



#### From the Board Chair

I hope you are all well in these difficult times. There is no doubt that the disruption that the Delta version of COVID-19 brought us on midnight 7th August has tested many businesses.

Food and Fibre industries are experiencing the stresses that arise from interrupted work routines and shortages caused by supply chain delays. The strain on teams is mounting in those industries with a heavy dependence on migrant labour to balance the demands from seasonal workflows.

As we move from spring to early summer the workloads will rise significantly across most industries. A vaccinated workforce will make a significant difference, assisting the movement of labour across the country, but it will not be a panacea. We must confront the fact that the

workplace has changed for the foreseeable future. In this new era a skilled workforce is essential to building business resilience across the Food & Fibre sector.

The Board has been working on the role the CoVE must play to support businesses addressing this critical issue - building a skilled workforce. We have developed a strategy that targets outcomes for learners; industry and employers; education and providers; and Government. Our plan is to share this strategy with our members, treating it as a living document that will improve over time as we include insights from others.

Success will see our sector fully utilising the creative learning opportunities offered to staff in our diverse workplaces.

Vocational education provides a highly motivating context for learning, because acquiring new skills is immediately relevant to the learner and the business. Our strategic priorities will guide CoVE investment decisions over the next four years.

Ngā mihi nui

**Dr Mark Paine**  
**Chair**  
**Food & Fibre CoVE**



Wow, it's hard to believe that we have already now well passed the six-month mark since opening the FFCoVE office on the 1st of March.

That date actually passed when we were at level 3 here in Hawke's Bay and the five of us were working from home. That being said and as we have done since opening, all staff continued on as per normal, advancing the various projects and proposals.

I'd have to admit though, and apologies to our Auckland, Northland and Waikato friends, it was nice to be back in the office. That gave us the ability to write the 2022 plan, to submit it to the TEC along with the attendant budget document and to continue with the advancement of proposals together with our various collaborators and partners.

You will see from the Portfolio Team's update that the various projects are at various stages of progress. It is great to have the Knowledgebase completed though and to be able to provide this link <https://foodandfibrecove.nz/knowledgebase/ffcove-kb/> to it which allows you to see what we have gathered together already.

As projects are born, are executed and are completed the outcomes, learnings, models etc that come from these will be made available through the Knowledgebase.

As you will see when you go to the page, we have also and will continue to source, some very good articles and research pieces to enable progression toward vocational excellence in the food and fibre sector and beyond.

I would also like to invite you to consider writing thought pieces or even white papers that address specific training and development issues as they apply to the food and fibre sector.

We will either publish these through the Knowledgebase or we will make them available as LinkedIn posts. Either way we want to give people, within reason, the ability to think, and to air those thoughts, problems and solutions and to foster a conversation that may well lead to improvements or new initiatives in line with the FFCoVE's mission.

Remember the FFCoVE is not the office here in Napier but rather its all of you. That is where I would also like to invite you to consider writing thought pieces or even white papers that address specific training and development issues as they apply to the food and fibre sector.

We will either publish these through the Knowledgebase or we will make them available as LinkedIn posts. Either way we want to give people, within reason, the ability to think, and to air those thoughts, problems and solutions and to foster a conversation that may well lead to improvements or new initiatives in line with the FFCoVE's mission.

Remember the FFCoVE is not the office here in Napier but rather its all of you. That is where the problems, but more importantly, where the solutions lie. We are here to ensure that conversations happen and initiative is taken.

In a similar vein to the Knowledgebase and in keeping with the ethos of wanting to provide as much help and information to the sector, at least as it applies to upskilling and growing knowledge at every level, we have set up a Food and Fibre Sector events page. This can be found on our website at <https://foodandfibrecove.nz/events/>.

We invite you all to let us know what events you have scheduled and when those are scheduled for. We will post them in an aid to you to make people aware. Send your event notices to [admin@foodandfibrecove.nz](mailto:admin@foodandfibrecove.nz). We will also keep an eye out for events and post these as well.

Just in closing I'd like to take the opportunity again, to congratulate Jeremy Baker with his appointment as CEO of Muka Tangata. We look forward to working closely with Jeremy and his team as they move forward.

Ngā mihi

**Paul**

Paul Hollings  
General Manager  
Food and Fibre Cove



#### **FFCove Staff Profile**

In this new feature, we introduce the Food & Fibre CoVE staff members. First up is our Operations & Administration Coordinator, Nicola Yuile.

#### **Where are you originally from?**

I grew up in the Waikato spending most of my life in Te Awamutu before moving up to Auckland to join the Navy after high school.

#### **What are your qualifications and work experience?**

After my time in the Navy I completed my Diploma in Travel, Tourism and Business Studies and worked as a travel agent up until having children. When our youngest started school I became a Programme Secretary with the English Language Centre at EIT before taking on my role with the CoVE.

