

Future of Work • Future of Learning

3 - 4 November 2016



Private Provider
+
Collaboration
=
Trained Staff

Workplace Literacy and Numeracy provided by a private provider for an employer



Independent Tertiary Education New Zealand

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Organised by:



Private Provider

Supplied the following:

- Resources
- Mapping of documents
- Qualifications
- Tutor time
- Celebration



Private Provider

2 days of observation of the workplace, providing key information on the daily activities staff need to complete competently.

These key tasks were then identified in appropriate health care units which then in turn were mapped against the appropriate numeracy and literacy units.

For Example: Measurement unit = Observation and reporting unit (fluid charts, weight, height, pulse etc.)

: Short report unit = Contribute within a team unit (meeting notes, care plan etc.)

Employer

Supplied the following:

- Staff to train
- Time (2 hours per week)
- Support
- Celebration





Employer

- 2 hours per staff member per week was required
- Minimum of 40 hours within one year
- Policies and Procedures
- Space to complete the work in
- Graduation celebration
- Promotion of further education – why stop there!

Government

Supplied the following:

- Minimal funding for training the staff both to the employer and provider
- Workplace Literacy and Numeracy Fund:
 - Provide high end Literacy and Numeracy programmes customized to the workplace
 - Address productivity problems that have root causes in Literacy and Numeracy among employers



**Tertiary Education
Commission**
Te Amorangi Mātauranga Matua



Outcomes

95% achieved the National Certificate in Community Support Services Level 3 (57 credits)

- as well as achieving over 20 credits in Numeracy and Literacy
- which saw some younger staff gain their high school qualification (NCEA Level 2)

IMPROVING

Report Writing Verbal Skills Self Esteem Positivity

Confidence Self belief Self worth



Lifeguards

1. Successfully ran pilot for over 8 years in conjunction with Manukau City Council
2. Unemployed into training then into Employment over summer – fulltime – often first job.
3. 20 weeks, 50% in class, 50% at the pool.
4. Taught:
 - Everyday skills
 - Numeracy and Literacy
 - Swimming / Rescue techniques
 - Employment Skills
 - First Aid



Secondary – Tertiary Pilot

1. Successful – ran for 1 year – now a permanent school at MIT – Secondary Tertiary High.
2. School students likely to drop out / not succeed at Level 1
3. 50% in school / 50% in provider – and experience in a workplace
4. Students achieved a National Certificate, Numeracy and Literacy and their school qualification.

Spin off for other providers was the introduction of discretionary funding for vocational pathways (see next slide)



Students get hands on experience



Mixing the old with the new is working a charm for a group of eager school students.

They are experiencing first hand what a career in the healthcare sector might be like by working with the elderly at the Bethesda Care Retirement Village in Manukau.

Students from Mangere College, Aorere College, Southern Cross Campus and the Auckland Seventh Day Adventist High School are learning the physical, social, sensory and intellectual therapy given to residents by taking part in activities such as making a sand garden or helping with personal care and grooming.

Nursing director Dr Noeline Whitehead says it's through this experience that students will know if health care for older people is the right career path for them.

"This work can be so rewarding and make such a difference to a person's life. We need to show this to students so that they consider some of these healthcare options for their future employment," Whitehead says.

"Our residents have a shrewd knowledge of student capabilities and help to select staff when there are vacancies."

The experience is part of a Level 2 health programme offered in tandem with the schools and private training organisations such as the Corporate Academy Group.

Places like Bethesda provide the hands-on component for the course and students earn sector-related credits while they work.

Corporate Academy Group general manager Kelly Storey says there is a huge demand for healthcare staff in South Auckland.

"If we want students to persevere when they get into the work place, they need to have a 'taster' of what it's really like," she says.

"The healthcare sector can be challenging and it's not for everyone. To help ensure that the pathway is a successful choice, it is essential to see what is involved at an early stage."

- Stuff

Provider / ITO / Employer

- Provider holds the qualifications and resources
- ITO looks after the 900+ employees needing to be trained NOW
- Employer has specialist staff to teach and observe in the workplace
- Government provides specialist funding for only 3 organisations in NZ – very large national.



PETER



SARAH

