

# About Learning State

Learning State is the industry training organisation for the State sector. We work with State sector agencies to support them in building the skills and capability of their employees.

As an industry training organisation, Learning State is also legislated to set skills standards, develop national qualifications and make arrangements for the delivery of training, including structured workplace learning and assessment.

We work with our State sector members every step of the way – from identifying skill gaps and advising on the best approach, right through to implementation and evaluation of programmes.

Our workplace learning programmes cover a range of topics that lead to the achievement of nationally recognised tertiary qualifications. Subjects include customer service, core public sector skills, public sector Maori, management and leadership, business administration and computing, and more.

Every year, around 1,000 State sector employees successfully complete workplace learning programmes with Learning State – and have the chance to celebrate their achievement at our annual graduation events.

## What is workplace learning?

Workplaces are increasingly taking the lead in providing tertiary learning opportunities for New Zealanders, with around 180,000 people and around 35,000 businesses and organisations currently involved in industry skill development<sup>1</sup>.

At Learning State, we work with each of our State sector agencies to identify the workplace learning approach that best meets the needs of the organisation and the employee. Generally, a structured workplace learning programme will comprise a mix of on-the-job learning, workshops, mentoring and coaching, and self-directed assignments. Learning State will also arrange for employees to be assessed on their skills and knowledge – and this in turn will enable them to achieve their National Certificate or Diploma.

Structured workplace learning programmes are an acknowledged way of improving performance and productivity. In fact, a report by the New Zealand Institute of Economic Research shows that staff are likely to be 5 to 20 percent more productive after workplace learning than they otherwise would have been<sup>2</sup>.

Workplace learning is:

- relevant – it is directly linked to business activities and goals
- applied – it happens in a real-life context, erasing any gap between learning and doing
- responsive – it formally recognises what staff do each day and then goes on to develop them further
- cost effective – it allows employees to build their skills while they're working

## For more information

If you'd like to find out more about how we can help your organisation and employees, please call us on 04 495 1410 to find out more.

<sup>1</sup> Industry Training Federation – [www.itf.org.nz](http://www.itf.org.nz)

<sup>2</sup> Report from the New Zealand Institute of Economic Research, 2004