

Profile & Trends
NEW ZEALAND'S WORKPLACE-BASED LEARNERS

2014

Published by:
Tertiary Sector Performance Analysis
Ministry of Education

For further information on this report visit:
www.educationcounts.govt.nz/publications/series/profile-and-trends

© Crown copyright
This work is licensed under the Creative Commons
by Attribution 3.0 New Zealand licence. In essence,
you are free to copy, distribute and adapt the work, as
long as you attribute the work to the copyright holder
and abide by the other licence terms. To view a copy
of this licence, visit: www.creativecommons.org.nz

October 2015

ISSN: 2422-9849

STATISTICS AND RESEARCH

Profile & Trends 2014: New Zealand's Workplace-based Learners has an associated set of statistical tables available on the Education Counts website: www.educationcounts.govt.nz/statistics/tertiary_education

The statistics in the web tables are used to inform the analysis in *Profile & Trends*. The tables provide comprehensive coverage of the key trends in: participation in industry training, and credit and qualification achievement by industry trainees and apprentices, Gateway students, and students in trades academies.



NEW ZEALAND'S WORKPLACE-BASED LEARNERS

New Zealand's Workplace-based Learners is one of five reports to be published this year, replacing *Profile & Trends: New Zealand's Tertiary Education Sector*. The new *Profile & Trends* series is being published throughout the year as information comes available.

New Zealand's Workplace-based Learners contains data on industry training and other workplace-based training trends for the year ended December 2014. Most of the statistics in the report are derived from returns provided by government-funded tertiary education organisations to the Tertiary Education Commission. A list of figures is included at the end of the report.

Chapter 1 describes the participation rates of employees in industry training and highlights the trend in the number of industry trainees and apprentices. A profile of industry trainees (excluding apprentices) is provided in chapter 2, including the qualification and credit achievement of these learners. Apprenticeship numbers and the qualification and credit achievement of apprentices are reported on in chapter 3.

The participation of secondary school students in Gateway and trades academies, and the outcomes achieved by these students, is the focus of chapter 4. Data on industries accessing training, qualification levels, gender and ethnic group is included throughout the report.

This year's *Profile & Trends* series represents the 17th annual survey of the tertiary education system published by the Ministry of Education.



TABLE OF CONTENTS

1	Workplace-based learners highlights	3
2	Trends in the number of industry trainees	6
3	Trends in the number of apprenticeships	11
4	Students in Gateway and trades academies	17
	Figures	19

Notes:

1. Unless otherwise stated, the data in this publication is for the year ended 31 December 2014 and has been sourced from the Tertiary Education Commission.
2. Data in this report has been rounded. More detailed data is provided in the analytical tables on the Education Counts website. The data published in previous years may have changed as tertiary education organisations can submit updates for previous years back to 2003.
3. The information in this report and the analytical tables should be used in conjunction with the technical notes provided on the Education Counts.
4. Data in this report differs from that reported by the Tertiary Education Commission because it is based on industry training enrolments from all funding sources. It shows counts of unfunded trainees and apprentices as well as those funded by the Tertiary Education Commission.



1 WORKPLACE-BASED LEARNERS HIGHLIGHTS

This chapter includes:

- ▲ participation rates in industry training
- ▲ trends in industry training, Gateway and trades academies from 2013 to 2014, and
- ▲ descriptions of the various types of workplace-based training, apprenticeships and organisations involved in industry training.

This report focuses mainly on workplace-based learning organised by industry training organisations and it includes non-government funded industry trainees.

Participation rates in industry training

Following declines from 2010 to 2012, the participation rate in industry training appears to be stabilising. Before 2010, the participation rate was higher, at 9.3 percent. The drop in the industry training participation rate from 2009 to 2012 is broadly attributable to three factors: the removal of inactive trainees from the training register in 2010; the contraction of the New Zealand economy in 2009 and 2010; and the implementation, from 2011, of new operational funding conditions focussed on funded trainees meeting minimum achievement requirements.

Since 2012, the proportion of employees in industry training has been just over 6 percent. The proportion of industry trainees in the population has also remained steady since 2012 (Figure 1.1), with the numbers of industry trainees and employees both increasing since then. The introduction of New Zealand apprentices in 2014 has helped stabilise the participation rate in industry training.

