



# **Proposed TTM Credentials Framework**

29 February 2024

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1

# Background

Background to the TTM framework and its origins

# TTM ISG purpose

We **connect** and **represent** the TTM industry to provide guidance and enable aligned decision making to ultimately meet the requirements of the Health and Safety at Work Act (2015).

# Big picture overview

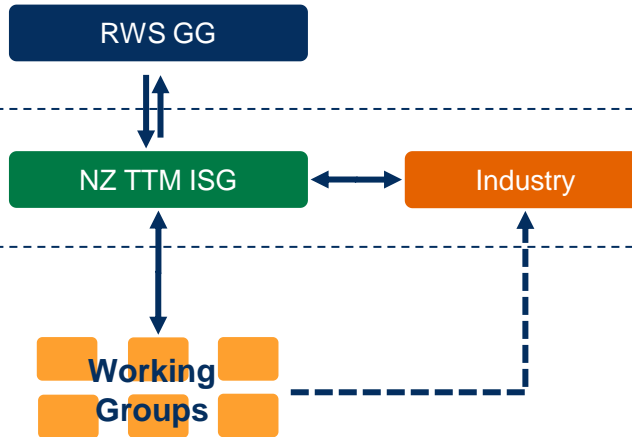
The groups involved – including the TTM Industry Steering Group

## Roles

Road Worker Governance Group comprising senior leaders from RCAs and Contractors as sounding Board for the TTM ISG

Industry Steering Group comprising representatives from across the TTM sector

5 current working Groups supporting key transition needs for the collective industry



## Communication

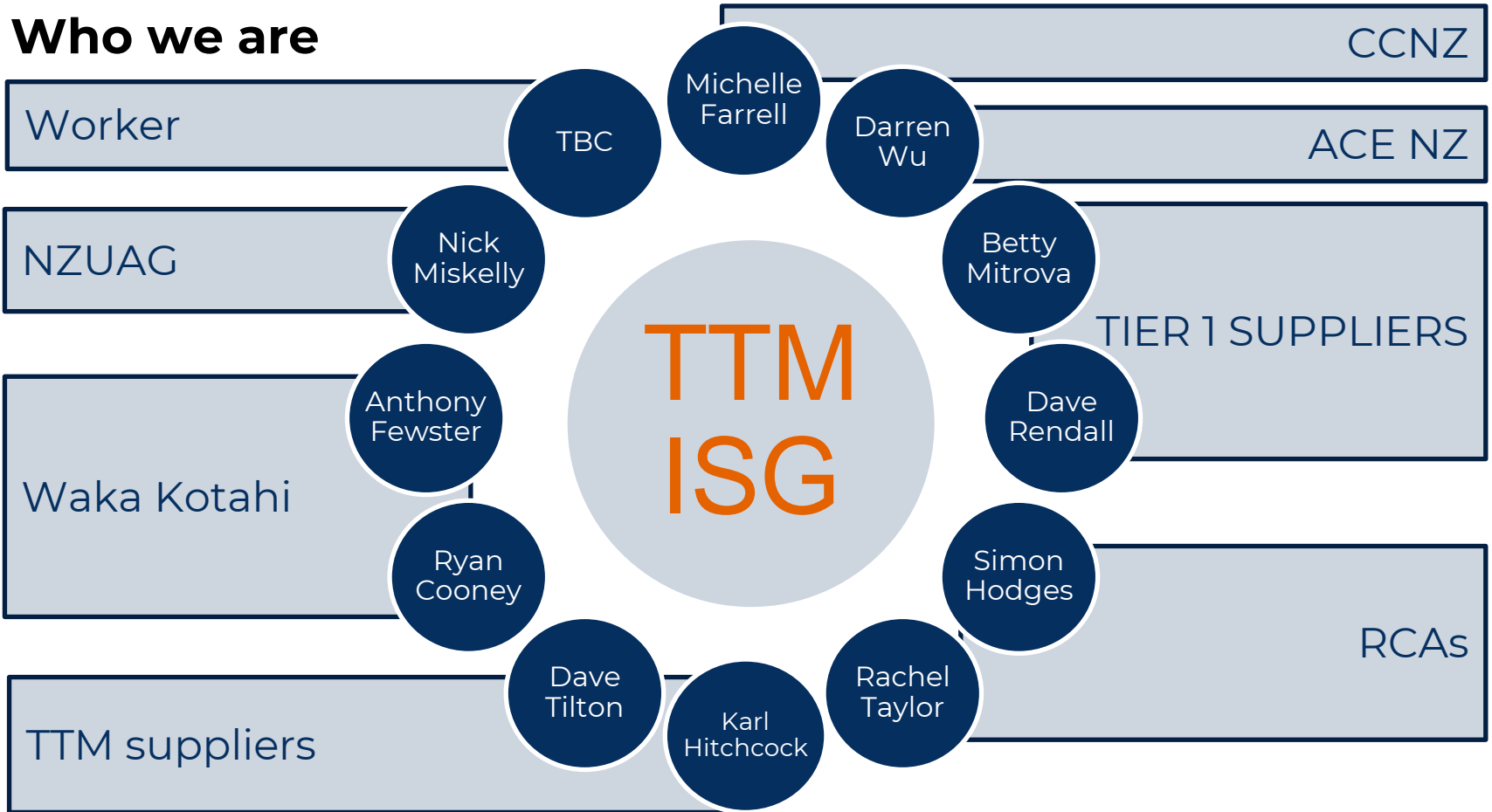
No direct communication to TTM industry other than the leadership role they already have

