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Aligning the formal, non-formal and informal learning in the food and fibre sector *(or not)*

Adam Barker & Julie Moularde

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Evaluation | Analytics | Insights

Understanding the systems

Challenging recurring ideas

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Hypothesis

There is an opportunity to better connect the formal, non-formal and informal systems in the Food and Fibre Sector.

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Definitions

Formal	Non-formal	Informal
• Delivered through **NZQA-accredited** providers • Quality assured and moderated by NZQA • Obtention of **NZQF-registered qualification** with a credit value (or overseas equivalent)	• No provider restriction • **Structured learning objectives** • No compulsory external moderation or assessment • May be acknowledged across an industry	• No provider restriction • Can be self-led • May or may not have structured learning objectives • No quality assurance mechanism • No certification

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Quiz!

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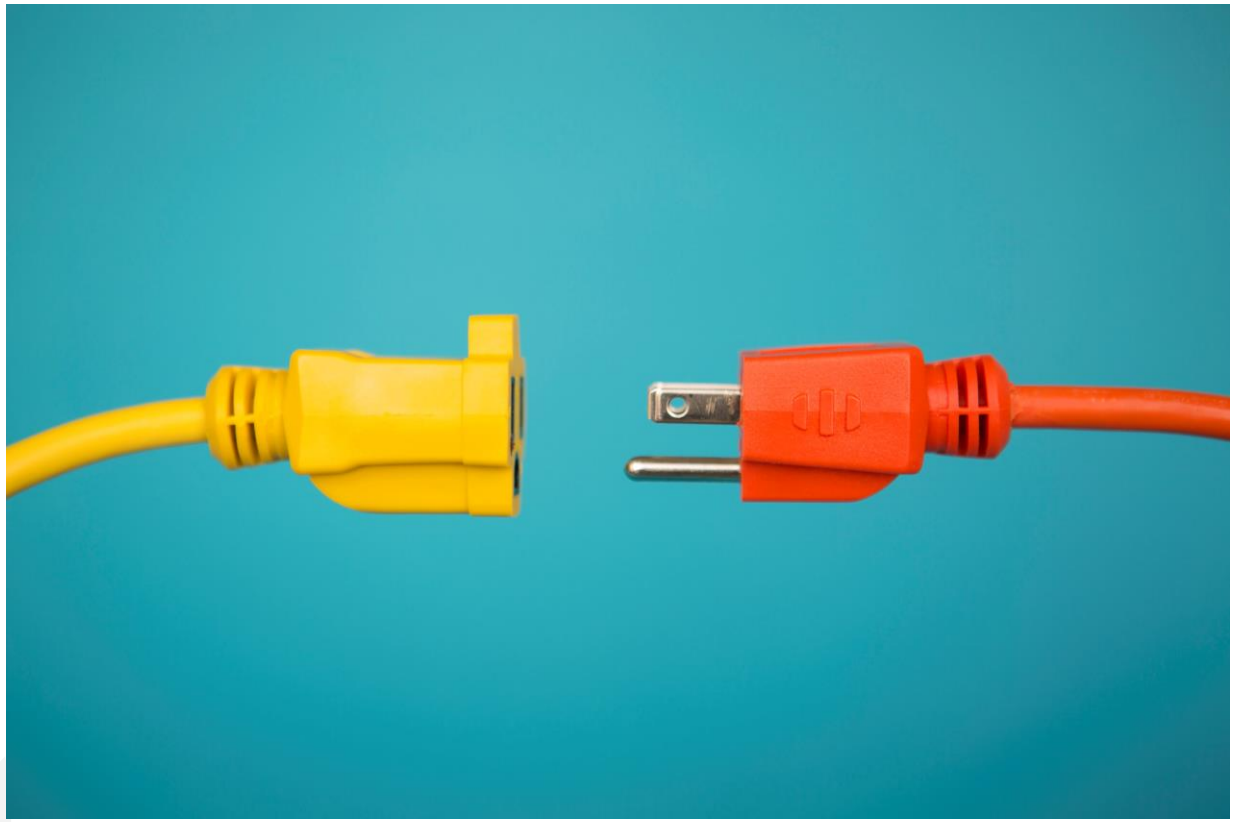
Why connect the systems?