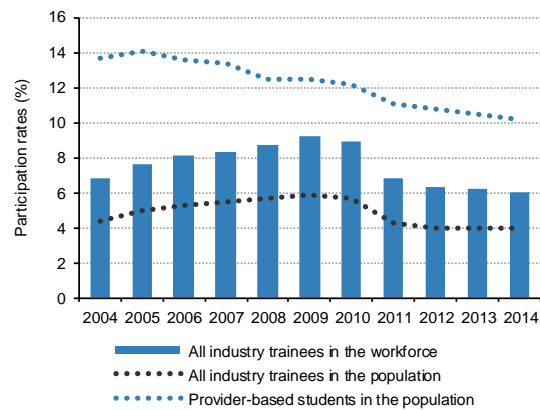
While the participation rate of apprentices in the workforce has been stable since 2011, the rate has been falling for industry trainees since 2009, although since 2011, the decreases have slowed.

Participation rates of employees in industry training

	2009	2010	2011	2012	2013	2014
	Percentages					
Trainees	7.4	7.2	5.2	4.9	4.8	4.5
Apprentices	2.4	2.1	1.7	1.7	1.7	1.8
Total	9.3	8.9	6.8	6.3	6.2	6.0

¹ The total number 41,800 is a count of distinct people in all forms of industry training apprenticeships. Some people participated in more than one type of apprenticeship, so the sum of the categories is higher than the total.

Figure 1.1 Participation rates of industry trainees (including apprentices) and provider-based students

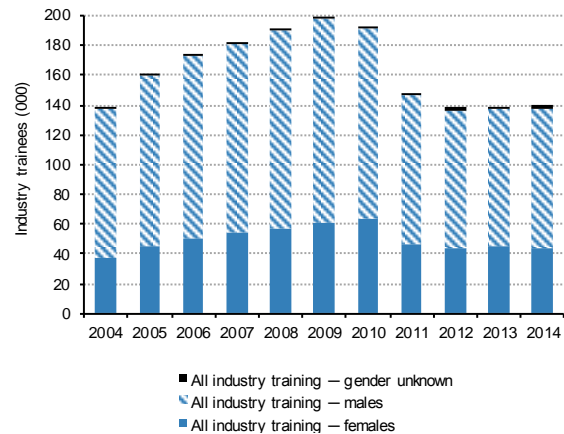


Trends in the number of industry trainees

In 2014, there were 139,000 people in industry training (including apprentices). Of these, 93,800 were men and 44,300 were women (Figure 1.2).

The total number of apprentices in 2014 was 41,800, comprising 25,200 New Zealand apprentices (new in 2014), 15,800 industry training apprentices, and 12,700 modern apprentices.¹

Figure 1.2 Learners in industry training (including apprentices)



Main changes in industry training from 2013 to 2014

Overall, the number of industry training learners increased slightly, as a result of an increase in the number of apprentices offsetting a fall in the number of industry trainees.

The New Zealand Apprenticeships programme commenced in 2014 and the government’s Apprenticeship Re-boot programme provided additional funding to incentivise new entrants and their employers.

WORKPLACE-BASED LEARNING

There are two main forms of workplace-based learning. The most common type, industry training (consisting of traineeships, New Zealand Apprenticeships, industry training apprenticeships and Modern Apprenticeships), is administered by industry training organisations, while learning via Managed Apprenticeships, is administered by tertiary education providers such as polytechnics and institutes of technology. This *Profile and Trends* report focuses mainly on learning organised by industry training organisations because data on managed apprentices is not readily available and is undergoing development.²

Industry training is designed to help develop a more skilled and productive workforce. Its provision is industry-led, while jointly funded by government and industry. Participants are in employment and they enter individual training agreements with industry training organisations that provide a programme of learning for each trainee. Most of the training takes place on the job. The learning can be flexibly paced to suit employer and employee need, and the on-job training can be delivered by an experienced staff member or a dedicated trainer. In some cases, on-job training is complemented by off-job training, usually delivered by a polytechnic or a private training establishment.

Learning through Managed Apprenticeships, like industry training apprenticeships, occurs mostly in the workplace.