- TTM Industry Steering Group has the lead in communication to TTM industry.
- Members of the TTM ISG support the communication (previous slide)

Communication from working groups to TTM industry will always be channelled via TTM ISG.

- Training and competency (credentials framework)
- Communications and engagement
- Commercial (procurement)
- Assurance
- Good practise

# Who we are



# History of TTM Training and Competency



**2000-2019**

## **CoPTTM Training**

Theory-based workshops (with a practical assessment only Level 2/3P).



**2019-**

## **Waka Kotahi Training & Competency Model**

Some alignment with NZ Qualifications Framework (NZQF). Warrants issued (mix of knowledge and practical), and six unit standards available.



**Future**

## **TTM Credentials Framework**

A TTM credentials framework founded on the renamed NZ Qualifications and Credentials Framework (NZQCF). Removal of the requirement for warrants and no longer administered by Waka Kotahi.

# The Situation

## **Key drivers of change are:**

- Health and Safety at Work Act 2015 (HSaWA)
- Worksafe: Keeping Healthy and Safe while working on the Road and Roadside (2022)
- NZ Guide to TTM (NZGTTM)
- Waka Kotahi warrant system ends.

## **TTM credentials framework is industry-led**

We're seeking a more robust and future-focused solution. We are working with Waihangā Ara Rau Construction and Infrastructure Workforce Development Council (WDC) to create a new, industry-led framework for credentials for the TTM sector. The new TTM credentials framework is grounded in the NZ Qualifications and Credentials Framework (NZQCF).. and meets recognised best practice for vocational education

As we move forward in Temporary Traffic Management (TTM), our work will be shaped by this industry-led credentials framework based on how we empower people to manage risk effectively.

## **Framework is based on layers of responsibility**

This framework shows the different levels or 'layers' of responsibility and the breakdown of skills relating to those levels.



# THE TTM CREDENTIALS FRAMEWORK WORKING GROUP



**Betty Mitrova**  
Tier One  
Chairperson:  
TTM Credentials  
Framework Working  
Group



**Chris Kerr**  
Tier One



**Paul Tyson**  
Tier One



**Tom Kiddle**  
North Island RCAs



**Shaun Maxwell**  
South Island RCAs



**Bruce Goodall**  
Road Marking  
Federation



**Corin Wharerau**  
Utilities Sector



**Kim Laurenson**  
NZTA / Waka Kotahi



**Lina Tyrell**  
Worker  
Representative



**Melanie Muirson**  
ACE New Zealand



**Tony Stella**  
TTM Trainers & Assessors



**Wayne Clarke**  
North Island TTM  
Suppliers



**Jo Allan**  
South Island TTM  
Suppliers



**Sue Hawkins**  
Waihangā Ara Rau



**Sue Roberts**  
Connexis / Te Pūkenga



**Dave Tilton**  
Appointed Secretary

# The Roadmap towards a Credentials Framework



- Design a robust TTM framework that meets the needs of TTM skills and functions.
- Research to inform a best-practice framework
- Ensure interweaving of model components to allow flexible pathways for practical skills rather than rigid approaches

- Develop skill standards, credentials, and qualifications with Waihanga Ara Rau and industry based on the TTM credentials framework
- Develop programmes of learning and assessment materials with Providers for industry to access the framework

- Materials for delivery are developed by Providers
- Establish Provider mechanisms for the framework to go live
- Engage with industry to ensure delivery capability is established and maintained

**The new framework will progressively replace the Waka Kotahi warrant system. There will be a specific transition plan for this.**

# Some Key Messages

- The TTM framework contributes to the PCBU's duty of care to ensure their people are trained and competent.
- The proposed framework has been developed by industry for industry to support PCBUs and provide credentials that are stackable to other TTM qualifications on the NZQCF.
- The framework will align the TTM industry with other industries that have developed vocational frameworks.
- This will replace the current Waka Kotahi warrant system.