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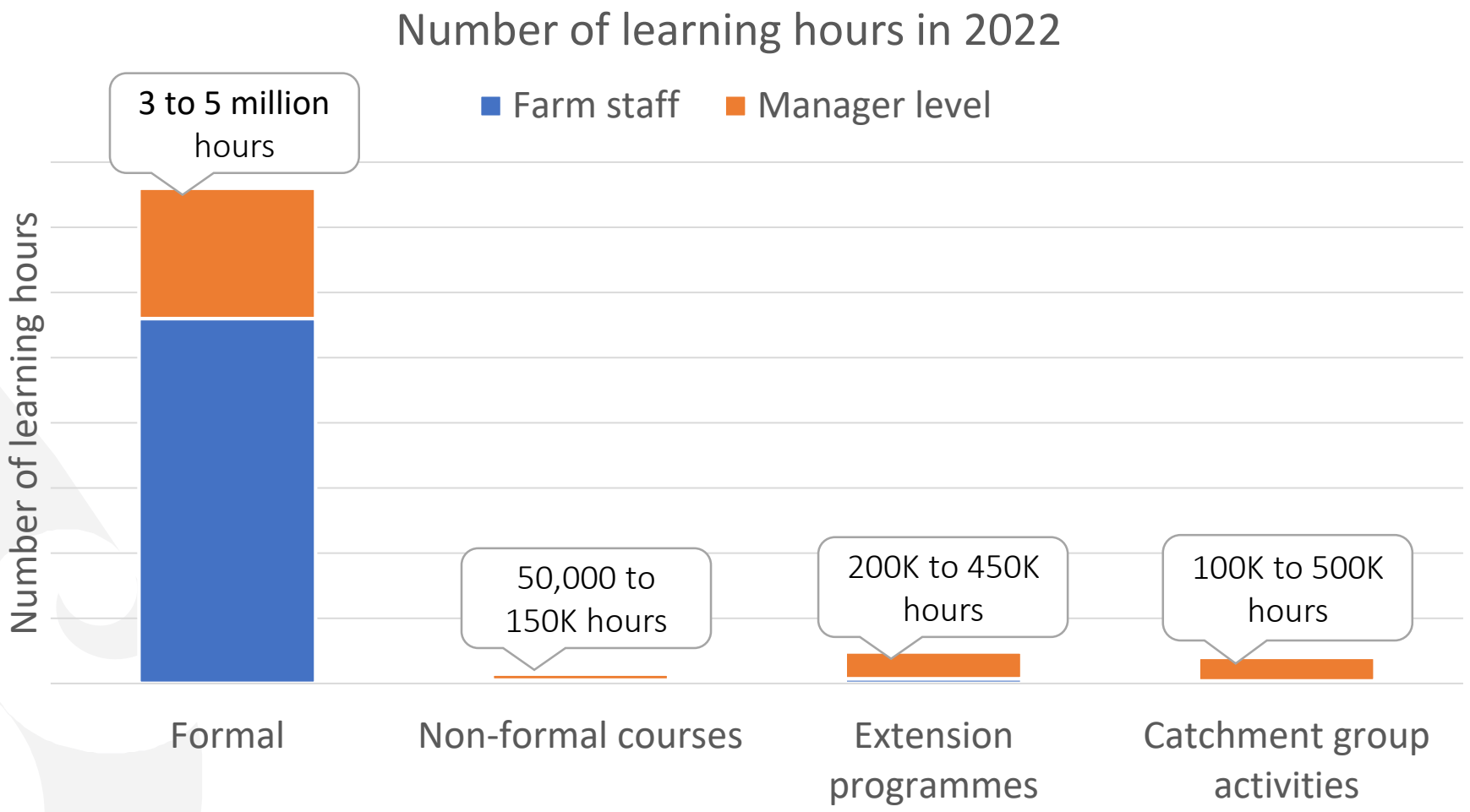
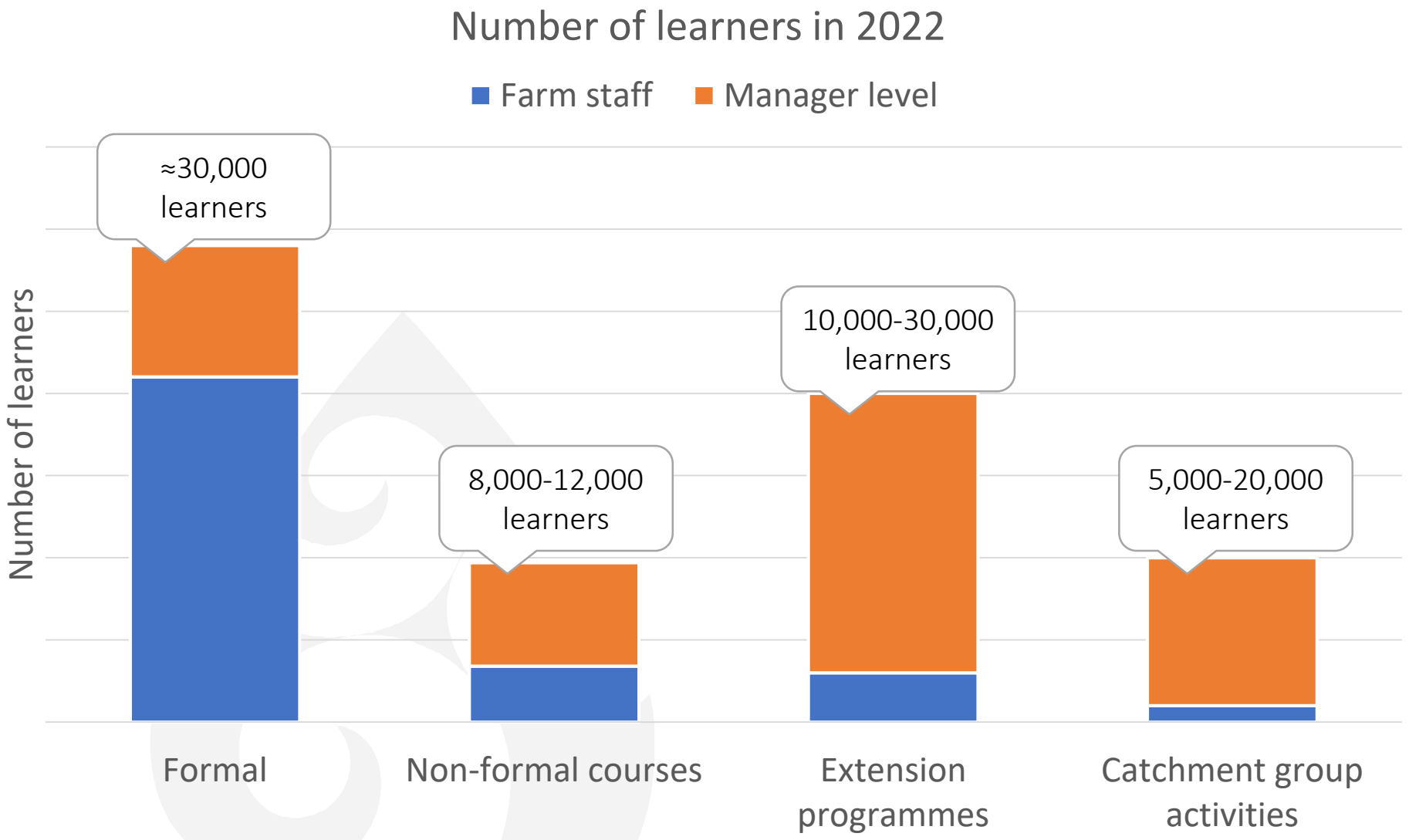
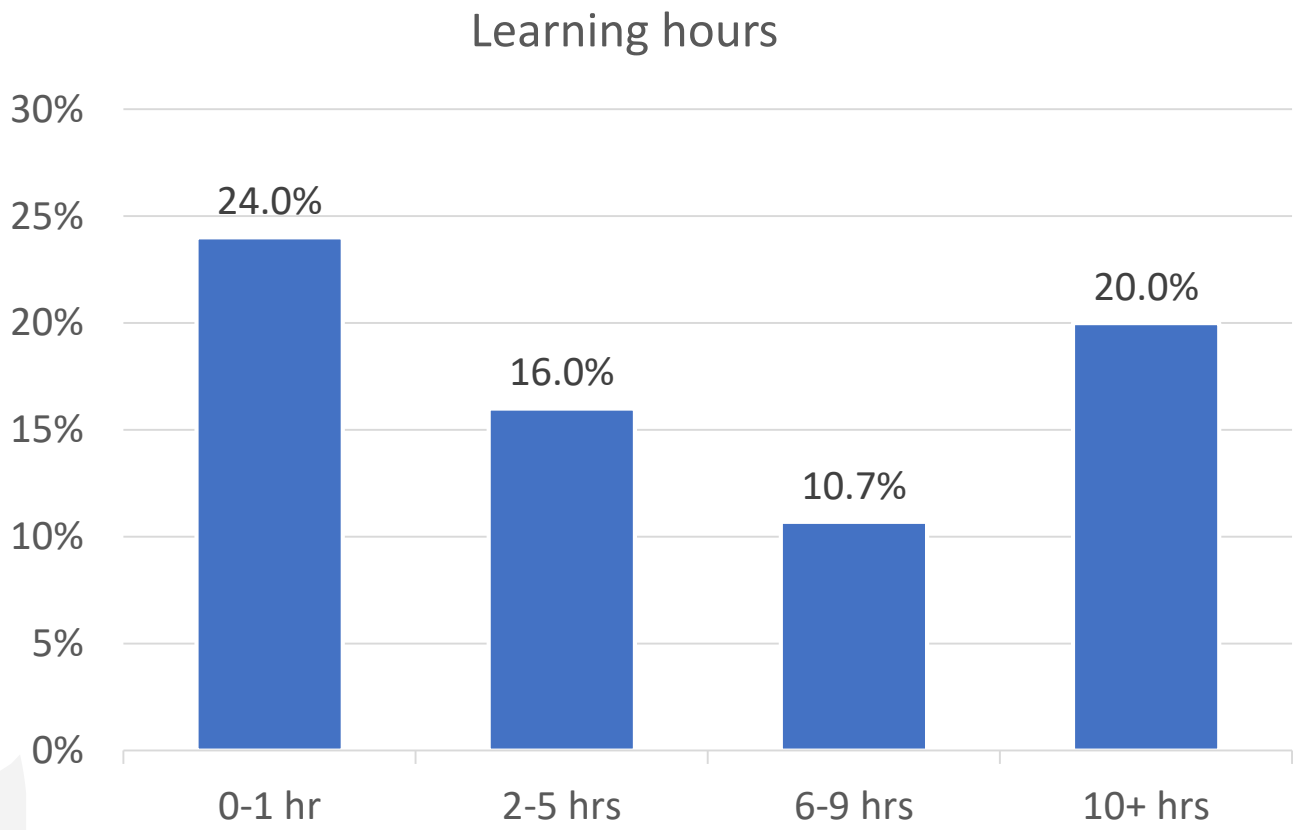
Formal learning hours are higher





Managers rely on non-formal learning

Non-formal programmes tend be bite-sized

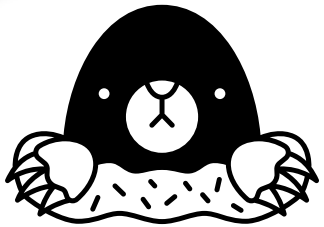
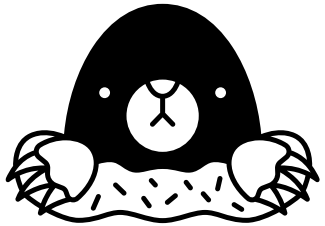
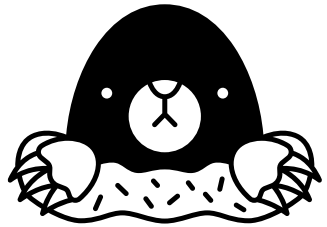


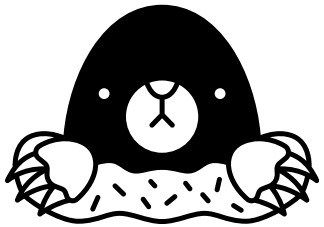
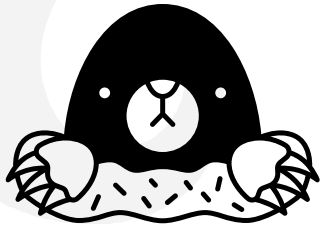
	Farm staff	Entry-level management	Senior management / partner / sharemilking / owner
Milking	=		
Animals	=	F	
Environment	F	NF	NF
Feed	F	=	=
People	NF	NF	NF
Machinery, Vehicle & Tech	F	=	F
Health, Safety & Wellbeing	F	F	F
Financial		=	NF
Strategic Planning		F	NF

Formal and non-formal learning do not overlap (much)

Understanding the systems

Challenging recurring ideas

There have been attempts to align the formal and non-formal systems, without great success, but people keep trying.

