

Te Pūkenga Council 31 July 2025 ordinary meeting



Location: Ara Boardroom, Madras Street campus, Christchurch

31 July 2025 12:30 PM

Agenda Topic	Presenter	Time	Page
Open agenda			
1. Welcome/apologies/notices	Sue McCormack		
2. Administration (open)	Sue McCormack	12:30 PM-12:35 PM	3
2.1 Council membership and 2025 schedule of committees and workplan			3
2.2 Register of interests			11
2.3 Minutes (draft) of the meeting held 30 June 2025 (ordinary meeting)			13
3. Chief Executive's open report	Gus Gilmore	12:35 PM-12:40 PM	18
4. Correspondence			
There is no correspondence to note for this meeting.			
5. He take atu anō Any other business (open)		12:40 PM-12:45 PM	
6. Resolution to exclude the public			22
Closed agenda			
7. Administration (closed)	Sue McCormack	12:45 PM-12:50 PM	25
7.1 Minutes of the closed portion of the meeting held 30 June 2025			
7.2 Minutes of the e-meeting held 24 July 2025			
7.3 Ngā mahi hei Actions			25
8. Regular reporting			26
8.1 Chief Executive's report	Gus Gilmore	12:50 PM-01:35 PM	26

8.2	Chief Executive Council only time Members of staff will be asked to leave the meeting for this portion of the agenda	Gus Gilmore	01:35 PM-01:50 PM	
8.3	Wellbeing and Safety report March-July 2025	Garth Gulley	01:50 PM-02:10 PM	55
Break			02:10 PM-02:30 PM	
9.	Risk and compliance			66
9.1	Proactive distribution of ServiceIQ ringfenced Talent Development funds	Gus Gilmore and Tony Laskey	02:30 PM-02:40 PM	66
10.	Reports from and relating to Committees			76
10.1	Draft minutes of Te Poari Akoranga e-meeting held 9 July 2025	Deborah Young	02:40 PM-02:45 PM	
10.2	Report from Wellbeing and Safety Committee meeting held 17 July 2025	Sam Huggard	02:45 PM-02:55 PM	76
11.	Inwards correspondence (confidential) There is no confidential inward correspondence to note for this meeting.			
12.	Outwards correspondence (confidential) There is no confidential outward correspondence to note for this meeting.		02:55 PM-03:00 PM	
13.	He take atu anō Any other business (confidential)			
14.	Confirmation of actions from this meeting	Sue McCormack and Rebecca Donne	03:00 PM-03:05 PM	
15.	Board time		03:05 PM-03:20 PM	
	Karakia whakakapi			78

Next meeting date: 29 August 2025 (Wellington)



Te Pūkenga Council member terms

Member	Start date	Current term ends	Appointed by
Sue McCormack (Acting Chair)	1 April 2023	31 March 2027	Minister of Education
Jeremy Morley	1 September 2022	31 August 2025	Minister of Education
Jordan Gush	4 October 2021	31 December 2025	Interim Learner Advisory Committee nomination
Heath Sawyer	4 October 2021	31 December 2025	Interim Staff Advisory Committee nomination
Dr Teorongonui Josie Keelan	2 November 2021	31 December 2025	Interim Māori Advisory Committee nomination
Sam Huggard	1 April 2020	31 March 2026	Minister of Education
Bill Moran	1 April 2023	31 March 2027	Minister of Education

2025 Schedule of Te Pūkenga Council and Committee meetings

As at 9 July 2025

Council

Month	Date	Day	Meeting	Activity	Venue
February	13	Thurs	Council	Ordinary meeting	MITO, Wellington
April	10	Thurs	Council	Ordinary meeting	Online
May	30	Friday	Council	Ordinary meeting	MITO, Wellington
June	30	Monday	Council	Ordinary meeting	MIT, Otago
July	31	Thurs	Council	Ordinary meeting	Ara, Christchurch
August	29	Friday	Council	Ordinary meeting	MITO, Wellington
September	26	Friday	Council	Ordinary meeting	MIT, Otago
October	31	Friday	Council	Ordinary meeting	Wintec, Hamilton
December	12	Friday	Council	Ordinary meeting	MIT, Otago

