

**Professional Practice in Outdoor Safety
Operations Management
(Micro-credential)**

Level 7, 40 credits

**Micro-credential number (ID: 129351-1)
Reporting Code [Ref: 5366-1]**

Toi Mai Workforce Development Council (MOE 6047)

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Listing

Title

Professional Practice in Outdoor Safety Operations Management (Micro-credential)

Level and credits

7	40 credits
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Programme ID

Reporting Code

129351-1	5366-1
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Classification (NZSCED)

092101 Society and Culture > Sport and Recreation > Sport and Recreation Activities

Purpose

This micro-credential will provide the outdoor recreation sector with people who can manage and enhance an organisation's outdoor safety management system, as well as develop and mentor leaders, guides and instructors for outdoor activities.

Outcome

Graduates of this micro-credential will be able to critically analyse and apply organisational operational and safety compliance requirements, implement improvements, lead, manage, mentor and educate others, and support the development of leaders, guides, and instructors for outdoor activities.

Education pathway

This micro-credential provides a pathway from the New Zealand Diploma in Outdoor and Adventure Education (Multi-skilled) (Level 5) [Ref: 3766] and the New Zealand Certificate in Outdoor Leadership (Level 6) with strands in Alpine, Bush, Canoeing, Caving, High Ropes, High Wire, Mountain Biking (Grade 4), Rock Climbing, Sea Kayaking, and Whitewater Kayaking [Ref: 5213].

This micro-credential may lead to further high level study in outdoor or safety management.

Cultural, community or employment pathway

On successful completion of this micro-credential, learners/ākonga may undertake employment in the outdoor activity sector in roles such as:

- Operations Manager
- Senior Outdoor Leader
- Safety Manager
- Training Manager

Assessment standards

None specified.

Review period

August 2028

Learning outcomes

On successful completion of this micro-credential, learners/ākonga will be able to

1. Critically analyse and evaluate an organisation's safety management system to ensure compliance with current legislative, regulatory and industry requirements.
2. Apply structured review processes for outdoor activities to inform safety goals and objectives.
3. Implement corrective actions to improve the safety and quality of outdoor activity operations.
4. Lead induction, training and strategic deployment of staff, ensuring alignment with the safety management system and operational requirements.
5. Critically analyse and apply contemporary leadership theories to support effective team performance in outdoor contexts.
6. Mentor and educate developing outdoor leaders, instructors, and guides in safe, ethical, and inclusive practices.

See - [Appendix 1 - Component Descriptors](#)

Need and acceptability

The 2024 review of outdoor recreation activities identified that there was no longer a need for a 60 credit Level 6 qualification for senior leaders in the outdoor recreation sector.

It was agreed that a 40 credit Level 7 credit micro-credential, that gives learners the skills and knowledge to apply an organisation safety management system, and verify competence of an organisation's staff, rather than technical skills, would meet the current and future needs for outdoor recreation organisations.

The micro-credential being at Level 7 recognises the level of responsibility involved in the review and management of safety management systems.

Key phases in the development process included:

- Industry wide wānanga in August 2023 to gather feedback about training for the industry.
- Advisory group hui held in Auckland in March 2024.
- Development carried out with small advisory group Jan-Feb 2025.
- Open and targeted consultation February-June 2025.

Admission

Learners must be actively involved or working in the outdoor sector in a role that will allow the micro-credential outcomes to be met. It is recommended they have a minimum of five years' experience in outdoor instructing or guiding, with responsibilities for managing group safety in an outdoor environment.

Academic requirements: It is recommended learners have completed a Level 5 or Level 6 qualification or be able to demonstrate equivalent academic or professional achievement.

Credit recognition and transfer, recognition of prior learning

Providers must have Quality Management System (QMS) credit recognition policies which include processes on cross-crediting, credit transfer, and recognition of current competency or prior learning for those already working in the industry without a qualification.

Length and Structure

Length

This micro-credential requires a minimum of 400 hours of learning and assessment.

It is recommended this micro-credential is offered part time over a minimum of 20 weeks.

Structure

This micro-credential is made up of two components. These components may be delivered concurrently or consecutively.

Assessment methods

Assessment should use real or realistic documentation where appropriate. Simulated examples are permitted.

Assessment must show clear alignment to the learning outcomes.

