

Pay Equity Qualification Equivalencies

As part of the implementation of the 2017 Care and Support Workers pay equity settlement, the Ministry of Health tasked Industry Training Organisation Careerforce with responsibility for determining qualification equivalencies. This was for the purposes of pay equity only, and did not result in the awarding of the actual qualification. This was an objective exercise that compared learning outcomes for the assessed qualification, against the learning outcomes for the New Zealand Certificate in Health & Wellbeing, Level 2 - 4.

Final outcomes (as at 31 March 2020) from all qualification assessment applications are listed below. No further assessments are being completed. Any enquiries relating to pay equity qualification equivalencies should be directed to the Ministry of Health.

These qualifications were submitted and assessed for equivalency and there were four possible outcomes:

1. It is determined as being equivalent, at NZ Certificate in Health & Wellbeing Levels 2, 3 or 4
2. It is determined as 'Not Equivalent'
3. Unable to assess – not enough information available in order to assess it.
4. Not accredited – qualification cannot be given equivalence as the awarding provider OR the qualification is not accredited by NZQA

If your **National Certificate** or **National Diploma** from a Polytechnic or other education provider has the same name as one on this list, it is the same qualification, and has the same equivalency.

LEVEL 3 - Qualifications Assessed as Equivalent for Pay Equity Purposes

Scroll down below table of Equivalent Qualifications to see table of LEVEL 3 Qualifications **NOT** Equivalent for Pay Equity Purposes

Assessed Qualification	NZQA Level	Qualification programme provider	Qualification Equivalence Assessment	Level
Ames Certificate in Support of the Older Person	3	Ames Group	New Zealand Certificate in Health and Wellbeing	3
Waiariki Certificate for Health Care Assistants	3	Waiariki Institute of Technology	New Zealand Certificate in Health and Wellbeing	3
BEST Certificate in Community Support Services (Core Competencies)	3	BEST Pacific Institute of Education Ltd	New Zealand Certificate in Health and Wellbeing	3
Certificate in Achievement Wellcare Core Enhanced	3	Wellcare Education	New Zealand Certificate in Health and Wellbeing	3
Certificate in Aged Care	3	Regent International Group	New Zealand Certificate in Health and Wellbeing	3
Certificate in Child and Community Care	3	Otago Polytechnic	New Zealand Certificate in Health and Wellbeing	2
Certificate in Community Caring	3	Nelson Marlborough Institute of Technology (NMIT)	New Zealand Certificate in Health and Wellbeing	3
Certificate in Community Support	3	Wellington Institute of Technology	New Zealand Certificate in Health and Wellbeing	3
Certificate in Community Work	3	Auckland University of Technology	New Zealand Certificate in Health and Wellbeing	3
Certificate in Dental Assisting	3	New Zealand Dental Association	New Zealand Certificate in Health and Wellbeing	3
Certificate in Diversional Therapy	3	Eastern Institute of Technology	New Zealand Certificate in Health and Wellbeing	3
Certificate in Education Support	3	Taranaki Educare Training Trust	New Zealand Certificate in Health and Wellbeing	3

