

## Industry Training Organisation - Evaluation Indicators 2019

These indicators are relevant to: 1. How well does the ITO understand and meet the needs of industry, learners and government? 2. What is the value of the outcomes for employers and their trainees?	These indicators are relevant to: 3. How well do trainees achieve?	These indicators are relevant to: 4. How effective is the training arranged by the ITO?	These indicators are relevant to: 5. What is the quality of the assessment being undertaken towards industry standards and qualifications?	These indicators are relevant to: 6. How well does the ITO's governance and management support the ITO to meet its statutory functions?
Key stakeholders are clearly identified and engagement is appropriate and ongoing.	Trainees apply new skills and knowledge and support workplace practises.	Industry skills requirements are well understood by the ITO.	Assessment is fair, valid, consistent and appropriate.	The ITO allocates resources efficiently to support development of skilled and qualified industry.
The ITO engages effectively with industry, employers and trainees regarding the skill development needs of industry.	Trainees acquire useful skills and knowledge to enhance their career paths.	Training meets the skills needs of industry, employers and employees.	Assessment provides trainees with useful feedback on progress.	The ITO has effective compliance management processes.
Qualifications (credentials) and standards are regularly reviewed and updated to maintain relevance to industry and other stakeholders.	Trainees improve their well-being and enhance their abilities and attributes.	Comprehensive and timely training information and advice is provided to trainees and employers.	Assessment supports learning and provides evidence of successful achievement to industry standards.	Relevant legislation, rules and regulations are complied with and policies and practices are ethical.
The ITO supports industries to retain and advance skills and capability.	Trainees complete credentials.	Trainees have opportunities to apply knowledge and skills in relevant contexts.	Training activities and assessment tasks are purposefully aligned with qualification (credential) <sup>i</sup> outcomes.	Organisational purpose and direction is clear.
The ITO is supported by its industries.		Training is an appropriate mix to ensure that trainees acquire relevant skills for the workplace.	Sufficient resources are allocated to support assessment.	Organisational leadership effectively, undertakes activities consistent with the purpose and direction of the ITO.
The ITO contributes to a satisfactory skilled workforce.		Trainees progress is actively monitored, and trainees are supported to succeed.	Assessment system quality and integrity are maintained.	Recruitment and development of staff is effective.
Trainees gain credible industry credentials.		Training arrangements are planned and structured.		Innovation and continuity are balanced.
Credentials provide trainees with pathways in employment and/or further training.		Training arrangements are well managed.		The ITO anticipates and responds effectively to change.
		The needs of Māori and other population groups are considered in training arrangements.		The ITO operates a sustainable business model, which is aligned to its statutory purpose.
				Data analysis is used effectively throughout the organisation.
				ITO leadership ensures the needs of Māori and other population groups are considered when carrying out their activities.

**ITO Self-assessment is comprehensive and effective.**

<sup>i</sup> 'Credential' includes qualifications, micro credentials, unit standards, limited credit programmes, supplementary credit programmes and licences.