

Skills International

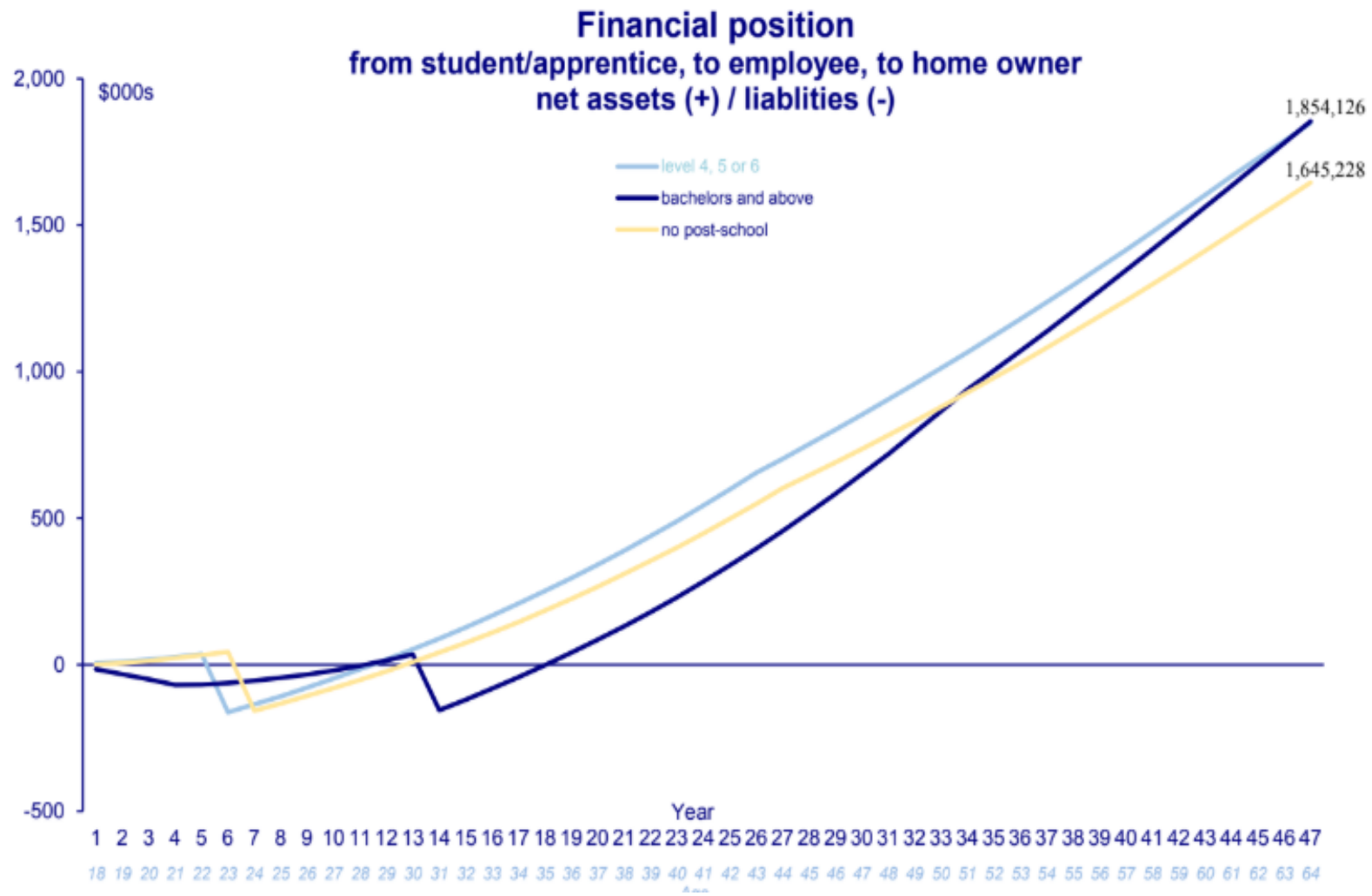
China – NZ Summit

November 2021



Apprenticeships

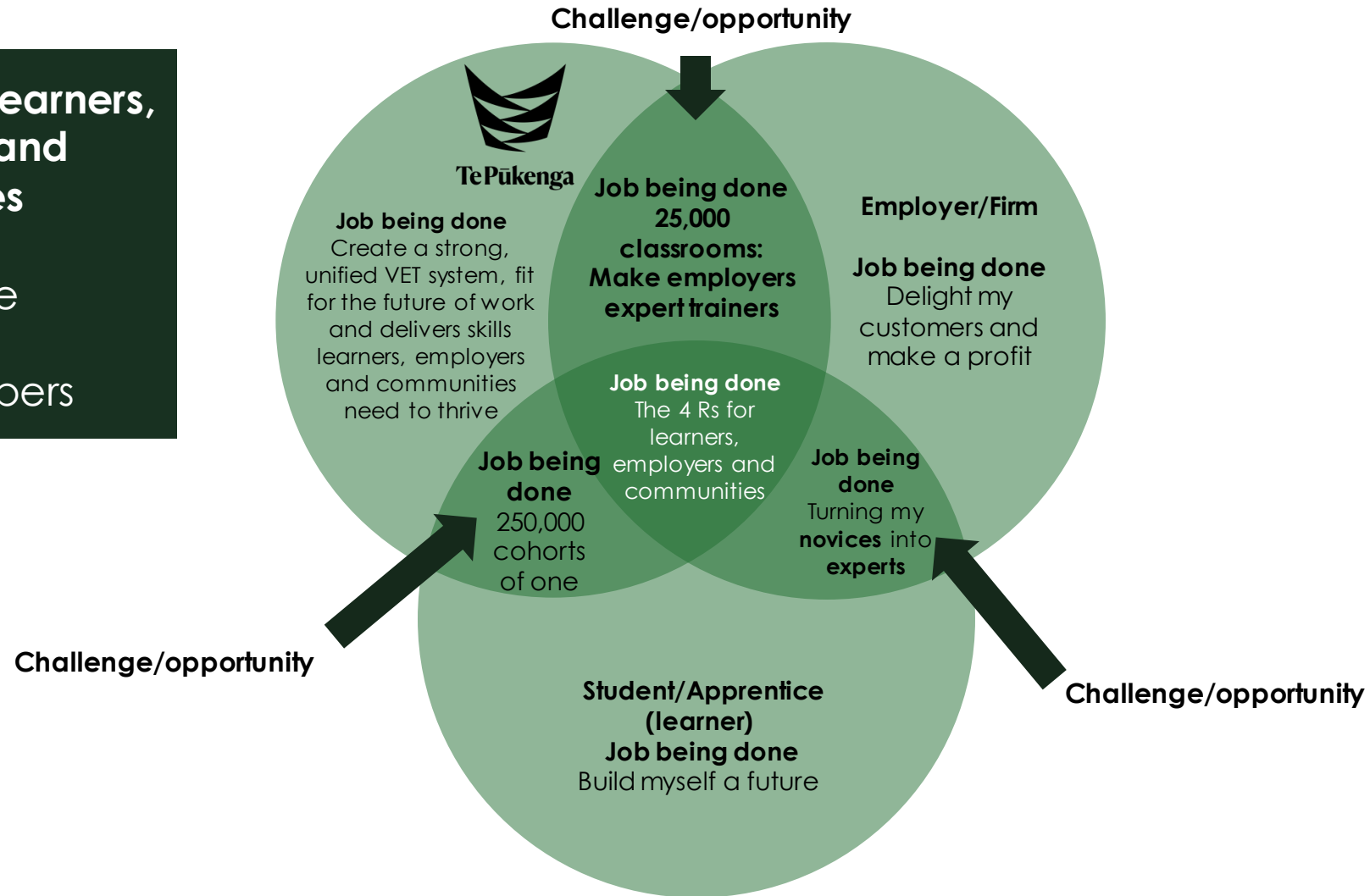
- Apprenticeships are the oldest form of learning
- 100% of firms train their staff
- Historical prejudice against work-based learning Vs academic pathways
- Challenge to integrate tertiary education with work processes/productivity
- Greater reliance on firms as 'teachers' going forward
- Economically attractive – 'learn as you earn'