Committees

Finance, Risk and Audit Committee

Name	Role	Meeting dates	Venue
1. Jeremy Morley	Chair	Friday 28 February	Online
2. Bill Moran	Member	Friday 28 March	Online
3. Josie Keelan	Member	Wednesday 30 April	Online
4. Sam Huggard	Member	Friday 30 May	MITO, Wellington
5. Sue McCormack	Ex-officio member	Monday 30 June	MIT, Otara
6. John Brockies	Independent member	Thursday 31 July	Ara, Christchurch
		Friday 29 August	MITO, Wellington
		Friday 26 September	MIT, Otara
		Friday 31 October	Wintec, Hamilton
		Friday 28 November	MIT, Otara

Appointment and Remuneration Committee

Name	Role	Meeting dates	Venue
1. Bill Moran	Chair	Monday 31 March	Online
2. Sam Huggard	Member	Thursday 26 June	MITO, Wellington
3. Sue McCormack	Member	Friday 28 November	MIT, Auckland

Wellbeing and Safety Committee

Name	Role	Meeting dates	Venue
1. Sam Huggard	Chair	Thursday 27 March	Online
2. Josie Keelan	Member	Thursday 17 July	Online
3. Heath Sawyer	Member	September date TBC	Online
4. Jordan Gush	Member	Wednesday 19 November	Online
5. Sue McCormack	Ex-officio member		

Advisory Committees

Advisory Committee Co-Chairs hui

Name	Role	Meeting dates	Venue
1. Sue McCormack	Council Acting Chair	Wednesday 5 March	Online
2. Gus Gilmore	Chief Executive	July (date TBC)	Online
3. Jordan Gush	ILAC Co-Chair	October (date TBC)	Online
4. Dahrian Watene	ILAC Co-Chair		
5. Heath Sawyer	IKAC Co-Chair		
6. Warwick Shillito	IKAC Co-Chair		
7. Josie Keelan	Komiti Māori Co-Chair		
8. Bentham Ohia	Komiti Māori Co-Chair		

Interim Learner Advisory Committee (ILAC)

Name	Role	Meeting dates	Venue
1. Jordan Gush	Co-Chair	Monday 10 March	Online
2. Dahrian Watene	Co-Chair	Monday 4 August	Online
3. Henry Geary	Member	October (date TBC)	Online
4. Nina Lee Griffith	Member		
5. Ihongaro	Member		



Interim Kaimahi Advisory Committee (IKAC)

Name	Role	Meeting dates	Venue
1. Heath Sawyer	Co-Chair	Friday 7 March	Online
2. Warwick Shillito	Co-Chair	Thursday 14 August	Online
3. Andrea Armstrong	Member	October (date TBC)	Online
4. Ang Cooper	Member		
5. Barry Paterson	Member		
6. Craig Ludlow	Member		
7. Henry Ma'alo	Member		
8. Jessica Costall	Member		
9. Jody Takimoana	Member		
10. Keri Youngman	Member		
11. Linda Aumua	Member		
12. Mary-Liz Broadley	Member		
13. Ramari Raureti	Member		
14. Scott Casley	Member		

Interim Māori Advisory Committee

Name	Role	Meeting dates	Venue
1. Teorongonui Josie Keelan	Co-Chair	Friday 4 April	Online
2. Bentham Ohia	Co-Chair	Friday 1 August	Online
3. Dahrian Watene	ILAC representative	October (date TBC)	Online
4. Glenda Taituha-Toka	Member		

Te Poari Akoranga

Name	Role	Meeting date	Venue
1. Kieran Hewitson	Co-Chair (Delegate for Chief Executive)	Tuesday 28 January	Online
2. Deborah Young	Co-Chair (Ako Excellence Director)	Thursday 13 March	Online
3. Antoinette Wood	Member of Transition Leadership Team	Thursday 15 May	Online
4. Leoni Drew	Member (Co-Chair Te Ohu Whakahaere Approvals)	Thursday 26 June	Online
		Thursday 11 September	Online
5. Fiona Beals	Member (Rohe 3 business division Academic Committee Chair or delegate)	Thursday 6 November	Online
6. Henry Geary	Member (Learner nominated by Interim Learner Advisory Committee)		
7. Martin Carroll	Member (Rohe 1 business division Academic Committee Chair)		
8. Te Urikore Biddle	Member (Rohe 2 business division Academic Committee Chair)		
9. Scott Klenner	Member (Rohe 4 business division Academic Committee Chair)		
10. Linda Aumua	Member (Co-opted)		
11. Fionna Moyer	Member (Co-opted)		

Te Pūkenga Council 31 July 2025 ordinary meeting - Administration (open)