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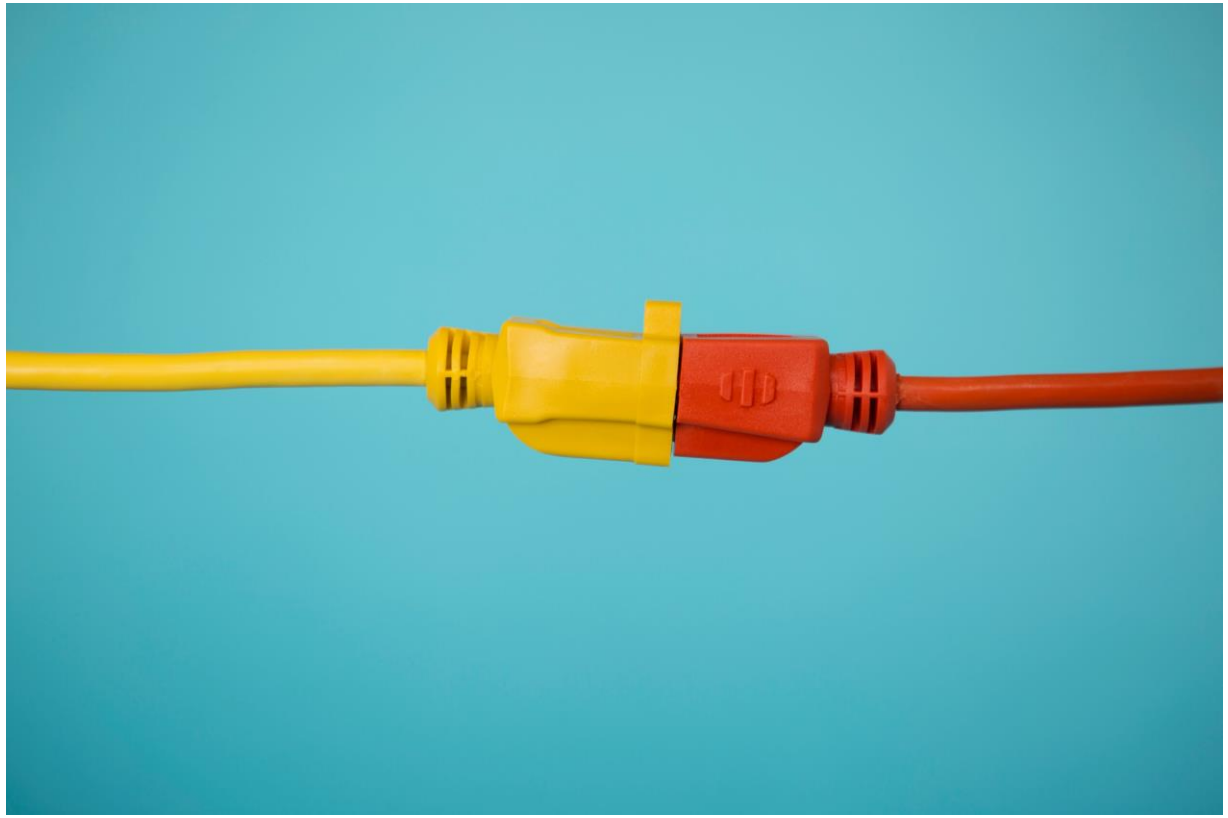
Concepts

1. Recognition of prior learning
2. Badging
3. Formalising existing non-formal learning



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Recognition of prior learning

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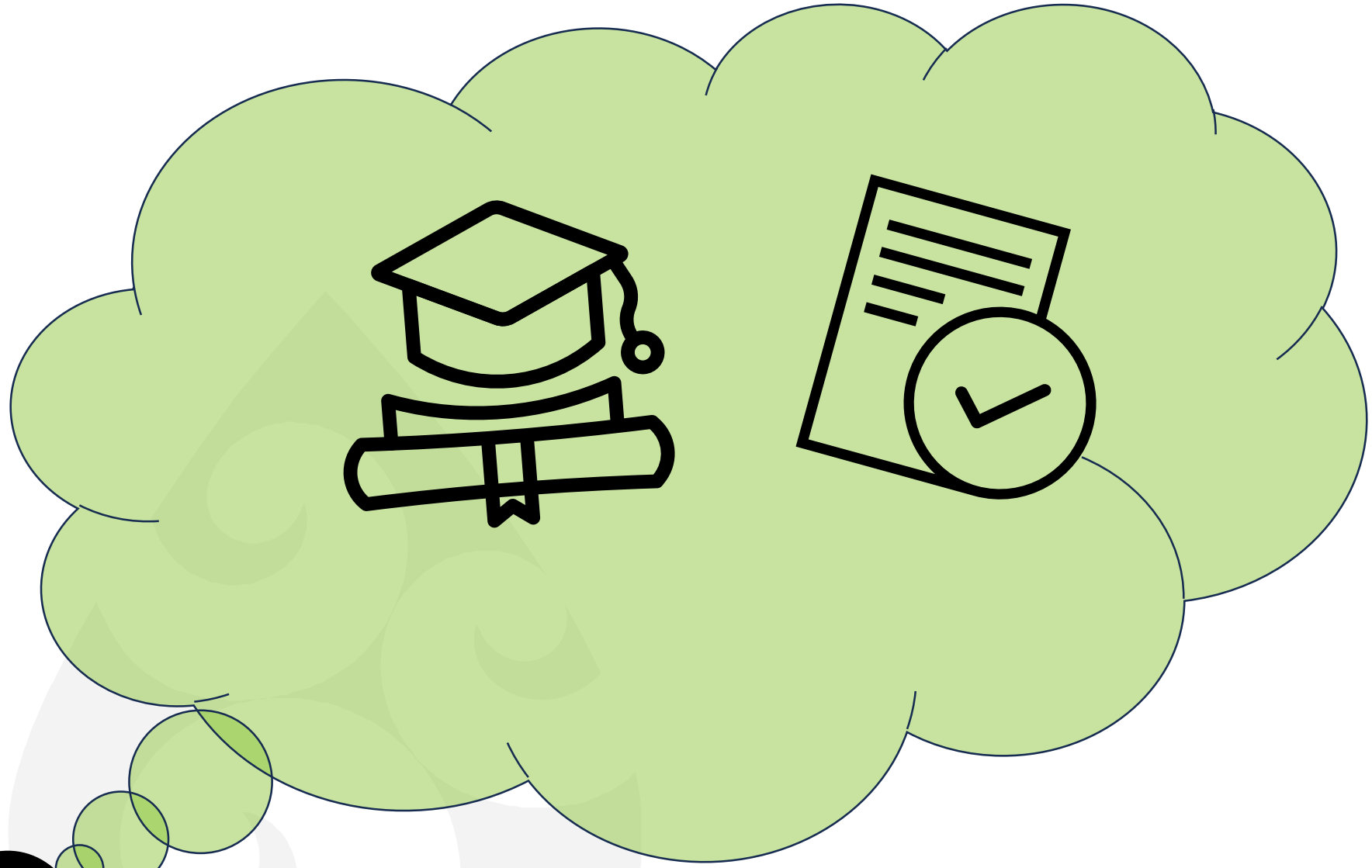

