

The Action Plan outlines the priority actions that Toi Mai and partners will focus on delivering in 2023–2024.

OUTCOME	PARTNERS (COLLABORATORS)	WHEN	WHAT SUCCESS LOOKS LIKE?
Industry aligned short-form courses including work-based learning are funded and reflect workforce requirements	Industry Toi Mai Tertiary Education Commission (TEC) New Zealand Qualifications Authority (NZQA) Te Pūkenga/Private Training Establishments (PTE) New Zealand Film Commission (NZFC) Ministry of Business, Innovation & Employment (MBIE) Ministry of Culture and Heritage (MCH)	By mid 2024	Industry-led training is designed, funded and delivered in alignment with industry needs
Proposed Actions	Steps	Timeframe	
a. Toi Mai to work with industry to update and develop industry standard qualifications in below-the-line production skill streams, alongside programme guides for providers	<ol style="list-style-type: none"> Toi Mai recently completed a review of the NZ Diplomas in Screen Production (Levels 5 and 6) (June 2023) Toi Mai is working with industry to develop skill standards, micro-credentials, and qualifications for below-the-line skill streams that are stackable and flexible Toi Mai and industry are concept testing the development of skill standards and micro-credentials within a production knowledge case study Toi Mai is advising education providers on programme development and compliance measures 	<ol style="list-style-type: none"> Revised Diplomas are on the NZQA framework for providers to update their programmes Skill standards and micro-credentials are currently under development with industry testing occurring in the Hawkes Bay with Share the Knowledge (Nov 2023 – Mar 2024) As above Ongoing 	
b. Toi Mai to work with relevant bodies to explore funding mechanisms that support industry-led, work-based or apprenticeship type training, to better align graduate outcomes with industry needs	<ol style="list-style-type: none"> Toi Mai will continue discussions with MBIE/MCH, NZFC and TEC regarding the funding of work based learning for screen e.g. Set Ready Go workshops and the Share the Knowledge case study Toi Mai will work with Guilds and NZFC to explore the concept of a coordinating body to act as a broker between training delivery and production needs Toi Mai in collaboration with TEC and industry will define, develop and test a group apprenticeship model that works for this industry. 	<ol style="list-style-type: none"> July – November 2023 Discussions are underway. A 1–3 year timeframe. 1–3 year timeframe with Hawkes Bay production based case study and potential involvement with education providers 	
c. Toi Mai proposes a partnership with industry to support or credential industry experts as trainers, enabling continuous work in between contracts. National coordination is needed	<ol style="list-style-type: none"> Toi Mai and industry coordinators/producers work together to identify opportunities eg Share the Knowledge as a case study using industry experts as teachers Explore the longer term role of a national coordinating body 	<ol style="list-style-type: none"> Opportunities identified and activated from Dec 2023 to Mar 2024 1 year timeframe to explore options to improve co-ordination. 	
OUTCOME	PARTNERS (COLLABORATORS)	WHEN	WHAT SUCCESS LOOKS LIKE?
A thriving Toi Pāho industry environment where careers can progress equitably, and diverse voices can thrive.	Industry Guilds Toi Mai TEC Te Pūkenga Regional Film Offices (RFO)	Long term actions as industry improves its working environments and workforce upskills	Clear and supported career pathways for a diverse workforce, both above and below the line
Proposed Actions	Steps	Timeframe	
a. Toi Mai to partner with industry to provide relevant qualifications and training for people seeking career progression and professional development within the sector	<ol style="list-style-type: none"> Toi Mai and industry are developing skill standards and micro-credentials for screen that are stackable, cover different skill areas and facilitate career progression Toi Mai to work with industry to enable industry experts to become accredited trainers and assessors Explore options to improve industry co-ordination with Guilds and studios, including a production pipeline and skills matrix (identifying regional gaps and how to fill them) 	<ol style="list-style-type: none"> Currently underway with Toi Mai and Share the Knowledge Explore what support/training needed for industry trainers working in the case study in Hawkes Bay Nov 2023 – March 2024 2–3 year timeframe 	
b. Build better connections between industry and tertiary providers	<ol style="list-style-type: none"> Toi Mai to initiate conversations with industry, RFOs and providers regarding insights from the Toi Pāho workforce development plan Toi Mai programme guidance requires industry connection Toi Mai to support Sector Guilds (or coordinating body) to connect with screen training providers 	<ol style="list-style-type: none"> Ongoing Currently underway following the review of sector qualifications 2–3+ year timeframe 	
c. Toi Mai to develop programme guidance and quality assurance checks to ensure that pastoral care and cultural competency is considered in all work-based training	<ol style="list-style-type: none"> Toi Mai role as part of qualification review (with industry) 	<ol style="list-style-type: none"> Ongoing 	
d. Toi Mai to explore qualifications that address business skill needs for creative professionals	<ol style="list-style-type: none"> Toi Mai has begun to scope the need for business skill development in creative and sectors with the other relevant workforce development councils 	<ol style="list-style-type: none"> Currently underway 	

