



Feedback - Order in Council Proposal Health, Community and Social Services Workforce Development Council

To: WDC Consultation, Tertiary Education Commission

From: ComVoices

Date: 5th February 2021

via email: WDCConsultation@tec.govt.nz

Thank you for the opportunity to provide feedback on the Order in Council Proposals for the Health, Community and Social Services WDC.

ComVoices - Who we are

ComVoices is a network of national community and voluntary organisations. We provide a collective voice to promote the value, scale and scope of the community sector. This happens through advocacy, research, dialogue and information sharing.

This submission was developed with support and input from our members and reflects the views from a broad section of the community and voluntary sector. A list of members endorsing this submission can be found at the end of this document.

Name change

Community, Health, Education and Social Services Workforce Development Council

We support the inclusion of education and the movement of community to the head of the title. We endorse the movement of Community as the lead sector in the name of the WDC.

We are disappointed that Hauora has been dropped from the proposed WDC title and would recommend and support the development of a Te Reo Māori name as soon as the WDC is set up to better reflect the concept of Wellbeing.

Coverage

We note that the coverage area of this WDC is very broad, although sharing community service as a foundation.

We are concerned that the ANZSIC code [Q87900] does not represent the size, breadth, and significance of the social and community services in Aotearoa.

There is risk that the Order in Council may exclude some parts of the sector.

It is important that qualifications and training for all parts of the community services are developed by the same WDC to ensure that consistency of skills is relevant to supporting communities. This will be the most effective and efficient model to optimise equitable wellbeing outcomes for consumers of supports and services.

It is also important that the training and the trainees are developing the skills and competencies required by sectors as a whole, including the significant number of volunteers that support the community. In this way the workforce is also enabled with accessible pathways and support.

We also acknowledge that some sectors work across both health and social services including but not limited to Mental Health and Addictions, Disability Support, Whānau Ora, Family Violence, Sexual Violence, Elder Abuse and Neglect Prevention, Palliative Care and Residential Care. It is important that the Health, Community and Social Services Workforce Development Council supports people obtaining qualifications in these sectors when obtained outside of a polytechnic. We recommend that the process for people to obtain qualifications through their workplace whilst being an employee is not made more difficult following the development of this workforce council. We also acknowledge that some qualifications require experience, internships and/or placements. These may take place in a community organisation or in the community/health/social sectors and we expect support will be available for students in these situations.

Under the ANZSIC codes most active workforces falling under Level 1: Health Care and Social Assistance are represented as Level 4: Other Health Care Services and Other Social Assistance Services. We acknowledge the Interim Establishment Board [iEB] for this WDC adding Disability Services to the list. Similarly, we would recommend that the ANZSIC codes for Health Care and Social Assistance be deleted from the coverage list and replaced in its entirety with:

All Health Care, Disability, Community and Social Services including but not limited to:

Aged Care
Advocacy Services
Addiction services
Allied Health Care
Behaviour Support

Child Care
Care and Protection Services
Child Development
Child, Youth and Whānau Services
Community Advisory Services
Community Support Services
Counselling Services
Disability Support
Diversional Therapy
Dementia and Alzheimer's Services
Employment Support Services
Family Carers
Family Violence and Sexual Violence Response services
Bereavement Services
Financial Capability Services
Health Promotion Services
Home and Community Services
Hospice Services
Iwi Services
Lifestyle Health Services
Māori Wardens
Mental Health Services
Mobile Health Services
Natural Health Services
Navigation Services
Needs Assessment
Offender Management Services
Online and Telephone Health Support
Parenting Support
Primary Health Care
Palliative Care
Parole Services
Peer Support
Refugee, Migrant and Settlement Services
Rehabilitation and Recovery Services
Reintegration Services
Rongoā Māori
Rural Health & Social Services
Social Services
Social Work Services
Social and Community Housing and Accommodation Services

Suicide Prevention, Early Intervention, and Postvention Services
Spiritual and Pastoral Services
Victim Support Services
Whānau Ora
Volunteer Services
Youth development
Youth Work
Youth Justice Services

In this way we can provide the Social and Community Service sectors with security that they are represented appropriately by the Order in Council.

Governance

The Proposal has provided detail for the selection of employee representation selection but not the same level of detail for the selection process for employer representation.

We acknowledge the proposal to have a skills-based council however we submit that skills and sector representation are not mutually exclusive.

The proposed governance model is unlikely to provide equity of voice for the broad range of sectors and settings within the proposed coverage. With only one person representing such a broad range of settings and services, there is a risk that those with the loudest voice and most capacity may dominate the selection process.

The selection process needs to be further detailed to ensure a fair system. Consideration should also be given to more than one position of representation for Employers and Workforce in order to provide greater representation.

We also consider there is too much discretionary power with the Chief Executive of the Tertiary Education Commission around the appointment process for the first Council.

Engagement

The engagement model needs to be more robust within the Order in Council to protect both large and small voices and to ensure that all parts of the sector have the intended input. This is especially important in case the governance model is confirmed with the proposed single industry and single workforce voice.

The term **adequate opportunity** (pg22) is subjective and details a one-way service provision for engagement.

ITOs and ITPs are required to provide evidence that they have consulted on qualifications and supporting programmes with relevant industry stakeholders and received industry endorsement.

There needs to be something in the Order that provides for approval from industry for programmes and qualifications. The Order needs to detail the approval process and how the WDC will be accountable to the industries in its coverage. The Order should specify a mechanism to prove that accountability.

Thank you for the opportunity to provide feedback on the Order in Council Proposals for the Health, Community and Social Services WDC. We look forward to following Te Whakahou i Mātauranga Ahumahi - The reform of Vocational Education.

Signed by

ComVoices, including:

Careerforce
Hui E! Community Aotearoa
Ara Taiohi
Community Networks Aotearoa
Age Concern New Zealand
Community Housing Aotearoa
Platform Trust

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