#### **What is your role within the CoVE and when did you join?**

I am the Operations and Administration Co-ordinator, I started with the CoVE on secondment from my role with EIT in March and officially took the position on in August.

#### **What significant project(s) are you currently working on?**

I don't deal with any projects within the CoVE space directly but assist the portfolio team with administrative tasks when needed.

#### **What do you particularly enjoy about your job?**

I am learning a lot in my new role. I am enjoying the challenge and extension of skills as well as meeting and interacting with new people - we also have a great team in the office!

### **Why is the FF CoVE so important for Hawke's Bay, Tairāwhiti and New Zealand?**

I believe the purpose and focus of a CoVE, by its very nature, is a win for any industry. Of course, it's great to have the FFCoVE here in the Hawke's Bay, we have so much representation of the sector in the region so it's the perfect place to have a hub of innovation and collaboration.

### **Where do you live in Hawke's Bay, and do you have a family?**

We live in Taradale and have three children aged 15, 11 and 9.

### **What do you enjoy about living in the Bay?**

I love the weather here compared to the Waikato (not much fog and so much sunshine!) as well as the accessibility of everything – including way too many lovely vineyards and eateries.

### **What are your other interests outside work?**

Family life keeps me pretty busy, I like to keep active, so I enjoy getting out for a run or some form of exercise when I have spare time. I also have a classic car which I'm trying to get back on the road – that however is a bit of a slow process when you are time poor. I also enjoy reading and baking along with travel when we can.



### **Portfolio Office**

The Portfolio Office continues to develop capability as its staff develop a more complete understanding of their new roles, the projects in which they are engaged and continue to gain experience.

The three foundation projects, (Data Management/Knowledge Base, Evaluation Framework and Taking Stock) are either completed, e.g. knowledge base or nearing completion with the evaluation framework due October and taking stock late November.

Other projects that are underway are the Tupu Case Study in collaboration with Te Hiku Iwi Development Trust and Te Ao Māori Integration in Collaboration with Te Awanui Huka Pak. Nearing the approval stage are the Micro Credential Systems project that is being led by Dairy NZ Training. The Work integrated Learner project is currently working on defining pilot projects and the Year 7 and 8 STEM project is about to go back to the Board having been refined further. This project will run a pilot that introduces year 7 and 8 students to agri tech through carefully compiled kits, the pilots will be run in South Auckland for a start.

Once we have the outcomes from the taking stock project in hand we will populate the knowledge base and launch this publicly.

Other proposals currently in the pipeline are Degree level apprenticeships, Residential and Group training Models research and a Record of Work Standard. We also recently wrote to our peak body members and offered them the opportunity to submit proposals for FFCoVE related projects that they may have on the books but that they didn't have the resources or capacity to carry out. As a consequence of this offer, a number of conversations have been had and we expect more projects to be proposed to the Board either just before the end of the year or certainly early in the new year.

## Technical Reference Group Established

Here is an opportunity for you to participate in the work of the Food and Fibre Cove.

We have recently completed the development of the Terms of Reference for the FFCoVE Technical Reference Group (TRG). The TRG is designed to support the FFCoVE portfolio office with, as its name suggests, technical and other project related questions. This could be, both in the proposal stage and also during the active phase of the project, it will only ever be in a consulting capacity and on an as needs basis. The membership of the TRG will be drawn from across the Food and Fibre sector, Māori and government. The members may include employers, learners, and Consortium members. Individuals will be appointed to the group on the basis of their specific subject matter expertise.

The specific objectives of the TRG are to:

1. Assess project concept documents in relation to potential outcomes and make recommendations on the project concepts to the FFCoVE Portfolio Office (PO)
2. Assess project definition documents in relation to potential outcomes make recommendations on the project definition to the FFCoVE Portfolio Office (PO)
3. Assess business case documents in relation to potential outcomes and make recommendations on the business cases to the FFCoVE Portfolio Office (PO)
4. Provide support to the delivery phase of the project where appropriate.
5. Engage with the working group (as required) and the FFCoVE Portfolio Office.

If you are interested in joining the TRG and or you have someone in mind, please email us on [admin@foodandfibrecove.nz](mailto:admin@foodandfibrecove.nz) and we will get you some more information. I'd like to publicly thank Claire Massey for her significant input into this important piece of work.

## Favourable Feedback

We are pleased to report that we received some favourable feedback from the TEC when we submitted our mid-first year report. We are working hard on establishing good working relationships with Te Pūkenga, Muka Tangata, MPI, MBIE/RSLG and other key institutional stakeholders.

