

INVESTMENT PLAN

2011 - 2013

Edumis number 8148

EXECUTIVE SUMMARY

The Fire and Rescue Services Industry Training Organisation Incorporated (FRSITO) was set up in 1994. Since then it has worked to engage industry personnel in training towards national qualifications and has continually improved the quality of training and assessment. The nature of the industry provides learning challenges in that there are two sets of learners with very different training needs. The majority of learners are volunteers who have limited time available for training and need to maximise every training opportunity. Career emergency personnel on the other hand spend a substantial amount of their “at work” time in training. They have fewer time constraints and can cope with a larger training commitment. In that way they can be more closely compared with full time students.

In 2007, FRSITO developed its first investment plan and was successful in attracting TEC funding. FRSITO set challenging targets. It has achieved most and vastly exceeded some. TEC’s investment in this organisation is fully justified.

This new plan outlines key activities for 2011-13 to further grow and consolidate training in the wider emergency management industry. Planned activities will meet identified industry need and will contribute towards the government’s achievement of the goals in its Tertiary Education Strategy 2010-15. Specific activities include:

- Strengthening engagement with young people and schools. There is little possibility of transition from high school directly into a career in emergency management. Our approach will be to encourage involvement by students in training as volunteers. This will provide them with employment skills and may ultimately assist students to gain a career;
- Embedding literacy in all our level two and three qualifications;
- Developing new, higher level qualifications in emergency operations centre management, coordinated incident management and urban search and rescue; and
- Engaging Iwi and Whanau groups to discuss opportunities that will target Maori through Marae based programmes. The intent is to first identify barriers to learning so that delivery of training caters for the needs of the individuals to encourage participation and completion rates. Training must be group orientated in a Whanautanga based environment that is conducive to the wellbeing of learners.

The plan is dependent upon TEC investment at the following levels:

- i) Standard Training Measure (STM) funding of 605 STMs in 2011, 640 in 2012 and 675 in 2013. This figure recognises the growth of trainee numbers with existing and new employers and seeks responsibility for managing the funding for rural fire training that was previously managed through South Island Polytechnics;
- ii) Sector leadership funding for the development of an emergency operations centre qualification in conjunction with other ITOs and the Australian standard setting body; and

- iii) Embedded literacy and numeracy funding.

To justify investment, the plan sets challenging performance commitments in the areas of participation and educational performance. Performance on the 2008-10 investment plan should provide investors with confidence in FRSITO's ability to meet these.

PLAN CONTEXT

Background

FRSITO was set up in 1994 to serve its industry. At that time representatives of various interest groups within the sector could see the advantages of increasing the skill levels of employees and embracing the opportunities that were provided by the National Qualifications Framework.

FRSITO trainees come from a number of industry sectors and fit into one of the following 4 major fire and rescue categories:

- career firefighters and rescue workers such as those employed by New Zealand Fire Service (NZFS), Airports, New Zealand Rescue Coordination Centre (NZRCC) or New Zealand Defence Force (NZDF). Approximately 30% of trainees are in this category;
- part time firefighters and rescue workers that may be volunteers, employees or contractors who are engaged in industries where there is a statutory fire management, fire protection or search and rescue function where employers are obliged to maintain trained and qualified response personnel. This sector includes employers in the forest industry, Rural Fire Authorities and petro-chemical industries, Department of Conservation (DoC), and local government. People in this category account for just over 50% of trainees;
- search and rescue personnel such as those working in urban search and rescue (USAR), land or maritime search and rescue. This is a small sector accounting for about 3-4% of trainees. This proportion will increase over the next three years as qualifications in maritime and land search and rescue become available; and
- workplace personnel who deal with prevention as a first response to 'minor' fire and other emergencies in their place of work e.g., floor wardens etc. This is another small sector due to grow. Currently fewer than 5% of trainees are in this category.

During 2006 FRSITO consulted with all major stakeholder groups to ensure informed decision making on industry skill need and the required capability to meet those needs.

In 2010 major stakeholders are again being consulted and involved in FRSITO strategic planning. This will ensure the organisation is well placed to meet the needs of the emergency management industry for the next five years and many years beyond.