# 2

# Principles

Exploration of foundational principles and  
layered responsibilities model

# TTM Credentials Framework

## Introducing layered risk responsibility

In the past, we've managed risks in TTM by focusing on factors like how busy or fast the road is.

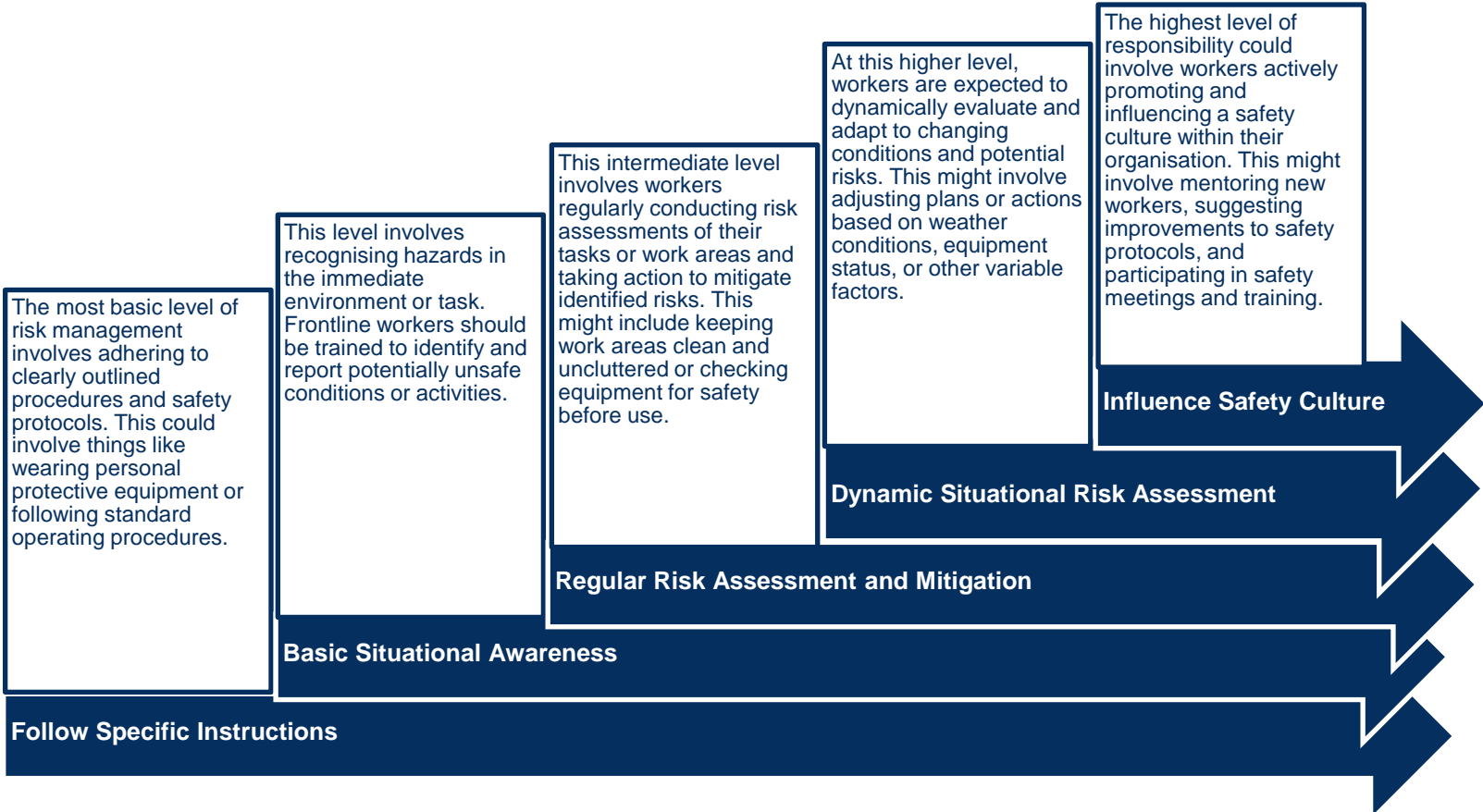
As our understanding of risk has evolved and our training has improved in New Zealand, we recognise the need to shift our focus.