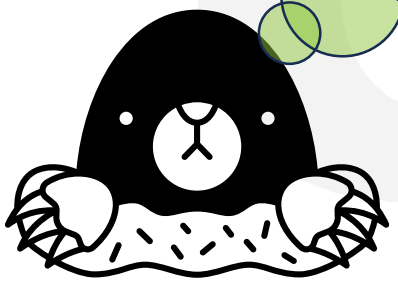

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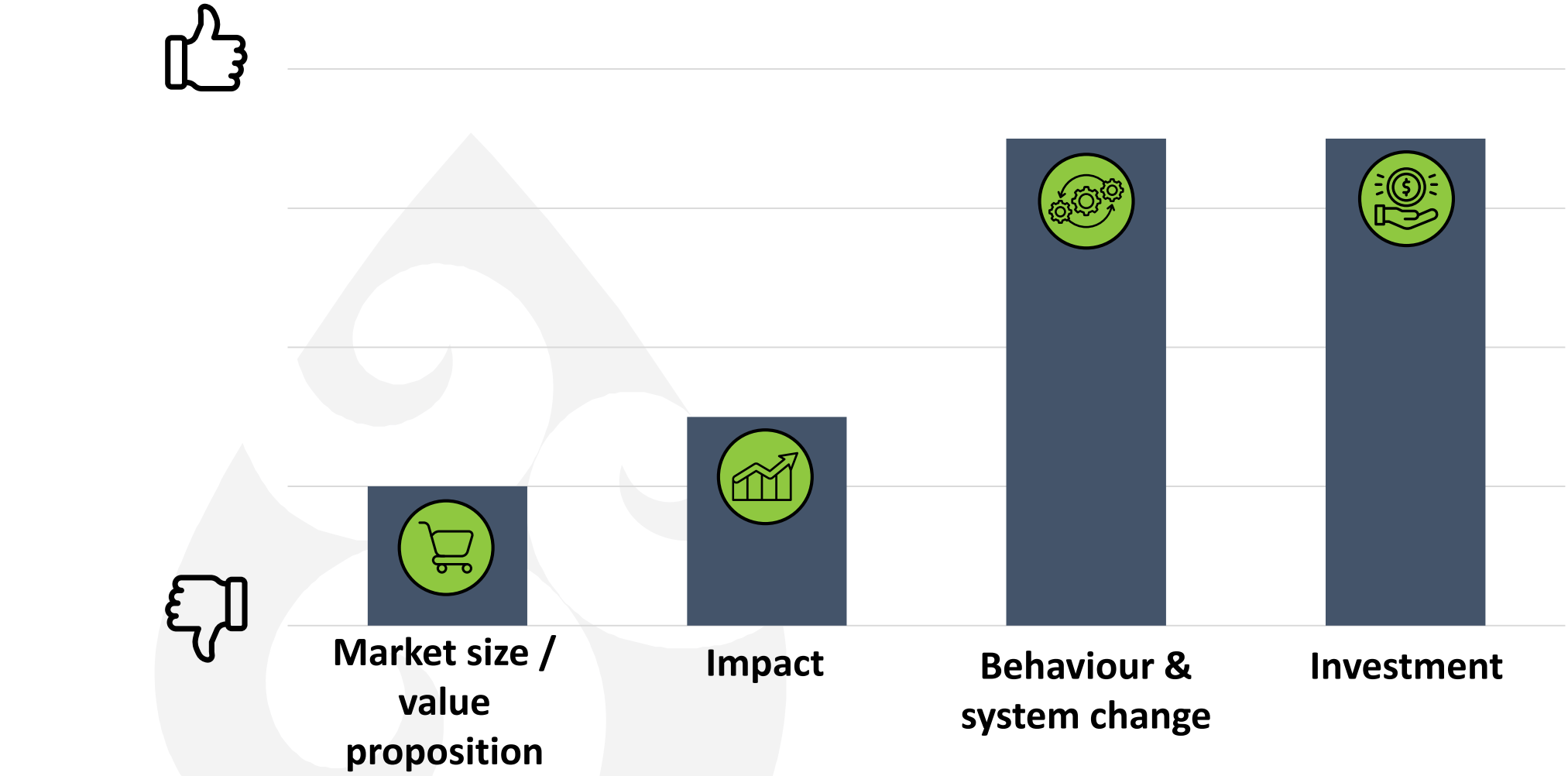
Market size / value proposition
Impact
Behaviour & system change
Investment

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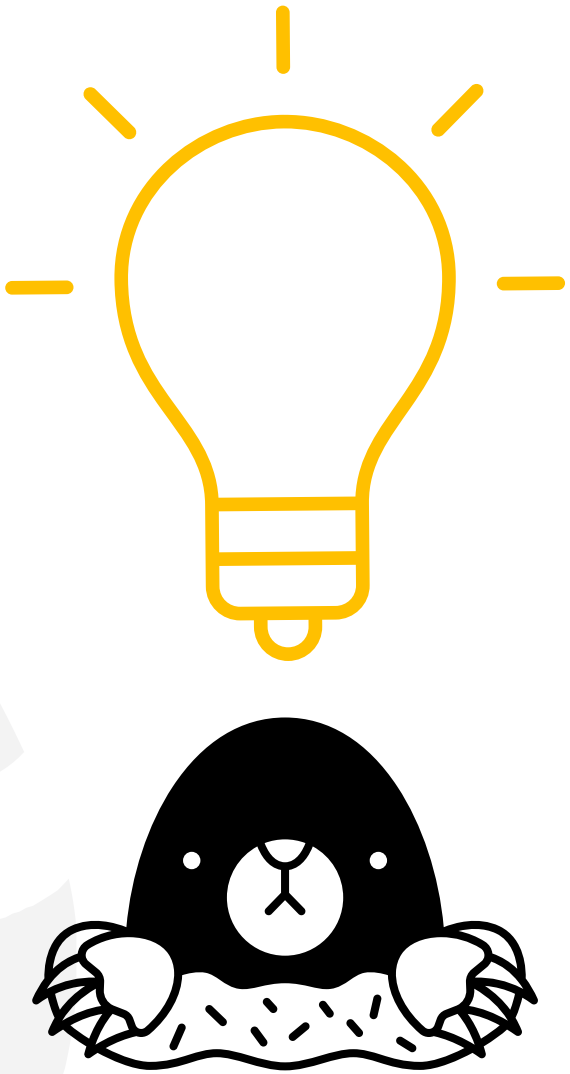

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Badging

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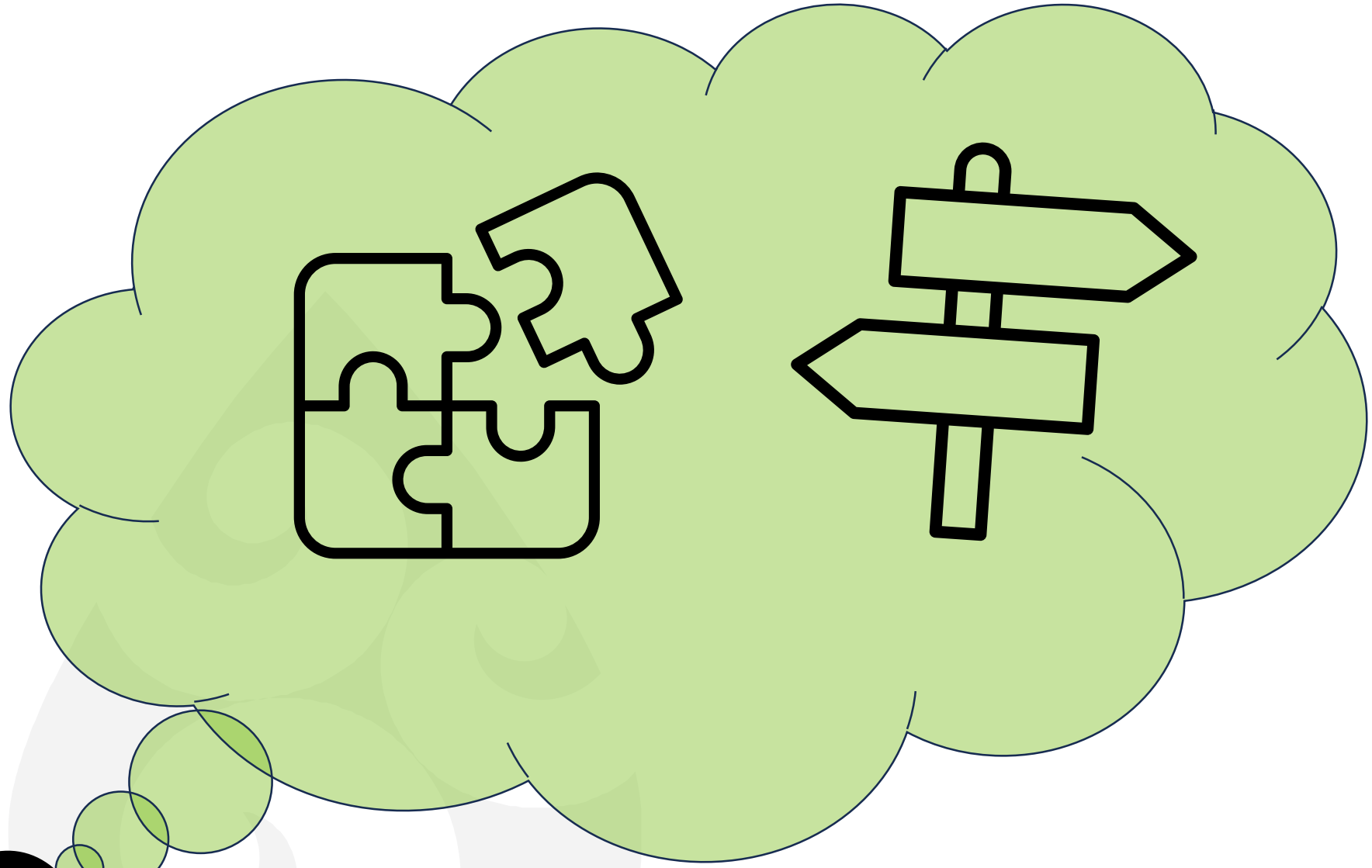

