



Putting this into action for the Security Industry

Transformational change in the Service sector workforce will take time but to achieve that change we need to start taking action now. The following plan includes the key areas of focus, medium term actions and short-term initiatives. These initiatives and actions can be thought of as individual threads that weave together to achieve workforce transformation.

	Māori succeeding as Māori	Attracting and retaining the future workforce	Developing broad skills for the future	Creating mana-uplifting jobs and opportunities
Actions: Where we would like to be	<ul style="list-style-type: none"> Māori business and workforces have opportunities to connect. The Service sector and vocational education system understands and acts on Māori views of success. The vocational education system is shaped by a Mātauranga Māori lens. 	<ul style="list-style-type: none"> Improve the availability and use of high-quality information about Service sector businesses and workforce Improve participation of Māori, Pacific peoples, tāngata whaikaha, and other population groups. Industry is visible and promoted to a wide range of potential ākongā and kaimahi. Roles and responsibilities of system level players are understood and have arrangements in place to work well together. 	<ul style="list-style-type: none"> Vocational education and training is flexible and adaptable to current and emerging industry requirements. Workforces and businesses are well prepared to adapt and innovate. Investment decisions are transparent and based on high quality advice. 	<ul style="list-style-type: none"> Workplaces are accessible and attractive to the current and future workforce. The workforce is recognised, valued, and safe. The workforce and businesses move through the cycle of employment (recruitment, on-boarding, retention, and progression) in ways that suit them. The range of roles is articulated and available. Learning and skills development supports upwards and lateral progression.
Initiatives: What we can do to get there Service Sector Initiatives	<ul style="list-style-type: none"> R I Establish and grow the Māori Service Sector Forum. R Ohu Ahumahi collaboration (Rōpū Kaitakawaenga) to build relationships with iwi and hapū to better understand Māori aspirations. R I Te Kāhui Mātauranga Māori to provide Mātauranga Māori lens to Ringa Hora product design and quality assurance approaches. 	<ul style="list-style-type: none"> R Undertake the Future Workforce project that aims to understand work, skills and training in New Zealand in 2040. I Amplify work that aims to grow participation of particular groups such as Pasifika Navigators of Tomorrow or Jobs for Mums. R Promote the use of Te Mata Raraunga, a collection of vocational education and workforce data. 	<ul style="list-style-type: none"> R Create a package of short, sharp, stackable credentials that meet industry need through Waihangatia te Āmua Ao Shaping the Future of Service Skills project. R I Amplify work that supports people to learn about broad skills for the Service sector, such as MBIE's Digital Boost initiative. 	<ul style="list-style-type: none"> R Develop an 'employer hub' that shares resources, information, and case studies of Service sector excellence – targeted at SMEs. I Amplify approaches that improve diversity, equity and inclusion, such as Diversity Works NZ, Disabled Persons Assembly Information Exchange resources for employers, and Rainbow Tick.
Security specific initiatives Who is leading the initiative R = Ringa Hora I = Industry	<ul style="list-style-type: none"> R I Explore the value of connection with community, whānau and iwi to support the training and success of kaimahi in Security. 	<ul style="list-style-type: none"> R I The NZSA Special Interest Group + Ringa Hora to work together to further refine assessment practice to ensure kaimahi are consistently training and inducted. This addresses both CoA assessment processes and potentially assessment for other key skills. I Raising the profile and perceptions of the sector to assist with engagement of rangatahi and bringing in new kaimahi to the sector. Possible initiatives might include: <ul style="list-style-type: none"> finding and using role models for the sector that can be promoted, promoting opportunities for all learners, including specific roles for tāngata whaikaha that can be promoted and celebrated, better engagement with schools, for instance, inviting schools to attend key industry meetings and events to learn about the sector. 	<ul style="list-style-type: none"> R I Ringa Hora to explore with industry a mātauranga Māori approach to inform strategies to de-escalate potential conflict situations. R I PSPLA (Private Security Personnel Licensing Authority) to collaborate with Ringa Hora NZSA, and providers of security training on solutions to support Certificate of Approval refresher training. R Ringa Hora will develop micro-credentials through our WDC functions that support industry need. Ringa Hora will also support provider developed micro-credentials that show evidence of industry and/or regional need. R I Industry, in conjunction with Ringa Hora, to further explore support for industry specific Language Literacy and Numeracy initiatives. 	<ul style="list-style-type: none"> R Providers to ensure appropriate Recognition of Current Competency processes are in place in support of recognition of Security kaimahi with existing skills. R I Identify entry pathways and career opportunities for Māori to progress in the Security sector.

