

2027
**Advice
to TEC**

Advice from Toi Mai to TEC for investment in 2027

Use this template to submit your advice to TEC on vocational education investment for 2027 delivery.

Advice is due 1 November 2025

The due date for advice this year is **1 November 2025**.

All advice should be sent to wdc-rslg.advice@tec.govt.nz

This year we only want to know where your advice differs from last year

The advice received for investment in and from 2026 was thorough and well informed.

In recognition of the maturity level of the advice function and the pressure on resources in WDCs for the rest of 2025, we have set up a simple process for advice which draws heavily on the work done last year.

We expect that with the time it takes to make shifts in the tertiary education system that your priorities for investment are likely to be quite similar year-on-year.

For investment in 2027 we are asking you to:

- (a) Review the advice from last year and advise us of any changes
- (b) Advise us of any new items of advice that have become apparent through workforce analysis.
We may request evidence for items in section B. You may provide evidence up front if you believe we will be otherwise unaware of the workforce need.

You can share your insights around careers at any time

TEC is the kaitiaki of the National Careers System Strategy (NCSS) and leads the implementation and monitoring of the NCSS action plan. WDCs can share careers insights with TEC at any time. This isn't tied to the advice cycle but will contribute to delivery of workstreams within the NCSS. Some of the things we encourage you to identify include:

- insights into the kind of information required by users of the vocational education system
- careers-focused initiatives that a WDC is leading or participating in
- good practice examples of industry/education initiatives that are connecting industry, employers and schools
- other careers insights that you want to share that are relevant to TEC's role in leading and monitoring the careers system.

WDC advice supports high-quality and prioritised decisions

Your advice helps TEC shape a vocational education system that delivers lifelong learning and equips industry, employers, learners and communities for success.

TEC will use WDC advice in different ways depending on the content and specificity. Actions based on your advice may include:

- Plan Guidance content
- prioritised investment (or disinvestment)
- engagement with specific providers
- better longer-term understanding of occupation and skill shortages

Investment decisions consider a range of factors

WDC advice is just one source of information that we use to make our investment decisions. Other factors we consider include:

- Content of the Investment Plan submitted
- Previous delivery against commitments
- Financial viability /sustainability
- Educational performance including qualification completion rates
- Equity data and achievement against previous Learner Success Plans and Disability Action Plans
- Post study outcomes for learners
- Provider annual reports and strategic plans
- Reports from quality assurance bodies
- the network of provision

You may find that a provider is not funded or does not have funding increased for an area you have highlighted as a priority. This will occur either when (a) the pool of funding available does not support this or (b) TEC's assessment has identified the provider or provision does not meet our expectations.

SECTION A – TEC investment advice for 2026

Are there any changes you want to make to the advice provided last year?



Where no changes are instructed, the advice will be assumed to be the same as it was for 2026.

Please complete the *Any changes to advice* column rather than editing the first three columns. This will make it clearer what has been changed.

Qualification or credential	Goal	TEC response	Any changes to advice
New Zealand Diploma in IT Infrastructure (Level 6) [Ref: 4129]	<i>Increase</i>	Priority in Plan Guidance	As part of our IT qualification review (see Section C for full outline) the qualification has been updated with strands in Networking and Cloud-Based Systems Administration to reflect technology changes and industry demand (to cloud-based platforms). There is an increased demand in cloud software, and we expect this sector to grow.
New Zealand Diploma in Cybersecurity (Level 6) [Ref: 3837]	<i>Increase – WBL or provider-based only. Focus on Waikato and Wellington</i>	Priority in Plan Guidance	Change to maintain. We have signalled strongly for need to increase provision, but there has been little uptake beyond current provision.
New Zealand Diploma in Software Development (Level 6) [Ref: 2604]	<i>Increase</i>	Priority in Plan Guidance	Changed to 120 credits. Students need to complete a level 5 qualification. The previous qualification was bundled as 240 credits.
New Zealand Certificate in Applied Software Development (Level 6) [Ref: 4663]	<i>Increase</i>	Engagement – small number of providers	
New Zealand Certificate in Computing (Advanced User) (Level 2) [Ref: 2593]	<i>Increase</i>	Engagement – small number of providers	Change name to NZ Certificate in Digital Technologies (Level 4).