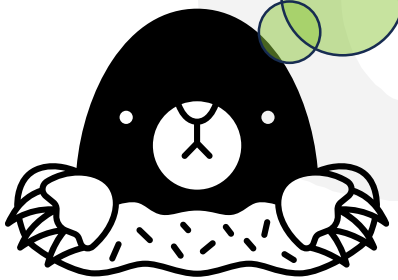

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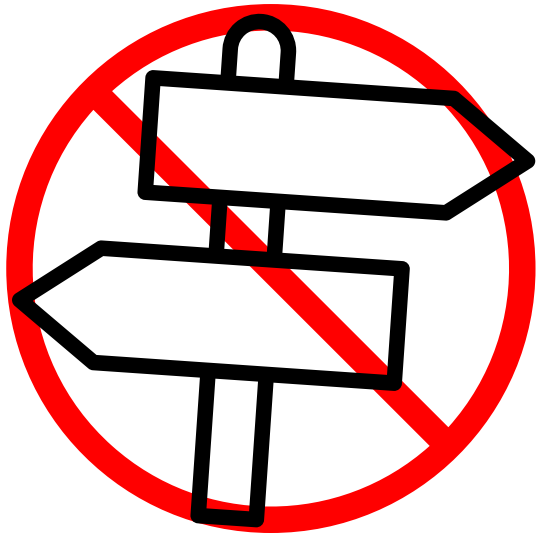

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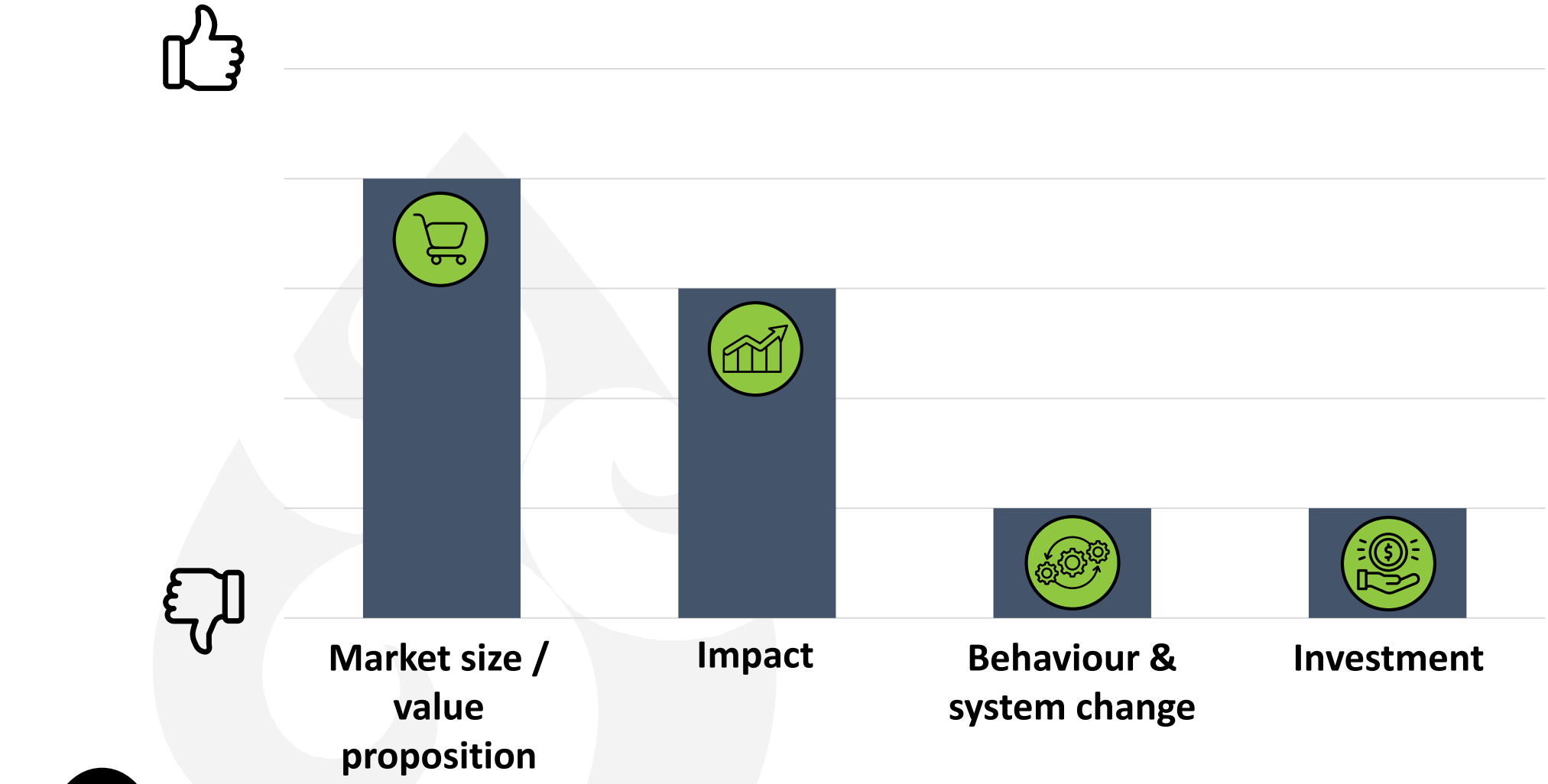
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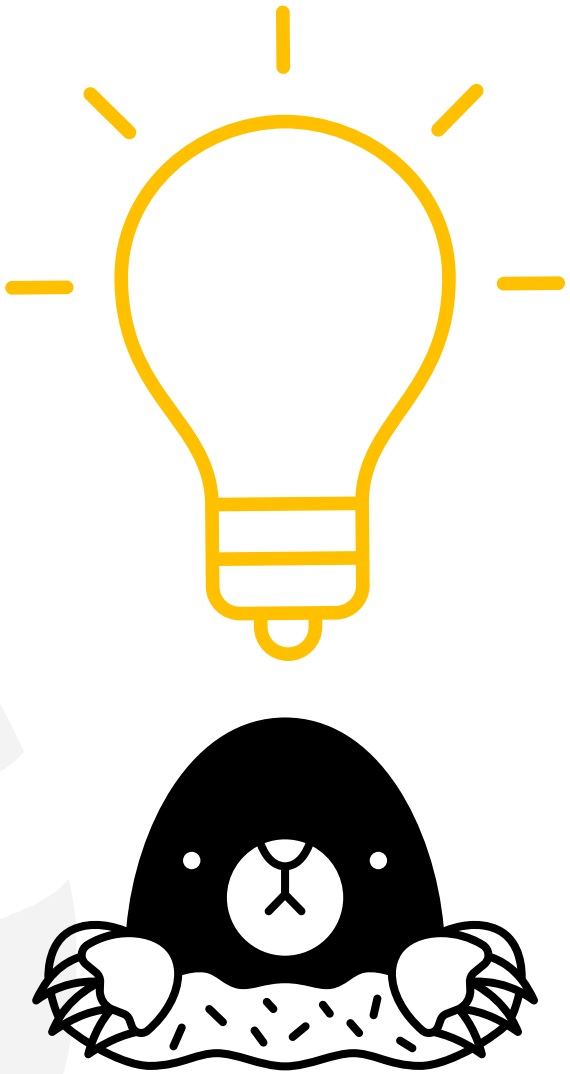