Industry training, Managed Apprenticeships, and trades academies and Gateway (programmes designed to help secondary school students experience workplace-based learning) are linked to qualifications on the New Zealand Qualifications Framework.

Participation in workplace-based learning is linked to the completion of New Zealand qualifications such as certificates and diplomas on the New Zealand Qualifications Framework. Industry training learners can also gain credits through limited credit programmes and supplementary credit programmes, and they can have their prior learning and current competencies recognised.

Gateway and trades academies aim to assist students to gain employment, and learners can earn credits that can contribute towards NCEA as well as other New Zealand qualifications.

There was a slight increase in the proportion of trainees in level 3 programmes, slowing the trend towards more training at lower qualification levels.

The number of men in industry training increased, while the number of women decreased.

While the number of trainees awarded a qualification decreased, the number is higher than the figure for 2010.

The number of apprentices awarded qualifications increased in 2014, but it was lower than the number awarded qualifications in 2010.

Trainees and apprentices are younger and more qualified when entering training than in previous years. Consequently, the proportion of learners gaining qualifications at a higher level than the one they held on entry has fallen.

The five-year qualification completion rates of industry trainees and apprentices continued to increase.

Number of learners in industry training in 2014

Total industry training learners	139,000	(up 0.3% on 2013)
Females	44,300	(down 0.9% on 2013)
Males	93,800	(up 1.2% on 2013)
Industry trainees	104,000	(down 2.3% on 2013)
Apprentices	41,800	(up 12% on 2013)
New Zealand apprentices	25,200	(new in 2014)
Industry training apprentices	15,800	(down 25% on 2013)
Modern apprentices	12,700	(down 25% on 2013)

Notes:

1. Each person is counted once per year irrespective of the number of placements, industry training organisations or funds in which they have been active that year.
2. Each person is counted once in each industry training type. Totals are distinct counts of people in each category.
3. Women are unevenly spread among industries and this may reflect employment patterns in the labour market.

Main changes in Gateway and trades academies from 2013 to 2014

Participation in Gateway continued to increase steadily, while there was a substantial increase in the number of students in trades academies.

Ninety-five percent of Gateway students remained in education or moved to employment within two months of leaving the programme.

Of the students who completed their trades-academy study programme in 2014, 80 percent completed NCEA level 2. Of those who did not complete their study programme in 2014, 50 percent complete NCEA level 2 by the end of the year.

² For more information and a discussion on data issues see Mahoney, P. (2015) *What is a Managed Apprenticeship?* Wellington: Ministry of Education (www.educationcounts.govt.nz/publications/80898/what-is-a-Managed-Apprenticeship).

Various types of workplace-based learners

Traineeships are industry training programmes that do not meet the New Zealand Apprenticeships criteria. Industry trainees are often involved in short-burst, just-in-time skills acquisition training. This type of workplace-based learning constitutes the majority of industry training. In 2014, trainees represented 74 percent of all industry training learners. The study programmes of industry trainees are supported by industry training organisations.

Apprenticeships analysed in this report are funded through the Industry Training Fund. They include:

- ▲ New Zealand Apprenticeships (new in 2014)
- ▲ Industry training apprenticeships (these cover apprentices whose study programme meets or exceeds the New Zealand Apprenticeships' criteria), and
- ▲ Modern Apprenticeships.

New Zealand Apprenticeships are training pathways leading to qualifications at level 4 on the New Zealand Qualifications Framework, consisting of at least 120 credits, that enable learners to become 'work competent' in an occupation or industry.

New Zealand Apprenticeships commenced in 2014 and they provide all apprentices, regardless of age, with support during their apprenticeship over and above that provided to industry trainees. They replace Modern Apprenticeships which were focused on young people.

Industry training apprenticeships cover apprentices whose learning is managed by industry training organisations and whose programme of study meets, or exceeds, the New Zealand Apprenticeships' criteria. These apprentices do not receive support during their apprenticeship over and above that provided to industry trainees.