APPROVED 10 October 2024
Updated 24 June 2025

Te Pūkenga
Annual Governance Work Plan 2025

		Financial Year 2025											
	Frequency	January	February	March	April	May	June	July	August	September	October	November	December
Council	Bi-monthly		Thursday 13 February		Thursday 10 April	Friday 30 May	Monday 30 June	Friday 31 July	Friday 29 August	Friday 26 September	Friday 31 October		Thursday 11 December
Chief Executive's report	Bi-monthly		x		x	x	x	x	x	x	x		x
Wellbeing and Safety report	Bi-monthly		x		x			x		x		x	
Te Tiriti monitoring	Quarterly				x								
Risk deep dives	4-monthly		Academic portfolio & quality		Te Tiriti risks				People risks		TBC		
Annual report	Annually				x								
Briefing to Incoming Minister	Triennially				Information								
Investment plan	Annually						x						
Pastoral code self-report	Annually						x						
EPI report	Annually								x				
Statement of performance expectations	Annually										Draft		Final
Any essential policies required in next 6-12 months	As required					Treasury policy & standing delegations register	Procurement policy & sensitive expenditure policy						
Workshop	As required												
Finance Risk and Audit	Monthly		Friday 28 February	Friday 28 March	Wednesday 30 April	Friday 30 May	Monday 30 June	Friday 31 July	Friday 29 August	Friday 26 September	Friday 31 October	Friday 28 November	
Report from Chief Financial Officer	Monthly		x	x	x	x	x	x	x	x	x	x	
VET Future State update	Monthly		x	x	x	x	x	x	x	x	x	x	
Programme governance: Finance systems and DSR	Quarterly		x			x		x	x			x	
Risk report	Quarterly		x			x		x	x			x	
Property report	Quarterly		x			x			x			x	
Treasury report	Quarterly		x			x			x			x	
Contentious legal matters	Quarterly		x			x			x			x	
Annual report incl. financial statements, letter of representation, & going concern assessment	Annually		2025 update		Going concern assessment	Approval							
Legislative compliance	Annually		x										
Delegations policy and register	As required			x									
Status of external audit recommendations	Quarterly					x			x			x	
Financial approvals	As required						5-year capital plans				Insurance		
Crown financial statements	Annually								Fraud questionnaire & LOR				
Pre-year-end review of issues and assumptions	Annually								TBC				
Risk management framework	As required												
Other policy approvals	As required												
Appointment and Remuneration	Six-monthly			Monday 31 March			Wednesday 25 June					Friday 28 November	
Subsidiary AGMs	Annually			x									
Appointments to Committees	As required			x									
Chief Executive KPIs	Annually						x						
Chief Executive performance review	Six-monthly						x					x	
Subsidiary and trust appointments	As required												
Wellbeing and Safety	Quarterly			Thursday 27 March				Thursday 17 July		Friday 5 September		Wed 26 November	
Deep dives and continuous education	Quarterly			x				x		x		x	
Statements of commitment to wellbeing and safety	Annually			x									
2025 officer engagement plan	Annually			x									
Pastoral code self-review	Annually							x					
Pastoral care policy (TBC)	Biennially							x					
Wellbeing and safety reporting	One-off							x					
Wellbeing and safety policy	Annually									x			
Ākonga pastoral code framework (TBC)	Biennially									x			
Officer self-review of duty to exercise due diligence	Annually											x	

Te Pūkenga Council 31 July 2025 ordinary meeting - Administration (open)

