



Early Childhood Education National Industry Advisory Group Hui Minutes

21 October 2025



Minutes – Early Childhood Education National Industry Advisory Group Hui (hui topa)

Date, Time and Location:	21 10 2025 at 09:00-11:00, Microsoft Teams, Pukehinau
Chair:	Sarah Williams, National Engagement Manager, Toitū te Waiora
Advisory Group Members:	<p>Alice Ingram, Curriculum and Learner Experience Writer, Whānau Āwhina Plunket</p> <p>Simon Laube, Chief Executive, Early Childhood Council</p> <p>Elizabeth Polley, Senior Academic Staff Member, Open Polytechnic/Te Pūkenga</p> <p>Bonnie Te Ara Henare, Managing Director, Principal Consultant/Senior Education Advisor, AHO Education & International Consultancy Ltd/ Ministry of Education</p> <p>Fiapaipai Casserley, Kaiako, He Whānau Manaaki Kindergartens</p>
Secretariat:	Tamar Anstice, National Engagement Project Coordinator, Toitū te Waiora
Attendees:	<p>Sean McKinley, Chief Executive, Toitū te Waiora</p> <p>Mark Ormsby, Poumatua, Toitū te Waiora</p>
Apologies:	<p>Zane McCarthy, Teacher/ECE sector representative on National Executive, Campus Creche Trust/NZEI Te Riu Roa</p> <p>Jesseallen Te Awhe- Raston, Tiamana (Chairman), Te Kōhanga Reo o Ngaio</p> <p>Graeme Severinsen, Academic Leader Undergraduate and Graduate Programmes (ECE), Te Rito Maioha Early Childhood New Zealand</p> <p>Cathy Wilson, Kaiwhakahaere Matua, Montessori Aotearoa NZ</p> <p>Logan Warwick, Registered Kaiako, Kids In The View Early Learning</p> <p>Raewyn Overton-Stuart, Managing Director, PAUA Early Learning</p> <p>Kara Daly, Pedagogical Lead, Playcentre Aotearoa</p>

***Actions for review on Page 6**

Summarised Minutes

Commentary:

Legislative and VET Reform Updates

(Updates from Sean McKinley, Chief Executive)

- Sean provided an update on the *Education and Training Amendment Bill*, which has now passed its third reading and is awaiting Royal Assent.
- The Industry Skills Boards (ISBs) will be established earlier than the original 1 January 2026 timeline. This change addresses practical challenges around transferring kaimahi, assets, and contract, since employment agreements can't be offered by an entity that doesn't yet exist.
- Once formally constituted, each ISB will have eight board members, including two ministerial appointments. These appointments are expected to be announced shortly after the legislation receives Royal Assent.
- The transition plan for Toitū te Waiora has been submitted to TEC for approval. Once endorsed, it will authorise the formal transfer of all qualifications, resources, and mahi completed over the past four years to the ISBs.

Staffing and Workforce Implications

- Only two roles from Toitū te Waiora will transfer directly to the new Health and Community ISB
- All other positions will go to open recruitment early in 2026. Sean acknowledged this would likely result in a 2-3 month gap in operations, as the ISBs recruit and onboard new staff.
- Across all eight ISBs, only 55 positions will transfer from the former Workforce Development Councils (WDCs), meaning most of the new organisations will be rebuilt from scratch with limited resourcing.
- Transferring staff must retain their existing WDC terms and conditions, which ISBs cannot afford.
- Sean and one additional staff member are expected to stay on until March 2026 to ensure a smooth wind-down and assist the new CE with handover and financial management.

Impact on ECE and Sector Representation

- Simon Laube raised concern that the ECE sector had previously been told it had no coverage under the new structure. Sean clarified this had since been corrected, the ECE sector is confirmed as being covered under the Health and Community ISB, as per the latest TEC documentation received the night before the hui.
- Simon expressed disappointment about the limited staff transition, acknowledging the “outstanding job” Toitū te Waiora had done and the loss of institutional knowledge.
- The group also discussed uncertainty about how investment and qualification advice would function under the new model.
- Under the WDC model, TEC was required to act on sector advice.
- Members were encouraged to keep an eye on board appointment opportunities within the new ISBs to ensure ECE voices are represented at governance level
- Under the new ISB structure, TEC must receive advice but is not obliged to act on it. This is a subtle but significant shift that could affect how sector input influences investment and qualification decisions.

