



## SUBMISSION

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Submission: 2025 Vocational education and training reforms

To: Ministry of Education (VocationalEducation.Reforms@education.govt.nz)

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## **About Ia Ara Aotearoa Transporting New Zealand**

Ia Ara Aotearoa Transporting New Zealand (Transporting New Zealand) is a national membership association representing the road freight transport industry. Our 1,200 members (with a combined fleet of 14,000 heavy vehicles) operate urban, rural and inter-regional commercial freight transport services throughout the country.

As the peak body and authoritative voice of the road freight sector, Transporting New Zealand helps trucking operators drive successful, safe, sustainable businesses. Our strategic priorities are:

- Providing one industry voice for advocacy
- Promoting the road freight transport industry
- Attracting talent and promoting workforce development
- Supporting our members and customers
- Sustainability, safety and responsible emissions reduction

New Zealand's road freight transport industry employs 33,000 people (1.2% of the total workforce), and has a gross annual turnover in the order of \$6 billion. This is part of a wider transport sector that employs 108,000 people and contributes 4.8 percent of New Zealand's GDP. Road freight transport accounts for 93% of the total tonnage of freight moved in New Zealand (MoT National Freight Demands Study 2018).

- 1 Transporting New Zealand appreciates the opportunity to provide a submission on the 2025 vocational education and training reforms. This submission follows one we made in September last year when the Ministry of Education undertook earlier consultation on the same issue.
- 2 The motor industry has had a long history of successful apprenticeships and national qualifications. Furthermore, quality servicing and maintenance of vehicles is key to the success and sustainability of our road freight members' business success. Therefore, Transporting New Zealand believes the Motor Trade Association (MTA) is well placed to recommend changes to future training.
- 3 We are part of the automotive taskforce assembled and led by the MTA. This is also part of our commitment to providing a united voice across the diverse spectrum of the automotive industry.
- 4 Many of the comments made in the MTA submission are not dissimilar to BusinessNZ's submission and therefore we hope that the Ministry of Education will appreciate that these are significant matters and it is timely that changes are now made to resolve them.
- 5 This supplementary submission is intended to provide some additional context relating to how vocational educational and training impacts the road freight transport sector:
  - a. For the following reasons we support the MTA's preference for the Independent Work-based Learning (IWBL) model (Option B):
    - i. Without adequate industry ownership we do not believe it is possible for vocational training to keep pace with the needs of business.
    - ii. Under the IWBL model, training providers can provide both work-based and provider-based learning. There is a range of training capability across road freight businesses therefore it is important that employers have the flexibility to choose training arrangement that best suit them.
    - iii. Managing the potential risk of misalignment between training and workplace demands in unproductive and can be avoided if the structure is appropriate.
  - b. Transporting New Zealand supports the establishment of Industry Skills Boards (ISB) with majority industry representation, and in particular a dedicated ISB for automotive that encompasses road freight.
    - i. There are differences across the industries that rely heavily on work-based training and those differences need to be respected. A one-size-fits-all approach will not work and we recommend ISBs be arranged around aligned industries.
    - ii. ISBs should not be tasked with pastoral care. Transporting New Zealand has had previous experience with the provision of pastoral care in the "Road to success" transport programme and our learnings from that are that pastoral care should lie predominantly with the employer.

- c. The employer is key in upskilling knowledge, experience and capability in road freight transport and employers are well placed to verify competence therefore it is imperative to keep industry integrated in vocational education.
  - d. A work-based learning model should be driven by those that understand the industry's needs, these are the employers and industry representatives. A structure that separates education from direct industry engagement will not deliver what the industry and our country needs.
  - e. Transporting New Zealand believe the future focus needs to be on resolving the key issues of consistent and fit for purpose training, and value for money. The consideration of organisational ownership issues must not distract from a focus on outcomes.
- 6 Transporting New Zealand would be happy to provide any other input or supporting information that would be of assistance to the Ministry of Education.

**Ends**