New Zealand Diploma in Outdoor and Adventure Education (Multi-skilled) (Level 5) [Ref: 3766]	<i>Increase – focus on Auckland</i>	Priority in Plan Guidance	Remove focus on Auckland – there is shortage nationwide.
New Zealand Certificate in Hairdressing (Professional Stylist) (Level 4) [Ref: 2413]	<i>Increase</i>	Priority in Plan Guidance	
New Zealand Certificate in Outdoor and Adventure Education (Multi-skilled) (Level 4) [Ref: 3765]	<i>Increase – focus on Auckland</i>	Priority in Plan Guidance	Remove focus on Auckland – there is shortage nationwide.
New Zealand Certificate in Outdoor Leadership (Level 4) [Ref: 3662]	<i>Increase – focus on Auckland</i>	Priority in Plan Guidance	Remove focus on Auckland – there is shortage nationwide.
Exercise Fundamentals (Micro-credential) [Ref: 5023]	<i>Increase</i>	Noted in Plan Guidance as new qualification/credential	
Introduction to the Aotearoa New Zealand Screen Industry (Micro-credential) [Ref: 5045]	<i>Increase – preference for WBL</i>	Noted in Plan Guidance as new qualification/credential	
New Zealand Certificate in Piano Tuning Technician (Level 4) [Ref: 4828]	<i>Increase – not extramural</i>	Noted in Plan Guidance as new qualification/credential	
New Zealand Certificate in Outdoor Leadership (Guiding) (Level 5) [Ref: 3660]	<i>Increase – focus on Auckland</i>	Engagement – small number of providers	Remove focus on Auckland – there is shortage nationwide.
New Zealand Certificate in Outdoor Leadership (Instruction) (Level 5) [Ref: 3661]	<i>Increase – focus on Auckland</i>	Engagement – small number of providers	Remove focus on Auckland – there is shortage nationwide.
New Zealand Certificate in Entertainment and Event Operations (Level 3) [Ref: 3416]	<i>Increase – not extramural</i>	Engagement – small number of providers	

SECTION B – New advice for 2027

Are there qualifications or credentials that you want to provide advice on that were not part of last year's advice?

Qualification or credential	Work-based, provider-based or all	Specific regions?	Change you are seeking (increase, decrease, change)	Information regarding workforce shortage
Example: <i>New Zealand Certificate in Security (Foundation) (Level 3) (3642)</i>	<i>WBL only</i>	<i>All regions</i>	<i>Increase</i>	<i>projections show an expected growth of 3.1% pa for Security Officers between 2022 to 2028 (from 8,782 to 10,584) see the relevant workforce development plan LINK</i>
New Zealand Certificate in Information Technology Practitioner (Level 6) with strands* [Ref:2599] *Note as part of the review of all vocational IT qualifications, this certificate has been updated, and the changes have been submitted to NZQA. As a result of the changes, the qualification has been renamed “New Zealand Certificate in Applied Digital Technology” (Level 6), expanded to 60 credits (from 40) and will be assigned a new qualification number, which is pending. This qualification is designed to provide specific focus on industry-aligned software, languages and products, including AI, and be flexible to include emerging industry trends that happen in information technology.	Provider-based	All regions	Increase	According to AI Forum New Zealand (2025), AI adoption in New Zealand surged in 2025, with 82–87% of businesses and 69% of consumers using AI tools to enhance productivity. This growth highlights an increasing reliance on AI across sectors, alongside a rapidly evolving demand for AI-related skills. MBIE's latest paper on New Zealand's AI strategy and Datacom's 2024 State of AI Index both identify skills shortages as the main barrier: 43% of non-users cited lack of expertise as the primary reason for not adopting AI. This qualification, focused on updating specialist IT skills in areas such as Server Administration, Network Administration, IT Security and Software Testing addresses this gap by equipping professionals to implement and manage AI systems effectively, ensuring New Zealand's digital workforce can leverage AI to boost productivity.