Assessed Qualification	NZQA Level	Qualification programme provider	Qualification Equivalence Assessment	Level
Certificate in Health Care Assistance	3	Bay of Plenty Polytechnic	New Zealand Certificate in Health and Wellbeing	3
Certificate in Health, Disability & Age Support (Core Competencies)	3	Eastern Institute of Technology	New Zealand Certificate in Health and Wellbeing	3
Certificate in Introduction to Social Services	3	Eastern Institute of Technology	New Zealand Certificate in Health and Wellbeing	3
Certificate in Pre Entry to the Bachelor of Nursing	3	Southern Institute of Technology	New Zealand Certificate in Health and Wellbeing	3
Community Support Services (Core Competencies)	3	BMETS Training Consultancy	New Zealand Certificate in Health and Wellbeing	3
Community Support Services (Core Competencies)	3	Health Ed Trust New Zealand Incorporated	New Zealand Certificate in Health and Wellbeing	3
Community Support Services (Core Competencies)	3	Wellington Institute of Technology (Weltec)	New Zealand Certificate in Health and Wellbeing	3
Certificate in Teacher Support Services	3	New Zealand Career College	New Zealand Certificate in Health and Wellbeing	2
Health and Wellbeing (Health Assistance)	3	St John of God Hauroa Trust	New Zealand Certificate in Health and Wellbeing	3
Health, Disability & Aged Support (Core Competencies)	3	NZQA	New Zealand Certificate in Health and Wellbeing	3
National Certificate in Community Support Services (Core Competencies)	3	Careerforce	New Zealand Certificate in Health and Wellbeing	3
National Certificate in Community Support Services (Human Services)	3	Careerforce	New Zealand Certificate in Health and Wellbeing	3
National Certificate in Community Support Services (Intellectual Disability)	3	Careerforce	New Zealand Certificate in Health and Wellbeing	3
National Certificate in Community Support Services (Residential)	3	Careerforce	New Zealand Certificate in Health and Wellbeing	3
National Certificate in Community Support Services (Vision and Hearing Screening)	3	Careerforce	New Zealand Certificate in Health and Wellbeing	3
National Certificate in Diversional Therapy	3	Careerforce	New Zealand Certificate in Health and Wellbeing	3
National Certificate in Early Childhood Education & Care	3	NZQA National Qualifications Service	New Zealand Certificate in Health and Wellbeing	3
National Certificate in Health, Disability, & Aged Support (Core Competencies)	3	Careerforce	New Zealand Certificate in Health and Wellbeing	3
National Certificate in Health, Disability, & Aged Support (Health Assistants)	3	Careerforce	New Zealand Certificate in Health and Wellbeing	3
National Certificate in Offender Management	3	ETITO (Department of Corrections)	New Zealand Certificate in Health and Wellbeing	3

Assessed Qualification	NZQA Level	Qualification programme provider	Qualification Equivalence Assessment	Level
National Certificate in Pharmacy (Assistant)	3	Pharmacy Industry Training Organisation	New Zealand Certificate in Health and Wellbeing	3
National Certificate in Rest Home Care (Core)	N/A	Multiple accredited education providers	New Zealand Certificate in Health and Wellbeing	3
National Certificate in Support of the Older Person (Community)	3	Careerforce	New Zealand Certificate in Health and Wellbeing	3
National Certificate in Support of the Older Person (Residential)	3	Careerforce	New Zealand Certificate in Health and Wellbeing	3
National Certificate in Youth Work (Youth Leadership)	3	Careerforce	New Zealand Certificate in Health and Wellbeing	3
National Certificate Supporting the Older Person	3	Ames Group	New Zealand Certificate in Health and Wellbeing	3
New Zealand Certificate in Emergency Care (First Responder)	3	St John	New Zealand Certificate in Health and Wellbeing	2
New Zealand Certificate in Emergency Care (First Responder)	3	The Skills Organisation	New Zealand Certificate in Health and Wellbeing	2
New Zealand Certificate in Youth Work	3	Community Support Services ITO	New Zealand Certificate in Health and Wellbeing	2
NZIS Certificate in Personal Training	3	New Zealand Institute of Sport	New Zealand Certificate in Health and Wellbeing	3
Pre-Entry to the Bachelor of Nursing	3	Southern Institute of Technology	New Zealand Certificate in Health and Wellbeing	3
Support of the Older Person	3	Wellcare Education Ltd	New Zealand Certificate in Health and Wellbeing	3

LEVEL 3 - Qualifications Assessed as NOT Equivalent for Pay Equity Purposes

Assessed Qualification	NZQA Level	Qualification programme provider	Qualification Equivalence Assessment
Care Training Online	3	Leigh Kelly	Not Equivalent*
Caring for Children	3	Stotts Cengage Education	Unable to Assess**
Certificate in Advanced Rest Home Care	3	Eastern Institute of Technology	Not Equivalent*
Certificate in Aged Care	3	Quest College	Not Equivalent*
Certificate in Applied Sports	3	Te Wananga o Aotearoa	Not Equivalent*

