



Toi Pāho consultation

Toi Pāho sector stakeholders and education providers are invited to respond to the goals and recommendations within Te Wao Nui o Toi Workforce Development Plan.

Your feedback will inform the final recommendations and advice to the Tertiary Education Commission for investing in vocational education and training for Toi Pāho careers, and MBIE for its support of the sector. It will also influence future work by Toi Mai to support the sector in the development of its workforce capability.

The consultation period closes on Friday 14 April 2023.

Visit the Toi Mai website via the following link <https://bit.ly/42bm3bu> to read the full report.

Please provide your feedback by answering the following questions.

There are 10 recommendations within the report.

Please rank these in order of importance, based on what you believe would create the most effective change for the industry.

1.

drag and drop in order 1 = most important, 10 = least important.

*

For a more detailed explanation of the recommendations, please refer to pages 95-105 within Te Wao Nui o Toi.

- 1 **Recommendation 6** TEC to direct funding to programmes that align closely with industry and industry requirements.
- 2 **Recommendation 7** Toi Mai to endorse and TEC to fund targeted training that supports underserved communities to build Toi Pāho careers.
- 3 **Recommendation 8** TEC to widen its criteria for provider funding to include pilot funding for non-NZQCF (New Zealand Qualifications and Credentials Framework) listed, industry-

defined and delivered short-form courses and stackable micro-credentials that are flexible, nimble and meet immediate industry needs.

- 4 **Recommendation 5** Toi Mai to endorse work-based learning initiatives that create positive industry environments where diverse voices can thrive.

- 5 **Recommendation 2** TEC and the Ministry of Business, Innovation and Employment (MBIE) to fund targeted campaigns that celebrate success, promote the value of creative and technical initiative and enable people to 'see themselves' in Toi Pāho roles.

- 6 **Recommendation 4** Government agencies to support initiatives that connect rangatahi Māori, whānau, hapū, iwi and underserved communities with creative and technology roles in screen.

- 7 **Recommendation 10** Toi Mai to work with industry towards establishing a medium- and long-term workforce capability pipeline.

- 8 **Recommendation 3** TEC and MBIE to fund and Toi Mai to coordinate the design of a campaign to attract talent from adjacent industries.

- 9 **Recommendation 9** Industry, Toi Mai, TEC and MBIE to investigate the potential merits of, and help define the purpose of, the nascent initiative towards creating an Industry Training Body for Toi Pāho.

- 10 **Recommendation 1** Tertiary Education Commission (TEC) to fund, and Toi Mai to coordinate, initiatives that make below-the-line screen careers visible and attractive to rangatahi Māori whānau, hapū and iwi, and reflect the diversity of underserved communities, including Māori, Pacific peoples, Asian, migrant communities, LGBTQIA+, women, tangata whaikaha and neurodiverse people.

Optional response

2. You may wish to elaborate on why you have ranked them in this order above.

Thank you for the opportunity to give feedback on the recommendations. SPADA's top four recommendations would be as listed above.

- We have prioritised Recommendations 6, 7, 8 and 5 because we see the value in attracting new funding into the system to build capability. We see these recommendations allowing for tangible change to occur in a short time span and deliver a positive impact for learners and the sector.

Industry specific qualifications or professional standards could be introduced as funded micro credentials e.g. Gaffers (lighting HOD's) required to have electrical safety qualifications.

For the 'attraction' recommendations (1 - 3) care must be taken to ensure the realistic promotion of a screen career, including a variety of below the line roles along with the attributes needed to navigate the environment of a gig

3. **Are there any other critical workforce issues not currently included in the Report that you believe must be addressed for the good of the industry?** *

- ☐ Yes - please explain below
- ☒ No - you've got things covered

4. **What additional or alternative approaches or initiatives do you think would help address the current workforce development issues within the industry?** *

- Stronger connections between industry and tertiary for the benefit of learners.
- Clarity of qualifications / industry standards to ensure clear expectations for learners and industry



5. **What role can you or your organisation play in making these recommendations into actions?** *

SPADA is available to consult, advocate, and support work in the training space for the screen sector. We can engage with Producers and Production Managers to educate them about training options for their productions.

6. **Do you have any other feedback that may be influential for us to finalise the recommendations?**

Enter your answer

Thanks for your feedback

As a result of the industry's collective feedback, Toi Mai will finalise the recommendations to TEC and advice to MBIE, and create an action plan and roadmap to better align industry needs and workforce training to 2032.

For the purposes of understanding who has provided feedback, please answer the following questions:

7. What is your role in the industry *

SPADA - Screen Producers New Zealand

8. Region *

National, office in Wellington

9. Are you a business owner/an employee/self-employed freelance/other [select which applies]

*

- ☐ Business Owner
- ☐ Employee
- ☐ Self-employed freelance
- ☒ Screen Members Guild (Producers)

10. Age *

- ☐ Under 20
- ☐ 20–29
- ☐ 30–39
- ☒ 40–49
- ☐ 50–59
- ☐ 60–69

☐ 70+

11. Qualifications /Highest level of education *

N/A for the organisation

12. Specify any major (subject)

N/A for the organisation

13. Which ethnic group do you belong to? (mark the space or spaces that apply to you, one or more) *

☐ Māori

☐ Pākehā/New Zealand European

☐ Samoan

☐ Cook Island Māori

☐ Tongan

☐ Other Pacific Peoples

☐ Chinese

☐ Indian

☒ Members Reflect all these ethnicities

14. Number of years in the industry *☐ None/1–2 years☐ 3–5 years☐ 6–10 years☐ 11–20 years☐ 21–30 years☒ 31+**15. Sector ***☐ Film☐ TV☐ Game Development☒ Film, TV, Online**16. Contact Details ******Name***

Ness Simons

17. Organisation *

SPADA - Screen Producers New Zealand

18. **Email Address** *

comms@spada.co.nz

19. **Mobile/phone number** *

021 882 132

20. **Would you like to be kept informed by Toi Mai of the outcome and any future developments?** *

☒ Yes

☐ No

21. **Are you happy for us to contact you should we have questions about your feedback?** *

Yes

If you have any questions about the report or this consultation process, please contact:

Jeannette Troon
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Toi Mai Workforce Development Council
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