

# ▶▶ Introducing the WDC Reference Group



## Ben Shadbolt

Ben's forty years' experience and senior management positions within the hotel, food and beverage, and tertiary education sectors, have included a deep commitment to training and delivering qualifications over these sectors. Ben is excited by the opportunity that being part of the Reference Group provides. He is looking forward to working with likeminded people to make a positive contribution to this landmark change to the sector and for the future success of vocational education in New Zealand.



## Brett Williams

Brett is the General Manager at Engineering New Zealand, the professional body for engineers in New Zealand. He is responsible for the professional accreditation, registration, membership and continuing professional development functions of the business. Brett has been closely involved with industry-led initiatives to establish education requirements for the engineering profession (National Engineering Education Plan project) and also to consolidate engineering technician education programmes across the ITO/ITP sector. He hopes the lessons learned from these experiences will help inform the design of the new system.



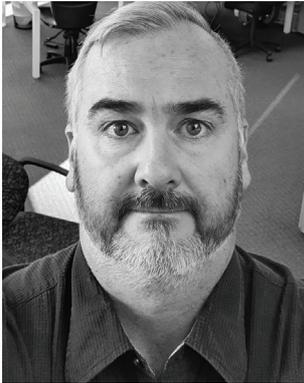
## Brian Miller

Brian has been involved with vocational training for almost 30 years. He has experience implementing training provisions, serving on national advisory groups and was selected for NZQA's governance panel during the last Targeted Review of Qualification (TRoQ) process. Through this experience, Brian developed a strong belief that a key ingredient missing from our industry training process is investment in training for the employer trainers. He believes that for employers to maintain confidence in the system, it is vital the reform process creates a platform they trust and an assurance it can deliver the desired outcomes for their businesses and New Zealand as a whole.



## Cathy Webb

Cathy's current role facilitates discussion between industry and government to ensure the seafood industry's interests in standards of food safety, industry competence, product compliance and market access are met. Cathy believes that for seafood standards to be upheld and industry to remain agile, we need to safeguard the current and future workforce with the required skills and knowledge. She considers an innovative, flexible, best practice vocational education system that works for all learners, employers and industry a 'must' to achieve this. The reform provides the opportunity to ensure New Zealand's vocational education system is just that.



## Craig Langdon

Initially employed in the seafood industry in a range of roles, Craig has been working in education for the past 20 years and has an MA in Applied Linguistics and MEd in E-Learning. He has worked in tertiary institutions in New Zealand, South Korea and Japan. Craig's current role at Primary ITO is managing the team responsible for the Standard Setting Body function of the organisation. This includes qualification development and review, standard setting and programme development. He is looking forward to contributing to the creation of a WDC which is fit-for-purpose, streamlined and future-focused.



## Deanna Anderson

Deanna is the Industry Capability Academy – Establishment Lead for Orion NZ and Connetics. Her role involves transforming the way industry develops capability. Deanna has worked in senior roles at Macquarie University, Lincoln University, and has also been part of the industry development team at Education New Zealand. She is interested in building new capability inside industry to understand where its best talent and specialisation lies, and to harness and give access to this knowledge outside of a single organisation. Essentially reimagining a renewed, fit for purpose funding model and marketplace for training.



## Garth Bennie

Currently Chief Executive of the New Zealand Disability Support Network (NZDSN), Garth has worked in the disability sector for over four decades in a range of NGO and public service roles with an ongoing focus on workforce development. He has a strong interest in the development of qualification pathways that can deliver future focused content in a consistent way, both for support worker and specialist/leadership roles in the sector. This includes the opportunity to ensure that disabled people and family members are able to take on significant content development and delivery roles.



## Geoff Taylor

Geoff comes from the dairy sector, working for DairyNZ, where his role is to understand the competencies required of participants to achieve the sector strategy and invest dairy farmer levy in learning to build the required capability. Geoff believes the WDC is critical to achieving the outcomes sought by the sector, through shaping delivery so that the right learning is provided in the right way at the right time to suit the needs of individual learners! Geoff believes these reforms are a 'once in a generation' chance to reshape how sector and government work together for jointly held objectives.





## Gill Genet

As a workforce strategist, Gill has achieved new workplace-based training models, governance reforms, ITO mergers, respectful assessment, and delivering Targeted Review of Qualification (TRoQ) outcomes for health, disability and social services. She believes shaping WDCs so their mahi achieves clarity of the vocational education training outcomes for today's and tomorrow's industry stakeholders - is her moemoeā, dream come true. Gill believes VET has a role in reducing inequitable outcomes and improving whānau and community wellbeing. She brings design system thinking and as Chair of the Rural Health Alliance, the voice of rural into the mix.