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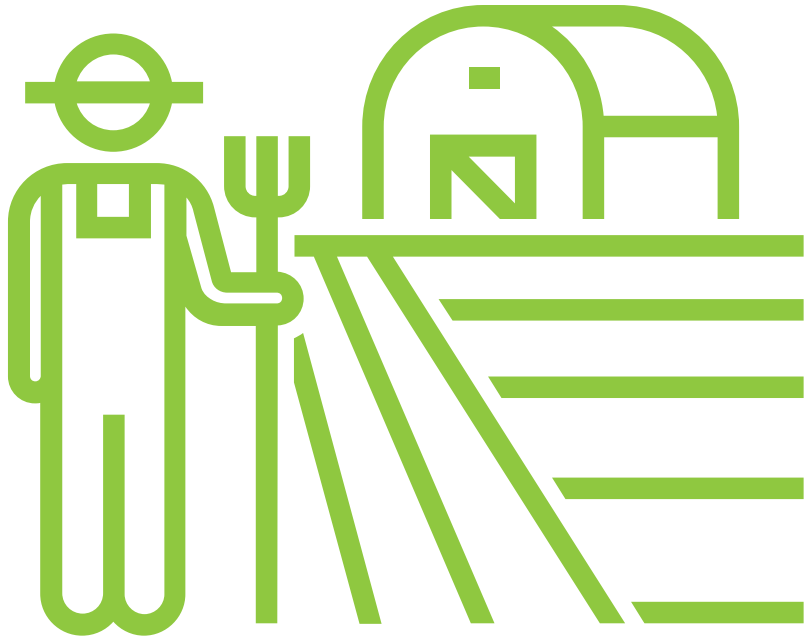
Formalising existing non-formal learning



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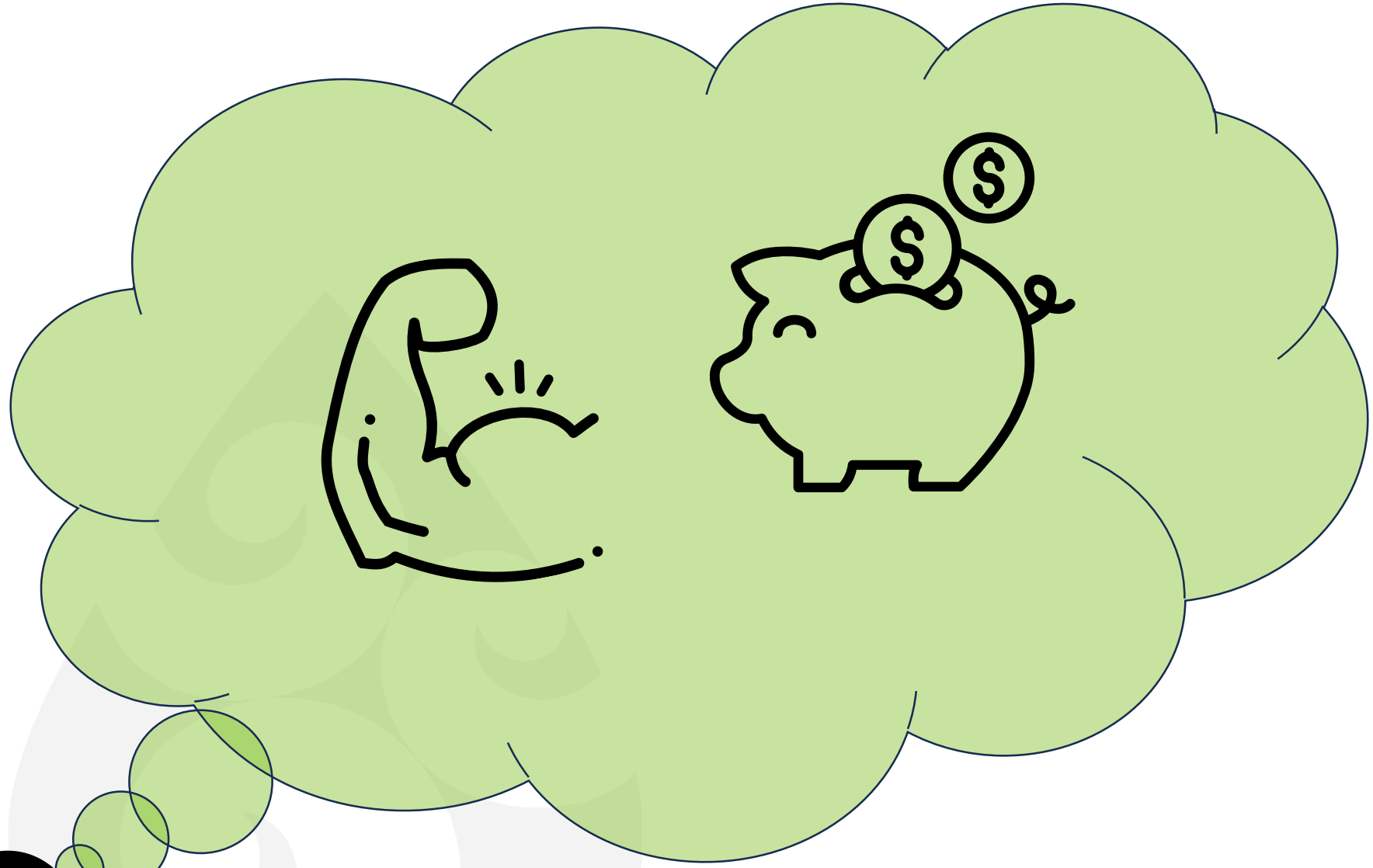

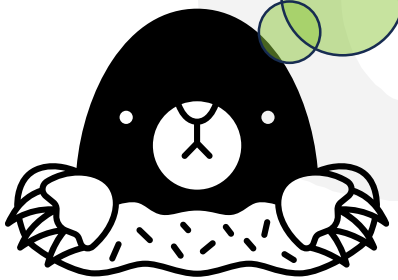

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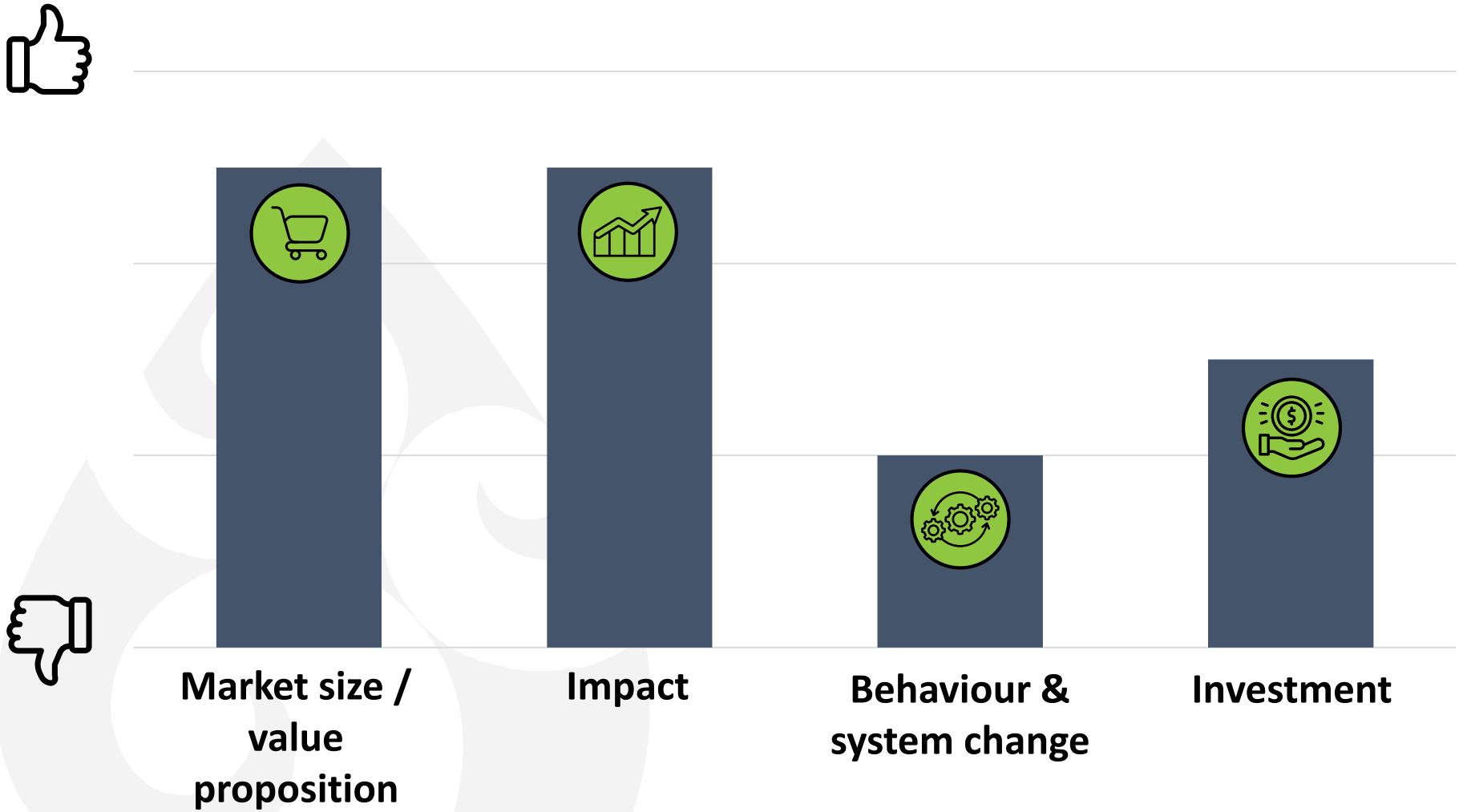