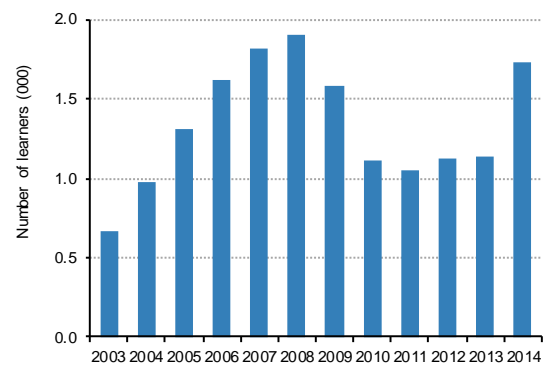
The **Modern Apprenticeship** scheme was replaced on 1 January 2014 by the New Zealand Apprenticeships programme. While no new modern apprentices have commenced training from that date, there will be a four-year transition (through to the end of 2017) to allow modern apprentices who have not yet completed their training to continue with their current arrangements, including support provided from Modern Apprenticeship coordinators.

Managed Apprenticeships are those administered by tertiary education providers, such as polytechnics and institutes of technology, with industry training organisations having little or no role in arranging training. Managed Apprenticeships are funded differently from industry training, principally through the student achievement component. Tertiary education providers create programmes

of study for apprentices that are mainly taught in a workplace setting. Like industry training apprenticeships, there is a tripartite training plan between the employer, the apprentice and the tertiary education provider, which sets out the aims and programme of training. Qualifications are at level 4 or above on the New Zealand Qualifications Framework, and generally consist of 120 or more credits.

Increased enrolments in building trades qualifications in Christchurch contributed to the increase in Managed Apprenticeships from 1,140 in 2013 to 1,730 in 2014.

Figure 1.3 Number of learners in Managed Apprenticeships



Organisations that manage workplace-based learning

Industry training organisations administer the industry training system. They make arrangements to facilitate workplace-based learning by arranging for on-job and off-job training to occur. Their role includes creating qualifications and setting standards, as well as assessing learning. They also track trainees to ensure learning is progressing as intended. They can provide support materials for industry training learners, but they do not teach or provide training themselves, as they are not recognised as pedagogically-based organisations. Instead they are industry-based organisations who know the skills requirements for their industries.

Industry training organisations cover one or a number of industries. There were 13 industry training organisations in 2014, covering over 99 percent of all industry training learners.

In 2013, there were 11 polytechnics providing Managed Apprenticeships.

Direct funding scheme

Since 2014, organisations, other than industry training organisations, have been able to access industry training funding to make independent industry training arrangements. Four organisations were accessing funding in this way in 2014, covering 1,000 industry training learners.

2 TRENDS IN THE NUMBER OF INDUSTRY TRAINEES

This chapter covers industry traineeships (excluding apprentices). It includes:

- ▲ an overview
- ▲ activity of industry trainees
- ▲ industries accessing training
- ▲ level of training
- ▲ ethnic and age profiles
- ▲ qualification and credit achievement, and
- ▲ five-year qualification completion rates.

Overview

The number of industry trainees (excluding apprentices) decreased by 2.3 percent from 2013 to 2014. The amount of training, in terms of standard training measures, decreased from 27,300 in 2013 to 25,500 in 2014 (down by 6.7 percent).

The operational funding rules introduced in 2011 have been successful in reducing inactivity in training, and trainees are moving through the system as expected. There has been continual change in the profiles of industry trainees; that is, a much lower proportion of trainees are continuing their training from previous years, while the proportion entering training has increased. The proportion of trainees completing qualifications, or leaving the training system having gained credits, has continued to increase.

The general movement towards training at lower levels slowed in 2014 when the proportion of trainees in level 3 programmes increased. The proportion of trainees whose highest level of training was at level 2 decreased from 50 percent in 2013 to 46 percent in 2014.

The proportion of trainees reported in the European or Māori ethnic groups remained stable, while the proportion in the Pasifika ethnic group continued to decline in 2014.

The proportion of women among industry trainees increased by one percentage point from 2013 to 2014, to 39 percent of trainees, while their number decreased. Women in industry traineeships represented 3.7 percent of women in the workforce in 2014, down from 5.6 percent in 2010.

The age profile of trainees has become younger between 2010 and 2014. As a proportion of the workforce trainees aged under 35 years have decreased over this time.

There has also been a shift towards people entering training already holding a tertiary qualification. The proportion of people entering training with a level 2 or higher qualification increased from 58 percent in 2011 to 64 percent in 2014. Also, the proportion with no qualifications on entry to training fell from 28 percent of total entrants in 2010 to 22 percent in 2014.