## Graeme Titcombe

Graeme is the CEO of the Home and Community Health Association. His extensive career includes 16 years as CEO of Access Homehealth, senior management roles in the New Zealand and Australian electrical and electronic industry, and a 40 year membership with the New Zealand Institute of Chartered Accountants. Graeme was awarded the ONZM, in 2018, for services to the home support sector and the community. Graeme has a specific interest in vocational education for both an older workforce and a workforce that works with limited supervision in clients homes in metropolitan and remote rural locations.



## Graham Burke

Graham has worked in the construction industry for 35 years, and the last 20 years specialising in scaffolding. Since 2015 he has worked as the CEO of Scaffolding, Access and Rigging NZ (Inc), and provided consulting services to construction businesses and organisations. Graham is currently President of NZ Specialist Trade Contractors Federation, Board member of Construction Health and Safety NZ, Chair of NZ Construction Industry Council, a member of the Construction Accord Steering Group and co-lead of the 'Developing Our People' workstream of the Construction Sector Accord.



## Hamish Small

Originally from the hospitality and tourism management sector, Hamish currently oversees the delivery of speciality fields including animation, gaming, digital design, fashion, hospitality and tourism, business, culinary arts, and audio production across a number of SIT's campuses. He also supports the local community through a number of sporting activities, and is a member of various boards supporting the creative industries and business in the southern region. Hamish sees the opportunity to develop the Workforce Development Councils as a way to ensure the NZIST is meeting all stakeholder needs, especially towards final outcomes within individual industries.





## Hayley Clement

Hayley Clement is the Academic Manager for workplace learning and development specialists, BMINZ. A big part of Hayley's role is the development and customisation of quality training programmes and assessments that engage learners by breaking down learning barriers through practical, hands-on programmes. Hayley is thrilled to be part of the WDC Design Process, providing a voice that supports the connection between Standard Setting Bodies and Industry, ensuring they work together to deliver practical and fit-for-purpose learning and development products to employers.



## Issac Moala Liava'a

Issac has worked in the vocational education sector for 18 years and has a Masters in Adult Education. He was a National Manager at an ITO and contributed to local and international programmes that supported more than 10,000 apprentices over the past 7 years. Issac is an Ambassador of the Auckland Trades Training Initiative, a consortium of Training providers, Employers, Iwi and Pacific groups who work collectively to support learners into sustainable employment. Issac believes that the WDC will play a vital role in the vocational ecosystem and he looks forward to contributing to the WDC reference group.



## Jamie Walker

Jamie has specialised in learning and development for 17 years. He is registered as an expert in vocational pathways to higher education with the Tertiary Education Quality Standards Authority (Australia), and has helped shape industry training for 30 industries and 40,000 learners across Australia and New Zealand. Jamie leads the delivery of high-quality development initiatives to grow the skills, knowledge and capability of 6,000 people employed by SkyCity Entertainment Group in New Zealand and Australia. He believes that supporting improved vocational opportunities and reducing barriers to success is important for learners, education organisations and employers alike.



## Janet Lane

Janet is the Chief Executive of MITO New Zealand Incorporated. She is committed to ensuring the significant changes to vocational education in New Zealand are successful and believes that effective and compatible working relationships between the WDCs and NZIST, PTEs, CoVEs, the Regional Skills Leadership Groups and Government agencies, will be essential to this. Janet believes the modelling must take into account how industry, regardless of size and/or visibility, will be fairly represented and influential, and considers this paramount to each WDC achieving their goals and aspirations.





## Jeremy Christmas

Jeremy is the Training Manager for C3 Limited, one of the largest freight logistics companies in New Zealand. He has an extensive teaching background in both the forestry and port industries. Jeremy has been associated with the vocational education training sector for over 15 years, initially as Director of the School of Forestry and Primary Industries at Waiariki Institute of Technology and more recently as part of his current role. He is also a workplace assessor for both MITO and Competenz and is a moderator for MITO. Jeremy is excited to be part of the reference group involved in the shaping of a new vocational education model.



## Jeremy Sole

Jeremy is the Chief Executive of Etco, a private training establishment (PTE) and the largest employer of apprentices in New Zealand. Previously Jeremy worked on the MBIE Sector Workforce Engagement Programme (SWEP) team establishing job and skills hubs to provide pathways into employment at significant construction precincts. His insights over separation of roles, responsibilities and mandates for management and governance secured his interest in the operational structures and governance aspects of WDCs. He is looking forward to contributing to the development of strong representation for all WDC stakeholders and ensuring the system is set up for everyone to win.