APPROVED 10 October 2024
Updated 24 June 2025

Te Pūkenga
Annual Governance Work Plan 2025

		Financial Year 2025											
	Frequency	January	February	March	April	May	June	July	August	September	October	November	December
Te Poari Akoranga	Bi-monthly	Tue 28 Jan		Thursday 13 March		Thursday 15 May	Thursday 26 June			Thursday 11 September		Thursday 6 November	
Reports from local academic committees	Bi-monthly	x		x		x	x			x		x	
Reports from ngā ohu whakahaere	Bi-monthly	x		x		x	x			x		x	
2025 workplan for Te Poari Akoranga and ngā ohu whakahaere	Annually	x											
Academic risk monitoring	Bi-monthly			x		x	x			x		x	
Pastoral code self-review	Annually						x						
Investment plan	Annually						x						
Unified Level 7+ programme approvals	As required						Master of Applied Science						
Distribution of unified programmes following disestablishment	One-off						x						
Research-related SPE results	Annually						x						
Academic and ethical processes of new entities	One-off									x			
Monitoring reports	As required												
Te Poari Akoranga self-assessment for 2025	Annually											x	
2026 meeting dates and workplan (if required)	Annually											x	
Advisory Committees	Six-monthly			7-10 March	4 April				August dates TBC		October dates TBC		
Disestablishment update (for information)	As required			IKAC/ILAC	IMAC				All		All		
2025 workplan	Annually			IKAC/ILAC	IMAC								
Work-based learning options (for information)	One-off			IKAC/ILAC	IMAC								
Research function (for information)	One-off			IKAC									
Supporting kaimahi through change (for feedback)	As required			IKAC									
Input to legislative change (for feedback)	One-off			IKAC/ILAC	IMAC								
Investment plan (for information)	Annually								All				
Pastoral code self-review (for information)	Annually								ILAC				
Learner success plans and disability action plans (for information)	One-off								ILAC				
Learner success Community of Practice (for information)	One-off								ILAC				
Seismic assessments for Te Pūkenga marae and Māori hubs (TBC)	Annually								IMAC				
Lessons learnt from Te Pūkenga (for feedback)	As required								All		All		
Statement of performance expectations (for feedback)	Annually										All		



Te Pūkenga Council Register of Interests

26 June 2025

Name	Interest	Nature of Interest
Sue McCormack Acting Chair	Canterbury Earthquakes Insurance Tribunal	Judicial Officer
	University of Canterbury	Past Chancellor
	Dress for Success	Honorary solicitor
Heath Sawyer Member	Te Pūkenga staff member	Employee
Jordan Gush Member	Peseta Sam Lotu-liga, Executive Director Rohe 1 Te Pūkenga	Uncle
	Plumbers and Gasfitters Board	Mother is a member
Teorongonui Josie Keelan Member	University of Auckland	Journal administrator and reviewer
Jeremy Morley Member	Wellington Free Ambulance	Contractor
	Racing New Zealand	Chair and Director
	Warwick Trust	Settlor, Trustee, and Beneficiary
	Wellington Over 60s Cricket	Treasurer and Member
	Wellington Bridge Club Inc	Honorary Auditor
	OnTrack Racing Limited	Director and Chair
Sam Huggard Member	New Zealand Educational Institute Te Riu Roa	Employee
Bill Moran Member	WorkSafe NZ	Deputy Chair
	Chamber Music at the World's Edge Foundation USA	Chair
	Chamber Music at the World's Edge Foundation NZ	Chair

Name	Interest	Nature of Interest
	At the World's Edge Music Foundation UK	Trustee
	Parliamentary Education Trust	Trustee
	Iti Kōpara Charitable Trust	Trustee
	Hoops and Life Awhi Trust	Trustee
	New Zealand Qualifications Authority	Deputy Chair
	Pioneer Energy	Director
	Pioneer Energy Renewables GP	Director
	Pioneer Energy Group GP	Director
	TAB New Zealand	Director
	Queenstown Lakes District Council Audit, Finance and Risk Committee	Independent Member



Minutes for Te Pūkenga Council 30 June 2025 ordinary meeting

30/06/2025 | 12:30 PM - Auckland, Wellington New Zealand Standard Time

Boardroom, MIT Otara campus

Attendees (7)

Jeremy Morley; Jordan Gush; Teorongonui Josie Keelan; Heath Sawyer; William Moran; Sue McCormack; Sam Huggard

In attendance:

Gus Gilmore (Chief Executive), Rebecca Donne (Governance Director, minutes), Ziena Jalil (Deputy Chief Executive), Kara Hiron (Legal Director, item 4.1), Olivia Hall (Executive Director NMIT, item 4.1) Kate Neame (Director Demand Management NMIT, item 4.1), Nicole Akuhata (Director Māori and Learner Success, item 4.1), Kieran Hewitson (Te Poari Akoranga Co-Chair, items 5.1 and 12.1), James Smith (Chief Financial Officer, item 11), Patrick Jones (Portfolio and Performance Director, item 11.1).

Open agenda

The meeting started at 12.30pm.

1. Welcome/apologies/notices

No apologies were received.

2. Administration (open)

2.1 Council membership and 2025 schedule of committees and workplan

The Council noted the membership terms, 2025 workplan and schedule of meetings for 2025.