Summarised Minutes

NIAGs and Industry Engagement

(Updates from Mark Ormsby, Poumatua and Hera Williams, National Engagement Manager)

- TEC has acknowledged the value of National Industry Advisory Groups and sees them as a vital mechanism for maintaining industry connection and engagement under the new ISBs.
- Toitū te Waiora will work to ensure ISBs are informed about our NIAG members and are aware of their expertise and history of collaboration.
- The NIAGs' collective advice, research, and documentation will all be transferred to ensure the continuity of institutional knowledge and sector relationships.

Data & Stakeholder Information Handover

- Toitū te Waiora is currently transferring stakeholder data (over 5000 contacts) to ensure continuity of engagement for the incoming ISBs.
- A privacy notification email was sent to stakeholders advising of the transfer of contact details to the ISB. There will be a follow up email sent out to confirm the transfer of stakeholder information
- The data is being backed up in both a CRM and a spreadsheet, as previous transitions showed CRM data was often lost or corrupted during migration.
- Sean and the team are cross-checking files and entries to ensure coverage and accuracy before final handover.

Cultural Capability Skill Standards:

- The Qualification Development team and the National Engagement team (Hera, Mark, and Tamar) alongside will be finalising a new set of skill standards focused on *Cultural Capability* (previously "Competence").
- The change in terminology reflects a shift towards recognising capability as ongoing and context-based, rather than a fixed state of competence.
- These standards have been developed in collaboration with Māori stakeholders, including Māori Qualification Services (MQS), and will soon go out for national consultation.
- This work is seen as a significant milestone, the first of its kind across all WDCs, and will likely carry into 2026 under the new ISB.

ECE Research Report:

- Still in progress, with additional work required before public release.
- Expected to be completed by the end of 2025. The team will circulate the final version once it's available.

Collaborative mahi with Māori Qualification Services:

- Tamar, Mark, and Hera have been invited to attend a two-day MQS hui on the Tiaki Mokopuna qualification suite, which aligns with early childhood qualifications.
- This reflects recognition of Toitū te Waiora's industry expertise that has been gathered using strong collaborative relationships built through the NIAGs.

Summarised Minutes

Group Reflections:

Members shared heartfelt reflections on their involvement in the NIAG, expressing gratitude for the opportunity to connect, learn, and contribute to sector development.

- **Fiapaipai:** thanked the group for the rich discussions, collaboration, and shared expertise over recent months.
- **Alice:** valued the opportunity to connect with others in the sector and gain insight into broader ECE issues.
- **Elizabeth:** appreciated learning about the behind-the-scenes processes influencing ECE, noting significant challenges facing providers like Open Polytechnic.
- **Bonnie:** highlighted the importance of maintaining the educational focus of ECE under Health and Community, expressing concern about the risk of ECE being viewed more as “care” than “education.”
- **Simon:** thanked Toitū te Waiora for its leadership and expertise, stressing the importance of continuing the ECE report and maintaining strong sector representation in future ISB structures.

Actions:

1.	
Reference #	20251021/01
Presenters:	Simon Laube/Sean McKinley
Commentary:	Simon raised concern that the ECE sector had previously been told it had <i>no coverage</i> under the new structure. Sean clarified this had since been corrected - the ECE sector is confirmed as being covered under the Health and Community ISB, as per the latest TEC documentation received the night before the hui.
Actions:	Sean to send through a written confirmation of ECE's inclusion under the Health and Community ISB (for Simon's Early Childhood Council newsletter)
2.	
Reference #	20251021/02
Presenters:	Mark Ormsby/Hera Williams/Tamar Anstice
Commentary:	Hera, Mark, and Tamar are finalising a new set of skill standards focused on Cultural Capability (previously "Competence").
Actions:	Tamar to send out an email once the Cultural Capability Skill Standards go out for national consultation. Members were encouraged to read through the new skill standards and provide feedback. (December 2025)
3.	
Reference #	20251021/03
Presenters:	Hera Williams
Commentary:	Hera informed the group that the ECE Report is still in progress, with additional work required before public release. Expected to be completed by the end of 2025.
Actions:	An update will be sent out to all members when the TTW ECE Research Report is released. (December 2025)