## Kathy Wolfe

Kathy is Chief Executive of a large PTE and has extensive experience in tertiary education spanning universities, industry training, polytechnics and private training establishments. She led a significant merger in the ITO sector and started a shared services joint venture company for two polytechnics. With a substantial background working in collaborative partnerships in the commercial and not-for-profit sectors, Kathy has a well-respected track record in leadership and significant change management programmes. She is passionate about barrier-free access to education, learning and development and being part of this major change journey in tertiary education in New Zealand.



## Lauren Parr

Lauren is a Skills Programme Specialist focusing on workforce resilience with Auckland Tourism, Events and Economic Development (ATEED). Her background is in human resources, working in the manufacturing and construction sectors. Lauren has considerable exposure to the formal vocational system through the TEC Workplace Literacy Fund and engagement with multiple ITO's, including being former Chair of the National Advisory Group for glass and glazing qualifications for BCITO. She has been an active participant throughout the RoVE process and has an interest in ensuring outcomes for both learners and business are kept at the forefront.





## Lesley Southwick

Lesley is HEB Construction's Learning & Development National Manager. She has extensive knowledge of the education sector and has held senior positions at both FITEC and Competenz. Lesley's experience includes the construction and support of private training establishments (PTES) with accreditation, programme approvals & registration with NZQA, developing quality assurance systems, all included as part of her scope. Lesley's current role includes e-learning, diversity & cultural wellbeing, literacy, apprenticeships, and leadership programmes. She is passionate about vocational education and is excited to be contributing to the WDC.



## Malcolm Fraser

With experience in over 30 countries, Malcolm truly believes in the potential for science and technologies to contribute to the well-being of humanity. He helps industry leaders, government and educationalists form multi-party collaborations that identify solutions to some of the world's challenging problems. Malcolm is a Fellow of the Chartered Governance Institute, and holds an MBA. He feels privileged to be working with others who are equally passionate about the potential to transform New Zealand industries, and looks forward to working with them as part of the Design Reference Group.



## Marisa Bidois

Marisa is CEO of the Restaurant Association who advocate on behalf of restaurant and café owners, giving advice and assistance on various issues as well as offering tools, training initiatives and events to support the industry. Under Marisa's leadership the Association has developed and expanded the training it offers to the industry. She has overseen the development of Hospo Start and delivering assessments for the New Zealand Cookery Apprenticeship. Before becoming CEO, Marisa was the Professional Development Manager for Taste. She has also worked in legal and employment relations, but was drawn back to the hospitality industry because of the people.



## Maxine Gay

Maxine is an independent director of the Service IQ board. Her swathe of experience cuts over various sectors including roles as Retail Finance And Commerce Secretary of FIRST Union, Director of the Retail Institute and General Secretary of the Clothing and Laundry Workers Union. With over 30 years of trade union leadership roles across a wide range of industries, Maxine has a unique insight into their training needs. She is experienced in change management both within unions and vocational training bodies. Maxine is currently the Northern Region Manager for Pillars Inc., a charity supporting the children and whānau of people in prison.





## Mike Grumball

Mike has been involved in vocational education for the past 25 years with experience across both the ITP and ITO sectors. With time spent as an engineering tutor and in senior management roles, Mike has an understanding of industry and learner perspectives that have allowed him to design effective qualifications and programmes. Mike is currently the General Manager for Learning Solutions at Connexis and is excited about the changes ahead for the educational sector. He believes that being part of the WDC design process is an opportunity to shape the future direction for the vocational education sector and he looks forward to being involved in the design process.



## Nicholas (Nyk) Huntington

Nicholas is a policy and research consultant specialising in education and skills systems. As Senior Analyst at Ako Aotearoa he managed the centre's policy contributions and coordinated its work on vocational learning, foundation education, pathways, and learner voice. Nicholas is currently undertaking a PhD on evidence and policymaking at Victoria University. Nicholas thinks the WDCs will offer a significant opportunity to develop strong skills ecosystems for all Aotearoa New Zealand's industries. He considers effective design to be critical for Councils to have the capabilities, systems and structures they need to realise this potential, and he is excited to be a part of this process.



## Patrick Jones

Patrick has spent 12 years working for the Eastern Institute of Technology (EIT) and across the ITP sector in Investment Planning. His current role as Executive Director - Policy & Projects, is to ensure EIT's portfolio of programme aligns with the needs of its diverse communities, the region's industries, and is that delivery is coordinated for its learner cohorts. It's also important the portfolio is nimble enough to explore opportunities as they arise. Patrick was involved in the EIT/Tairāwhiti Polytechnic merger and brings that experience to the Reference Group as it relates to 'bringing together' systems, organisations, people, cultures, and programme portfolios.



