

Older Workers Employment Action Plan: Monitoring and Implementation Table

October 2022

Action statuses

To be developed	Underway	Completed
0	11	0

Action (responsible agency)	Delivery risk	Milestones/Deliverables	Update on progress since last report
Action 1: Research and assess the needs of older workers for training, upskilling and vocational education, and the barriers to access (including appropriateness and availability). Based on the outcomes of this work, provide advice on how to increase older workers' uptake of training, upskilling and vocational education (MOE & MSD, supported by TEC).	SOME DELAYS [Redacted content S9(2)(f)(iv)]	<ul style="list-style-type: none"> Scope research – end of 2022. 	[Redacted content S9(2)(f)(iv)]
Action 2: Report annually how many older workers have enrolled in and completed courses with government-funded vocational education providers and what they trained in (in 5-year age brackets for those over age 45), and by gender and ethnicity (MOE).	ON TRACK	<ul style="list-style-type: none"> Refreshed data to be presented annually through OWEAP reporting. 	MOE's summary of findings from the first production of data tables is attached as Appendix A.
Action 3: Actively engage with older workers and make sure they can access information that will help them identify training options, prepare for work, find work and stay in work. Make sure that this work is promoted widely (MSD, TEC & OfS).	SOME DELAYS [Redacted content S9(2)(f)(iv)]	<ul style="list-style-type: none"> Develop a work plan to improve engagement with older workers to help inform further work – through 2022. 	<ul style="list-style-type: none"> [Redacted content S9(2)(f)(iv)]. [Redacted content S9(2)(f)(iv)] MSD and OfS are looking at what progress can be made [Redacted content S9(2)(f)(iv)], including using MSD internal channels to gain insights from frontline MSD staff about the experiences and needs of MSD clients who are also older workers. Work under Action 4 could also help to support this action.
Action 4: Review relevant career products to make sure that older workers are visible and their context reflects the diversity of older	SOME DELAYS	<ul style="list-style-type: none"> [Redacted content S9(2)(f)(iv)] 	<ul style="list-style-type: none"> The "relevant career products" that agencies have identified as relevant to this action are:

[Redacted content S9(2)(f)(iv)]

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<p>workers, is useful and relevant to them and raises awareness of study and training options (TEC & OfS)</p>	<p>Dependent on timing of other work</p>	<ul style="list-style-type: none"> Tahatū government panel to focus on broader population groups (including older people) – [Redacted content S9(2)(f)(iv)] 	<ul style="list-style-type: none"> [Redacted content S9(2)(f)(iv)] <u>Tahatū</u>, the new online career planning solution that TEC is developing for [Redacted content S9(2)(f)(iv)]. Tahatū is the 'next generation' of the careers.govt.nz website, refreshing its content, tools and functions. TEC invited OfS and MSD to join the Tahatū government panel, which will ensure that the needs of older workers can be input into the development of the tool. The primary audience for the first release of Tahatū [Redacted content S9(2)(f)(iv)] is secondary school students, [Redacted content S9(2)(f)(iv)]. [Redacted content S9(2)(f)(iv)].
<p>Action 5: Make sure that the needs of older workers and the barriers they face to finding work and staying employed are fully considered and addressed in:</p> <ul style="list-style-type: none"> the ongoing development of employment services the design of the proposed New Zealand Income Insurance (NZII) scheme the review of active labour market programmes (ALMPs). <p>Make sure that the final products from this work are accessible and well promoted, potentially through a targeted awareness campaign (MSD, MBIE & OfS)</p>	<p>ON TRACK</p>	<ul style="list-style-type: none"> [Redacted content S9(2)(f)(iv)] 	<ul style="list-style-type: none"> EET Ministers received a progress update on work underway relating to ALMPs on 29th October. MSD is working closely with Te Whatu Ora – Health New Zealand, ACC, Whaikaha – Ministry of Disabled People and other population specific agencies as well as external stakeholders in the community and sector to explore options for employment supports for disabled people, including people with health conditions. [Redacted content S9(2)(f)(iv)].
<p>Action 6: Report on how many older workers engaged with government-funded employment services and programmes. Where possible, report this by age (in 5-year age brackets from the age of 45), gender and ethnicity. (MSD)</p>	<p>ON TRACK</p>	<ul style="list-style-type: none"> MSD is working to allow for cuts by age and Māori or Pacific ethnicities for the next annual data release. 	<p>Participant data is now available on the Employment Assistance effectiveness app (https://ea.analytics.msd.govt.nz/) broken down by age (5-year age brackets from age 45 to 70+). Key insights from the most recent full year of data available (2019/20) include:</p>

[Redacted content S9(2)(f)(iv)]

