

## QUALIFICATION DETAILS

Qualification number/Te nama o te tohu mātauranga	XXXX		
English title/Taitara Ingarihi	New Zealand Certificate in Employment Advocacy		
Māori title/Taitara Māori			
Version number/Te putanga	1	Qualification type/Te momo tohu	Certificate
Level/Te kaupae	5	Credits/Ngā whiwhinga	60
NZSCED/Whakaraupapa	090913 Society and Culture>Law>Legal Practice		
Qualification developer/Te kaihanganga tohu	Ringa Hora Services Workforce Development Council		
Review Date /Te rā arotake	DD/MM/YY		

## OUTCOME STATEMENT/TE TAUĀKI Ā-HUA

Strategic Purpose statement/ Te rautaki o te tohu
<p>This qualification is intended for individuals seeking to develop their professional capability as employment advocates within Aotearoa New Zealand.</p> <p>It equips learners with the legal knowledge, awareness of relevant processes, advocacy skills, and ethical frameworks needed to support and represent clients in employment-related matters.</p> <p>Graduates will be able to work with and support clients and stakeholders throughout the duration of employment related matter.</p>

Graduate Profile/Ngā hua o te tohu
<p>Graduates of this qualification will be able to:</p> <ul style="list-style-type: none"> <li>• Apply relevant core principles of legal procedures in employment related matters.</li> <li>• Apply advocacy skills and professional communication strategies in employment related matters.</li> <li>• Conduct research and legal analysis of legislation and case law relevant to employment related matters.</li> <li>• Apply alternative methods of dispute resolution in employment related matters.</li> </ul>

**Education Pathway/ Ngā huarahi mātauranga**

Graduates of this qualification may progress to:

- Diploma in Law (Level 5)
- New Zealand Diploma in Legal Executive Studies (Level 6)
- Bachelor of Laws (Level 7)

**Employment, Cultural, Community Pathway/ Ko ngā huarahi ā-mahi, ā-ahurea, ā-whānau, ā-hapū, ā-iwi, ā-hapori anō hoki**

Graduates of this qualification will have the advocacy skills and legal knowledge to work in a variety of private/public sector organisations.

These may include employment advocates, HR specialists in employment relations, union representatives, workplace mediators and legal executives in employment law.

**QUALIFICATION SPECIFICATIONS/ NGĀ TAUWHĀITITANGA O TE TOHU**

Qualification Award/ Te whakawhiwhinga o te tohu	This qualification can be awarded by any education organisation with an approved programme of study or industry training leading to the qualification.
Evidence requirements for assuring consistency/ Ngā taunaki hei whakaū i te tauritenga	Evidence requirements should include: <ul style="list-style-type: none"><li>- An overview of the mapping of the programme learning outcomes and assessments to the graduate profile outcomes</li><li>- Analysis and interpretation of graduate performance relative to the graduate profile outcomes in their next role: study and/or employment</li><li>- Analysis and interpretation of graduate self-assessment</li><li>- Analysis and interpretation of external and internal moderation.</li></ul>
Minimum standard of achievement and standards for grade endorsements/ Te pae o raro e tutuki ai, ngā paerewa hoki hei whakaatu i te taumata o te whakatutukinga	Achieved
Other requirements for the qualification (including regulatory body or legislative requirements)/ Kō ētahi atu here o te tohu (tae atu hoki ki	None

<p>ngā here ā-hinonga whakamarumaru, ki ngā here ā-ture rānei)</p>	
<p>General conditions for programme/ Ngā tikanga whānui o te hōtaka</p>	<p>Programme delivery and all assessment must be conducted in an employment advocacy related context(s) or based on scenario(s) which must reflect the requirements and practicalities for conducting employment related matters across bi-cultural and multi-cultural environments in Aotearoa New Zealand. Programme delivery should reflect Te Tiriti o Waitangi.</p> <p>Programme guidance on Te Tiriti o Waitangi including recommendations for programme development can be found on the <a href="#">Ringa Hora website at Business, Professional and Personal Services - Ringa Hora</a>.</p> <p>Programme must include the application of <a href="#">ELINZ Code of Conduct</a>.</p> <p><b>Programme Endorsement</b></p> <p>Education organisations are advised to refer to the Ringa Hora Services Workforce Development Council programme endorsement considerations:</p> <ul style="list-style-type: none"> <li>• Ngā Whakamārama - Programme content</li> <li>• Mana ōrite mō te hunga ako - Equity for learners</li> <li>• Torotoronga me te kimi whakairo - Programme engagement and consultation</li> <li>• Te ao Māori</li> <li>• Te akoako me ngā reo o Te Moana-nui-a-Kiwa - Pacific languages and learners</li> <li>• Tangata Whaikaha - Disabled people.</li> </ul> <p>For further information refer to <a href="#">Programme Endorsement - Home - Ringa Hora</a>.</p>

**CONDITIONS RELATING TO THE GRADUATE PROFILE /NGĀ TIKANGA E HĀNGAI ANA KI  
NGA HUA O TE TOHU**

Qualification outcomes/ Ngā hua		Credits/Ngā whiwhinga	Conditions/Ngā tikanga
1	Apply relevant core principles of legal procedures in employment-related matters.	15	
2	Apply advocacy skills and professional communication strategies in employment-related matters.	15	
3	Conduct research and legal analysis of legislation and case law relevant to employment-related matters.	15	
4	Apply alternative methods of dispute resolution in employment-related matters.	15	

**TRANSITION INFORMATION/ HE KŌRERO WHAKAWHITI**

Replacement information/ He kōrero mō te whakakapi	N/A
Additional transition information/ Kō ētahi atu kōrero mō te whakakapi	<p><b>Version Information:</b></p> <p>This qualification was listed in XXXX 2025. Please refer to <a href="#">Qualifications and Assessment Standards Approvals</a> for further information.</p> <p>The last date for assessments to take place for version 1 of this qualification is 31 December 2030.</p> <p>It is the intention of Ringa Hora Services Workforce Development Council that no existing learner should be disadvantaged by these transition arrangements.</p> <p>Any person who considers they have been disadvantaged may contact:</p> <p>Ringa Hora Services Workforce Development Council PO Box 445 Wellington 6140</p>

	Telephone: 04 909 0306
	Email: <a href="mailto:qualifications@ringahora.nz">qualifications@ringahora.nz</a> .