New Zealand Diploma in Information Technology (Level 5)** [Ref: 2596] ** Note as part of the review of all vocational IT qualifications, we have expired several level 5 IT diplomas and created strands Infrastructure and Technical Support, Software Development and Applied Digital Technologies, and renamed this diploma (it was previously New Zealand Diploma in Information Technology Technical Support).	Provider-based	All regions	Increase	AI New Zealand (2025) highlights that New Zealand's digital technology sector is undergoing a major transformation, with AI adoption reaching 82–87% among businesses and 69% among consumers. However, AI Forum (2025) notes a persistent skills gap, as only 41% of the workforce currently utilises AI tools, despite 81% of businesses supporting AI training for staff. This qualification addresses that gap by equipping graduates with essential skills in IT infrastructure, cybersecurity, database management and software development – critical areas for effective AI integration and operation. As such, the programme prepares professionals to meet the evolving demands of New Zealand's AI-driven digital economy.
New Zealand Diploma in Journalism (Level 5) [Ref: 3208]	Provider-based (but we want to see development of work-based)	Waikato (but with national implications)	Maintain	As per the journalism workforce development plan, <i>Ngā Awa Kōrero</i>, Toi Mai (and potentially the future ISB that oversees journalism) have begun to explore opportunities to increase learners taking this qualification, including a pilot partnership with Wintec that includes a sustained portion of workplace-based learning / internship, and the goal to develop a programme more responsive to industry need that includes more in-industry training. This programme will run in 2026 with the goal of developing a sustainable model to continue in 2027 and beyond.
New Zealand Certificate in Museum Practice (Level 4) [Ref: 2419]	Work-based	National	Increase	Toi Mai has completed a workforce development plan for Māori and Pacific Conservators and Curators, <i>Torona Pakiakatia Stretching Deep</i>,

				and due to industry feedback has developed two strands in the qualification: one for collections, and the other for indigenous conservator. These strands were developed due to workforce demand and the lack of Māori and Pacific curators and conservators with formal education undertaking work in the sector. We also project long-term growth for the sector.
Introduction to Aotearoa New Zealand Screen Industry (Micro-credential) (Level 3) [Ref: 5045]	Work-based	National	Increase	Following recommendations from <i>Te Wao Nui o Toi</i> workforce development plan for Toi Pāho to address below the line crew shortages, the Kahurangi Toi Ātea screen training pilot successfully delivered this micro-credential on set in late 2024. It is now available on the framework for delivery by providers as part of current programmes, or for use as a stackable credential on productions, initiated by industry in partnership with a provider.
New Zealand Certificate in Screen Industry Skills (Level 3) [Ref: 5064]	Work-based	National	Increase	As above, for these certificates Toi Mai also developed programme guidance for providers, including the use of recently approved screen skill standards.
New Zealand Certificate in Screen Industry Skills (Level 4) [Ref: 5065]	Work-based	National	Increase	As above, for these certificates Toi Mai also developed programme guidance for providers, including the use of recently approved screen skill standards.
New Zealand Screen Industry Skills (10 Micro-credentials) (Levels 5 and 6) [Ref: 5328–5338]	Work-based	National	Increase	Skill standards-based micro-credentials developed following recommendations from <i>Te Wao Nui o Toi</i> workforce development plan for Toi Pāho to address below the line

				crew shortages. MCs approved by NZQA in August 2025.
Professional Practice in Outdoor Safety Operations Management (Micro-credential) (Level 7) [Ref: 5366] EOTC – Person in Charge (Micro-credential) [Ref: 5412] EOTC Coordinator (Micro-credential) (Level 7) [Ref: 5415]	Provider and work-based	National	Increase	New micro-credentials developed to replace expired New Zealand Certificates in Outdoor Recreation as industry determined shorter courses were more appropriate to meet this skill shortage. These micro-credentials were listed by NZQA in August and October 2025.
Introduction to Conservation (Micro-credential) (Level 3) [Ref: 5307] Manage self in conservation activity as part of a team (Micro-credential) [Ref: 5384] Carry out a conservation activity (Micro-credential) [Ref: 5385] Three Conservation micro-credentials at Level 4 are currently with NZQA for approval. Their titles are: › Carry out Conservation Outcome Monitoring (Micro-credential) (Level 4) › Demonstrate Conservation Pest Control (Micro-credential) (Level 4) › Develop Conservation Leadership skills (Micro-credential) (Level 4)	Provider and work-based	National	Increase	Series of new skill standards-based micro-credentials developed based on industry and community demand for shorter courses for volunteer and full-time workforce (including Department of Conservation). Level 2 and 3 micro-credentials approved by NZQA in July and October 2025. Level 4 micro-credentials submitted to NZQA for approval in September 2025.
New Zealand Certificate in Entertainment and Event Technology (Level 4) [Ref: 5367]	Provider and work-based	National	Increase	Skill and workforce shortages in entertainment and event technology industries.
New Zealand Diploma in Performing Arts Technical Production (Level 5) [Ref: 5370] New Zealand Diploma in Performing Arts Technical Production (Level 6) [Ref: 5371]	Provider and work-based	National	Increase	Skill and workforce shortages in performing arts technical production. Reviewed quals in 2025 to split diploma across Level 5 and Level 6.
Performing Arts Emerging Tutor (Micro-credential) (Level 2) [Ref: 5121]	Provider and work-based	National	Increase	Approved by NZQA in December 2024.

