

Industry Stakeholder Group – background information

Why form an Industry Stakeholder Group?

Hanga-Aro-Rau is required by our [Order in Council](#) to, in consultation with the specified industries, establish an Industry Stakeholder Group comprising persons who represent a broad range and diversity of views across the specified industries.

The Industry Stakeholder Group must appoint an independent chairperson who must have sufficient knowledge, skill, or experience in te ao Māori (including te reo Māori and mātauranga Māori).

The role of the Industry Stakeholder Group is to—

- a) determine how the members of the Council are to be selected
- b) appoint members of the Council
- c) provide feedback to the Council on its strategic direction and performance
- d) provide advice and information to the Council from an industry perspective on matters arising from the performance of its functions.

The group may meet as often as it considers necessary for the effective performance of its role and must meet with the Council at least once each year to discuss the strategic direction (of the Workforce Development Council).

The establishment of the Industry Stakeholder Group is part of a wider obligation that the WDC has to ‘...take into account the needs of employers and employees in the ... industries covered by the workforce development council (while) also consider(ing) national and regional interests’.

Principles

It is proposed that the following outcomes and self-reflective practice questions guide the establishment and operation of the industry stakeholder group.

Outcomes and goals	Self-reflective practice question
Takes a strategic focus	Does industry have opportunities for strategic engagement with the Council?
	Is the industry stakeholder group supporting Council to consider national and regional interests?
	Is the industry stakeholder group complementing the operational engagement of WDC staff with industry?
Industry-led	Has industry been meaningfully engaged in consultation on the industry stakeholder group's design, membership, and work programme?
	Does the membership of the industry stakeholder group reflect the diversity of employers, employees, self-employed people, volunteers, industry associations, and unions in the industries covered by the WDC?
Effective Te Tiriti partnership	Are Māori active and meaningful partners in the industry stakeholder group?
	Does the industry stakeholder group's design, membership and work programme honour Te Tiriti o Waitangi and support Māori Crown relations?
Equity of outcome	Does the industry stakeholder group's design, membership and work programme support inclusion, the elimination of inequality, and helps address the needs of underserved learners, including Māori, Pacific peoples, and people living with disabilities?
	Are Māori, Pacific and disabled peoples engaged with the industry stakeholder group?
Future-focused	Can industry inform the WDC's strategy in supporting responses to New Zealand's current and future workforce needs and contributing to a well-functioning labour market system?

Composition of the Industry Stakeholder Group

The definition of industry set out in the Order in Council includes, but is not limited to, employers, employees, self-employed people, volunteers, industry associations, and unions.

It will be essential for there to be an appropriate representation of Māori industry in the group to honour Te Tiriti o Waitangi and support Māori Crown relations. While staff will engage with national Māori organisations in line with Te Arawhiti engagement frameworks to ensure we calibrate our approach appropriately, we anticipate that the definitions of Māori authorities and businesses developed by Statistics New Zealand (Tatauranga Umanga Māori) will provide a starting point.

The expectation for there to be broad representation and diversity of views across industry combined with the obligations that apply to the Council when performing its functions (OIC section 7) mean that care will need to be taken to ensure representation from among Pacific industry, those that work with disabled peoples and others.

Work programme

Timeframe	Activity
March - April 2022	Call for nominations and appointments, including of independent chair.
April 2022	Industry Stakeholder Group membership confirmed
May 2022	Induction of Industry Stakeholder Group Agreement of terms of reference Advice on the mix of vocational education and training, Skills and Workforce Leadership Plan and Qualifications System Products work plan Process for appointments committee confirmed Input into inaugural Statement of Strategic Direction