We now look at the management of risk, not just risk factors.

This means being ready to assess risks in changing situations and being an influencer in promoting safety throughout the delivery chain from planning to implementation and assurance. This approach, called the **layered risk responsibility**, is backed by recent research.

It's the foundation of a new training approach that will help us better manage safety and risk in our TTM activities.

# The Layered Responsibility Model



# **PCBU duty of care**

**“Under HSWA, a business or undertaking (PCBU) must look after the health and safety of its worker and any other workers it influences or directs.”**

# PCBU Duty of Care and Credentials Framework

## PCBU responsibility

Ensuring staff have ALL the required competencies to safely carry out their tasks.

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## TTM Credentials Framework

Knowledge and skills relevant to the TTM industry





# 3 & 4 Framework Overview

Specific TTM framework elements and components  
and overarching TTM framework diagram

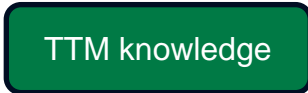
# Explaining the TTM Framework

The TTM Credentials Framework shifts focus from job titles to the skills and capabilities necessary for effective TTM work. There are four main entry points that relate to different industry work competencies.

Level 3



Level 4



The framework clusters and standardises core competencies common across the TTM industry.

Skill standards can be grouped together into programmes that lead to the award of NZ qualifications such as micro-credentials and certificates.

# What are Credentials?

## Skills Standard

- A skill standard is a specification of skills and includes the level of performance of those skills and the learning outcomes associated with those skills. Skill standards are used to assess competence, and successful completion that often results in a recognised certification or endorsement.

## Micro-credential

- A Micro-credential is a small, stand-alone award with a set of learning outcomes. They recognise learners' skills, experience, and/or knowledge. They are smaller than traditional qualifications and focus on skill development in specific areas, meeting a specified need in the workplace or community.

## NZ Certificate

- A NZ Certificate is a formal qualification that recognises a broad base of skills and knowledge in a specific area. It's usually obtained after a more extended period of study or work experience and provides a comprehensive understanding of a particular field.

# Recognition of Current Competency (RCC)

- Recognition of Current Competency (RCC) is an assessment tool that Providers can use for people who want recognition of their existing skills and experience.
- The RCC assessment process can be applied to New Zealand skill standards, micro-credentials, or qualifications.
- Providers will use this process to map your existing skills and experience to the new credentials to determine if there are any gaps.
- More information on this process will be available from Providers who will be delivering programmes that lead to the award of Temporary Traffic Management credentials.

# The TTM Credentials Framework

Proposed NZQCF  
Level

L3

Low risk, Low Impact Work

Mobile Work

TTM Work

TTM Delivery

TTM Specialisations

L4

TTM Supervision

TTM Knowledge

Risk Assessment in TTM

TTM Design

TTM Corridor Mgmt.

TTM Assurance

L5

Advanced TTM Supervision

Advanced TTM Design

# TTM Delivery

Proposed NZQCF  
Level

L3

Low risk, Low  
Impact Work

Mobile Work

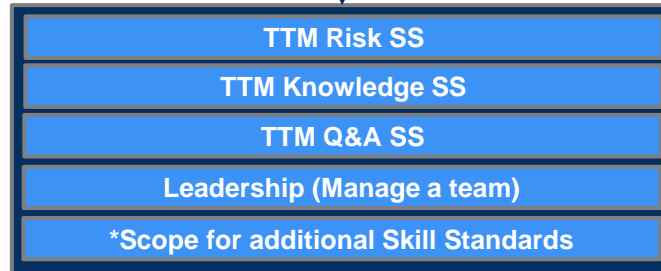
TTM Work

TTM Supervision  
(Proposed Certificate)



L4

Advanced TTM Supervision  
(Proposed Certificate or Diploma)



L5

# Low-risk, low-impact work

## NZQCF Level 3 L3

This is an entry point skill standard aimed at individuals who carry out low risk, low impact activities on the road corridor. It is intended for workers whose primary function is not temporary traffic management (TTM), but they implement appropriate TTM controls to manage the associated risk

# Mobile Work

## NZQCF Level 3 L3

This is an entry point skill standard for individuals or teams performing mobile operations and/or controls. It's designed for those who contribute to a team's performance in mobile TTM work but **does not cover supervision of the operation.**