Assessed Qualification	NZQA Level	Qualification programme provider	Qualification Equivalence Assessment	Level
Certificate in Child Protection Studies	3	Institute for Child Protection Studies Trust Inc	Not Equivalent*	
Certificate in Community and Health Support	3	Auckland University of Technology (AUT)	Unable to Assess**	
Certificate in Foundation Studies	3	Bay of Plenty Polytechnic	Unable to Assess**	
Certificate in Health and Wellbeing	3	Geneva Health Care	Not Equivalent*	
Certificate in Health Sciences	3	Unitec	Not Equivalent*	
Certificate in Health Sciences (Pre-Entry)	3	Southern Institute of Technology (SIT)	Not Equivalent*	
Certificate in Introduction to Health Science MCIHS2	3	Universal College of Learning (UCOL)	Not Equivalent*	
Certificate in Pre-Health & Science	3	Ara Institute of Canterbury (formerly CPIT)	Not Equivalent*	
Certificate in Pre-Health & Science	3	Tai Poutini Polytechnic	Not Equivalent*	
Certificate in Residential Care	3	Tai Poutini Polytechnic	Unable to Assess**	
Certificate in Science and Health	3	Universal College of Learning (UCOL)	Not Equivalent*	
Certificate in Social Work	3	Te Whanau o Waipareira Trust	Unable to Assess**	
Certificate in Special Needs and Teacher Support	3	Regent Training Centre	Unable to Assess**	
Community Care Skills	3	Transition Training Limited	Unable to Assess**	
Health Studies 5102 and 6400	3	Careerforce	Not Equivalent*	
Health Studies 6401 and 6402	3	Careerforce	Not Equivalent*	
Introduction to Caregiving	3	Geneva Elevator	Not Equivalent*	
Level 3 Caregiver	3	Southern Institute of Technology (SIT)	Unable to Assess**	
Lift & Position People Safely (5012)	3	Aged Care Education (NZ) Ltd (ACE)	Not Equivalent*	
MIT Certificate in Foundation Education for Tertiary Pathways	3	Manukau Institute of Technology (MIT)	Not Equivalent*	

Assessed Qualification	NZQA Level	Qualification programme provider	Qualification Equivalence Assessment	Level
National Certificate in Business (First Line Management)	3	NZQA	Not Equivalent*	
National Certificate in Health Science	3	Whitireia Community Polytechnic (now Whitireia NZ)	Unable to Assess**	
New Zealand Certificate in Study and Career Preparation	3	Eastern Institute of Technology	Not Equivalent*	
New Zealand Dementia Series	3	Aged Care Education (NZ) Ltd (ACE)	Not Equivalent*	
Residential Care of the Elderly/Advanced Certificate in Residential Care of the Elderly	3	Northland Polytechnic	Unable to Assess**	
Taking Care	3	Creative Training Systems NZ Limited	Unable to Assess**	
Teaching Children with Special Needs 1 and 2	3	College of Education Palmerston North	Unable to Assess**	
Teaching People with Disabilities	3	Christchurch Polytechnic (now Ara)	Unable to Assess**	
Variety of Modules	3	Open Future Learning	Not Equivalent*	
WITT Certificate for Health Assistants	3	Western Institute of Technology at Taranaki (WITT)	Unable to Assess**	

Please note:

Not Accredited – The awarding provider OR the qualification is not accredited by NZQA.

***Not Equivalent** – The qualification does not sufficiently align with the graduate profile outcomes of any specified New Zealand Certificate in Health and Wellbeing.

****Unable to Assess** - This means there was insufficient information about this qualification in order to assess it. This is normally due to the age of the qualification, or the education provider no longer exists.