2.2 Register of interests

The Chair reminded members to declare any agenda items where a conflict arises between their role as a member of Te Pūkenga Council and any private or other external interest they may have, and to stand aside from decision making in respect of that item.

2.3 Minutes (draft) of the meeting held 30 May 2025 (ordinary meeting)

There were no matters arising from the open minutes.

RESOLVED (S. McCormack/S. Huggard)

That the Council approve the minutes of Te Pūkenga Council open meeting held on 30 May 2025 as a true and correct record.

CARRIED

3. Chief Executive's open report

Te Pūkenga Council noted that:

- The Chief Executive signed three memoranda of understanding in China on the Prime Minister's trade mission, which are now live and will mainly deliver benefits in 2025.
- There are risks associated with a delay in the Vocational Education Amendment Bill going through the House.

The Council held a discussion on international learner opportunities.

RESOLVED (S. McCormack/S. Huggard)

That Te Pūkenga Council:

1. *Receive the report titled 'Chief Executive's Report to Council - Open Session'.*
2. *Note the update on current issues, key achievements and highlights arising during the reporting period.*

CARRIED

4. Risk and compliance

4.1 Nelson Polytechnic Educational Society Inc.

Acting as the Members of Nelson Polytechnic Educational Society Inc., the Council held the AGM of the Society and received and approved the financial statements of the Society for the financial years ended 31 December 2023 and 31 December 2024. It also appointed Eric Sinclair and Susannah Roddick as members of the Society and reconstituted the Executive Committee of the Nelson Polytechnic Educational Society Inc. by appointing Eric Sinclair and Susannah Roddick and reappointing Olivia Hall, Nicole Akuhata and Kate Neame as members of that Executive Committee.

5. Reports from Committees

5.1 Verbal update from open portion of Te Poari Akoranga held 26 June 2025

The Council noted that a written report on this meeting was provided on the closed portion of the agenda as the meeting was held after the open portion of the meeting was published. It also noted that Te Poari Akoranga:

- Received reports from Local Academic Committees.
- Disestablished two subcommittees, and their business will now come directly to Te Poari Akoranga.

RESOLVED (S. McCormack/B. Moran)

That Te Pūkenga Council receives the verbal update on Te Poari Akoranga's open portion.

CARRIED

6. Correspondence

There was no correspondence to note on the open portion of the agenda.

7. He take atu anō | Any other business (open)

No other business was raised.

8. Resolution to exclude the public

RESOLVED (S. McCormack)

That the public be excluded from the remainder of the meeting. This resolution will be made in reliance on section 48(1) of the Local Government Official Information and Meetings Act 1987 (LGOIMA) (noting Te Pūkenga Council is specified, in Schedule 2 of LGOIMA, as a body to which LGOIMA applies) and the particular interests protected by section 9 of the Official Information Act 1982 (OIA) which would be prejudiced by the holding of the relevant parts of the proceedings of the meeting in public. The general subject of each matter to be considered while the public is excluded and the reason for passing the resolution in relation to each matter are as per the table below:

Item	General subject of each matter to be considered	Section(s)
9.	Administration	
9.1	Minutes of the closed portion of the meeting held 30 May 2025	Section 9(2)(b)(ii) OIA Section 9(2)(g)(ii) OIA Section 9(2)(h) OIA

Item	General subject of each matter to be considered	Section(s)
		Section 9(2)(i) OIA Section 9(2)(j) OIA
9.2	Ngā mahi hei Actions	Section 9(2)(g)(ii) OIA
10.	Regular reporting	
10.1	Chief Executive's closed report	Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA
11.	Risk and compliance	
11.1	Investment Plan	Section 9(2)(b)(ii) OIA Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA
11.2	Procurement policy and sensitive expenditure policy	Section 9(2)(g)(ii) OIA
11.3	Pastoral code self-review	Section 9(2)(g)(ii) OIA
12.	Reports from and relating to Committees	
12.1	Report from closed portion of Te Poari Akoranga held 26 June 2025	Section 9(2)(a) OIA Section 9(2)(b)(ii) OIA Section 9(2)(g)(ii) OIA Section 9(2)(h) OIA Section 9(2)(i) OIA
12.2	Report from Appointment and Remuneration Committee meeting held 26 June 2025	Section 9(2)(a) OIA Section 9(2)(b)(ii) OIA Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA Section 9(2)(j) OIA
14.	Outwards correspondence (confidential)	
14.1	Letter of representation to Audit New Zealand 30 May 2025	Section 9(2)(g)(ii) OIA
14.2	Letter to Minister for Vocational Education 19 June 2025	Section 9(2)(g)(ii) OIA Section 9(2)(j) OIA
15.	He take atu anō Any other business	Section 9(2)(a) OIA Section 9(2)(b)(ii) OIA Section 9(2)(g)(ii) OIA Section 9(2)(h) OIA Section 9(2)(i) OIA Section 9(2)(j) OIA
16.	Confirmation of actions from this meeting	Section 9(2)(g)(ii) OIA
17.	Board time	Section 9(2)(g)(ii) OIA