Tertiary Education Strategy 2010-15

The Government's recently released Tertiary Education Strategy 2010-15 has set a number of tertiary education priorities for the next three to five years. These are:

- Increasing the number of young people (aged under 25) achieving qualifications at levels four and above, particularly degrees

- Increasing the number of Māori students enjoying success at higher levels
- Increasing the number of Pasifika students achieving at higher levels
- Increasing the number of young people moving successfully from school into tertiary education
- Improving literacy, language, and numeracy and skills outcomes from levels one to three study
- Improving the educational and financial performance of providers, and
- Strengthening research outcomes.¹

More specifically the strategy states that “Industry Training Organisations have three core roles:

- To design national qualifications and run moderation systems to ensure fair, valid and consistent assessment against national standards
- To arrange for the delivery of industry training that enables trainees to attain these standards
- To provide leadership to their industries on skill and training matters, identify current and future skill needs, and work with employers and employees to meet those needs.

The Government expects industry training organisations to:

- Enable working New Zealanders to complete nationally recognised qualifications
- Create clear pathways towards advanced trade qualifications at levels four and above
- Build and maintain strong support from the industries they serve.”²

In addition the entire sector is expected to supply learners with skills that are relevant to the labour market.

FRSITO welcomes these challenges which build on the base established in the earlier strategy. It is already well on the way to fulfilling the government’s expectations. Its successes and plans for the future are detailed below in the sections headed “Educational Performance”, “Industry Needs” and “Summary of Activity”. These will ensure FRSITO plays its full part in developing the industry and assisting the Government to achieve its goals.

Mission, role and functions

FRSITO’s mission is to ensure that the community is well served by trained and qualified emergency personnel. It provides skills leadership for all involved in emergency management. The organisation believes in building partnerships and in productive relationships. FRSITO values learners and its highest priority is to see they achieve. By facilitating learning FRSITO enables people to achieve their life goals and enables their organisation to achieve its goals.

¹ *Tertiary Education Strategy 2010-15* p,10

² *Ibid* p.19

FRSITO takes its obligations under the Industry Training Act and Education Act very seriously. It is committed to continuous improvement in the design and maintenance of qualifications, in the quality management of training delivery and in the support provided to learners. By continuously improving in these areas FRSITO ensures that it attracts a greater number of learners who are provided with high quality learning experiences that result in a higher percentage achieving qualifications and increasing numbers progressing onto higher level more specialised training. The unique challenge presented by the nature of volunteerism is a particular focus in ensuring all learners have equal opportunity to succeed.

The Tertiary Education Strategy 2007 – 12 required three key shifts from ITOs. These were to:

- i) build ITO's capability to provide skills leadership in new ways;
- ii) lift the quality and performance of industry training in line with the improvements in quality required of other parts of the tertiary sector; and
- iii) continue to respond to industry skill needs by managing the delivery of industry training.

In the 2008-10 Investment Plan, FRSITO committed to a number of Key Performance Indicators (KPIs) to measure its performance against the required shifts. FRSITO set challenging targets and put in place strategies to achieve them. Key strategies included:

- o Providing greater leadership to industry and support to learners by increasing staff numbers and reducing reliance on contractors;
- o Developing a new quality management system and providing enhanced professional development to assessors;
- o Greater involvement in the development of learner resources;
- o Developing capability in the area of literacy and numeracy;
- o Conducting a governance review to ensure an appropriate Board structure; and
- o Increasing the number of forums for canvassing industry views.

The targets set for 2009 and the achieved figures are outlined in Table 1.

