.

How can you provide feedback?

We want to know what you think about these proposals. To capture your feedback, we have designed a short survey. The survey questions help to focus your answers on the aspects of Industry Skills Boards being decided now.

Consultation is open from 28 April until 20 May at 5.00pm.

[Click here to submit your feedback](#)

What will happen next?

All feedback from this consultation will be carefully considered. The views of all stakeholders will be important in helping the Minister for Vocation Education make final decisions.

Final decisions on the number and scope of Industry Skills Boards are expected to be announced by the middle of the year. Industry Skill Boards are expected to be established from 1 January 2026.

Are you interested in helping establish Industry Skills Boards?

Alongside this consultation, the Tertiary Education Commission is inviting industries to nominate representatives to help establish the Industry Skills Boards.

Candidates will need strong governance and change management skills, an industry background, and an understanding of education and training.

Each Industry Skills Board will have an Establishment Advisory Group consisting of three members.

For more detailed further information about Establishment Advisory Groups and industry nominations, see www.tec.govt.nz/vocational-education/vocational-education/changes-to-the-vocational-education-and-training-vet-system/help-establish-industry-skills-boards

Appendix A

Sectors proposed to move to NZQA

Qualifications	Current developer	Previous developer
Business		
New Zealand Certificate in Business (Administration and Technology) (Level 3)	Ringa Hora WDC	NZQA
New Zealand Certificate in Business (Introduction to Team Leadership) (Level 3)	Ringa Hora WDC	NZQA
New Zealand Certificate in Business (Introduction to Small Business) (Level 3)	Ringa Hora WDC	NZQA
New Zealand Certificate in Business (Accounting Support Services) (Level 4)	Ringa Hora WDC	NZQA
New Zealand Certificate in Business (First Line Management) (Level 4)	Ringa Hora WDC	NZQA
New Zealand Certificate in Business (Small Business) (Level 4)	Ringa Hora WDC	NZQA
New Zealand Diploma in Business (Level 5) with strands in Accounting, Administration and Technology, Human Resource Management, Leadership and Management, Marketing and Sales, and Project Management	Ringa Hora WDC	NZQA
New Zealand Diploma in Business (Level 6) with strands in Accounting, Administration and Technology, Human Resource Management, Leadership and Management, Māori Business and Management, and Marketing and Sales	Ringa Hora WDC	NZQA
New Zealand Certificate in Business (Administration and Technology) (Level 4)	Ringa Hora WDC	NZQA
New Zealand Certificate in Project Management (Level 4)	Ringa Hora WDC	NZQA

Qualifications	Current developer	Previous developer
Graphic Design		
New Zealand Certificate in Digital Media and Design (Level 3)	Toi Mai WDC	NZQA
New Zealand Certificate in Digital Media and Design (Level 4)	Toi Mai WDC	NZQA
New Zealand Certificate in Fashion (Level 4)	Toi Mai WDC	NZQA
New Zealand Diploma in Animation (Level 5)	Toi Mai WDC	NZQA
New Zealand Diploma in Animation (Level 6)	Toi Mai WDC	NZQA
New Zealand Diploma in Digital Media and Design (Level 5)	Toi Mai WDC	NZQA
New Zealand Diploma in Digital Media and Design (Level 6)	Toi Mai WDC	NZQA
New Zealand Diploma in Fashion Design (Level 6)	Toi Mai WDC	NZQA
New Zealand Diploma in Fashion (Level 5)	Toi Mai WDC	NZQA
New Zealand Diploma in Graphic Design (Level 5)	Toi Mai WDC	NZQA
New Zealand Diploma in Graphic Design (Level 6)	Toi Mai WDC	NZQA
New Zealand Diploma in User Interface Design (Level 5)	Toi Mai WDC	NZQA
New Zealand Diploma in Web Design and Production (Level 6)	Toi Mai WDC	NZQA
Information Technology		
New Zealand Certificate in Information Technology Essentials (Level 4)	Toi Mai WDC	NZQA
New Zealand Certificate in Information Technology (Level 5)	Toi Mai WDC	NZQA
New Zealand Diploma in Information Technology Technical Support (Level 5)	Toi Mai WDC	NZQA
New Zealand Diploma in Information Systems (Level 5)	Toi Mai WDC	NZQA
New Zealand Diploma in Web Development and Design (Level 5)	Toi Mai WDC	NZQA
New Zealand Certificate in Information Technology Practitioner (Level 6) with strands in Server Administration, Network Administration, Information Technology Security, and Software Testing	Toi Mai WDC	NZQA
New Zealand Diploma in Networking (Level 6)	Toi Mai WDC	NZQA
New Zealand Diploma in Systems Administration (Level 6)	Toi Mai WDC	NZQA
New Zealand Diploma in Database Administration (Level 6)	Toi Mai WDC	NZQA

Qualifications	Current developer	Previous developer
New Zealand Diploma in Information Systems (Level 6) with strands in Business Analysis, User Experience, IT Project Management, Information Systems Innovation, and Data Analysis	Toi Mai WDC	NZQA
New Zealand Diploma in Software Development (Level 6)	Toi Mai WDC	NZQA
New Zealand Diploma in Cybersecurity (Level 6)	Toi Mai WDC	NZQA
New Zealand Diploma in Software Testing (Level 6)	Toi Mai WDC	NZQA
New Zealand Diploma in IT Infrastructure (Level 6) with strands in Networking, and Systems Administration	Toi Mai WDC	NZQA
User Computing		
New Zealand Certificate in Computing (User Fundamentals) (Level 2)	Toi Mai WDC	NZQA
New Zealand Certificate in Computing (Intermediate User) (Level 3)	Toi Mai WDC	NZQA
New Zealand Certificate in Computing (Advanced User) (Level 4)	Toi Mai WDC	NZQA
New Zealand Certificate in Computing (Foundation User) (Level 2)	Toi Mai WDC	NZQA
Visual Arts		
New Zealand Certificate in Arts and Design (Level 2)	Toi Mai WDC	NZQA
New Zealand Certificate in Arts and Design (Level 3)	Toi Mai WDC	NZQA
New Zealand Certificate in Arts and Design (Level 4)	Toi Mai WDC	NZQA
New Zealand Certificate in Jewellery (Level 4)	Toi Mai WDC	NZQA
New Zealand Diploma in Arts and Design (Level 5)	Toi Mai WDC	NZQA
New Zealand Diploma in Arts and Design (Level 6)	Toi Mai WDC	NZQA
New Zealand Diploma in Jewellery (Level 5)	Toi Mai WDC	NZQA
New Zealand Diploma in Jewellery (Level 6)	Toi Mai WDC	NZQA
New Zealand Diploma in Photography (Level 5)	Toi Mai WDC	NZQA
New Zealand Diploma in Photography (Level 6)	Toi Mai WDC	NZQA
New Zealand Diploma in Creativity (Level 5)	Toi Mai WDC	NZQA
New Zealand Diploma in Creativity (Level 6)	Toi Mai WDC	NZQA
New Zealand Certificate in Creativity (Level 4)	Toi Mai WDC	NZQA



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