



3 September 2025

Hon Penny Simmonds
Minister for Vocational Education

To: Minister Simmonds

Re: Seeking a one-step transition for MITO

We write to you as the shareholders of MITO Limited, a charitable company which has been registered in anticipation of receiving the assets, people, and activities of MITO, currently a work-based learning division of Te Pūkenga.

As representatives of the industries that MITO serves – automotive, commercial road transport, mining, extractives, drilling, and gas – it is our collective responsibility to ensure continuity and stability for learners, employers, and industry.

We've put significant energy and focus into preparing for this transition, reflecting how important industry training is to us and to the long-term success of our industries. Last week we met with Te Pūkenga leadership and the Chief Executive of the Tertiary Education Commission. While our discussions have been constructive and supportive, we are seeking a clear commitment to enable a one-step, seamless transition. As an industry, we are investing heavily in getting this right, and we need the transition process to be enabling so that we can move at pace and with confidence toward 1 January 2026.

The new entity, MITO Limited, has been created for industry, by industry, and is to be operated with charitable status to ensure that no shareholder gains any individual financial advantage from its success. All surpluses will remain within a closed loop, reinvested into learners, apprentices, scholarships, business development – ultimately for the good of the New Zealand economy.

We are requesting a one-step transition for MITO. There are three ways to enable this

- 1) MITO WBL transfers to MITO Limited effect from 1 January 2026 – it would require the Government approving a Transition Plan that provides for a direct transfer.
- 2) MITO remains within Te Pūkenga for a brief period following the standing up of the Industry Skills Boards (ISBs) on 1 January 2026 and is then transferred directly to MITO Limited as soon as possible.
- 3) If ISB standup is not required first, MITO is ready to be transferred as soon as MITO Limited has been granted PTE status prior to 1 January 2026.

Why we believe a one-step transition is the right approach

- It has the full support of industry associations across automotive, transport and logistics, drilling, mining, quarrying, and gas.
- Te Pūkenga itself has confirmed its support for this transition.
- Avoids duplication, reduces red tape, and saves taxpayer money.
- Maintains trusted relationships, continuity for learners and employers, and pastoral care.
- Allows ISBs to concentrate on their core setup functions and standard setting, not temporary service delivery and employment of MITO staff.

This approach also provides the Government with a clear early success story – demonstrating ambition, responsiveness, and a commitment to practical, industry-led solutions. It shows that reform can be delivered in a way that is faster, simpler, and better for learners, employers, and taxpayers.

How this can be enabled

- Amend the Bill before Parliament to explicitly provide for a one-step transition, or
- Utilise ministerial powers in the Bill to approve this pathway.

Industry commitment

Industry remains deeply committed to high-quality, industry-led vocational education and apprenticeships. Industry acted in good faith when MITO was transferred into Crown ownership as part of the Review of Vocational Education (RoVE), and we continue to do so now. A seamless and timely transition will ensure continuity for learners, employers, and industry alike, while delivering on the Government's ambition for an industry-led vocational education system.

Minister – we thank you for taking the time to consider industry's views on the transition and welcome any opportunity to meet with you at your convenience.

The contact person in respect of this letter is:

Dr James McDowall

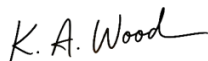
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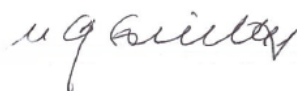
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