Interests

Section	Interest
Section 9(2)(a) OIA	To protect the privacy of natural persons, including that of deceased natural persons.
Section 9(2)(b)(ii) OIA	To protect information where the making available of the information would be likely unreasonably to prejudice the commercial position of the person who supplied or who is the subject of the information.
Section 9(2)(g)(ii) OIA	To maintain the effective conduct of public affairs through the protection of such Ministers, members of organisations, officers, and employees from improper pressure or harassment.
Section 9(2)(h) OIA	To maintain legal professional privilege.
Section 9(2)(i) OIA	To enable a Minister of the Crown or any public service agency or organisation holding the information to carry out, without prejudice or disadvantage, commercial activities.
Section 9(2)(j) OIA	To enable a Minister of the Crown or any public service agency or organisation holding the information to carry on, without prejudice or disadvantage, negotiations (including commercial and industrial negotiations).

And that certain employees from Te Pūkenga be permitted to remain at the meeting, namely

- *Ziena Jalil*
- *James Smith*
- *Patrick Jones*
- *Kristine Navera*
- *Kieran Hewitson*

be permitted to remain at the meeting after the public has been excluded because of their specific knowledge in relation to the above items. This knowledge, which will be of assistance in relation to the matters above to be discussed, is relevant to those matters because they have assisted in the progression of such matters.

CARRIED

The meeting moved into a public excluded session at 12.45pm.

The meeting closed at 1.55pm.

Te Pūkenga report



31 July 2025

Report to	Te Pūkenga Council
Title	Chief Executive's report to Council – open session
Provided by	Gus Gilmore, Tumuaki Chief Executive
For	Information
Classification	Unclassified
Endorsement (if any)	N/A

Recommended resolutions

It is recommended that Te Pūkenga Council (the Council):

1.	Receive the report titled 'Chief Executive's report to Council – open session'.
2.	Note the update on current issues, key achievement and highlights arising during the reporting period.

Kōrero whakapōpoto | Executive summary

- On 14 July the Government confirmed that ten regional polytechnics will be re-established as independent institutions from 1 January 2026, subject to passage of the Education and Training (Vocational Education and Training System) Amendment Bill (the Bill). Earlier in the month Cabinet also approved the creation of eight national Industry Skills Boards (ISBs) to take over standards-setting and manage work-based training during transition.
- Te Pūkenga continues to:
 - progress the Work-based Learning (WBL) viability review;
 - support business divisions to prepare transition plans, using the templates provided by the Tertiary Education Commission (TEC) in July; and
 - maintain learner focus through semester-two enrolment and retention campaigns.

Ngā mahi matua i te wā o te pūrongo | Key activity during reporting period

Media and public commentary

- There has been significant media coverage over the last month as the Minister for Vocational Education announced the Government's decisions [Regional governance will return to ten polytechnics | Beehive.govt.nz](#) and [New Industry Skills Boards will drive better training | Beehive.govt.nz](#). Media coverage focused on three key themes:

Te Pūkenga report



31 July 2025

- **System reform** – wide reporting of the decision to restore ten standalone polytechnics and establish ISBs. Commentary ranged from regional leaders welcoming renewed local governance to concerns about the pace of transition, possible duplication of services and risks inherent in the funding system. This included concerns from industry about their level of representation and government involvement in work-based training.
 - **Workforce impact** – continued focus on job security and change proposals across several business divisions, often referencing union statements and individual staff stories.
 - **Learner experience** – local outlets highlight enrolment drives, new partnerships and graduate outcomes, balancing the reform narrative with on-the-ground achievements. The exception to this is closure of some programmes, which have attracted strong community attention and concerns that local provision will be adversely impacted.
4. Recent media also stated the level of tagged contingency (\$157 million) the Government has available to reestablish ITPs and other funding requirements for the Vocational Education and Training (VET) system from 1 January 2026. There has also been requests for clarity about the process and criteria the government used to determine which ITPs to establish and federate from 1 January 2026.

