

Te Pūkenga Council 29 August 2025 ordinary meeting



Location: MITO Kotahitanga Room, Level 3, 50 Customhouse Quay, Wellington

29 August 2025 01:00 PM

Agenda Topic	Presenter	Time	Page
Open agenda			
1. Welcome/apologies/notices Heath Sawyer has provided apologies for the meeting.	Sue McCormack		
2. Administration (open)	Sue McCormack	01:00 PM-01:05 PM	4
2.1 Council membership and 2025 schedule of committees and workplan			4
2.2 Register of interests			13
2.3 Minutes (draft) of the meeting held 31 July 2025 (ordinary meeting)			15
3. Chief Executive's open report	Gus Gilmore	01:05 PM-01:10 PM	20
4. Correspondence		01:10 PM-01:15 PM	24
4.1 Letter from Minister of Education Letter received 4 August 2025 re Government's proposal to replace NCEA with new national qualifications			24
5. He take atu anō Any other business (open)		01:15 PM-01:20 PM	
6. Resolution to exclude the public			26
Closed agenda			
7. Administration (closed)	Sue McCormack	01:20 PM-01:25 PM	29
7.1 Minutes of the closed portion of the meeting held 31 July 2025			29
7.2 Ngā mahi hei Actions There are no outstanding actions			

8.	Regular reporting			34
8.1	Chief Executive's report	Gus Gilmore	01:25 PM-02:10 PM	34
9.	Risk and compliance			36
9.1	Directors of ESA Publications (NZ) Limited	Gus Gilmore and Alan Cadwallader	02:10 PM-02:20 PM	36
9.2	Winding up of subsidiary companies	Ziena Jalil and Kara Hiron	02:20 PM-02:25 PM	42
9.3	Closure of Westpac loan facility	James Smith	02:25 PM-02:30 PM	57
Break			02:30 PM-02:45 PM	
10.	Transition and disestablishment			58
10.1	2026 budget update	James Smith	02:45 PM-02:55 PM	58
11.	Reports from and relating to Committees			98
11.1	Draft minutes of Interim Kaimahi Advisory Committee meeting held 14 August 2025	Warwick Shillito	02:55 PM-03:00 PM	98
11.2	Draft minutes of Interim Maori Advisory Committee held 20 August 2025	Teorongonui Keelan	03:00 PM-03:05 PM	103
12.	Inwards correspondence (confidential)			
	There is no confidential inwards correspondence to note			
13.	Outwards correspondence (confidential)		03:05 PM-03:10 PM	106
13.1	Letter to Minister for Vocational Education			106
	August update from Te Pūkenga Council sent 13 August 2025. The report to the Minister that this accompanied is in the Resource Centre.			
13.2	Letter to Jeremy Morley			108
	Letter sent 27 August 2025 re Council membership			
14.	He take atu anō Any other business (confidential)			
15.	Confirmation of actions from this meeting	Sue McCormack and Rebecca Donne	03:10 PM-03:15 PM	
	The purpose of this agenda item is to confirm the actions that have arisen at this meeting. The Governance Director will identify the actions which have been recorded for the Chief Executive and Chair to confirm.			
16.	Board time		03:15 PM-03:30 PM	

[Karakia whakakapi](#)

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Next meeting date: 26 September 2025 (Auckland)



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 21 August 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	Wednesday 17 September	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	Friday 8 August	Online
3. Jordan Gush	ILAC Co-Chair		
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	September (date TBC)	Online
3. Henry Geary	Member		
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		
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	Wednesday 20 August	Online
3. Dahrian Watene	ILAC representative		
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 Ohu Whakahaere Approvals

Name	Role	Meeting dates
Leoni Drew	Co-Chair	Wednesday 26 February
Kim Davies	Co-Chair	Wednesday 30 April
Liz McKenzie	Member	Monday 16 June
Harry Leder	Member	September meeting date TBC
Paul Neumann	Member	Wednesday 22 October (if required)
Veraneeca Taiepa	Member	
Maggie Wells	Member	
Denise Williams	Member	

APPROVED 10 October 2024
Updated 6 August 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						
Transition plan	One-off									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			x	
Treasury report	Quarterly		x			x		x	x			x	
Contentious legal matters	Quarterly		x			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					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		Wednesday 17 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	

APPROVED 10 October 2024
Updated 6 August 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				14 August-TBC				
Disestablishment update (for information)	As required			IKAC/ILAC	IMAC				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				
Lessons learnt from Te Pūkenga (for feedback)	As required								All				
Statement of performance expectations (for feedback)	Annually								All				



Te Pūkenga Council Register of Interests

21 August 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	Nil	
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
	Arts Council of NZ (Creative NZ) Audit, Finance and Risk Committee	Independent member
	Te Kōki, NZ School of Music, Victoria University of Wellington	Advisory Committee Member



Minutes for Te Pūkenga Council 31 July 2025 ordinary meeting

31/07/2025 | 12:30 PM Auckland, Wellington New Zealand Standard Time

Ara Madras Street campus, Christchurch

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), James Smith (Chief Financial Officer), Garth Gulley (Wellbeing and Safety Director), Tony Laskey (Service IQ Executive Director, item 9.1)

Open agenda

The meeting started at 1.50pm.