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			<ul style="list-style-type: none"> Older people aged 50+ made up eight percent of total placements into employment supports in 2019/20. The balance of investment in employment assistance is towards those in the under 25-year-old age group, with a steady reduction in investment with increasing age (even though the number of people on income support in older age groups is high).
<p>Action 7: Review the Mature Workers Toolkit to ensure that it continues to provide employers with practical support to hire, develop and retain older workers. Make sure that the toolkit is promoted widely (MBIE & OfS)</p>	<p>ON TRACK</p>	<ul style="list-style-type: none"> OfS and MBIE to meet to discuss web page data and findings of a desk-based review – November 2022. Engagement with employers and workers to identify opportunities for improvement – June 2023. Implement improvements – July to December 2023. 	<p>The OfS and MBIE have drawn up a high-level review plan for the Mature Workers Toolkit (MwT). To date, MBIE has added a feedback rating and comments section on the MwT web page, and information about the tool has been featured simultaneously in the business.govt.nz and OfS stakeholder newsletters, to drive more traffic to the page.</p>
<p>Action 8: Research incentives and barriers for employers in providing more opportunities for older workers to benefit from flexible work arrangements. Prioritise groups (in alignment with other employment action plans): Māori, women, Pacific people, disabled people, former refugees, recent migrants and ethnic communities (MBIE)</p>	<p>SOME DELAYS [Redacted content S9(2)(f)(iv)]</p>	<ul style="list-style-type: none"> MBIE will begin scoping this action in the first half of 2023. MBIE will conduct research through the second half of 2023. 	<p>[Redacted content S9(2)(f)(iv)]. Scoping of this action will begin early 2023. This action is a consolidated action across all the employment action plans.</p>
<p>Action 9: Research opportunities and incentives for employers to provide greater opportunities for older workers to participate in training in the workplace. Prioritise groups (in alignment with other employment action plans): Māori, women, Pacific people, disabled people, former refugees, recent migrants and ethnic communities (MBIE)</p>	<p>SOME DELAYS [Redacted content S9(2)(f)(iv)]</p>	<ul style="list-style-type: none"> Defining research scope and methodology – end 2022. Conduct research through 2023. 	<p>MBIE has commenced scoping this action in the second half of 2022. This action is a consolidated action across all the employment action plans.</p>

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<p>Action 10: Improve understanding across industry groupings and sectors of the effects and opportunities of an ageing workforce. Do this in collaboration with relevant key stakeholders (such as iwi/hapū and Māori organisations, Regional Skills Leadership Groups, Workforce Development Councils, employers and unions) (MBIE & MSD, supported by TEC)</p>	<p>ON TRACK</p>	<ul style="list-style-type: none"> • By November 2022, the Regional Workforce Plans (RWPs) will be completed for each of the 15 Regional Skills Leadership Groups (RSLGs). • [Redacted content S9(2)(f)(iv)]. • Engagement with Workforce Development Councils (WDCs) has not yet started as they have been focusing on their core activities and establishment. We intend to engage with them in the new year. • Continue to identify opportunities to promote good practice within government agencies and the business community – ongoing. 	<ul style="list-style-type: none"> • RSLGs, whose membership is representative of regional business, iwi, hapū, Māori and community organisations, and unions have been a key area of focus for engagement so far, including with several RSLGs who also identified actions relating to older workers through their RWPs. • Input has also been provided by MSD and the OfS into the MBIE-led cross-agency Government response to RSLGs' RWPs, which identifies alignment between cross-cutting themes in the RWPs and the EAPs, including the OWEAP. In particular, the opportunity under Action 10 for RSLGs to engage in work alongside government to respond to the needs and aspirations of older workers and raise awareness in their regions of opportunities and challenges has been highlighted, including identifying sectors with: <ul style="list-style-type: none"> ○ workforce gaps that older workers could fill given the right support, training or encouragement ○ significant ageing workforces where people may need training, upskilling or other supports to remain in that work ○ aging workforces where people are unlikely to stay in those roles as they age. • Following an initial presentation on the OWEAP to the RSLG Secretariat, the OfS has made similar presentations to Te Kawa Mataaho Public Service Commission, ASB Bank and Tātaki Auckland Unlimited (an Auckland Council-controlled organisation committed to making the Auckland region a desirable place to live, work, visit, invest and do business in), and is open to presenting to other groups as well. The purpose of these presentations is to increase awareness of the OWEAP and the needs and aspirations of older workers, as well as to identify overlaps and points of mutual interest between the OWEAP and their own areas of work. A mix of interest from both a diversity and inclusion, as well as a wider employment perspective has been revealed, both of which will continue to

[Redacted content S9(2)(f)(iv)]