We have also very recently written to all current member peak bodies and invited them to put up projects that fit the FFCoVE game plan. We know there are projects the peak bodies have on their books that won't see the light of day for one reason or another. However, if they did come to fruition, they may well move the dial for the peak body's industry and the Food and Fibre sector as a whole. If you or your CEO or GM has received our email regarding this, please have a read and respond to us.

We had been hoping to hold two or even three regional hui before the end of 2021, but the Delta situation and related unknowns has probably put paid to that. Instead, thought is being given to hosting a national online event. We have not formally started planning anything yet, but staff are giving some thought to how this might work. This event will need to happen no later than mid-November so we are conscious that planning must start immediately.



### **Te Hiku Iwi Development Trust and the Tupu approach to “Learn as you earn”**

Tupu is a Te Ao Māori solution that is learner and industry led, locally designed and delivered, regionally supported, and centrally enabled. There are iwi-led elements within the design and governance of the model.

Although the Tupu model is designed for anyone, Māori make up 56% of the Te Hiku population, with a higher representation in unemployment statistics. Therefore, Māori population outcomes are considered paramount in the design.

Participating Te Hiku Iwi and Crown Agencies such as TEC, MSD and MBIE are upholding their commitment to the Social Accord by coming together in partnership to design and deliver the Tupu model.

An evidence base is created by way of a case study, that can be used to inform best practice recommendations and achieve buy-in from training providers, industry, government agencies and other stakeholders who wish to be involved in further Tupu programmes or similar programmes that adopt the Tupu approach.

A researcher has been appointed to write up a case study of the Tupu model. The objective of the case study is to evaluate the design, development and operation of the Tupu model including:

- identifying key elements and issues
- assessing the effectiveness of those elements and issues and,
- (where time and resources permit) collaborating with key stakeholders on potential solutions for any outstanding issues.

The case study addresses three specific needs:

1. To inform the remainder of the current two-year Tupu programme about opportunities for improvement.
2. To support the approval of the Tupu model as suitable for adoption across the Te Hiku food and fibre domain, and to inform national solutions.
3. To support a business case for the scaling up of the Tupu programme, funded by government as a ‘business as usual’ activity, to ensure its sustainability.

This research is being conducted for the benefit of the people served by the Te Hiku Iwi Development Trust; that is, the people of the participating Rūnanga from Ngāi Takoto, Te Aupōuri and Te Rarawa iwi, as well as all those living in Te Hiku region of Northland.



### **Micro credential System**

Micro credentials are being developed at a rapid pace, they are small pieces of learning that are;

- between 5-39 credits
- developed by WDCs or providers
- micro credentials developed by the WDC will comprise of skill standards
- will replace training schemes over time
- are approved by NZQA and registered on the NZQF
- are on a learners Record of Learning
- are stackable to a qualification

The FFCoVE has been approached by industry to guide the establishment of a system that supports the rapid development and deployment of micro credentials in a way which is optimised for providers and industry. This will result in learners being the recipients of best practice delivery with relevant, current, fit for purpose training modules.

Policy settings have continued to evolve over time (e.g., the stacking of micro-credentials was initially to be avoided, but is now being endorsed). As a result, micro-credential developer's responses have been ad-hoc. Without greater co-ordination of this work there is a high risk that the sector will develop a jumble of courses that confuse industry and do not link well.

A risk of this is that the sector collectively ends up developing multiple overlapping micro-credentials. To further compound this legislation change regarding micro-credentials is evolving, such as the recent, major change of transitioning the training schemes to micro-credentials.

The value of a micro credential to both learners and industry are many and varied e.g., micro-credentials are specific and targeted to a relevant skill or piece of knowledge that is achievable for the learner. There are many forms of training already available, e.g., badges /non-formal / seals / training schemes and how they can be recognised within a micro-credential system is one of the projects deliverables.

The project has identified the following four deliverables;

1. Define what 'good' looks like for micro-credential development and delivery across the food and fibre sector
2. Undertake mapping work to address the role of badging, stacking, and other characteristics of micro-credentials as raised by the stakeholder group
3. Develop a system for the shareability and portability of micro-credentials
4. Formalise a community of interest

While this project focuses on the Food and Fibre sector we believe the outcomes would benefit learners, providers, and multiple industries with a model that can be applied both pan sector and across sectors. You will be able to see the output from this work as it is published on the FFCoVE knowledge base.

## Dates to Remember

### Office closing

FFCoVE Christmas Close down lunchtime 24 December until 8am 5 January 2022

### AGM

Early warning that the Food and Fibre CoVE Society Incorporated Annual General meeting is scheduled for 24 May 2022



The Food & Fibre CoVE is proudly hosted by Eastern Institute of Technology.



[Preferences](#) | [Unsubscribe](#)