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 Acting Chair of Council 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 June 2025 (ordinary meeting)

There were no matters arising from the open minutes.

RESOLVED (B. Moran/J. Gush)

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

CARRIED

3. Chief Executive's open report

Te Pūkenga Council received the report titled 'Chief Executive's Report to Council - Open Session' and noted the update on current issues, key achievements and highlights arising during the reporting period.

4. Correspondence

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

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

No other business was raised.

6. Resolution to exclude the public

RESOLVED (S. McCormack/ T.J. Keelan)

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)
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
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

Item	General subject of each matter to be considered	Section(s)
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

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
- 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.

CARRIED

The Council moved into a public excluded session at 1.55pm.

The meeting closed at 3.02pm.

DRAFT

Te Pūkenga report



29 August 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.

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

Media and public commentary

- Over the past month, media coverage of Te Pūkenga remains consistent, particularly around the path toward regional polytechnic independence. However, there has been significant media attention on a range of other Government education announcements such as the ban on open-plan classrooms and the overhaul of NCEA. Consequently, the intensity of coverage of Te Pūkenga has declined slightly.
- On 15 August we proactively released the first six ITP viability reports that were developed in October 2024 by external consultants to improve the financial position of our ITP business divisions in preparation for exiting Te Pūkenga. We will publish the remainder in the next two weeks. The Tertiary Education Union released a press release here: [A vocational education blackout | Tertiary Education Union – Te Hautū Kahurangi o Aotearoa](#)

Performance

Enrolment update

- Enrolments across Te Pūkenga ITP divisions remain slightly ahead of last year. Year to date, total EFTS are tracking 2% above 2024, an increase of 1,351 EFTS, with domestic enrolments up 2% and international enrolments up 9% compared to the same period last year.

Te Pūkenga report



29 August 2025

4. While this reflects modest year-on-year growth, overall progress toward the 2025 budget targets remains below expectations. As at early August, the network has achieved 93% of its budgeted EFTS, 4% behind progress at the same point in 2024.

ITP division 2025 year to date enrolments compared to 2024 – as at 8 August

Enrolment type (EFTS)	2025 YTD	2024 YTD	YTD % variance
Domestic	51,962	51,138	2%
International	6,426	5,899	9%
Total	58,388	57,037	2%

2025 Financial performance

5. Te Pūkenga is reporting a \$15.8 million surplus year-to-date, which is \$21.3 million ahead of budget. The positive year-to-date result reflects ongoing tight cost control, particularly across staffing, ICT and operating expenses, along with modest enrolment growth.
6. Te Pūkenga Group net cash position including other financial assets remains favourable to budget and is forecasted to remain favourable through to the end of the year, excluding recapitalisation requirements.

Learner outcomes

7. Mid-year survey results indicate strong learner satisfaction, with 94.1% of respondents expressing overall satisfaction with their experience. Survey results also show a high level of wellbeing among learners, with 92.9% reporting positive wellbeing, and an overall Net Promoter Score (NPS) of 34.6, reflecting a solid endorsement of the learning environment.
8. Course completion (82%) and credit achievement (79%) rates are tracking ahead of 2024 year to date.

Business division highlights

9. Business divisions have continued to deliver positive outcomes despite the complexity of the transition period. Notable developments this month include:
10. Ara Institute of Canterbury has delivered a series of Māori and Pasifika-led student wellbeing workshops across its campuses. These sessions have been well received by learners and reflect a strong commitment to culturally responsive support during organisational change.
11. EIT has launched a new suite of short, stackable micro-credentials, developed in partnership with the Hawke's Bay Regional Skills Leadership Group. The micro-credentials are tailored to regional workforce needs and reflect a shift toward modular, responsive programme design.

Te Pūkenga report



29 August 2025

12. Unitec finalised a new dual degree and student exchange agreement with the Shanghai University of Engineering Science. This agreement will broaden international learning opportunities for engineering students.
13. NMIT has signed a memorandum of understanding with Zhejiang University of Water Resources and Electric Power in China to deliver three bachelor's degree programmes offshore.
14. MITO reports an increase in participation in school Gateway programmes, particularly in automotive and heavy vehicle pathways. This is helping to build future enrolment pipelines and provide early vocational exposure to secondary students.