2009 FRSITO Achievements		
Plan KPI	Outcome Commitment	Outcome Achieved
Programme completion rates of industry trainees	60%	69%
Average credit completion of industry trainees	75%	45%
Participation of Pacific trainees compared to industry demographics	3%	2%

Participation of Māori trainees compared to industry demographics	13%	14%
Participation of female trainees compared to industry demographics	9%	12%
Standard Training Measures (STM) achieved against contracted volume	510	522
Industry Cash Contribution	30%	89%
Employers with employees involved in industry training	100%	100%
Increased participation of rural volunteer firefighters in quality training focused on lifting literacy, language and numeracy skills	6%	25%
Increased progression rates of trainees moving from National qualifications at levels 1 to 4 to advanced trade, technical and professional qualifications	12%	16%

Table 1

The only “key shift” KPI in which the target was not achieved was in the average number of credits achieved by trainees. Although this was disappointing it is mainly due to the overlap between our L2 and L3 qualifications. For example, rural firefighters can complete a L2 qualification and, because of the overlap, already be part way through a L3 qualification. They complete the qualification but the number of credits achieved shows as being very low. It is expected that the qualification review will rectify this and an increase in credit achievement will occur once that takes effect. The improvement in credit achievement may be coupled, in the short term, with a decrease in qualification completion. FRSITO is confident that any decrease will be offset by completions from urban volunteers or new and emerging sectors.

FRSITO has demonstrated the ability to set and achieve challenging targets. Students are achieving! TEC’s investment in the organisation has been amply justified.

Educational Performance

FRSITO’s increase in management and leadership training commitment is met by maintaining regular liaison, coordination and facilitation of its services with industry. It has required keeping industry well informed of regulatory change, necessitating involvement in unit standards and qualifications development, and staying current by

engaging industry as subject matter experts. Ongoing leadership has required identifying and dealing with training issues and shortfalls to ensure that trainees are catered for in all aspects of their learning needs. There has been success through continued management of quality assessment processes that has ensured maintenance of standards and realistic measurement of progress to support trainees' achievements. These successes have led to a high rate of completions reflecting the increased number of industry employees working towards or gaining qualifications

The TEC proposed performance indicators for ITOs suggest that educational performance will be measured by completion rates and rate of credit achievement. Actual programme duration against nominal duration will also be closely monitored. FRSITO's performance on these indicators has improved dramatically in the past three years. We set challenging KPIs and surpassed many of them as outlined earlier.

The strategies involved in achieving the improvement are multi-faceted. Some of FRSITO's success, as mentioned earlier, has come from ceasing to use contractors acting as part-time Regional Training Coordinator (RTC) and Quality Management (QM) staff and appointing permanent staff. It has given industry greater autonomy through their access to information and feedback on changes and variances that the RTC and QM staff has provided. RTCs and QM have actively canvassed industry to ensure they are well represented and catered for to meet their needs. It has seen RTCs and QM staff involved in regular Regional Rural Fire Committee meetings, Industry and Provider Sector meetings and a wide range of other sector meetings that has given continuity and support for making decisions between FRSITO and industry. RTCs and QM staff have gained credibility and respect from industry that was in the past difficult to maintain when not readily available to meet with them. Basically industry trusts FRSITO more to understand its drivers and to minimise unnecessary administration and compliance.

The Quality Management system has been completely overhauled and now meets what is defined by NZQA as best practice in moderation. All assessors now receive annual professional development so that assessment standards in the industry are improving both in quality and consistency. Additionally, having a permanent team of full-time moderators has ensured that all providers receive on-site moderation visits as part of their annual moderation plan. Although the purpose of this is primarily continual improvement rather than purely compliance it has helped to identify and eradicate aberrant behaviour with some providers.

Several National Certificates were reviewed during the term of the 2008-10 plan. All reviews were conducted with industry consultation. In 2009 the majority of FRSITO unit standards, (approximately 80), were reviewed in a one-cycle review, with feedback from NZQA stating that FRSITO had 'raised the bar'. A small number of unit standards were submitted outside of this review, also completing in one cycle.

The improvements made in the moderation system coupled with improvements made in the process and quality of FRSITO qualification development shows that it is already well poised to meet the core role laid down in the TES for ITOs to "design national qualifications and run moderation systems to ensure fair, valid and consistent

assessment against national standards”.³ Through 2010-11 FRSITO is conducting a full review of qualifications including development of some new qualifications at higher levels. The review of qualifications at level four and below on the NZ Qualifications Framework will rationalise and reduce the number of lower level qualifications. It will also reduce overlap between level two and three qualifications. FRSITO will be working with other ITOs that provide training in emergency management to develop more generic qualifications with different strands. The outcome will be more flexible and attainable qualifications at lower levels with greater specialisation in higher level qualifications. This will ensure valid learning pathways for all emergency management trainees and allow those trainees who volunteer in several sectors to train towards one qualification irrespective of which ITO they choose to work through. This may assist in reducing the number of trainees committing to more than 70 credits in a year.