This has led to a smaller proportion of trainees completing a qualification at a higher level, than the one they held on entry. Of the trainees who completed a qualification in 2011, 57 percent completed at a higher level than the one held on entry and, by 2014, the proportion had fallen to 46 percent.

On the other hand, overall trainees are completing qualifications at a higher level than before. In 2014, 46 percent of qualifications completed by trainees were at level 3 or higher, compared to 43 percent in 2010.

The number of trainees gaining qualifications decreased from 38,200 in 2013 to 35,000 in 2014. This is above the figure of 30,900 in 2010. The number of qualifications awarded in 2014 also decreased, from 42,400 in 2013 to 37,600 in 2014.

The proportion of inactive trainees, that is, those not achieving any credits in a year, fell from 52 percent in 2010 to 32 percent in 2014. The average number of credits completed per trainee has risen from 16 to 20 over the same period.

The five-year qualification completion rate was 42 percent in 2014, up from 37 percent in 2010. The credit completion rate was 69 percent in 2014, up from 50 percent in 2010.¹

As a proportion of total standard training measures, limited credit programmes increased to 4.7 percent in 2014, up from 2.8 percent in 2013, and supplementary credit programmes increased to 2.8 percent in 2014, up from 2.5 percent in 2013.

Analytical tables: Data on workplace-based learners is available at: www.educationcounts.govt.nz/statistics/tertiary_education – select 'participation' or 'retention and achievement'.

¹ The credit completion rate is the proportion of credits completed, compared with the amount of training provided.

INDUSTRY TRAINEES (EXCLUDING APPRENTICES)

The number of industry trainees (excluding apprentices) decreased from 106,000 in 2013 to 104,000 in 2014. Before the decline in numbers between 2010 and 2012, there had been a strong upward trend in the number of trainees from 2004 to 2009. Since 2009, trainee numbers have decreased by 35 percent, while study loads, in terms of standard training measures, have nearly halved.

Trainees aged 35 years and over comprised 45 percent of the total in 2014, compared to 53 percent in 2010. The proportion aged under 35 years increased from 47 percent in 2010 to 55 percent in 2014. The proportion of trainees who were female was 39 percent in 2014.

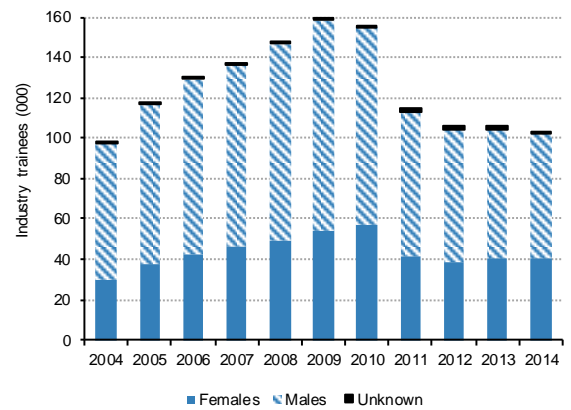
Number of industry trainees (excluding apprentices)

	2013	2014	% change from 2013
Males	64,200	62,200	-3.2
Females	40,300	40,100	-0.5
Unknown	1,470	1,260	-14
Total	106,000	104,000	-2.3
Standard training measures (STM)	27,300	25,500	-6.7

Note: One STM is defined as 120 credits, representing one year of full-time training.

Source: Tertiary Education Commission.

Figure 2.1 Industry trainees by gender



ACTIVITY OF INDUSTRY TRAINEES

The proportion of people who entered training increased from 27 percent of total trainees in 2009 to 35 percent in 2014. People leaving training (whether they completed a qualification or not) increased from 27 percent in 2009 to 43 percent of trainees in 2014. This reflects success in moving trainees through their training since the introduction of the performance management system.