New Zealand Certificate in Creative Promotion (Level 4)	Provider-based	National	Increase	
New Zealand Certificate in Creative Production (Level 5)				
Māori Data Analytics (Micro-credential) (Level 4)			Increase	
New Zealand Certificate in Commercial Barbering (Level 4) The Commercial Barbering qualification review project was started in April 2024. Based on the consultation, the strategic purpose statement and general conditions were edited, and two additional GPOs were added and existing GPOs updated.	Provider and work-based	National	Increase	Growing demand for skilled barbers driven by trends in men's grooming – short haircuts, fades, beard maintenance and preference among men for barbers over hairdressers.

SECTION C – Other information

Is there anything else you would like to advise TEC of in relation to investment in vocational education and training?



This section provides you with a space to record matters the template does not cover.

- Please ensure this advice is within TEC's role to action. It is important that advice is given to the correct government agency to be actioned. If you are unsure about this, refer to the guidance document.
- We recommend a maximum of 200 words for this section.
- If this section isn't relevant, leave it blank.

We have completed a review of all vocational level Information Technology qualifications (Levels 2–6). As part of the review, we have expired:

- New Zealand Diploma in Information Systems (Level 5) [Ref: 2597]
- New Zealand Diploma in Web Development and Design (Level 5) [Ref: 2598]
- New Zealand Diploma in Information Systems (Level 6) with strands [Ref: 2603]
- New Zealand Diploma in Software Testing (Level 6) [Ref: 3849].

A summary of the Information Technology qualification review:

Current IT qualifications	2025 review outcome
4132 NZ Certificate in Computing (Foundation User) (Level 2)	4132 NZ Certificate in Digital Technologies (Level 2)
2592 NZ Certificate in Computing (Intermediate User) (Level 3)	2592 NZ Certificate in Digital Technologies (Level 3)
2593 NZ Certificate in Computing (Advanced User) (Level 4)	2593 NZ Certificate in Digital Technologies (Level 4) (TBC)
2594 NZ Certificate in Information Technology Essentials (Level 4)	2594 NZ Certificate in Information Technology Essentials (Level 4)
2595 NZ Certificate in Information Technology (Level 5)	2595 NZ Certificate in Information Technology (Level 5)
2596 NZ Diploma in Information Technology Technical Support (Level 5)	Replaced with: NZ Diploma in Information Technology (Level 5) with strands in Infrastructure and Technical Support, Software Development, and Applied Digital Technologies.
2597 NZ Diploma in Information Systems (Level 5)	To be expired
2598 NZ Diploma in Web Development and Design (Level 5)	To be expired

4129 NZ Diploma in IT Infrastructure (Level 6) with strands in Networking, and Systems Administration	4129 NZ Diploma in IT Infrastructure (Level 6) with strands in Networking, and Cloud-Based Systems Administration
2599 NZ Certificate in Information Technology Practitioner (Level 6) with strands	Replaced with: NZ Certificate in Applied Digital Technology (Level 6)
2603 NZ Diploma in Information Systems (Level 6) with strands	To be expired
2604 NZ Diploma in Software Development (Level 6)	2604 NZ Diploma in Software Development (Level 6)
3849 NZ Diploma in Software Testing (Level 6)	To be expired
4663 NZ Certificate in Applied Software Development (Level 6)	4663 NZ Certificate in Applied Software Development (Level 6)
3837 NZ Diploma in Cybersecurity (Level 6)	3837 NZ Diploma in Cybersecurity (Level 6)

Toi Mai remains concerned that low funding levels for micro-credentials creates a disincentive for providers to offer them. This creates challenges for many working in the CCRT sectors as shorter, work-based courses are often more relevant than the longer courses providers tend to offer.

