

Definitions, Glossary and Links: Waikato RWP

Definitions

Action

'Actions' are focused on what local stakeholders are willing and able to do to improve skills and training, and employment outcomes, across the region. Actions will require commitment from regional organisations, businesses and/or influencers. Based on what has been heard across the region, the Waikato RSLG will identify what short/medium/long term changes and outputs need to be enacted and who the relevant stakeholders are to be a part of this. Further engagement through the networks of the Waikato RSLG will be required to get these stakeholders to commit to tangible, measurable actions that will address some of the skills and training challenges the Waikato labour market is facing. These agreed upon actions will be an integral part of the RWP.

Recommendation

'Recommendations' are the suggestions that will be made to government and related entities based on the information and data that has been collated by the Waikato RSLG. Unlike Actions, Recommendations are more policy or funding driven than action oriented. The primary audience of Recommendations will be agencies such as (but not limited to) the Workforce Development Councils (WDCs), Tertiary Education Commission (TEC) and Immigration NZ. Since these Recommendations are not pre-agreed upon by other facets of government it is not guaranteed that they will be acted upon. However, as part of the Reform of Vocational Education (RoVE), agencies such as TEC will need to acknowledge the Recommendations of the RSLG and they will have influence over the larger, long-term frameworks around government decision making.

Terms

Agritech – Agricultural technology or agrotechnology (abbreviated agtech, agritech, AgriTech, or aggrotech) is the use of technology in agriculture, horticulture, and aquaculture with the aim of improving yield, efficiency, and profitability. Agricultural technology can be products, services, or applications that improve various input / output processes (nifa.usda.gov)

Artificial Intelligence – Intelligence demonstrated by machines, as opposed to natural intelligence displayed by animals including humans.

Computer Vision - An interdisciplinary scientific field that deals with how computers can gain high-level understanding from digital images or videos. From the perspective of engineering, it seeks to understand and automate tasks that the human visual system can do.

Decent Work - Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organise and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men. [*International Labour Organisation definition*]

Green Jobs – Green jobs are decent jobs that contribute to preserve or restore the environment, be they in traditional sectors such as manufacturing and construction, or in new, emerging green sectors such as renewable energy and energy efficiency.

Green Skills - Skills that enable the environmental sustainability of economic activities.

Industry 4.0 – The Fourth Industrial Revolution, or 4IR, Industry 4.0, conceptualises rapid change to technology, industries, and societal patterns and processes in the 21st century due to increasing interconnectivity and smart automation (World Economic Forum)

Infometrics – A private sector economic research firm commissioned to produce data and statistics to support the Regional Workforce Plan

Just Transitions - a strategy to move a region toward a low carbon future.

Kick Start to Work – The Kickstart Scheme provides funding to create new jobs for 16 to 24 year olds on Universal Credit who are at risk of long term unemployment.

Machine Learning - Machine Learning is the study of computer algorithms that can improve automatically through experience and using data. It is seen as a part of Artificial Intelligence

Micro-credentials – Stand-alone education products intended to enable learners to access specific knowledge and skills in a cost-effective and time-efficient way. They are smaller the qualifications, with a tight focus on developing skills to meet the immediate needs of industry, employers, iwi and/or communities (tec.govt.nz)

Potential Labour Force - people not employed but available for work **or** seeking work

Robotics – The branch of technology that deals with the design, construction, operation, and application of robots.

Skill levels - ANZSCO defines skill level as a function of the range and complexity of the set of tasks performed in a particular occupation. The greater the range and complexity of the set of tasks, the greater the skill level of an occupation.

Skill level is measured by the level or amount of formal education and training; the amount of previous experience in a related occupation, and; the amount of on-the-job training required to competently perform the set of tasks required for that occupation.

- Highly-skilled occupations typically require a Bachelors' degree or higher qualification and include professionals such as accountants, teachers, and engineers, as well as most managers such as chief executives. This category is consistent with skill level one of the Australia New Zealand Standard Classification of Occupations (ANZSCO).
- Skilled occupations typically require a level 5-6 Certificate or Diploma on the New Zealand Qualifications Framework (NZQF). The category includes some managers (such as retail managers) and technicians (such as architectural draftspersons, ICT support technicians and dental hygienists). This category is consistent with skill level two of the ANZSCO classification.
- Semi-skilled occupations typically require an Level 4 qualification on the NZQF. The category includes tradespersons (such as motor mechanics), skilled service workers (such as firefighters), as well as skilled clerical and sales workers (such as legal secretaries and estate agents). This category is consistent with skill level three of the ANZSCO classification.