Progressing establishment and transition

15. 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

16. 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.
17. 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. Business divisions continue to project a total reduction of 699 FTEs for 2025.
18. The programme is nearing its second stage gate review, at this point the programme will review the actual achieved results of each ITPs RIV initiative, report back and provide recommendations on next steps.

Transition

19. On 10 August we received the final transition guidance documents and shared these with business division Project Managers and Leads. There are a few areas we are still seeking clarity on such as the staffing transition process and approach to recording contracts in transition plans.
20. We have also developed templates for the transition plans to be populated. We held initial discussions with NZQA on 20 August regarding the consultation requirements for transition plans. NZQA has provided an initial list of qualifications and programmes expected to be transition for each business division. Business divisions are reviewing and updating these lists, and we are confirming further programme list requirements for transition plans.

National academic intellectual property repository (APŌPŌ)

21. The APŌPŌ project to retrieve and consolidate intellectual property relating to academic assets remains on track and on budget.

Te Pūkenga report



29 August 2025

22. Academic product collection for business divisions is progressing well and is on track. We are currently in phase two of five. All phases will be completed by the end of November. Planning for phase four and five with the respective divisions is currently underway.
23. Guidelines to manage access and use of product resources are being developed and further work is underway to consider the future governance, management, ownership, access and usage of the knowledge hub through and post the disestablishment of Te Pūkenga.

Hon Erica Stanford

Minister of Education
Minister of Immigration
Lead Coordination Minister for the Government's Response
to the Royal Commission's Report into Historical Abuse in
State Care and in the Care of Faith-based Institutions



4.1

4 August 2025

Good morning,

This morning I'm announcing the Government's proposal to replace NCEA with new national qualifications that ensure young people have the knowledge and skills they need to succeed. As key stakeholders in the education, trade, industry and business sectors your input into these proposals is an important next step in our consultation process.

We have prepared targeted communications specific to education, employers, industry and parents alongside the main discussion document which is out for consultation. There is a huge amount of material available for you to engage with, available at: <https://www.education.govt.nz/have-your-say/consultation-proposal-replace-ncea/details>

Key elements of our proposal include:

- Removing NCEA Level 1 and replacing it with a Foundational Award in numeracy and literacy
- Making English and Maths required subjects for Year 11 students
- Replacing NCEA Levels 2 and 3 with two new qualifications (The New Zealand Certificate of Education at Year 12 and the New Zealand Advanced Certificate of Education at Year 13)
- Shifting away from a "standards-based approach" to comprehensive subjects that are clearly laid out in the New Zealand Curriculum.
- Requiring students to take at least five subjects and pass at least four to attain each certificate at Year 12 and 13
- Retaining a combination of internal and external assessments but moving to a mark out of 100 for each subject with grades like A -E that make sense to parents.
- Working with industry to develop high quality, tertiary aligned, vocational pathways so students are getting the relevant skills they need to experience success in the workplace or at further training

These changes will ensure the next generation has the skills and knowledge they need to succeed.

Consultation on the proposal is open until 15 September, with final decisions due by the end of the year. Your feedback is highly valued and an important part of the consultation process. Please get in touch via nceaconsultation@education.govt.nz.

Every student deserves the chance to succeed and to gain a qualification that is highly regarded both here in New Zealand and around the world. We're making sure that every student, regardless of their background, has that chance.

Kind regards

A handwritten signature in blue ink, appearing to read 'E. Stanford'.

Hon Erica Stanford



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 31 July 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 Section 9(2)(j) OIA
8.	Regular reporting	
8.1	Chief Executive's closed report	Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA
9.	Risk and compliance	
9.1	Directors of ESA Publications (NZ) Limited	Section 9(2)(a) OIA Section 9(2)(g)(ii) OIA Section 9(2)(h) OIA Section 9(2)(i) OIA
9.2	Winding up of subsidiary companies	Section 9(2)(g)(ii) OIA Section 9(2)(h) OIA Section 9(2)(i) OIA
9.3	Closure of Westpac loan facility	Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA

Item	General subject of each matter to be considered	Section(s)
10.	Transition and disestablishment	
10.1	2026 budget update	Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA
11.	Reports from and relating to Committees	
11.1	Draft minutes of Interim Kaimahi Advisory Committee meeting held 14 August 2025	Section 9(2)(a) OIA Section 9(2)(b)(ii) OIA Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA
11.2	Draft minutes of Interim Māori Advisory Committee meeting held 20 August 2025	Section 9(2)(b)(ii) OIA Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA
12.	Inwards correspondence (confidential)	
13.	Outwards correspondence (confidential)	
13.1	Letter to Minister for Vocational Education, 13 August 2025	Section 9(2)(g)(ii) OIA Section 9(2)(j) OIA
13.2	Letter to Jeremy Morley, 27 August 2025	Section 9(2)(a) OIA Section 9(2)(g)(ii) OIA
14.	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
15.	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
- Alan Cadwallader
- Warwick Shillito

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).