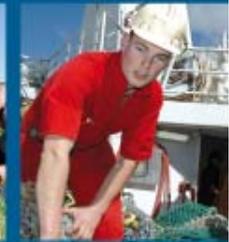




The New Zealand Seafood Industry Training Organisation Rolly Raureti

Sector Manager (Seafood Processing, Wholesale and Retail)

Seafood Directions Hobart 2007



SITO • Whakarei Ahumahi Kaimoana



Industry Training Organisations (ITO's)



- ▶ **Integral part of the New Zealand tertiary education sector**
- ▶ **Established under Industry Training Act 1992**
- ▶ **Partnership with industry**
- ▶ **Government funding (Industry Training Fund)**
- ▶ **Industry funding (approximately 20%)**



The Seafood ITO



- ▶ **A business unit of the Seafood Industry Council established 1994**
 - established 1994
 - no formal qualifications or training pathways
- ▶ **16 seafood qualifications**
- ▶ **Over 200 seafood unit standards**
- ▶ **Career pathways**
- ▶ **Active across all sectors of seafood industry**



ITO Functions



- ▶ **Leadership and Skills forecasting**
- ▶ **Design qualifications and unit standards**
(National Qualifications Framework)
- ▶ **Ensure consistent assessment standards**
(Moderation activities)
- ▶ **Distribute Government funding**
- ▶ **Facilitate training within the industry**
(Competency based)
- ▶ **Involved in accreditation of training providers**



» Qualifications and Unit Standards

- ▶ **Designed by industry working groups**
- ▶ **A Qualification**
 - ▶ is a selection of unit standards which identify a set of core skills
- ▶ **A unit standard**
 - ▶ is a core skill described in parts
 - ▶ a “Level” rating indicates the complexity of the skill
 - ▶ a “Credit” rating indicates the size of the skill



Advisory Groups



- ▶ **Key to SITO's relationship with industry**
- ▶ **Drive development of qualifications and training in their sector**
- ▶ **Represent range of the industry**
- ▶ **Meet 3-4 times per year**



Unit Standard Based Assessments



- ▶ **Competency based**
- ▶ **Current competence**
 - ▶ can include prior experience/learning
- ▶ **Timing and method of assessment to suit trainee**
- ▶ **Select actual work conditions and activities that can be used to assess e.g.**
 - ▶ observation; discussion; written
- ▶ **“Not yet competent”**
 - ▶ plan for retraining /reassessment



How training happens



- ▶ **Use Training Providers**

- ▶ in the workplace
- ▶ in the class room
- ▶ combination

- ▶ **Workplace training**

- ▶ on job training
- ▶ workplace trainer
- ▶ workplace SITO assessor



» SITO Philosophy

- ▶ **Service oriented**
- ▶ **Flexible approach**
- ▶ **Personal networks**
- ▶ **Partnership**
- ▶ **Meeting needs of employers**
- ▶ **Meeting needs of individual learners**



Weaknesses



- ▶ **Disparity between the needs of the NZ Government and NZ Industry**
- ▶ **Industry tendency to train, just enough just in time (less completions of qualifications as a result)**
- ▶ **No real links between seafood qualifications and employment**



SITO Strengths



- ▶ **Part of the New Zealand Seafood Industry Council**
- ▶ **Ability to engage the industry**
- ▶ **Advisory Groups**
- ▶ **Industry Training benefits both employer and employee**
- ▶ **Industry specific education**
- ▶ **Flexible qualifications**
- ▶ **Training designed for individual companies and employees**
- ▶ **Training designed by the Seafood Industry**