# TTM Work

## NZQCF Level 3 L3

This is an entry point skill standard intended for individuals assisting with installing, maintaining, operating, or removing TTM. It's designed for those who contribute to a team's performance in TTM work but **does not cover supervision of the operation.**

# TTM Supervision

## **NZQCF Level 4 L4**

This is a series of skill standards and micro-credentials for individuals who lead TTM operations. They manage the risk and supervise the deployment of personnel and equipment to deliver safe work sites. These individuals have the knowledge and skills to manage risk on dynamic worksites. They supervise TTM Workers and Mobile Workers to ensure the safe implementation, maintenance and uplift of TTM sites.

# Mobile Supervision

## NZQCF Level 4 L4

This is a skill standard for individuals who lead mobile TTM operations. They manage the risk and supervise the deployment of personnel and equipment to deliver safe mobile work sites.

# TTM Monitoring

## NZQCF Level 4 L4

This is a skill standard for individuals who maintain a pre-established site. It includes elements of risk verification, monitoring and quality assurance.

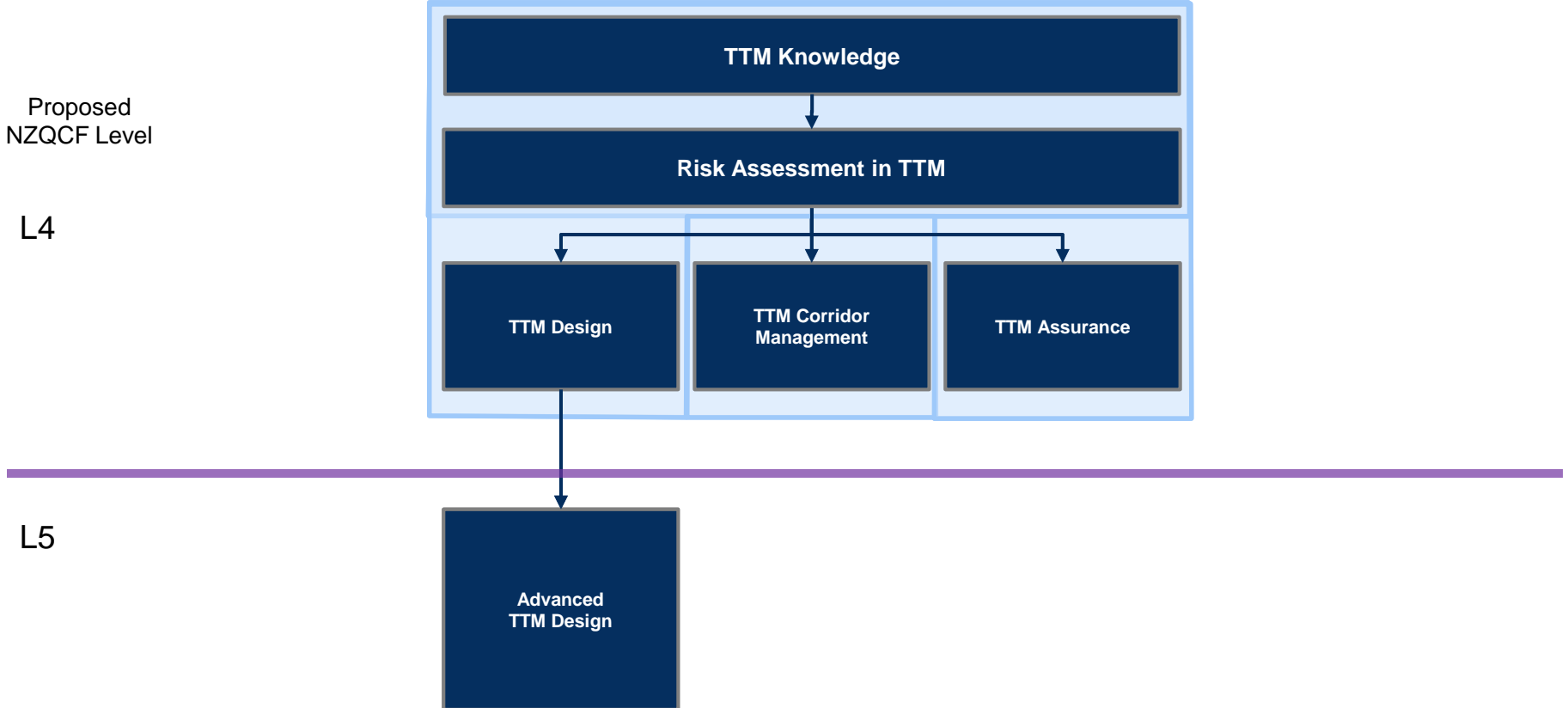
# Advanced TTM Supervision

## NZQCF Level 5 L5

This is a skill standard that equips individuals with the ability to assess and manage risk in more complex environments.