Financial performance (as at 30 June 2025)

5. Te Pūkenga is reporting a \$6.7 million surplus year-to-date, which is \$19.3 million ahead of budget. The positive year-to-date result reflects ongoing tight cost control, particularly across staffing, ICT and operating expenses.
6. Te Pūkenga has welcomed confirmation of an additional \$5.2 million funding from the TEC for increased enrolments in Level 7 and above programmes. It has also confirmed that we will be able to retain the full proceeds from approved land and property disposals, supporting future infrastructure investment.

ITP business division 2025 year to date enrolments compared to 2024 – as at 11 July

Enrolment type (EFTS)	2025 YTD	2024 YTD	YTD % variance
Domestic	50,684	49,587	2%
International	5,952	5,361	11%
Total	56,636	54,948	3%

Te Pūkenga report



31 July 2025

Business division highlights

7. MITO:

- First learner has completed the full 'Road to Success' commercial road-transport pathway, finishing with the NZ Certificate in Commercial Road Transport (Heavy Vehicle Operator) (Level 3).
 - Rolled out four new Tyre Technician micro-credentials (Levels 2-3) to meet growing specialist-skills demand in the automotive sector.
8. HITO – The new Commercial Hairdressing programme is now live. Approximately 120 first-year apprentices are active on the Pivot Point online platform and supported through nationwide train-the-trainer workshops.
9. ServicelQ – Secured a nationwide partnership with The Warehouse Group as its 2025 Gateway provider, expanding school-to-work pathways across retail.
10. Wintec – Trades graduate won a national Women in Apprenticeships award, recognising emerging female leadership in construction.
11. Ara Institute of Canterbury – The collaborative Bachelor of Nursing programme *Puahou Tapuhi Aotearoa* has been finalised for NZQA submission, broadening nursing pathways for 2026.

Progressing establishment and transition

12. Work continues across all workstreams of the VET Future State Programme. All workstreams are aligned to support a stable, well-managed transition that delivers on Government objectives.

Regional ITP viability

13. ITP business divisions are making good progress implementing their financial improvement plans to pursue savings and improve their financial position. Individual ITP risks and issues are being managed directly with business divisions with support provided where required.
14. Several ITP business divisions are currently in consultation with staff on change proposals or implementing decisions already made. We expect that most processes will be completed and implemented by the end of 2025 in preparation for transition for establishment on 1 January 2026, where relevant.
15. We are engaging with TEC on indicative funding allocations for 2026. Final allocations will have an impact on the revenue for newly established ITPs and for the business divisions remaining within Te Pūkenga. We are also awaiting information about the process to allocate funding to support strategically important vocational education and training provision for ITPs.

Te Pūkenga report



31 July 2025

Work-based learning viability

16. Viability work for WBL business divisions continues. For some business divisions no additional work is required based on their current operations. Four business divisions are working with external consultants to develop financial improvement plans for implementation during the remainder of the year in preparation for transition to ISBs.

ITP and WBL transition

17. The programme team is engaging closely and regularly with TEC on the process for transition of ITP business divisions as newly established ITPs and WBL business divisions into newly created ISBs. We have recently received draft guidance from the TEC and provided feedback on the proposed content and process for the transition plans. We are developing detailed internal guidance for business divisions and “Day 1” requirements for new ITPs and their Councils for 1 January 2026. We are working on similar guidance for WBL business divisions.
18. We expect to begin drafting transition plans in line with the TEC guidance from August with submission expected in late September / early October. These timelines create significant risk for transition given the volume and complexity of work required.
19. We anticipate transition plans will be approved in-principle in November, subject to the outcome of the Select Committee process for the Bill.
20. As we raised in our [submission to the Education and Training \(Vocational Education and Training\) Amendment Bill](#) we have concerns about the staff transfer provision in the Bill. The commencement date of the legislation significantly hampers the process to make employment offers, particularly given this occurs during November and December for a 1 January 2026 start. We are also concerned about the timing of transition plan approval. The approval timelines as scheduled will impact on our ability to get employment offers for new entities out to staff prior to the end of the year.

