

Qualification Title: New Zealand Certificate in Construction Related Trades
(Supervisor) (Level 4)

Qualification number: 2381

Date of review: 4 December 2019

This report refers to graduates awarded this qualification prior to: **31 December 2018**

Final decision on consistency of the qualification: National consistency is confirmed

Threshold:

The threshold to determine sufficiency with the graduate profile was determined as evidence of graduates who have the skills and knowledge to work to a commercial standard in construction supervisory and quality assurance roles. Graduates of this qualification will be able to:

- Operate within a regulatory environment to implement processes for site personnel as it applies to a specific construction related trade
- Administer and complete construction programming for a specific trade's portion of a construction project
- Apply principles of supervision in a construction related workplace to supervise groups of specific tradespeople to the completion of their activities to a quality standard
- Apply effective time management, communication, interpersonal and conflict management resolution skills when supervising in a construction related context.

Note that the threshold is in fact the GPOs. It was evident from the review that graduates, and employers universally confirmed that graduates met all of the GPOs and the review participants confirmed that all of the GPOs should be included in the threshold.

Education Organisations with sufficient evidence

The following education organisations have been found to have sufficient evidence.

MoE	Education Organisation	Final rating
6008	Wellington Institute of Technology	Sufficient
6025	Toi Ohomai Institute of Technology	Sufficient
6010	Manukau Institute of Technology	Sufficient
8101	Building and Construction Industry Training Organisation	Sufficient

Introduction

This Level 4 qualification of 58 credits is intended for people already working as supervisors in a construction related trade, or for people who want to move into the role.

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The qualification is designed to provide construction related industries with trained people who have the essential knowledge, skills and aptitude required to be a competent supervisor for the work of a specific trade on construction projects. This qualification represents a further step in the construction related career pathway and is for people who hold trade qualifications at Level 3 or above from the planning and construction related fields on the NZQF or are Licensed Building Practitioners in their field.

Graduates of this qualification may decide to undertake further tertiary study towards the New Zealand Certificate in Construction Related Trades (Main Contract Supervision) (Level 5) [Ref: 2382] or diploma or degree level qualifications in the field of Management, Quantity Surveying, Architectural Technology, or any other building and construction related fields.

The qualification was approved in 2014 and is currently being reviewed. The Building and Construction Industry Training Organisation (BCITO) is the qualification developer and a representative attended the consistency review meeting.

Five education organisations attended the review and between them, had 8 graduates in 2016, 31 graduates in 2017, and 46 graduates in 2018. There were no graduates prior to 2016.

Evidence

The education organisations provided a range of evidence to demonstrate that their graduates met the graduate profile outcomes.

The criteria used to judge the evaluation question were:

- The nature, quality and integrity of the evidence presented by the education organisation
- How well the organisation has analysed, interpreted and validated the evidence, and used the understanding gained to achieve actual or improved consistency
- The extent to which the education organisation can reasonably justify and validate claims and statements relating to the consistency of graduate outcomes, including in relation to other providers of programmes leading to the qualification.

Evidence provided for this review included:

- Confirmation that the education organisations had a coherent programme of study or programme of industry training which ensured that programme components led to the graduate profile.
- Evidence of moderation that assured that the programmes were assessed at an appropriate level.
- Destination data supporting that graduates were working in roles that required the application of skills and knowledge required by the graduate profile.
- Graduate and employer surveys which confirmed that graduates had gained, and were using, the skills and knowledge outlined in the graduate profile.

How well does the self-assessment and supporting evidence provided by the education organisation demonstrate that its graduates match the graduate outcomes at the appropriate threshold?

Education organisations submitted a range of evidence that could be triangulated to demonstrate that their graduates match the graduate outcomes at the appropriate threshold.

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This included assessment and moderation evidence, programme alignment to GPO, graduate, next-level tutor and employer feedback, and destination data.

The education organisations provided good evidence related to, the alignment of their approved programmes of study with the GPOs, and the quality and suitability of the programmes in terms of supporting graduate consistency with the graduate outcomes. The education organisations provided evidence that their programme provided opportunities for assessment within realistic contexts aligned to the conditions specified in the qualification.

Generally, evidence relating to moderation was strong, demonstrating good internal moderation processes. Most education organisations provided evidence of external moderation.

All education organisations also presented useful feedback from graduates that was directly aligned to the GPOs. Most were able to provide positive evidence from employers that graduates were using valuable skills and knowledge consistent with the GPOs. Confirmation that graduates were working or continuing to work in related roles, and/or had progressed to related further study, was viewed as good evidence.

Overall, the self-assessment and supporting evidence supplied, by those organisations found sufficient, demonstrates that their graduates meet the graduate outcomes at the determined threshold.

Examples of good practice

Some education organisations presented well-organised, relevant, and clearly analysed evidence that was triangulated between programme information, graduate destinations and feedback data, and data from end-users (employers and next level tutors). Clear and focussed evidence presented in this way provides a concise and convincing case for consistency.

Several organisations provided thoughtful interpretations of anecdotes and conversations with graduates and aligned them to the GPOs. This was especially important when engaging with graduates whose work priorities limit their capacity and inclination to provide specific and detailed written feedback. Education organisations who are getting their teaching staff to engage with graduates and employers are garnering useful information about attainment of GPOs and of the effectiveness of the training offered.

Issues and concerns

Several of the education organisations noted low demand for this level 4 programme and consequent struggles to maintain sustainability. The main reason is that intending students usually hold a level 4 qualification and express that they would prefer their next study to be at level 5.

Recommendations to Qualification Developer

Although there were no recommendations as such, the BCITO representative noted a number of minor matters to be addressed in the current review.