# TTM Specialisations

Proposed NZ Certificate in Corridor Management Pathway  
Proposed NZ Certificate in TTM Assurance Pathway



# TTM Specialisations

NZQCF  
Level

## TTM Knowledge

This focuses on understanding how different TTM controls work to manage people that may interact with our activities and events. It's primary intent is to ensure that we understand the fundamental TTM controls and how these may be applied to manage risk.



## Risk Assessment in TTM

Is intended to help us evaluate the hazards, potential exposure and reasonable consequences relating to our activities and events. Understanding risk during each step of our tasks, and what might go wrong, guides us in determining reasonably practicable controls to eliminate or minimise these risks.

L4



### TTM Design

Essentially, gathering the information and other inputs required, and designing an effective plan to manage traffic and other road users. TTM Design helps to prepare planners to consult, coordinate, and cooperate with other PCBUs. It helps TTM designers, to understand the quality assurance processes that may be necessary to support PCBUs to meet their obligations.

### TTM Corridor Management

Corridor Management is generally focused on coordinating activities within a road corridor. It requires a deep understanding of regulatory requirements. However, it also involves effective consultation, coordination, and cooperation with other stakeholders accessing the network.

### TTM Assurance

TTM Assurance supports people who undertake quality, assurance and control of TTM practices to ensure that they align with legal, industry and/or company requirements. It supports people who review and monitor the TTM system to identify potential risk areas and ensure they are mitigated through appropriate action.



L5

## Advanced TTM Design

Supports people developing complex and comprehensive traffic management plans that deal with complex situations and high levels of risk. It supports people with a high level of TTM expertise who are able to plan for the practical realities of managing road users and road workers in a variety of challenging environments. Advanced TTM Design supports the creation of robust, effective, and innovative plans.

# TTM Delivery Examples

NZQCF  
Level

L3

## Low-risk, low-impact work

Individuals whose primary role is not temporary traffic management, examples such as:  
Inspection activities  
Surveying  
(on the berm works)

## Mobile Work

Individuals working in mobile operation, part of the team IE under supervision examples such as

Pilot & Shadow Drivers, TMA Driver  
AWMVS Driver  
Grader / Sweeper Driver  
Cyclic Maintenance Driver

## TTM Work

Individuals working in TTM static operation, part the team IE under supervision examples such as:  
MTC (Manual Traffic Controller)  
Labourer engaged in TTM activities

L4

## Mobile Supervision

Individuals in charge of a mobile operation, or working solo doing mobile activities such as:

Leaders of mobile TTM operations.  
Cyclic Maintenance Driver (Solo)  
Grader / Sweeper Driver (Solo)  
A-type Road marking.

## TTM Supervision

Individuals in charge TTM activities (includes mobile), manages risk & site safety, implements & maintains the TMP systems:  
STMS

## TTM Monitoring

Limited to anyone only maintaining a site that has been pre-established by TTM Supervisor, intended for lower risk sites. **Depending on the risk environment** Examples could include:  
Shoulder closures  
Trucks access to building sites  
Low risk lane closure

L5

## Advanced TTM Supervision

Individuals who influence safety culture within / across teams. For example, may manage or supervise multiple TTM teams across a business, or be an experienced STMS who mentors / verifies competencies of other STMS's.



# Transitioning from the Waka Kotahi T&C Model to the TTM Credentials Framework

- The intention is to determine a clear, equitable and reasonable route for existing industry participants to transition from their current training and competency into the new model.
- Recognition of Current Competence **will be** included in the transition plan.
- The plan for industry transition will now be the focus of the governance group.



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**Next steps**

# Consultation objectives

- Does the framework meet the needs of industry?
- What could future development of this framework consider?

# Summary

- Consultation will end April 5th 2024 – Please submit feedback through ([ttm-isg.org](http://ttm-isg.org))



- Live Q & A webinar will be held (March 27th 2024)
- Please sign up to the ISG newsletter and keep an eye out on additional communication during this period ([ttm-isg.org](http://ttm-isg.org))