

# TANZ Today



July 2003

## National Certificate in First Line Management

An exciting and innovative solution to the training needs of a large and widely spread State Owned Enterprise has recently been developed by the Tertiary Accord of New Zealand (TANZ) after a conversation between Pamela Simpson, TANZ National Development Director, and Jay Lamburn, Director of the Public Sector Training Organisation (PSTO) in Wellington.

Asure New Zealand provides meat inspection services to all the meat companies in New Zealand and has 120 Meat Inspection Supervisors in over 80 plants around the country. Asure were keen to provide their supervisors with formal qualifications (National Certificate in First Line Management) that are recognised outside the meat industry. This would assist in the retention of staff, provide staff with a more formal career pathway, and meet the professional development needs of the company and staff.

### e-Learning Solution

The rationale for an e-Learning solution to meet this need is based around the fact that Asure uses some very sophisticated and powerful Intranet technologies which all their Meat Supervisors use as part of their daily record keeping and that their Supervisors are spread throughout New Zealand. With the expertise available through the Tertiary Accord of New Zealand in developing e-Learning solutions, e-Learning was seen as an efficient solution to the difficulty of training people who are geographically widely distributed.

The development of this project has been underwritten by an award from the Skills New Zealand (now TEC) New Technology Fund, with support from the Public Sector Training Organisation.

### Project Team Approach

Work began in late 2002 and a five-member Project Team identified. Individuals with key skills were identified: Project Management was provided by Keith Tyler-Smith, Manager of e-Learning and Web Support at CPIT; Wendy Fountain provided Instructional Design; Sue Dwan was contracted to undertake the content writing. Sue has an extensive background in management, management and business coaching; Jo Keyes from CPIT's School of Business provided Academic Coordination for the project; and Chris Matthews, a staff member at The Open Polytechnic of New Zealand, with expertise as an on-line tutor, took the role of Course Facilitator.

Meetings were held to assess the needs of the Asure supervisors and the structure of the programme.

### Site Visit

Wendy, Keith and Sue (pictured) visited PPCS (a meat works in Belfast, Christchurch) to gain an insight into the more important areas of primary produce, and to help them assess the programme content against the realities of the workplace.



The visit proved to be very valuable, as well as instructive for the one vegetarian on the team. In fact, the visit had such a profound effect on her that she is no longer a vegetarian!

### Access Training via Asure's Intranet

CPIT, as the lead institution, has undertaken the development using Blackboard. Asure's technology means that the meat inspector supervisors are able to access their Blackboard course through Asure's Intranet and they will work on-line from their workplace.

This is the first step in what could be a longstanding and valuable relationship between TANZ and Asure NZ, and represents significant progress in the provision of work-based training by polytechnics," said Keith Tyler-Smith.

### Go Live

The project went live on 16 June with 40 Meat Inspection supervisors enrolled. The introductory session for the course was a Shadow session – using Asure's Citrix Intranet. This involved Keith working from Asure's Christchurch office, demonstrating the Blackboard package in a series of sessions to the learners (geographically distributed through both North and South Islands). The learners' computers mirrored what the trainer's computer was doing and they were able to ask questions via a phone link.

Jay Lamburn from PSTO who initially suggested that Pamela Simpson contact Asure, has also indicated an interest in adapting this qualification for the wider public sector. The current pilot with Asure has provided core modules covering the generic principles and theories of first line management and the process enables the programme to be contextualised for other industries.

## Effective Collaboration

"TANZ, PSTO and Asure are providing a real life example of effective collaboration – I am delighted with the progress we have made," said Jay Lamburn.

This has been an exciting, challenging and rewarding project. It is an excellent example of the TANZ philosophy of promoting best practice in applied education in the most efficient and effective manner in a way which meets the needs of the client.

## The London Institute & TANZ Scholarship

In early 2002, discussions began between The London Institute and TANZ around the possibility of an annual scholarship to enable a graduate from one of the TANZ institute's art and design schools to study at the London Institute in London.

Selection criteria were developed by the TANZ Heads of School for Art & Design in consultation with The London Institute. By November 2002, information had been distributed to each Art and Design school, with a closing date of the end of January for applications. The selection panel met in February with six excellent applications and portfolios.