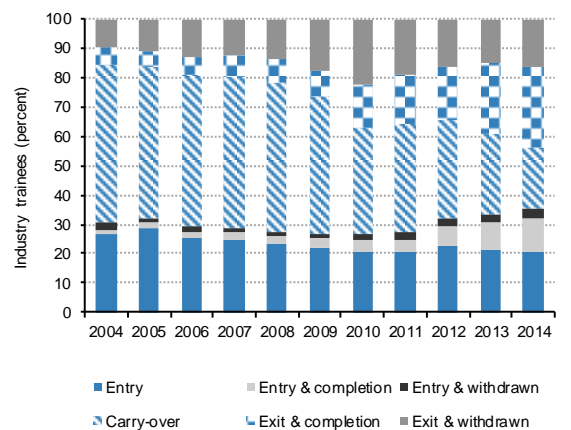
Proportion of industry trainee learners by main activity

	2009	2010	2011	2012	2013	2014
	Percentages					
New entrants	27	27	28	32	34	35
Continuing training	47	36	37	34	28	21
Exiting training	27	37	36	34	39	43

Notes:

1. Main activity is prioritised.
2. New entrants are trainees enrolled for the first time in that year.
3. Continuing training covers trainees first enrolled in a previous year.
4. Exiting trainees are those who left training that year. Exits for 2014 are provisional as trainees may re-enter training.

Figure 2.2 Number of industry trainees by main activity



INDUSTRIES ACCESSING TRAINING

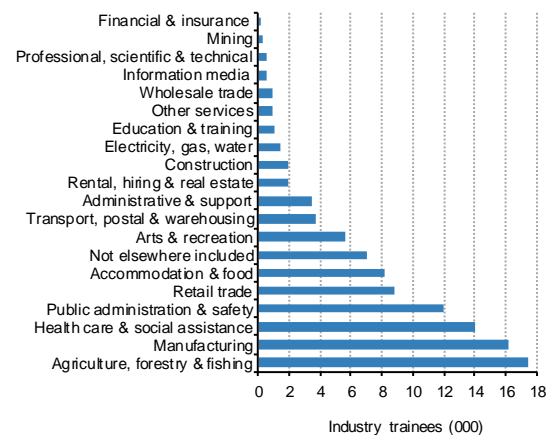
Trainees made up 4.5 percent of the employed labour force in 2014. The industries with the highest proportion of employees in training were agriculture, forestry and fishing; public administration and safety; and electricity, gas and water. Sixteen percent of industry trainees were employed in the manufacturing industry in 2014, although these trainees accounted for only 1.4 percent of the manufacturing workforce.

Participation of employees in training by selected industries in 2014

	% of the employed workforce	% of all trainees
Agriculture, forestry & fishing	12	16
Public administration & safety	9.5	11
Electricity, gas, water & waste	6.6	1.3
Health care & social assistance	5.6	13
Rental, hiring & real estate	5.2	1.9
Arts, recreation & other services	3.9	5.3
Transport, postal & warehouse	3.6	3.5
Retail trade & accommodation	2.5	8.3

Source: Tertiary Education Commission and Statistics New Zealand, *Household Labour Force Survey*.

Figure 2.3 Distribution of industry trainees by industry



LEVEL OF TRAINING

In 2014, 46 percent of trainees were enrolled in level 1 or 2 programmes. Level 3 was the highest level of study for 36 percent of trainees, up on 32 percent in 2013. In 2014, 18 percent of all trainees were enrolled in level 4 or higher programmes. In comparison, the proportion enrolled at level 4 or higher was 20 percent of European trainees, 15 percent of Māori trainees and 17 percent of Pasifika trainees.

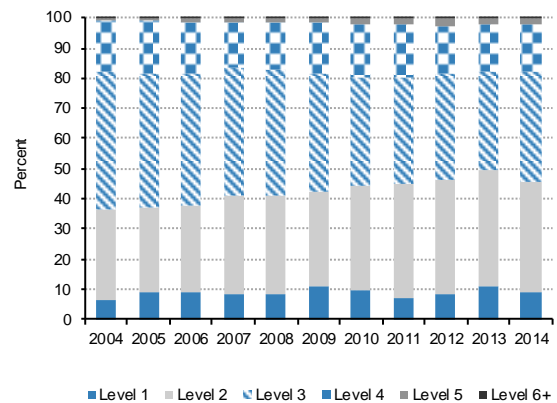
Distribution of trainees by ethnic group and qualification level in 2014

	Europeans	Māori	Pasifika	Other	Total
	Percentages				
Levels 1-2	43	50	50	44	46
Level 3	37	35	33	37	36
Level 4 and higher	20	15	17	19	18

Notes:

1. Trainees are counted in each ethnic group indicated. The total category counts trainees once only.
2. Levels refer to the highest level of programme in each year.