FRSITO is an associate member of the Australasian Fire and Emergency Service Authorities Council (AFAC). It is partnering with AFAC in the development of higher level qualifications in Emergency Operations Centre (EOC) Management, Coordinated Incident Management and Urban Search and Rescue (USAR). These qualifications are urgently sought by all agencies represented in the Government’s Coordinated Incident Management System (CIMS) steering committee. This will provide clear pathways through to technical qualifications at level four and above and will increase the already high proportion of trainees achieving at levels five and six.

Literacy and Numeracy

FRSITO undertook a development project to embed literacy, language and numeracy (LLN) principles within the learning resource for the unit standard 3285. This unit standard is the compulsory minimum requirement for vegetation firefighting and the most frequently used unit standard. This work provided the underpinning approach for LLN principles to be incorporated in all FRSITO materials. While not a direct result of this work, the NZFS has in its review of resources also included LLN principles. Moving forward, FRSITO will use the learning gained through this process to ensure LLN principles are embedded in all its qualifications. This will contribute to the goal of “Improving literacy, language, and numeracy and skills outcomes from levels one to three study”.⁴ Because the majority of FRSITO trainees are volunteers, the LLN improvements made through this process will have benefits across all industries and all New Zealand communities.

Industry needs

FRSITO has put considerable effort into meeting the identified needs of industry during the term of the 2007-10 Investment Plan and has achieved measurable success. In 2010 it is taking the lead in the development of a strategic training plan that will involve and be relevant to all ITOs that deal with aspects of emergency management. The information gained through this project will allow the development of unified industry qualifications at lower levels and ensure progression opportunities for those learners involved in a number of different sectors (ie people who are fire, ambulance and civil defence volunteers). “This will ensure that students and employers have access to a

³ Ibid p19

⁴ Ibid p.10

simpler qualifications system with strong links between lower and higher-level qualifications” in the industry”⁵.

The majority of fire and rescue “employees” are volunteers, (as defined under Section 3C of the Health and Safety in Employment Act 1992). Over the past three years FRSITO has taken a greater leadership role in researching the demographics and motivation of volunteers and in understanding and advocating for manageable amounts of training. This leadership work was done in partnership with other ITOs that are also affected by volunteerism in emergency management. It was appropriate for FRSITO to take the lead in this as the majority of fire fighters and search and rescue operational personnel are volunteers. This work will contribute to achieving the government’s vision for tertiary education of providing “New Zealanders of all backgrounds with opportunities to gain world-class skills and knowledge”⁶.

As volunteers play an important role in the economy of their communities, the project will also contribute by making strong connections between ITOs and the communities they serve to support economic transformation. Recent research has shown that “both the dollar value of the voluntary value added and the number of FTEs reveal that the contribution of the voluntary sector is a large element of the economic value created in New Zealand each year”.⁷ Volunteers account for 5% of NZ Gross Domestic Product annually.

SUMMARY OF ACTIVITY

At the end of 2010 FRSITO will have ensured that the fire and rescue industry, and indeed the wider emergency management industry, is well served with a comprehensive range of competency standards, learning resources, Structured Training Programmes and qualifications that are acknowledged as best practice in industry training. Activity in the 2011-13 Investment Plan seeks to build on that success. Key initiatives include:

1. A youth development project. This is underway and will continue throughout the 2011-13 plan. It targets youth and encourages them to become community volunteers in fire and rescue services and gain formal qualifications. This initiative is supported by iwi in the Northland Region which will begin as a pilot programme with training and support staff from within the NZFS, Police, Council Civil Defence staff, Community and NZ Coastguard. There will be two groups of 20 youth that will undergo training that will be coordinated and facilitated by FRSITO. Some training will be brokered under an arrangement with a Northland PTE. Other costs related to the training will be funded by the Youth Development Trust and local iwi. (TES priority – Increasing the number of young people moving successfully from school into tertiary education)
2. FRSITO will develop resource material that will target youth to join volunteer fire and rescue services with the benefit of gaining life skills and formal qualifications. The resources will be promoted through Colleges, High Schools and Careers

⁵ Tertiary Education Strategy 2010-15, p.14

⁶ Ibid p6

⁷ “Counting for Something. Value added by Voluntary Agencies. The VAVA Project.” *Price Waterhouse Coopers 2004*, p.28,

Services so that information about gaining NCEA credits from unit standards is well known and promulgated. Other initiatives will be using online resources like, 'Just the Job', promotional material to encourage youth to gain skills in an environment that is exciting and challenging but also rewarding and fun. (TES priority – Increasing the number of young people moving successfully from school into tertiary education)

3. FRSITO is coordinating meetings to engage Iwi and Whanau groups to discuss opportunities that will target Maori through Marae based programmes. The intent is to first identify barriers to learning so that delivery of training caters for the needs of the individuals to encourage participation and completion rates. Training must be group orientated so that support through learning in a Whanautanga based environment is conducive to the wellbeing of learners. (TES priority – Increasing the number of Māori students enjoying success at higher levels)
4. AFAC is currently developing fire and rescue qualifications for the Pacific. FRSITO is involved in this work which will see increased Pasifika trainee numbers from around the Pacific. FRSITO will also coordinate meetings to have discussion with the Pacific population through the Hon Georgina te Heuheu (Minister of Pacific Island Affairs) the Electorate Member Peseta Sam Lotu-Iiga (Maungakiekie Electorate), the community and church liaison groups. FRSITO will offer support; advice and guidance on establishing fire safe communities that will open opportunities for gaining skills through community based training leading to formal qualifications. FRSITO will work closely with the New Zealand Fire Services, Police, Regional and District Councils to help with educating the Pacific population on becoming involved in volunteer work related to the fire and rescue services industry. FRSITO will establish a Pacific population pilot programme that will help gain access to funding and services support for learners to gain skills that have educational pathways that will lead to gaining recognised fire and rescue services qualifications. (TES priority – Increasing the number of Pasifika students achieving at higher levels)
5. FRSITO will work with industry to develop higher level qualifications for national emergency/disaster control under the Coordinated Incident Management System (CIMS). Although CIMS is a whole of government concern under the control of a pan-sector steering committee, FRSITO is acknowledged as the standard setting body responsible for CIMS qualification development (TES vision – Provide New Zealanders of all backgrounds with opportunities to gain world-class skills and knowledge)
6. FRSITO will continue its sector leadership role in the area of volunteerism. In particular it will lead a project for a cluster of emergency management ITOs that will develop a Strategic Training Plan. This will determine best practice in industry training for volunteer “employees”. (TES priority – Increasing the educational and financial performance of providers)
7. Fire and Rescue is an international industry. Specialist Forest and Rural Fire Managers, Fire fighters and rescue workers from New Zealand are regularly deployed to Australia, Canada and the United States. These deployments operate

8. FRSITO will expand its involvement in embedded literacy and use information gained through the embedded literacy pilot project to ensure LLN considerations become part of “business as usual”. (TES priority – Improving literacy, language and numeracy and skills outcomes from levels one to three study)
9. FRSITO will continue to develop and improve its database, ensuring it meets TEC’s ITR requirements and enhances the information available to FRSITO staff in the management and mentoring of trainees. (TES priority – Improving system performance)
10. FRSITO will be introducing a competitive training subsidy process for the first time in 2011. This will be available to fund training at L4 and above on the framework that would not happen without financial support. This initiative, coupled with the improved qualification pathway that will be achieved through the qualification review, will ensure that an increasing proportion of trainees will train towards and achieve higher level qualifications.

