

# Definitions, Terms, Acronyms and Useful links

## 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 Bay of Plenty 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 Bay of Plenty 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 regional 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 collated by the Bay of Plenty 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 agrotech) 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.

**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).

**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** – Standalone education products intended to enable learners to access specific knowledge and skills in a cost-effective and time-efficient way. They are smaller 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 (the Australia New Zealand Standard Classification of Occupations) 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 Bachelor's 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 1 of the 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 2 of the ANZSCO classification.
- Semi-skilled occupations typically require a 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 3 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 levels 3 and 4 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 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

**BCITO:** Building and Construction Industry Training Organisation

**CAGR:** Compound annual growth rate

**CoVEs:** Centres of Vocational Excellence

**EDA:** Economic development agency

**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

**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

**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

**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 \(agritechnz.org.nz\)](#)

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](#)

Construction Sector Accord – [www.constructionaccord.nz](http://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 \(diversityworks.nz.org.nz\)](#)

Engineering NZ, The Diversity Agenda Initiative – [The Diversity Agenda | Engineering New Zealand \(engineeringnz.org\)](#)

Hanga Ara Rau – [Home – Hanga-Aro-Rau \(hangaarorau.nz\)](#)

Infometrics – [www.infometrics.co.nz](http://www.infometrics.co.nz)

Infrastructure Commission – [www.tewaihang.govt.nz](http://www.tewaihang.govt.nz)

Infrastructure Skills Centre – [Infrastructure Skills Centre – Final Brochure – Email Version.pdf \(civilcontractors.co.nz\)](#)

Kia Kaha Electrical – [Kia Kaha Electrical – Electrical & HVAC Services](#)

Mana in Mahi Programme – [Mana in Mahi – Strength in Work – Work and Income](#)

Muku Tangata – [Home – Muka Tangata](#)

Ohu Mai (Workforce Development Councils) – [Home – Ohu Mahi](#)

Productivity Commission – [Productivity Commission](#)

Ringa Hora – [Home – Ringa Hora](#)

Ruakura Inland Port – [Ruakura Superhub, your place to grow, prosper and sustain – Ruakura Superhub](#)

Skills for Industry Programme – [Skills for Industry – Work and Income](#)

Smart Waikato Trust – [Home – Smart Waikato](#)

Te Pūkenga – [Te Pūkenga – New Zealand Institute of Skills and Technology](#)

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

Te Waka – [www.waikato.com](http://www.waikato.com)

The Mind Lab – [Innovative education provider – Learn Stack Build Master with The Mind Lab](#)

Toi Mai – [Home – Toi Mai](#)

Toitu Te Waiora – [Home – Toitū te Waiora \(toitutewaiora.nz\)](#)

University of Waikato – [University of Waikato](#)

Waihanga Ara Hau – [About us – Waihanga Ara Rau](#)

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](http://www.wip.org.nz)