National academic intellectual property repository (APŌPŌ)

21. The APŌPŌ project currently underway will retrieve and consolidate intellectual property relating to academic assets across all Te Pūkenga business divisions. It will also develop a knowledge hub containing these assets. The project remains on track and on budget.
22. Academic Product collection for all four pilot business divisions is now complete. The pilot was a success, with many lessons identified and implemented into our next phase.
23. Phase 4 of the project began in July. WBL business divisions will be completed by the end of August. The project will then be working through all remaining business divisions by November.
24. There remains a concern, as noted in our submission on the Bill, around the potential transfer of public assets into private ownership as a result of downstream transitions, particularly for WBL divisions. We have raised this concern with TEC as well as through our submission.



Te Pūkenga Council Meeting

6. Resolution to exclude the public

It will be moved by the Acting Chair that the public be excluded from the remainder of the meeting. This resolution will be made in reliance on section 48(1) of the Local Government Official Information and Meetings Act 1987 (LGOIMA) (noting Te Pūkenga Council is specified, in Schedule 2 of LGOIMA, as a body to which LGOIMA applies) and the particular interests protected by section 9 of the Official Information Act 1982 (OIA) which would be prejudiced by the holding of the relevant parts of the proceedings of the meeting in public.

The general subject of each matter to be considered while the public is excluded and the reason for passing the resolution in relation to each matter are as follows:

Item	General subject of each matter to be considered	Section(s)
7.	Administration	
7.1	Minutes of the closed portion of the meeting held 30 June 2025	Section 9(2)(b)(ii) OIA Section 9(2)(g)(ii) OIA Section 9(2)(h) OIA Section 9(2)(i) OIA Section 9(2)(j) OIA
7.2	Minutes of the e-meeting held 24 July 2025	Section 9(2)(b)(ii) OIA
7.3	Ngā mahi hei Actions	Section 9(2)(g)(ii) OIA
8.	Regular reporting	
8.1	Chief Executive's closed report	Section 9(2)(g)(ii) OIA Section 9(2)(h) OIA Section 9(2)(i) OIA
8.2	Chief Executive Council only time	Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA Section 9(2)(j) OIA
8.2	Wellbeing and Safety report March-July 2025	Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA

Item	General subject of each matter to be considered	Section(s)
9.	Risk and compliance	
9.1	Proactive distribution of ServiceIQ ringfenced Talent Development funds	Section 9(2)(b)(ii) OIA Section 9(2)(g)(ii) OIA Section 9(2)(h) OIA Section 9(2)(i) OIA
10.	Reports from and relating to Committees	
10.1	Draft minutes of Te Poari Akoranga e-meeting held 9 July 2025	Section 9(2)(b)(ii) OIA Section 9(2)(i) OIA
10.2	Report from Wellbeing and Safety Committee meeting held 17 July 2025	Section 9(2)(b)(ii) OIA Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA Section 9(2)(j) OIA
13.	He take atu anō Any other business	Section 9(2)(a) OIA Section 9(2)(b)(ii) OIA Section 9(2)(g)(ii) OIA Section 9(2)(h) OIA Section 9(2)(i) OIA Section 9(2)(j) OIA
14.	Confirmation of actions from this meeting	Section 9(2)(g)(ii) OIA
15.	Board time	Section 9(2)(g)(ii) OIA

The Acting Chair will also move that certain employees from Te Pūkenga, namely:

- Ziena Jalil
- James Smith
- Kara Hiron
- Garth Gulley
- Tony Laskey
- Deborah Young

be permitted to remain at the meeting, after the public has been excluded because of their specific knowledge in relation to the above items. This knowledge, which will be of assistance in relation to the matters above to be discussed, is relevant to those matters because they have assisted in the progression of such matters.

Interests

Section	Interest
Section 9(2)(a) OIA	To protect the privacy of natural persons, including that of deceased natural persons.
Section 9(2)(b)(ii) OIA	To protect information where the making available of the information would be likely unreasonably to prejudice the commercial position of the person who supplied or who is the subject of the information.
Section 9(2)(g)(ii) OIA	To maintain the effective conduct of public affairs through the protection of such Ministers, members of organisations, officers, and employees from improper pressure or harassment.
Section 9(2)(h) OIA	To maintain legal professional privilege.
Section 9(2)(i) OIA	To enable a Minister of the Crown or any public service agency or organisation holding the information to carry out, without prejudice or disadvantage, commercial activities.
Section 9(2)(j) OIA	To enable a Minister of the Crown or any public service agency or organisation holding the information to carry on, without prejudice or disadvantage, negotiations (including commercial and industrial negotiations).