



HANGA-ARO-RAU
**Manufacturing, Engineering
and Logistics**
Workforce Development Council

Industry Stakeholder Group (ISG) Chairperson information pack

- Hanga-Aro-Rau ISG Chairperson (minimum two-year appointment)

Nau mai, haere mai

Mā wai te huarahi e hora? Mā ngā ahumahi!
Who will pave the pathway forward? Industry will!

Thank you for your interest in the Chairperson role for the Industry Stakeholder Group (ISG) of Hanga-Aro-Rau Manufacturing, Engineering and Logistics Workforce Development Council.

Hanga-Aro-Rau is the Manufacturing, Engineering and Logistics Workforce Development Council (WDC). This document provides background detail about the responsibilities and role of Chairperson for Industry Stakeholder Group, governance responsibilities, the proposed time commitments and remuneration expectations for the position.

Background

Vocational education is undergoing its biggest transformation in 35 years. As part of the changes, six Workforce Development Councils (WDCs) have been established to provide industry with greater leadership across vocational education and training.

Hanga-Aro-Rau is one of six WDCs formally established on 4 October 2021 through a legal instrument called an Order in Council. The Order in Council for Hanga-Aro-Rau is available [here](#).

About Workforce Development Councils

Workforce Development Councils (WDCs) play a central role in the Reform of Vocational Education and provide industry with leadership across vocational education and training. As a WDC, Hanga-Aro-Rau:

- contributes to an education system that honours Te Tiriti o Waitangi and supports Māori–Crown relations
- has a forward, strategic view of the future skills needs of industries
- sets standards, develops qualifications and helps shape the curriculum of vocational education. We moderate assessments against industry standards and, where appropriate, set and moderate capstone assessments at the end of a qualification
- provides advice to the Tertiary Education Commission (TEC) on investment in vocational education, and determine the appropriate mix of skills and training for the industries we cover
- endorses programmes that lead to qualifications, whether work-based (such as apprenticeships), on-campus or online. Unless a programme has the confidence of a WDC, which is essentially industry confidence, it won't be endorsed by the WDC nor

funded by the TEC

- provide employers with brokerage and advisory services. WDCs won't, however, be directly involved in arranging apprenticeships and other on-the-job training: this sits with providers.

Role of the Industry Stakeholder Group of Hanga-Aro-Rau

Hanga-Aro-Rau has a unique element in its Order in Council ([sections 12-16](#)): under the legislative framework, the WDC must establish an Industry Stakeholder Group (ISG). This was identified by the industries as important during the initial stakeholder engagement process conducted by the interim Establishment Board in 2020-21.

This critical rōpū will enable industries to influence the direction and performance of Hanga-Aro-Rau. It will also be responsible for future appointments to the governing Council, and members must represent a broad range and diversity of views across our specified industries.

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.

Appointment of Chairperson for the ISG

The Industry Stakeholder Group must appoint an independent¹ chairperson with the requisite capabilities, experience and knowledge to lead the rōpū in fulfilling its role.

ISG Chairperson capabilities, experience and knowledge

Clause 12(3) of the Hanga-Aro-Rau Order in Council states; *“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).”*

Required cultural capabilities

The Chairperson will:

- be able to hold a conversation in te reo Māori
- be able to demonstrate that they can lead basic Māori tikanga including:
 - karakia to open and close hui
 - mihi in various contexts (welcome visitors, respond to welcomes and acknowledge people for their contributions)

¹ Independent means that they are independent from any specified industry outlined in the WDC's coverage.

- lead at least one basic waiata
- be able to demonstrate experience in applying key Māori principles such as manaakitanga, whanaungatanga and kotahitanga.

Required technical capabilities

The Chairperson can:

- facilitate discussion and ensure all views are considered and respected
- build consensus within the ISG to ensure a united group
- summarise debate and bring the ISG to a decision
- engage effectively with the whole ISG and WDC management team.

Required experience and knowledge

The Chairperson will have:

- demonstrable commitment to Te Tiriti o Waitangi
- previous governance experience at board level
- experience working with people from diverse backgrounds
- an understanding of the vocational education system
- experience in public fora and with media.

Term of appointment

The term of appointment for the Chairperson will be for a period of two years, with a possibility to be reappointed for an additional term of two years maximum.

Remuneration and time commitment

The time commitment for the Chairperson for the ISG may vary. The minimum time commitment for general members of the ISG is anticipated at two and a half days per year. The estimated time commitment for the Chairperson is between five to ten days per year. Compensation for their time will be set as an annual fee of \$15,000 (plus GST if any) which covers monthly briefing with the Hanga-Aro-Rau management, ISG sub-group meetings, any other additional meetings as required including any preparation work.

As the ISG is a national group, any actual and reasonable travel and accommodation expenses will be covered by Hanga-Aro-Rau.

Conflicts of Interest

Conflicts of Interest will be assessed on a case-by-case basis through the expression of interest process. However, as stated in the Order in Council, members of the Council for the WDC cannot be a member of the Industry Stakeholder Group ([Section 12 \(2\)](#)).

Hanga-Aro-Rau encourage candidates to be open and transparent about any conflicts in their application.

More information

If you have any questions about the Expressions of Interest process or the information in this pack, please contact [Alisha Tsai](#).