

Qualification Title: New Zealand Certificate in Workplace Health and Safety Practice (Level 4)

Qualification number: 3534

Date of review: 3 December 2020

This report refers to graduates awarded this qualification prior to: **31 December 2019**

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 have the skills and knowledge to promote and monitor health and safety practices and procedures and promote a positive health and safety culture in the workplace.

Education Organisations with sufficient evidence

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

MOE Number	Education Organisation	Final rating
8104	Competenz	Sufficient
6025	Toi Ohomai Institute of Technology Ltd	Sufficient
6012	Northland Polytechnic Ltd	Sufficient

Introduction

This qualification is a 60-credit qualification developed by The Skills Organisation. The purpose of this qualification is to provide New Zealand workplaces with people that have the skills and knowledge to promote and monitor health and safety practices and procedures and promote a positive health and safety culture in the workplace. Graduates benefit New Zealand workplaces, the community, and their families and whānau by promoting, and contributing to, health and safety in the workplace. This qualification is designed for people who have or are intending to have a workplace health and safety function as part of their primary job role.

This consistency review was conducted over one and a half days in conjunction with the New Zealand Certificate in Workplace Health and Safety Practice (Level 3). Three education organisations had graduates, two presented online via Zoom and one was a desk top review. A representative from the qualification developer and an observer from The Skills Organisation also attended.

In total, there were 25 graduates in the reporting range for this qualification. One education organisation delivered a programme leading to this qualification in 2018 and 2019, the remaining two delivered only in 2019.

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 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 internal and external moderation that assured that the programmes were assessed at an appropriate level.
- Records of feedback from graduates and employers via survey or phone, confirming that the programme had provided graduates with a range of skills aligned to the graduate profile and appropriate to the level of the qualification.
- Destination data confirming continuation in employment.

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?

Providers submitted a limited range of evidence that could be triangulated to demonstrate that their graduates match the graduate outcomes at the appropriate threshold. Education organisations were able to provide current and timely data, as most programmes were delivered over the previous year.

Most organisations provided good programme evidence that aligned their programme of study with the GPOs. Moderation evidence was mixed, one education organisation described a comprehensive and coherent moderation plan relevant for the programme delivery. The undertaking and results of external moderation was an area for improvement for two education organisations.

Graduate feedback was the primary source of evidence and all education organisations managed to achieve a very sound response rate providing high level data and evidence of consistency between graduate skills and knowledge with the GPOs. Surveys continue to cause problems in their design. The replication of the GPOs, which contain several skills in each, alongside the limited response option 'yes / no' or a rating scale that has the potential to produce an overly positive result, limits the analysis and ability to extract useful findings from the data produced. The data does provide an opportunity for education organisations to understand where they may begin to explore further to gain insights and information for review and use as well as to confirm consistency.

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.

Special Focus (includes special focus on a strand or outcome)

None

Recommendations to Qualification Developer

The Skills Organisation, the transitional industry training organisation, has been assured by the Consistency Review that the Workplace Health and Safety Practice qualifications are robust, relevant to the various industries who engage their trainees in the training and assessment, and valuable for seeking employment with the achievement of the Level 3 and Level 4 qualifications.

The feedback received from education organisations on the Workplace Health and Safety Practice qualifications was very positive. The Consistency Review showed that the next review of the qualifications will not require much change to the Graduate Profile Outcomes or the Strategic Purpose Statements of the Level 3 and the Level 4 qualifications. Both qualifications lead to employment. Trainees who enrol in the qualification continue to work with employers who want to enhance the skills and knowledge of their workers in the workplace legislation and the regulatory requirements of the Health and Safety at Work Act 2015 and any industry specific codes of practice, guidelines and standards.