- Low-skilled occupations typically require a Level 3 qualification or lower on the NZQF. The category includes a range of lower skilled occupations from general clerks, caregivers, and sales assistants, through to cleaners and labourers. This category is consistent with skill level three and four of the ANZSCO classification.

Underemployed - people who want to work more hours than they usually do and are available to do so.

Unemployed - people not employed but available for work *and* seeking work

Working Age Population - people aged 15+ years

[Glossary of Te Reo Māori terms](#)

Hāpori - Community

Kaitiaki – the concept of guardianship

Mana Motuhake - autonomy

Rohe – region

Rangatahi – young people, youth, the younger generation (*for the Waikato RWP, the term Rangatahi is used to describe all young people, aged 15-24, whether Māori or other ethnicity*).

Raupatu – the confiscation or seizure of land

Tangata Whenua – people of the land

Tauira - students

Wānanga – workshops

Whānau - family

[Glossary of Acronyms](#)

AI – Artificial Intelligence

ANSIC – Australia and New Zealand Standard Industrial Classification

ANZSCO – Australia and New Zealand Standard Classification of Occupations

B4B – Better for Business

BOPTep - Bay of Plenty Tertiary Education Partnership

BCITO – Building and Construction Industry Training Organisation

CAGR – Compound Annual Growth Rate

CoVEs – Centres of Vocational Excellence

DEI - Diversity, equity and inclusion

DHB – District Health Board

EDA – Economic Development Agency

EMA – Employers and Manufacturers Association

ERP – Emissions Reduction Plan

EV – Electric Vehicle

FMCG – Fast Moving Consumer Goods

FTE – Full Time Equivalent

GDP - Gross Domestic Product

HLFS – Household Labour Force Survey

HPR – He Poutama Rangatahi

ICT – Information and Communications Technology

ILO – International Labour Organisation

ITP – Industry Transformation Plan

IRSLG – Interim Regional Skills Leadership Group

LIR – Local Insights Report

MBIE – Ministry of Business, Innovation and Employment

MfW – Ministry for Women

ML – Machine Learning

MoE – Ministry of Education

MSD – Ministry of Social Development

NAP – National Adaptation Plan

NCEA - National Certificate of Educational Achievement

NEET – Not in Employment Education or Training

NILF – Not in the Labour Force (but of working age)

NZQF – NZ Qualifications Framework

NZWTS – New Zealand Welding, Trades & Services

OECD – Organisation for Economic Co-operation and Development

PIAAC - Programme for the International Assessment of Adult Competencies

PTE – Private Training Establishment

R&D – Research and Development

RBI – Rural Broadband Initiative

RoVE – Reform of Vocational Education

RSE – Recognised Seasonal Employer
RWP – Regional Workforce Plan
SfTI – Science for Technological Innovation
SME – Small and medium-sized enterprises
SVI – Skills Vacancy Index
TEC – Tertiary Education Commission
TPK – Te Puni Kokiri
UFB – Ultra Fast Broadband
VET – Vocational Education and Training
WDC – Workforce Development Council
WECA – Waikato Engineering Careers Association
YARLE – Youth at Risk of Limited Employment

Useful Links

Agritech ITP - [Agritech ITP | Callaghan Innovation](#)

Agritech NZ - [Home - AgriTech New Zealand \(agritechnz.org.nz\)](#)

Animation College - https://www.mediadesignschool.com/courses/3d-animation-visual-effects-vfx-courses-degrees?gclid=Cj0KCQjw06OTBhC_ARIsAAU1yOVhJ6P_PSD-nCaSOpTCx7joYD9Irgi8QUi_H2Z3RULeLYOGkEOTU8kaAi62EALw_wcB

Aramiro Ahu Whenua Trust - [Aramiro Whenua Trust – To Tatou Whenua – Our land | To Tatou Iwi – Our people | To Tatou Tuakiri – Our identity](#)

Callaghan Innovation - [Callaghan Innovation](#)

Civil Contractors NZ – <https://civilcontractors.co.nz/>

Climate Change Response (Zero Carbon) Amendment Act 2019 - [Climate Change Response \(Zero Carbon\) Amendment Act 2019 | Ministry for the Environment](#)