This is also true of programmes such as Piano Tuning for which small cohorts are desired by industry. Under the current business model, programmes with small cohorts are undesirable to providers and as a consequence are not available for learners. This threatens the viability of the performing arts sector – festivals, productions and concerts – in that without skilled piano tuners available in Aotearoa, piano tuners have to be brought in from overseas at significantly higher costs.

In addition to the IT qualifications listed above, the following qualifications are due to expire and will be replaced in 2026–2028:

Expiring qualification	Outcome
2412 NZ Certificate in Hairdressing (Emerging Stylist) (Level 4)	Expires 31 December 2026 and replaced by 2413 NZ Certificate in Hairdressing (Professional Stylist) (Level 4)
3415 NZ Certificate in Drama (Level 4)	Expires 31 December 2027 and replaced by 5244 NZ Certificate in Acting (Level 4)
3428 NZ Diploma in Drama (Level 5)	Expires 31 December 2027 and replaced by 5244 NZ Certificate in Acting (Level 5)
3429 NZ Diploma in Drama (Level 6)	Expires 31 December 2027 and replaced by 5244 NZ Certificate in Acting (Level 6)
3417 NZ Certificate in Entertainment, Event and Screen Production Technology (Level 4) with strands in Entertainment Rigging, Lighting, Audio, Vision, Stage Management, Stage Mechanics, Scenic Construction, Gripping, Screen Assistant Direction, Screen Production Assistant, and Screen Special Effects	Expires 31 December 2027 and replaced by 5367 NZ Certificate in Entertainment and Event Technology (Level 4) with strands in Entertainment Rigging, Lighting, Audio, Vision, Stage Management, Stage Mechanics, and Scenic Construction
3658 NZ Certificate in Assistant Outdoor Leadership (Level 3)	Expires 31 December 2028, replaced by 5212 NZ Certificate in Outdoor Leadership (Assistant) (Level 4)
3662 NZ Certificate in Outdoor Leadership (Level 4) with strands in Abseil, Bush, Caving, Education Outside the Classroom, Mountain Biking (Grade 2),	Expires 31 December 2028, replaced by 5214 NZ Certificate in Outdoor Leadership (Level 5) with strands in Abseil, Bush, Canoeing, Caving, High

Raft Guide (Grade II), River Boarding Guide (Grade II), Rock Climbing, Canoeing, High Ropes, High Wire, Sea Kayaking, Sit-on-top Kayaking, and Whitewater Kayaking	Ropes, High Wire, Mountain Biking (Grade 2), Rock Climbing, Sea Kayaking, Sit-on-top Kayaking and Whitewater Kayaking
3660 NZ Certificate in Outdoor Leadership (Guiding) (Level 5) with strands in Bush, Caving, Mountain Biking (Grade 4), National Raft Guide (Grade III), National Raft Guide (Grade IV/V), National River Boarding Guide (Grade III), National River Boarding Guide (Grade IV/V), Rock Climbing, Canoeing, High Wire, Sea Kayaking, and Whitewater Kayaking	Expires 31 December 2028, replaced by 5214 NZ Certificate in Outdoor Leadership (Level 5) with strands in Abseil, Bush, Canoeing, Caving, High Ropes, High Wire, Mountain Biking (Grade 2), Rock Climbing, Sea Kayaking, Sit-on-top Kayaking and Whitewater Kayaking
3661 NZ Certificate in Outdoor Leadership (Instruction) (Level 5) with strands in Alpine, Bush, Caving Streamway, Education Outside the Classroom, Mountain Biking (Grade 4), Rock Climbing, Canoeing, High Ropes, Sea Kayaking, and Whitewater Kayaking	Expires 31 December 2028, replaced by 5213 NZ 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
3663 NZ Certificate in Outdoor Senior Leadership (Level 6) with strands in Alpine, Bush, Caving, Education Outside the Classroom, Mountain Biking (Grade 5), Senior Raft Guide (Grade III), Senior Raft Guide (Grade IV/V), Senior River Boarding Guide (Grade III), Senior River Boarding Guide (Grade IV/V), Rock Climbing, High Ropes, High Wire, Sea Kayaking, and Whitewater Kayaking	Expires 31 December 2028, and replaced by 5366, Professional Practice in Outdoor Safety Operations Management (Level 7) Micro-credential.