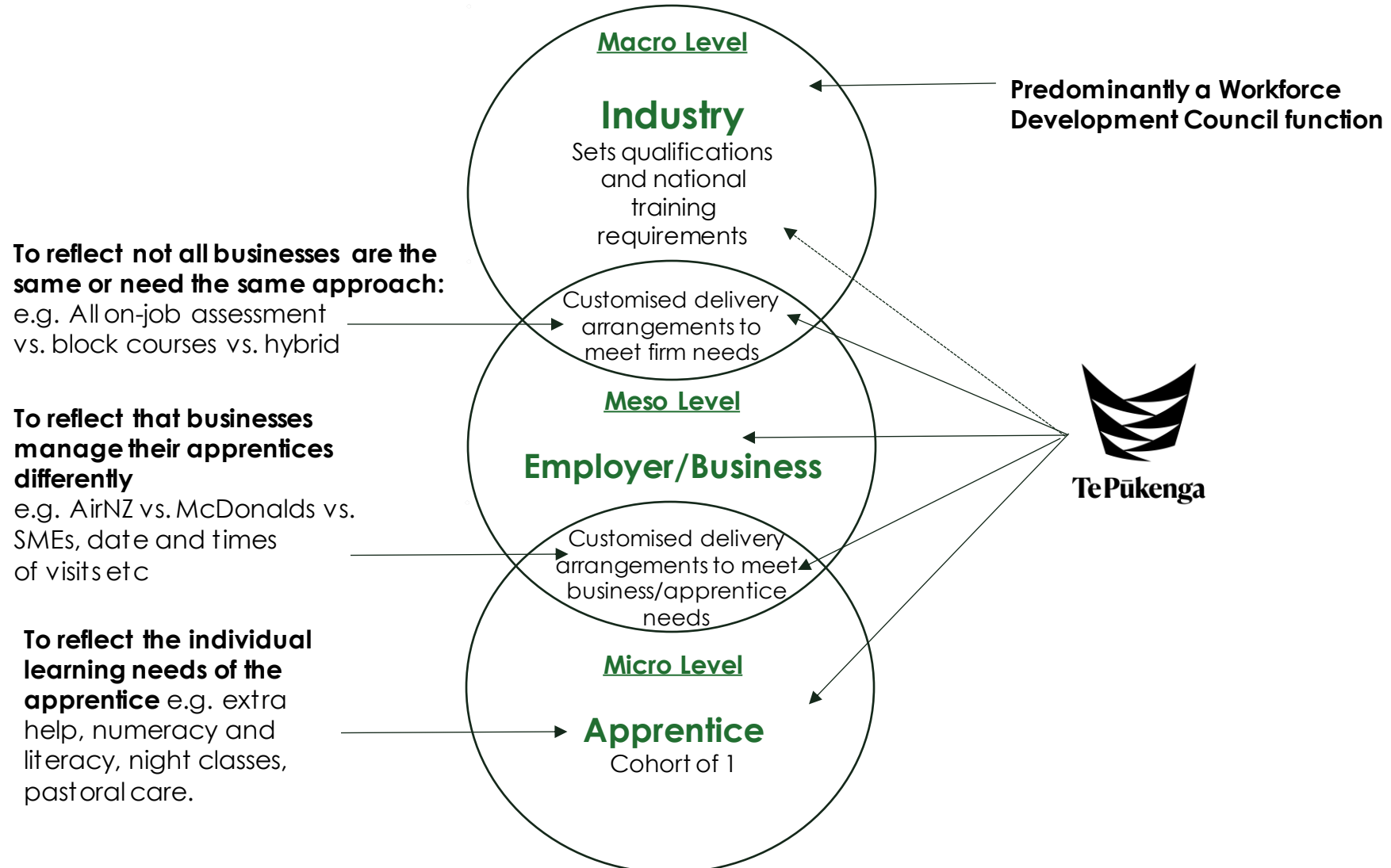
The 'Job to be Done'

The 4Rs for learners, employers and communities

- right skills
- right place
- right time
- right numbers



Understanding firms/employers and work-based learning



**“So ... it’s not just the learner
at the centre of everything we do...
the employer must be as well”**

No employer, no apprentice



Te Pūkenga