### Very High Standard of Applicants

The selection panel were impressed with the very high standard of applications, all worthy of consideration and at the level required of further postgraduate study. The decision was very difficult, however Amanda Elsley from the Manukau School of Visual Arts, Manukau Institute of Technology was identified as the portfolio to present to the London Institute. In May 2003, we were delighted to hear from the London Institute that Amanda had been successful and has been awarded a place at Chelsea College of Art and Design to do her Masters in Painting.

"We are proud of her achievement, and that we have been able to provide her with a programme that has prepared her to undertake this course of study in London," said Geoff Tune, Head of School, School of Visual Arts.

Amanda will be awarded the scholarship, which is worth \$40,000 in tuition fees and accommodation, at a ceremony to be held at Manukau Institute of Technology, where Amanda graduated in 2003. We all wish Amanda well in her future journey and look forward to hearing all about her London experiences!

## Postgraduate Nursing Goes National



**Back Row:** Anne Snelling (CPIT), Rose Whittle (CPIT), Debbie Penlington (MIT), Bert Teekman (UCOL), Dr Alison Dixon (Otago Polytechnic), Linda Kinniburgh (Otago Polytechnic), Kaye Milligan (CPIT)  
**Front Row:** Dr Willem Fourie (MIT), Janet Olliver (UCOL), Cathy Andrew (CPIT), Margaret Adamson (UCOL)

It had all the elements for a promising collaboration. Otago Polytechnic had the approval to offer postgraduate nursing qualifications; TANZ partners had strong relationships with healthcare providers across the country.

Now, three years after nursing educationalists met for the first time under the TANZ banner in 2000, tailor-made postgraduate nursing programmes are in place to address health boards' nursing priorities.

### Acute Care Nursing

Specialist programmes in acute care nursing are being offered in Otago and Canterbury, while MidCentral Health has worked with TANZ to develop a programme in care for the older adult.

"Our postgraduate qualifications are known for their clinical emphasis," says Otago Polytechnic Head of School of Nursing Dr Alison Dixon. "As a team we are developing a reputation with the health providers for being highly innovative and responsive."

### Study up to Master of Nursing

Through the TANZ partnership, students can study up to a Master of Nursing through CPIT or a Postgraduate Diploma in Nursing through UCOL. Otago Polytechnic oversees the programmes, and students graduate with Otago Polytechnic qualifications.

### Second Level Nursing

Meanwhile, CPIT is leading an initiative through which TANZ partners may offer a second level (enrolled) nursing qualification. The Certificate in Enrolled Nursing (Long term Care and Rehabilitation) was developed in response to a Canterbury DHB workforce strategy document. TANZ partners assisted in the development of the programme so that common elements may be able to be used should their local health providers move to reintroduce an enrolled nursing workforce.

### Bachelor of Nursing

Projects are also underway to develop a moderating system for the organisations' Bachelor of Nursing programmes, and to assess the scope for offering common degree papers across all sites.

Dr Dixon says the progress made by the nursing schools is a result of a spirit of collegiality and a willingness to share ideas for the greater good of the nursing profession. "In TANZ, we are part of a strong, formal alliance, and we plan to make the most of it."

## Graduate Certificate in e-Learning

Following the article in our April newsletter, we were delighted to hear from NZPPC that the Graduate Certificate in e-Learning had been approved. We anticipate enrolments commencing later this year. Further information on the qualification is available from:

**Bronwyn Hegarty**, Otago Polytechnic – Tel. 03-477 3014

**Keith Tyler-Smith**, CPIT – Tel. 03-940 8021

**Gerry McCullough**, The Open Polytechnic of NZ – Tel. 04-913 5300

**Maurice Moore**, UCOL – Tel. 06-852 7000

**Oriel Kelly**, MIT – Tel. 09-968 8000

## For Further Information

Pamela Simpson, TANZ, PO Box 540, Christchurch

Tel: 03-940 8715 Mobile: 029-940 8715

Email: simpsonp@cpit.ac.nz