## Paul Matthews

Paul is the Chief Executive of IT Professionals New Zealand, the professional body for those working or studying in IT. He originally comes from a technology entrepreneurial background and founded several successful tech companies prior to his role at ITPNZ. Paul has been heavily involved in all aspects of qualifications and education for the tech industry. He chaired the ICT Qualifications Steering Group and was a founding member of the Digital Skills Forum, a cross-industry/government initiative. Paul looks forward to bringing a different perspective to the WDC design process while also ensuring the impact of WDC changes on degree programmes remain front of mind.





## Sandra Grey

Sandra is the National Secretary of the Tertiary Education Union (TEU) where she has held senior leadership roles for the past ten years. During her time at the TEU she has met with hundreds of staff across Institutes of Technology and Polytechnics (ITPs), wānanga, and universities, and been a participant at vocational education training conferences worldwide. Prior to her current role, Sandra was a lecturer at Victoria University of Wellington. Passionate about learner-centred design, and a strong believer in education's ability to transform people's lives, she has welcomed the opportunity to be part of the WDC design process.



## Sarah Searle

Sarah has been actively working in adult education and well-being since 1997. Her Te Tai Tokerau business, Sarah's Solutions, works alongside industry leaders to improve the literacy and numeracy of Aotearoa New Zealand's workforce. Through her work, Sarah has witnessed positive changes in the lives of learners and their families. Her insight shows how innovation and collaboration can maximise the use of existing funding while still delivering quality pastoral care. Sarah has also been involved in pre-employment programmes, LLN Programmes, ACE Programmes, and ITO Programmes. She is excited to be a part of the WDC design process.



## Shelley Wilson

Shelley has been in the ITP sector for 25 years and is Wintec's Group Director of the Centre for Trades and Centre for Engineering and Industrial Design. Part of her current role is to engage with industry to ensure programmes are relevant and commitments to the ITOs are fulfilled. Shelley is involved in the governance of the New Zealand Diploma in Engineering (NZDE) and Bachelor of Engineering Technology. Shelley believes this is an exciting time for vocational education and considers it critical that WDCs are set up correctly for the reform to be successful. Shelley is looking forward to working with the WDC reference group to make this happen.



## Steve Hanrahan

As Advocacy Manager for Tourism Industry Aotearoa (TIA), Steve's role helps ensure TIA takes a leadership role on a range of different subjects including the resolution of issues impacting tourism employers and their industry. Steve has held previous senior management roles with industry associations and industry training organisations (ITOs). The tourism and hospitality industry directly employs 8% of the NZ workforce. Steve believes WDC's will play a new and significant role in workforce planning and is very pleased to be involved at the front-end of the design process.





## Tamai Roff

Tamai Roff is the owner and General Manager of Skills4Work, a successful Category 1 private training establishment (PTE). Tamai brings over 20 years' experience in the vocational and tertiary education sector. She has held senior management and governance roles across a variety of industries including manufacturing, baking, butchery and retail. Tamai previously worked at Competenz and has worked with other ITO's during her career. She's delighted to be part of the development of the WDC and is eager to contribute to the process from a business, industry, learner, subject matter and vocational education perspective.



## Troy Coyle

Troy is CEO of the NZ Heavy Engineering Research Association. She sits on the Boards of the National Association for Steel Framed Housing, HERA Cert, Steel Construction New Zealand and is Chair of the Sustainable Steel Council. She has extensive experience in innovation, product development and transformation in the building and construction, biotech and manufacturing sectors. She wants the WDC process to be industry led, inclusive, and striving to improve outcomes for diverse students and employers. Troy believes the results can be innovative and future-proofed through technology and teaching paradigms, to deliver improved intergenerational wellbeing.



## Victoria Blood

Victoria is the Leader of WeCreate, the alliance of the NZ creative industries, working with government on an Industry Transformation Plan. She has worked at senior level in major multi-nationals, and is Chairperson for the New Zealand Music Commission. In both roles, she helps develop and implement strategies, often in collaboration with government, to equip creators with the skills, knowledge, and connections they need to fulfil their potential, and confidently participate in the future of work. Victoria believes creative people and skills add value across every sector, and she is eager to see WDCs enhance that potential so creative people are best-prepared for sustainable careers.



## Warwick Quinn

Warwick is Chief Executive of the Building and Construction Industry Training Organisation (BCITO) and is a passionate leader within the building and construction sector. Warwick's career includes roles such as former Chief Executive of Motor Trade Association and Registered Master Builders Association. He has held the positions of General Manager Regulatory in Land Information New Zealand and the statutory roles of Valuer-General and Chief Crown Property Officer. Warwick is also past Chair of the Valuers Registration Board and a Fellow of the New Zealand Institute of Valuers and the Property Institute of NZ.