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			<p>be explored further and incorporated into other work as appropriate.</p> <ul style="list-style-type: none"> MSD and the OFS have also been connected with partnership managers for the six WDCs and will seek a time to engage with these groups as appropriate for the stage of establishment each WDC is at.
<p>Action 11: Refer the issue of the ageing workforce to the Future of Work Forum to include as a specific discussion topic on its agenda (MBIE & OfS)</p>	<p>ON TRACK</p>	<ul style="list-style-type: none"> Work with the FOW Forum Secretariat to establish the best way to engage on the issue of the ageing workforce, commencing with the FOW Governance Group meeting on 5 December 2022. [Redacted content S9(2)(f)(iv)] 	<p>OfS has engaged with the FOW Forum Secretariat to look at ways to progress the issue of an ageing workforce through wider FOW mechanisms, and where opportunities might arise through other fora.</p> <p>[Redacted content S9(2)(f)(iv)]</p>

Abbreviations

- EAP – Employment Action Plan
- MBIE - Ministry of Business, Innovation and Employment
- MOE - Ministry of Education
- MSD - Ministry of Social Development
- OfS - Office for Seniors
- EET – Employment, Education and Training
- ALMP – Active Labour Market Programmes

Appendix A

Older learners in Vocational Education and Training (October 2022)

The number of older learners (aged 45 years or older) in vocational education and training (VET)¹ increased by 9.4% in 2021 to 55,855 learners (from 51,060 in 2020), compared to a 13% increase for all age learners.²

The largest proportional increase occurred in private training establishments (PTEs) (23%), followed by a 19% increase in older learners in the polytechnic (Te Pūkenga subsidiaries) sector, followed by the university sector (16%) and wānanga (10%). The number of older learners in the industry training system increased by just 1.1%, compared to an overall increase of 12% for all-aged learners, while all learners in PTEs increased by 12%. Increases for older learners were equivalent to changes for learners of all ages in the other sectors.

Overall, the distribution of older VET learners by subsector was similar to all-aged learners, except for in industry training, with 43% of older learners participating in industry training in 2021, compared to 51% of all-age learners, and in wānanga (18% compared to 8.7%). The distribution of learners in Te Pūkenga subsidiaries and in PTEs was similar for older learners as for all-aged learners.

The distribution of older VET learners by ethnicity was generally similar to learners of all ages, except that there were proportionally fewer older learners who identified as Pacific Peoples (7.4% compared to 9.7%). Older VET learners were also less likely to be females (41%) compared to all-age VET learners (46%).

Participation by NZQF level of qualification differed between older learners and all-aged learners, with proportionally more older learners enrolled in level 1 to level 3 qualifications (46% compared to 37%). There was a 10 percentage point difference between older learners and all-age learners enrolled in level 4 qualifications (41% compared to 51%) in 2021.

In 2021 higher proportions of older VET learners completed qualifications than all-age learners (39% in 2021 compared to 33%). The difference is mainly accounted for by learners in the industry training sector, with 31% of older learners completing a qualification compared to 25% of all-age learners in 2021.

Over 21,500 older learners completed a qualification in 2021, a 7.7% increase over 2020 completers. The rate of increase differed by subsector, with industry training completers declining by 15% (as part of a long trend of declining numbers completing, explained by lower numbers of participants) while Te Pūkenga completers increased by 39% (20 percentage points above the participation increase in this subsector).

The proportion of older VET learners gaining qualifications in 2021 varied by ethnicity. While the number of European learners gaining qualifications increased (6.4%) the proportion of learners gaining a qualification (37%) was the same as in 2020. The number of older Māori learners gaining a qualification increased the most of all ethnic groups, by 9.1%, with 41% of learners gaining a qualification in 2021.

¹ See section *Vocational Education and Training (VET) – definitions* for definitions.

² For statistics of all-aged VET learners, see: <https://www.educationcounts.govt.nz/statistics/vocational-education-and-training>.

Vocational Education and Training (VET) - definitions

This information relates to VET programmes in the New Zealand tertiary education sector, under the definition of VET adopted for the Reform of Vocational Education (ROVE).

The criteria for VET differ slightly by sub-sector.

Provider-based VET is defined as follows:

- tertiary education provision occurring at Te Pūkenga subsidiaries, wānanga, universities and private training establishments (PTEs)
- enrolments that are eligible for funding by the Tertiary Education Commission (TEC)
- enrolments by domestic students only. International student enrolments are not included in these tables
- non-degree provision in certificate and diploma qualifications at Levels 3 to 7 on the New Zealand Qualifications Framework (NZQF)
- qualifications funded mainly under the Student Achievement Component (SAC), Māori and Pasifika Trades Training and SAC Level 3 and 4 Competitive Process funding categories.

Workplace-based VET is defined as follows:

- workplace-based training including traineeships and apprenticeships, arranged by:
 - industry training organisations (ITOs) and transitional industry training Organisations (TITOs),
 - organisations to whom industry training functions have transferred under the Review of Vocational Education reforms
 - provision in certificate and diploma qualifications at Levels 1 to 7 on the NZQF
 - enrolments that are eligible for funding by the Tertiary Education Commission (TEC).