Appropriate assessment methods may include:

- Critical analysis of a safety management system
- Action plan - safety improvement and implementation
- Outdoor activity review
- Induction and training plan and records
- Mentor log or journal
- Reflective assignment
- Written reports

Moderation

Provider QMS moderation policy applies for external and internal moderation of assessment materials and decisions. This should include pre-moderation of materials before they are used for assessment, post-moderation of assessment decisions before results are released to learners (if applicable), and moderation of assessor decisions post-assessment for self-assessment.

Completion

Learners must complete both components to be awarded this micro-credential.

Review process

The standard setting body will review this micro-credential in collaboration with industry and providers according to the scheduled review date.

It is expected that providers ensure regular reviews of the provision of this micro-credential as part of their ongoing programme review process.

APPENDIX 1 - COMPONENT DESCRIPTORS

1 Safety Management

Level	7	Credits	25
Assessment Standard(s)	N/A		
Learning outcomes	<ol style="list-style-type: none">1. Critically analyse and evaluate an organisation's safety management system to ensure compliance with current legislative, regulatory and industry requirements.2. Apply structured review processes for outdoor activities to inform safety goals and objectives.3. Implement corrective actions to improve the safety and quality of outdoor activity operations.		
Content	<ul style="list-style-type: none">• Safety management system requirements• Current industry good practice in safety management - evaluation and application of• Legislative and regulatory requirements - compliance.• Risk assessments• Implementation of safety systems.• Management of emergency plans and incident reviews.• Review processes – system, activity, documentation• Engagement with technical advisors• Communication – communicating outcomes, improvements• Field-based reviews of outdoor activities - pre-delivery, delivery, post-delivery• Implementation of outcomes from activity reviews to improve safety and practice.		
Delivery Methods	There are no specific delivery methods, but this component could be suited to delivery via face-to-face or online tutorials.		
Resources	<ul style="list-style-type: none">• Health and Safety at Work Act 2015;		

	<ul style="list-style-type: none"> • Human Rights Act 1993; • Children's Act 2014; • The Health and Safety at Work (Adventure Activities) Regulations 2016; • Maritime New Zealand Rule Part 81 and subsequent amendments; • Privacy Act 2020 • relevant Activity Safety Guidelines and good practice guidelines available from Good Practice Support Adventure; • Safety Management System requirements for Adventure Activity Operators; • industry Codes including the Snow Responsibility Code, the Outdoor Safety Code and 'Leave No Trace' principles; • relevant industry publications.
Assessment methods	<p>Appropriate assessment may include:</p> <ul style="list-style-type: none"> • Critical analysis of a safety management system • Safety improvement plan • Implementation plan • Structured outdoor activity review <p>Assessment should use real or realistic documentation where appropriate. Simulated examples are permitted.</p>

2 Leadership

Level	7	Credits	15
Assessment Standard(s)	N/A		
Learning outcomes	<ul style="list-style-type: none"> • Lead induction, training and strategic deployment of staff, ensuring alignment with the safety management system and operational requirements. • Critically analyse and apply contemporary leadership theories to support effective team performance in outdoor contexts. • Mentor and educate developing outdoor leaders, instructors, and guides in safe, ethical, and inclusive practices. 		
Content	<ul style="list-style-type: none"> • Staff induction and strategic deployment processes in outdoor operations. • Training staff to implement an organisation's safety management system. • Management of systems for verifying instructor/guide competency. • Analysis and application of contemporary leadership theory to outdoor activities contexts. • Development and oversight of professional learning plans for staff. • Use of self-evaluation and reflection to improve leadership practice. • Application of inclusive and ethical leadership principles in team and programme management. • Communication and leadership strategies. 		
Delivery Methods	There are no specific delivery methods, but this component could be suited to delivery via face-to-face or online tutorials.		
Resources	<ul style="list-style-type: none"> • Health and Safety at Work Act 2015; • Human Rights Act 1993; • Children's Act 2014; • The Health and Safety at Work (Adventure Activities) Regulations 2016; • Maritime New Zealand Rule Part 81 and subsequent amendments; • Privacy Act 2020 • relevant Activity Safety Guidelines and good practice guidelines available from Good Practice Support Adventure; • Safety Management System requirements for Adventure Activity Operators; 		

	<ul style="list-style-type: none"> • industry Codes including the Snow Responsibility Code, the Outdoor Safety Code and 'Leave No Trace' principles; • relevant industry publications.
Assessment methods	<p>Appropriate assessment methods may include:</p> <ul style="list-style-type: none"> • Induction and training plans and records • Mentor log or journal • Reflective assignment • Written report