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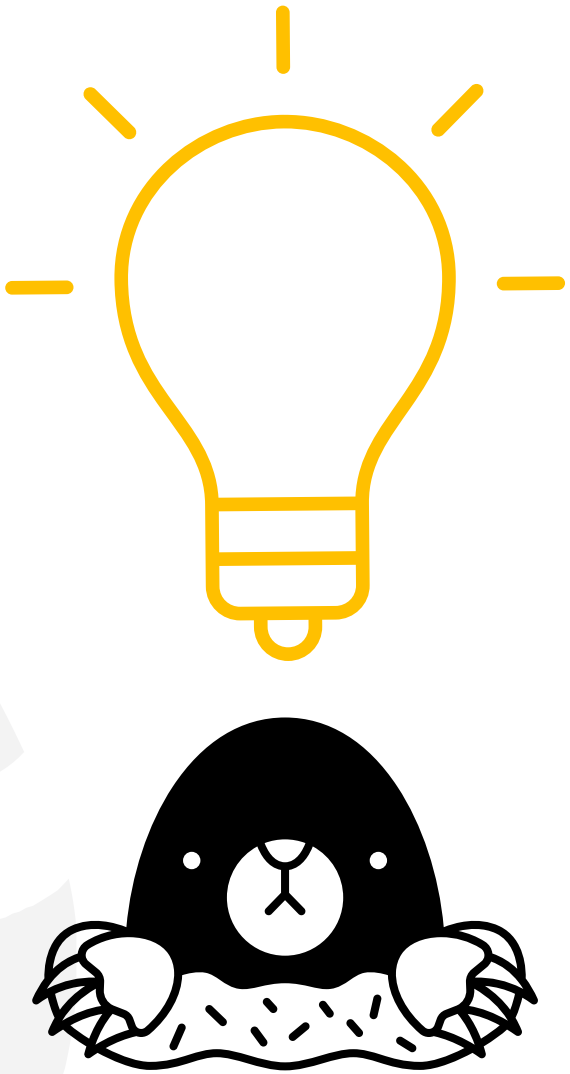

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Q&A

Afternoon tea

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WORKSHOP:

Food & Fibre
Degree Level Apprenticeship

Kathryn Koopmanschap - Consultant, Boost Business Services
Fiona Windle - Portfolio Manager, Food and Fibre CoVE

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Food & Fibre Degree Level Apprenticeship

Workshop

Presented by:
F Windle – Portfolio Manager, Food and Fibre CoVE
K Koopmanschap – Consultant, Boost Business Services

Outline of presentation

DLA project journey so far

Why is this project underway?

What have we done so far?

What is happening next?

Your input to key questions

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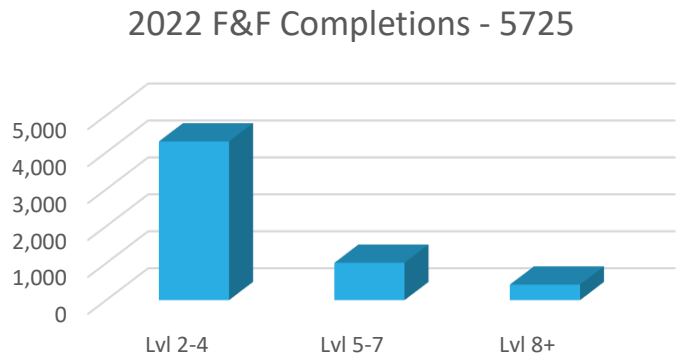
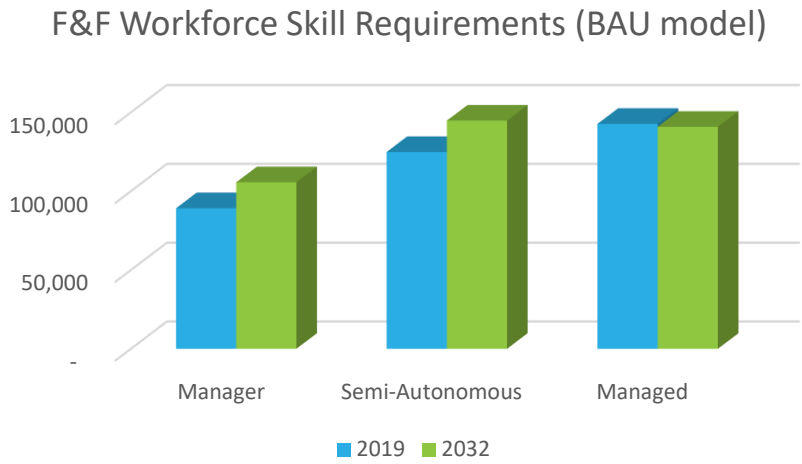
Opportunity for an additional new approach

- Growth in industry
- Forecast growth in skills required
- Need for “earn while you learn” model for higher level qualifications

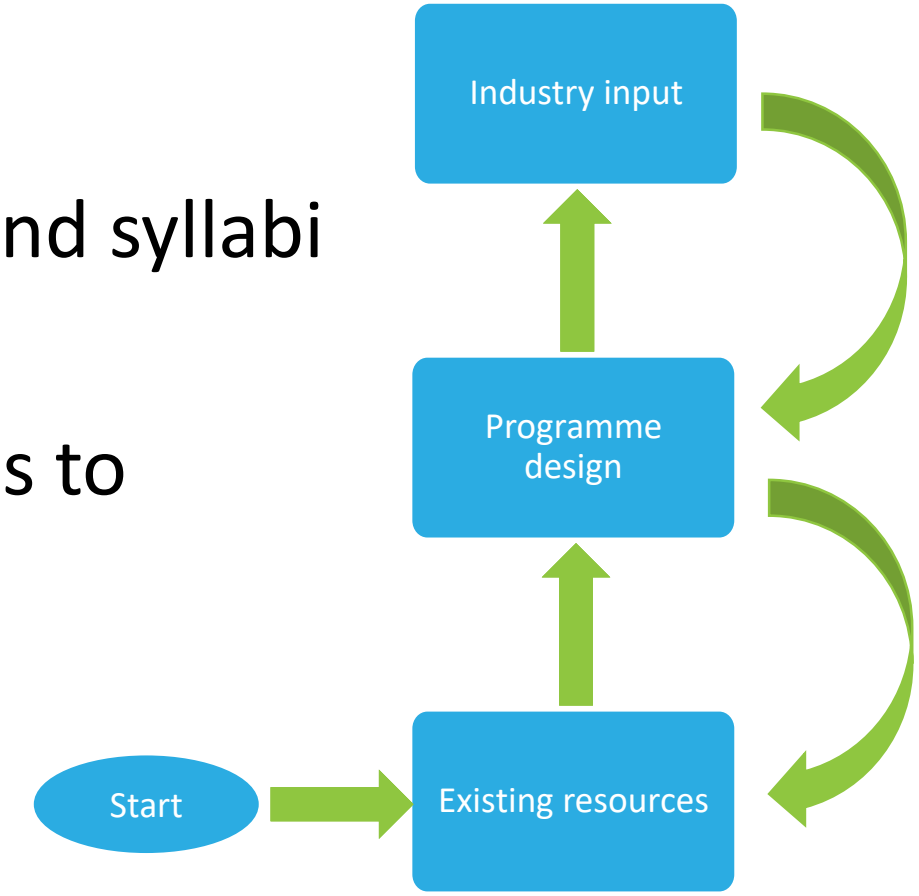




Sources: Education Counts, NZIER/MPI Workforce forecasts – Total Sector

Project Background

- Create a strawman curricula and syllabi
- Collect feedback
- Estimate conversion of courses to work-based learning



