

NCEA changes: What do they mean for employers?



The NCEA Change Programme aims to deliver a package of seven changes aimed at strengthening NCEA:

- 1 Make NCEA more accessible
- 2 Equal status for mātauranga Māori in NCEA
- 3 Strengthen literacy and numeracy requirements and assessments
- 4 Fewer, larger standards
- 5 Simplify NCEA's structure
- 6 Clearer pathways to further education or work
- 7 Keep NCEA Level 1 optional

The Ministry of Education is in the process of strengthening NCEA by making a series of changes to improve well-being, equity, coherence, pathways, and credibility – for students and teachers alike.

Strengthen literacy and numeracy requirements and assessments

One of the outcomes of Change 3, which involves the development of new Te Reo Matatini me te Pāngarau | Literacy and Numeracy co-requisite, is that young people will graduate with NCEA with the foundational literacy and numeracy skills that they need for further education, training, and employment. This will result in increased levels of capability, stability, and productivity in the New Zealand workforce.

Clearer pathways to further education or work

Change 6 means young people will experience better and more coherent transitions from secondary schooling into further education, training, and employment. Pathways to further education, training and employment will be clear and made easily navigable for ākonga and whānau. These changes are envisioned to result in improved employment outcomes, well-being, economic prospects, and life outcomes for young people in the workforce.

One of the key changes is that the Ministry will be conducting a review and refresh of the Vocational Pathways Framework, which is used by schools, kura, and foundational tertiary providers. Another key change is that the Ministry will be developing a Vocational Entrance Award. This Award is intended to demonstrate that an ākonga/learner has done the necessary learning required by industry, employers, and tertiary education organisations, and is ready to progress to higher-level vocational education or training and employment after NCEA. Another change will be refining the Record of Achievement to make it clearer in showing what a young person knows and can do.

Employment-related outcomes as a result of these key changes will be:

- » Young people will have a better understanding of different pathways options and industry roles, which means that young people will be better equipped to transition to employment.
- » Schools will be encouraged to provide their students with opportunities to do learning to support a range of pathways, which means that young people will be better equipped to transition to employment.
- » Employers will be able to view a young person's Record of Achievement to see if they have done learning related to a Vocational Pathway and/or they have achieved a Vocational Entrance Award.
- » Employers will have confidence that a young person who has achieved a Vocational Entrance Award has done foundational vocational education.

The result of these changes and others is that the NCEA qualification will better prepare students for further education and employment, leading to more successful employment outcomes. The credibility of the NCEA qualification will be strengthened, which means employers will have more confidence in the education of the NCEA graduates they employ.

Additional information:



NCEA Change Programme



Overview of the new NCEA Te Reo Matatini me te Pāngarau | Literacy and Numeracy co-requisite



Vocational Pathways Framework