Research Initiatives

Research, commissioned by FRSITO, and undertaken by NZIER, identified a number of areas, across a range of emergency services, where there were potential barriers for volunteers to engage in and complete training⁸. This research has been cited by organisations including Volunteering New Zealand and in work done for NZFS. The research was also presented at the ITF Vocational Education Research Forum and Volunteering New Zealand conference in 2009.

A result of this research has been a project with NZFS to develop a mentoring programme within their organisation. The interim results of this were presented at the ITF Vocational and Education Research Forum in 2010. Mentoring to ensure student achievement and reduce attrition rates will be further developed in the next three years and the approaches developed through the NZFS project will also become business as usual activities throughout the industry. FRSITO has also identified a number of electronic learning resources, and support initiatives for volunteer trainers that will be further developed in the next few years.

⁸ Pells, S (2008) *Volunteer-related training in emergency services* NZIER, Wellington

While it is understood that the TES priority of “strengthening research outcomes” is not something ITOs will be held accountable for, FRSITO will be actively involved in this area. The industry is actively involved in research activities. NZFS has its own research unit and NRFA has a close association with Scion Crown Research Institute. FRSITO has access to the research and is able to influence the direction of some research through its membership of AFAC. AFAC has a close association with the Bushfire Cooperative Research Centre. FRSITO will play its part in strengthening research outcomes by continuing to support industry conferences and promoting best practice research at its own biennial conference. (TES priority – Strengthening research outcomes)

Funding Sought

STM Growth

Learner numbers for which we seek STM funding are attached in the appendix to this plan. Numbers sought are based on the following assumptions. FRSITO has been funded for, and will exceed, 527 STMs in 2010. Based on 30 June 2010 figures the achieved number for 2010 will meet or exceed 530 STMs. Numbers will increase in the coming years. STM growth will be achieved through continuation of business from NZFS career firefighters and through their recent formalised Volunteer Recruit courses. It is now mandatory for all Volunteer Recruits to complete the TAPS pathway which is matched to gaining National Certificate qualifications from FRSITO. Further work is underway to identify the requirements for existing volunteer firefighters to have their training counted toward formal qualifications. The arrangements to recognise previous and current training is under development to have the processes and systems in place by the end of 2010. Numbers for both the recruit courses and recognising current competencies will be up to 800 personnel annually based on a 10% turn-over rate. This will ensure a regular flow of trainees to replace those completing. Currently, fewer than 20% of new volunteer recruits sign into qualifications. The revision of the L2 qualification to make it more easily achieved by volunteers together with the NZFS encouragement for trainees to sign on will ensure a much greater proportion of trainees sign up from 2011 onwards. In addition greater numbers of experienced volunteer firefighters are expected to sign onto higher level qualifications to assist their progression through the ranks.

The recent moves to consolidate Rural Fire Authorities and amalgamate the rural fire and emergency management sections within local government will contribute to enhancing FRSITO’s opportunities to successfully expand trainee numbers.

STM growth from NZDF will continue to provide business from new recruits and those continuing to complete their training requirements under formalised promotion pathways. Additional STM growth will come from the New Zealand Navy as they align with Army and Air Force to have their training recognised under formal qualifications. Work is underway to identify the unit standards and qualifications that will fall out of their recruit courses and promotional courses. Once moderation requirements are complete, additional work will be conducted to pick up personnel for recognised prior learning and recognised current competency. The numbers gaining formal qualifications should initially approximate 300 personnel and ongoing backfill is

guaranteed as it is mandatory that all Navy staff undergo fire and rescue services training at the Damage Control School.

STM growth will come from the Royal New Zealand Coastguard and new members such as Maritime New Zealand and LandSAR. Work is underway to identify and match formal training to recognise unit standards for qualifications. It will require development of new qualifications as well as processes and systems to comply with quality management guidelines before moving forward to gain recognition. It is a time and staff intensive work in progress that will evolve from work completed with the New Zealand Navy. The number of personnel both permanent and volunteers that could gain formal qualifications is in excess of 800 people. As mentioned previously, this sector currently accounts for less than 5% of trainees. There is potential for growth in trainee numbers to be sustained for the next three to five years. Completions are likely to be outnumbered by enrolments throughout that period.

