



**Te Tāhuhu o  
te Mātauranga**  
Ministry of Education



**Tertiary Education  
Commission**  
Te Amorangi Mātauranga Matua

# Redesign of the vocational education and training system

## Final decisions on work-based learning arrangements

April 2025



**Te Kāwanatanga  
o Aotearoa**  
New Zealand Government



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New Zealand needs a strong  
vocational education system to  
ensure our people, industries, and  
communities can thrive

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A key element of a vocational education and  
training system is work-based learning

**Decisions have  
been taken to..**



## **Progress the Independent work-based learning model**

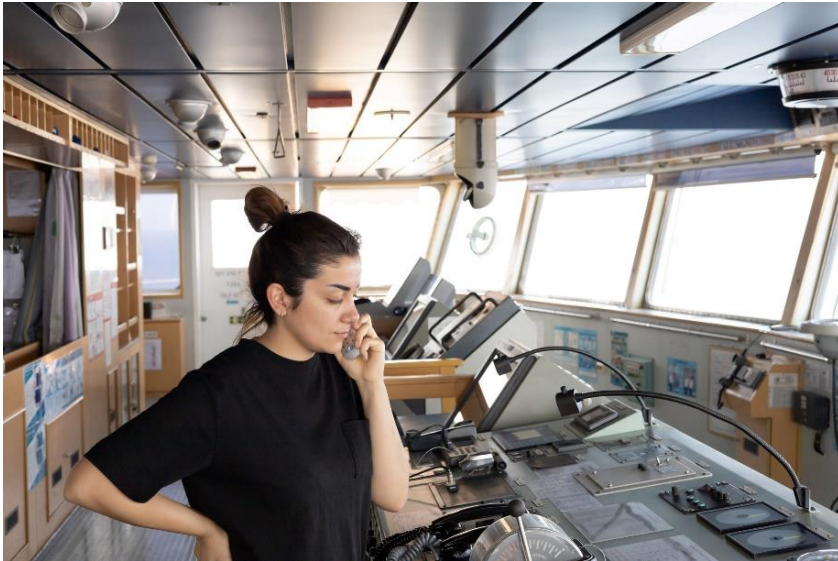
***With the key features being.....***

- Industry Skills Boards (ISBs) established as separate standards-setting entities
- Polytechnics, PTEs, and Wānanga will all be able to offer work-based learning
- Industries will work with providers to deliver work-based learning programmes for sectors currently supported by Te Pūkenga's Work-based Learning divisions
- ISBs will endorse provider programmes
- The provider manages all aspects of work-based learning: they enrol learners, provide pastoral care, and arrange education and assessment

**...with a modified approach to transition**

Over a two year  
transition period

...



## Industry will lead the transition to new providers

- On 1 January 2026, Te Pūkenga's Work-based Learning (WBL) divisions transfer to an ISB for up to two years
- Work-based learning divisions will be treated as a separate division of the ISB – not integrated
- WBL divisions can continue to enrol learners until alternative providers are in place, or 30 June 2027 (whichever comes first)
- New work-based learning providers can start enrolling learners from 1 January 2026 subject to having met approval and funding requirements
- Once new work-based learning providers are established, ISBs can transition enrolled learners to that organisation, with approval
- On 31 December 2027, ISBs will cease managing training and all remaining enrolments must have transitioned



# How will the transition be funded?



## There are important additional details in how funding will flow

- On **1 January 2026** the staff, learners and assets associated with the nine WBL divisions within Te Pūkenga shift to ISBs
- ISBs will be publicly funded for standard setting and may charge quality assurance fees to providers
- Providers receive tuition subsidies and charge enrolment fees
- ISBs will be able to receive tuition subsidies and charge enrolment fees for the period they are managing training (up until 31 December 2027 or earlier)

## What this means for WBL learners and their employers

### The initial transition arrangements should not significantly impact on learners or employers

- All currently enrolled learners will remain with their existing WBL division or PTE.
- Whilst there will be changes to the ownership of the WBL divisions, learners' programmes will continue to be delivered
- There will be no changes for people who are enrolled or planning to enrol in an apprenticeship or traineeship with the existing PTEs who are approved to deliver work- based learning
- People should continue to enrol and complete apprenticeships and other work-based training with existing providers
- Over time as new providers are approved to deliver work-based learning employers and learners may see more choice of where they be supported through the training



## What's next

- Consultation on ISB Coverage – 28 April to 20 May
- Decisions on ISB Coverage – mid year
- Decisions on network of ITPs – mid year
- Select Committee process for legislation – mid year
- July onwards – prepare for implementation



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He mea tārai e mātou te mātauranga  
kia rangatira ai, kia mana taurite ai ōna huanga.

We shape an education system that delivers  
equitable and excellent outcomes.

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o Aotearoa**  
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