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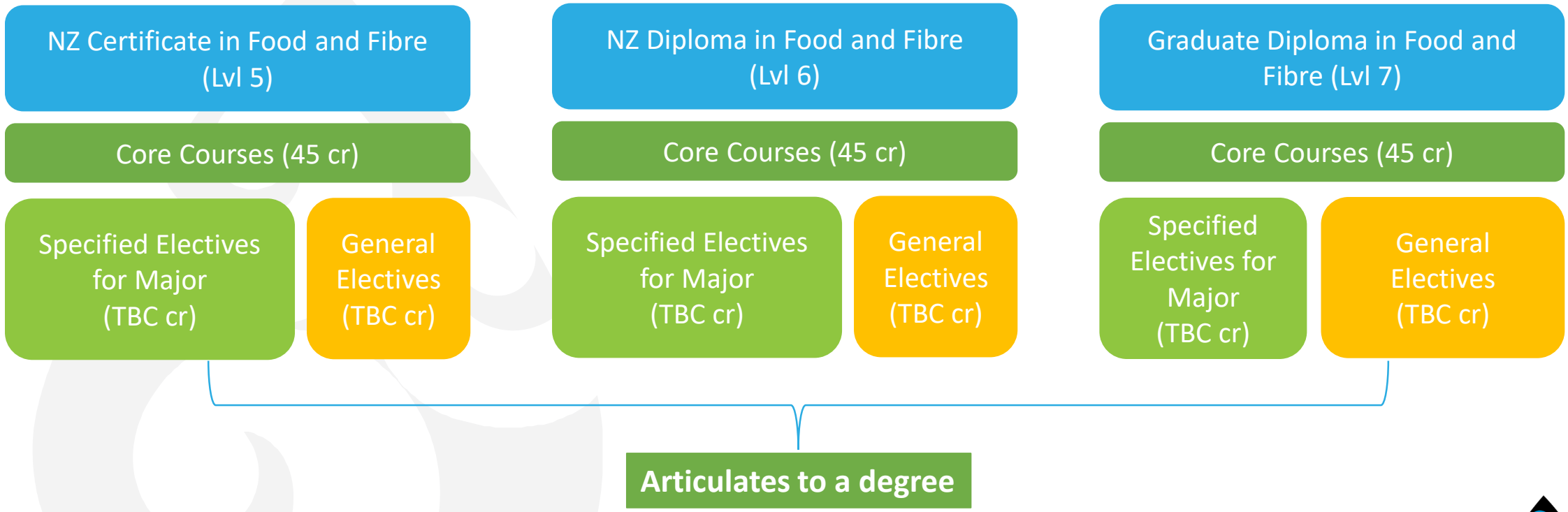
Proposed Structure
Stackable Certificate-Diploma Structure



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Four Majors

NZ Diploma in Food and Fibre

- Plant Major
- Animal Major
- Aqua Major
- Forestry Major

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Example “Plant” Major

NZ Cert in Food and Fibre	
F&F Health and Safety	F&F inclusive communication
F&F Environment	Plant Production Cycles
Plant physiology, morphology and life cycles	Identifying pest and disease threats

NZ Diploma in Food and Fibre	
F&F Research Skills	F&F Business Management
F&F Professional Communication	Plant Management Practices and Techniques
Biosecurity and horticulture	Soil Nutrient Management

NZ Graduate Diploma in Food and Fibre	
F&F Research Project	
F&F Leadership	Crop Protection planning
Sustainable Practices	F&F technology

Core - compulsory

Major - compulsory

Major - elective

Note: This example is built on 15credit courses, if Muka Tangata decide to use 10c skills standards, it could be adapted to suit that model.

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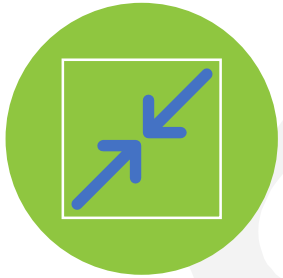
Key Benefits



Flexible design - multiple entry and exit points for learners

Transferability - four Majors, with common core

Industry-specific - specified electives for a given industry endorsement

Proven – existing model used in Te Pūkenga

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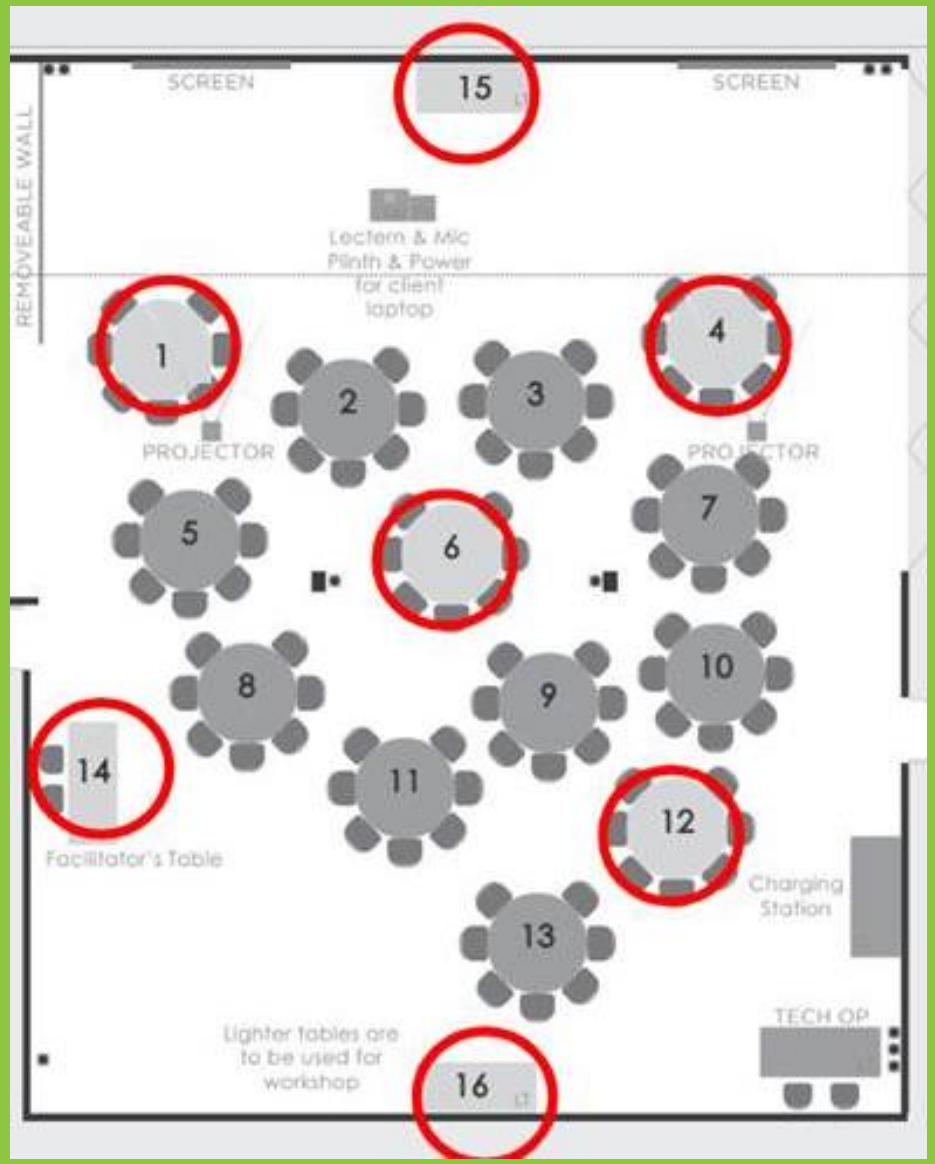
Workshop



7 workstations

You will take part in 3

(10 minutes at each)

- **TABLE 1: The Framework**
- **TABLE 14 or 15: Workplace delivery**
- **TABLE 6 or 12: Employee/Learner support**

OR

- **TABLE 4 or 16: Employer support**

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Thank you

Your feedback will shape this programme, and is greatly appreciated. Our aim is to create a programme that fills a gap, and its graduates are valuable to all Food and Fibre industries.

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Wrap up

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