Competenz - <https://www.competenz.org.nz/>

Construction Sector Accord – www.constructionaccord.nz

Construction Sector Transformation Plan - <https://www.constructionaccord.nz/assets/Construction-Accord/files/construction-accord-transformation-plan.pdf>

Dairy NZ - [DairyNZ - DairyNZ](#)

Digital Technologies Draft Industry Transformation Plan 2022 – 2032 - [Digital technologies industry transformation plan – progress report - NZTech](#)

Diversity Works / Construction Accord ‘Diversity Roadmap’ Project - [Construction Sector Accord partnership builds sustainable workforce - DiversityWorks \(diversityworks.nz\)](#)

Driving Change Network - <https://www.drivingchange.nz/>

Engineering NZ, The Diversity Agenda Initiative - [The Diversity Agenda | Engineering New Zealand \(engineeringnz.org\)](https://www.engineeringnz.org/)

First Union - <https://www.firstunion.org.nz/>

Hanga Ara Rau - [Home - Hanga-Aro-Rau \(hangaararau.nz\)](https://www.hangaararau.nz/)

Infometrics – www.infometrics.co.nz

Infrastructure Commission – www.tewaihangagovt.nz

Infrastructure Skills Centre - [Infrastructure Skills Centre - Final Brochure - Email Version.pdf \(civilcontractors.co.nz\)](https://www.civilcontractors.co.nz/)

Kahui Ako - <https://www.education.govt.nz/communities-of-learning/>

Kia Kaha Electrical - [Kia Kaha Electrical - Electrical & HVAC Services](https://www.kiahaha.co.nz/)

Ko Maui Hangarau - <https://www.kmh.nz/>

Mana in Mahi Programme - [Mana in Mahi - Strength in Work - Work and Income](https://www.manainmahi.org.nz/)

Muku Tangata - [Home - Muka Tangata](https://www.mukutangata.org.nz/)

Ohu Mai (Workforce Development Councils) - [Home - Ohu Mahi](https://www.ohumai.org.nz/)

Productivity Commission - [Productivity Commission](https://www.productivity.govt.nz/)

Puhoro STEMM Academy – www.puhoro.org.nz

Ringa Hora - [Home - Ringa Hora](https://www.ringahora.org.nz/)

Ruakura Inland Port - [Ruakura Superhub, your place to grow, prosper and sustain - Ruakura Superhub](https://www.ruakurasuperhub.co.nz/)

Seeka - <https://www.seeka.co.nz/kiwifruit>

Skills for Industry Programme - [Skills for Industry - Work and Income](https://www.skillsforindustry.org.nz/)

Smart Waikato Trust - [Home - Smart Waikato](https://www.smartwaikato.org.nz/)

Te Pūkenga - [Te Pūkenga – New Zealand Institute of Skills and Technology](https://www.tepukenga.govt.nz/)

Te Puna Ora o Mataatua – [Health, Medical, Social & Employment Provider \(tpoom.co.nz\)](https://www.tpoom.co.nz/)

Te Waka - www.waikato.com

The Mind Lab - [Innovative education provider - Learn Stack Build Master with The Mind Lab](https://www.themindlab.co.nz/)

Toi Mai - [Home - Toi Mai](https://www.toimai.org.nz/)

Toi Ohomai Institute of Technology – <https://www.toiohomai.ac.nz/>

Toitu Te Waiora - [Home - Toitū te Waiora \(toitutewaiora.nz\)](https://www.toitutewaiora.nz/)

University of Waikato - [University of Waikato](https://www.waikato.ac.nz/)

Waihanga Ara Hau - [About us - Waihanga Ara Rau](https://www.waihangaararau.org.nz/)

Cultivate IT Digital Waikato 2025 Strategy - [cultivateit_digital-waikato-2025-strategy_a4_oct19_1-071019_digital.pdf \(windows.net\)](#)

Waikato Tainui – <https://waikatotainui.com>

WinTec - [Waikato Institute of Technology, Wintec](#)

Women in Trades Initiative - [Women in Trades \(womenintradesnz.com\)](#)

Women's Employment Action Plan - [Women's Employment Action Plan | Ministry for Women](#)

Workforce Information Plan - www.wip.org.nz

ⁱ <https://etu.nz/decentwork/>