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Improved co-ordination across Toi Pāho to sustain a well trained workforce	TEC MBIE MCH Te Māngai Pāho (TMP) NZonAir Toi Mai RFO	Multiple discussions with partners and stakeholders. Discussions with MBIE and MCH on the Screen Production Rebate are occurring	The industry has access to a diverse workforce that is well prepared to meet production demands (on both domestic and international fronts)
Proposed Actions	Steps	Timeframe	
a. Industry, with Toi Mai support, to investigate the potential initiative of an industry-led body to coordinate work-based training opportunities	1. Toi Mai to facilitate introductions between Interim Screen Training Advisory Group (STAR) and relevant government agencies (NZFC, MBIE/ MCH, TMP, TEC)	1. Interim STAR was established in Jan 2023. Introductions to MBIE and MCH re screen rebate and skills development begun June 2023 and are ongoing	
b. Toi Mai to support the industry in the development of a medium-long term workforce capability pipeline to enable training needs to be mapped	1. Toi Mai to discuss with NZFC, Guilds and STAR. Explore ways to improve national coordination	1. Begun in May 2023, ongoing	

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Toi Pāho below-the-line careers are more visible, especially to underserved learners	Toi Mai Guilds Careers and Transition Education Association NZ Inc (CATE) Tertiary Education Commission (TEC) New Zealand Game Developers Association (NZGDA)	TEC's updated careers website, Tahatū is in-development for publication in April 2024. Additional actions have longer-term impacts alongside the sector's development	More accessible information on Toi Pāho roles and pathways, from school age through to adult learners and career changers
Proposed Actions	Steps	Timeframe	
a. Communicate career pathways and roles 'behind the scenes' in Toi Pāho, including Interactive Media roles, particularly for under-served/under-represented groups, across all age groups and regions	1. Toi Mai to contribute to new TEC's careers website, Tahatū 2. Toi Mai discussions with CATE and career advisors, input to NCEA curriculum revisions, promotion of STEAM subjects 3. Explore and highlight school initiatives (extra curricula programmes including Roxy5, and similar for interactive game development) 4. Work with Screen Industry Guilds of NZ, NZGDA - Industry to highlight role vacancies to wider public/career changers 5. Toi Mai to explore with industry a database/platform for screen careers that is nationally co-ordinated and linked with RFOs and providers. An example of this is ScreenSkills in the UK	1. Tahatū development is underway, due back for Toi Mai input in July 2023. 2. Discussions with Toi Mai Pathways team began July 2023. Focus will be on role models for Māori and Pacific people, and tāngata whaikaha 3. As above 4. On-going – Toi Mai as an advocate 5. On-going – Toi Mai as an advocate	
b. Propose additional Māori and Pacific educators and trainers are brought into tertiary screen training to encourage more diverse learners and build cultural competency	1. Toi Mai advice to MoE/TEC policy regarding teacher recruitment for the sector 2. Industry support for Māori workers as trainers	1. Ongoing - Toi Mai's next investment advice to TEC will be provided in Nov 2023 2. Ongoing – Toi Mai as an advocate	