STM growth will come from existing and new business in the Airport areas as more personnel gain qualifications and other support services are becoming more aware of the need to qualify their staff.

STM growth will come from other sectors that include Industrial Fire Brigades, Fire and floor wardens. All of these sectors have seen STM growth continue to come from a wide range of Industry that includes Marsden Point, Shell Todd Oil and other general oil services. Very few employers in this sector currently involve their employees in training towards qualifications. Pressure from the oil companies coupled with the marketing approach from FRSITO will ensure trainee numbers increase in the next few years.

Funding is sought to replace that currently going to Tai Poutini and Telford polytechnics for rural fire training. In 2009 Tai Poutini registered 7500 credits in rural fire and Telford registered 4378. These credits amount to 98.98 STMs. Information gained suggests that the Telford qualification completion for this expenditure was zero and a similar picture is likely to be true of Tai Poutini. FRSITO registered just over 20,000 credits in 2009 which lead to 701 national certificate and diploma completions. With a completion rate of 69% FRSITO has shown itself to be the better investment and consequently is seeking to pick up the funding formerly channelled through these two ITPs. FRSITO is mindful that many credits registered by these two ITPs are for isolated and ad hoc credit achievement. It is unlikely the credit level achieved by these ITPs could be maintained if all their trainees were committed to qualification completion. Our analysis of rural fire training and qualification sign-up suggests that 65 STMs is a more realistic figure for credits leading to qualification attainment. FRSITO has claimed that amount in the funding request for each of the years 2011-13.

Seventy Credits

TEC has suggested reducing funding by 24 STMs because FRSITO has trainees enrolled in more than 70 credits and has some over duration trainees. While this may be accurate, the trainees enrolled in over 70 credits are achieving them. There are two sets of learners in the industry that are very different. Volunteers have difficulty achieving even 20 credits a year. Career firefighters on the other hand spend a substantial amount of their “at work” time in training and can more closely be associated with full time

students for whom 70 credits are easily achieved. Most of the trainees signed in with FRSITO for more than 70 credits a year are employees of NZDF. They sign up to four different qualifications in urban, rural and airport firefighting. Training is done concurrently across the four qualifications. This means that, while credits are being achieved constantly, it may be nearing the end of the two-year period before any qualifications are completed. There is a small attrition rate but the vast majority of the trainees achieve all four certificates over two years.

83% of the defence trainees who were enrolled in more than 70 credits a year as at 31 December 2007, have achieved their qualifications. 9% have been terminated and 8% are still current. The figures for the same time in 2008 show 67% completed, 10% terminated and 23% current. As you would expect figures for the end of 2009 show a much greater percentage of trainees remaining current at 66%. Since 31 December 2009 25% of those trainees have completed and 9% have terminated. FRSITO contends that the 24 STMs expended in this way is a good investment and that an exemption should be granted for that group of trainees to the 70 credit rule.

Over duration trainees

TEC has identified two qualifications in which there are trainees over the nominal duration. These are limited credit programmes that are used primarily by volunteer firefighters who find it difficult to complete in the twelve months duration. FRSITO has applied for and has been granted Section 10 approval for an extension in duration. This coupled with the improvements in the database recording, has given FRSITO RTCs the information needed to identify and assist those trainees who are struggling, and ensure trainees complete in the nominal time. FRSITO maintains strongly that the prompt action taken coupled with the otherwise high performance should be sufficient for TEC to see that penalties or sanctions would be counter productive.

The additional cost of the STMs sought is outlined in the table below and is set out in greater detail in the template for the Mix of Provision 2011-2013 that accompanies this plan.

Year	STM Sought	Number above 2009 baseline	Additional Cost (GST excl).
2009	510 (contracted)	0	\$0
2010	527 (contracted)	17	\$49,623
2011	605	95	\$227,682
2012	640	130	\$102,165
2013	675	165	\$102,165

PERFORMANCE COMMITMENTS

FRSITO has set challenging performance targets to show its commitment to the TES and its determination to achieve higher performance. Details are provided throughout this plan and in the template for MA and ITF Performance Commitments that accompanies it.