Figure 2.4 Distribution of industry trainees by highest level of training



ETHNIC PROFILE OF INDUSTRY TRAINEES

The proportion of trainees in the Pasifika ethnic group has decreased from 18 percent of all trainees in 2010 to 11 percent in 2014. The proportions reporting as Māori, European and Asian/MELAA/Other ethnic groups have been similar in size over the last five years.

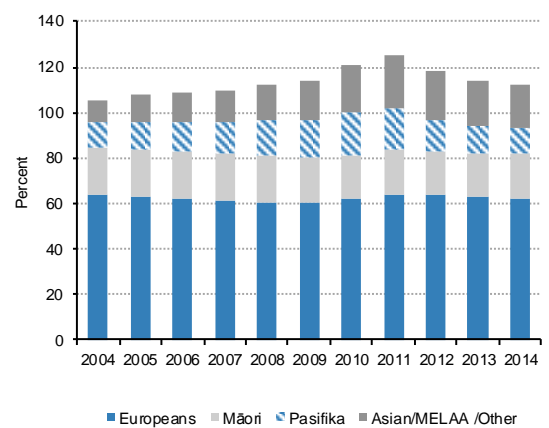
Distribution of industry trainees by ethnic group

	2010	2011	2012	2013	2014
	Percentages				
Europeans	62	64	63	63	62
Māori	20	20	19	19	19
Pasifika	18	17	14	12	11
Asians/MELAA/Other	21	24	22	20	19

Notes:

1. Trainees are counted in each ethnic group indicated.
2. Trainees can report to be in multiple groups, and percentages are calculated on the total count of distinct trainees. This means that the sum of the ethnic group distribution will add to over 100 percent.
3. MELAA covers Middle Eastern, Latin-American and African ethnic groups.

Figure 2.5 Distribution of industry trainees by ethnic group



AGE GROUPS VARY BY INDUSTRY

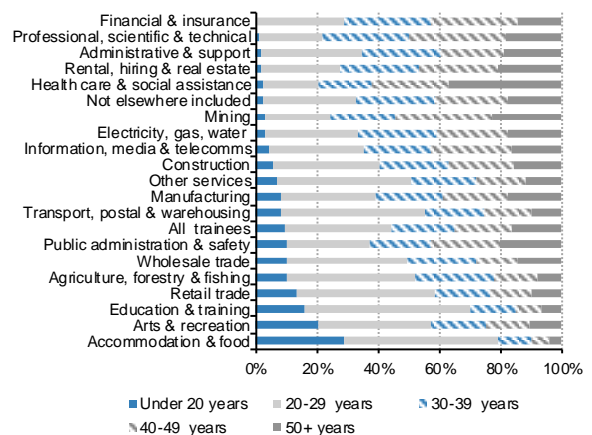
In 2014, industries with larger proportions of trainees aged 30 years and under included: accommodation and food services; arts and recreation; education and training; retail; agriculture, forestry and fishing; transport, postal and warehousing; and 'other services'. Industries with an older trainee age profile included: administration and support; rental, hiring and real estate; health care and social assistance; information and media; and mining. The proportion of trainees in the workforce aged under 35 years decreased from 10 percent in 2010 to 7.6 percent in 2014.

Participation rate of employees in industry training by age group

	2010	2011	2012	2013	2014
15-19 years	12%	10%	8.9%	10%	9.3%
20-24 years	12%	9.1%	8.8%	10%	10%
25-34 years	8.9%	6.8%	6.4%	6.6%	6.3%
35-44 years	7.0%	5.2%	4.8%	4.6%	4.2%
45-54 years	6.0%	4.2%	3.7%	3.5%	3.2%
55-64 years	4.3%	2.8%	2.4%	2.3%	2.1%
65 years and over	2.6%	1.3%	1.0%	1.0%	0.9%

Source: Tertiary Education Commission and Statistics New Zealand's Household Labour Force Survey.

Figure 2.6 Distribution of industry trainees by selected industries and age group



QUALIFICATION-BASED LEARNING

A larger proportion of people now already hold a higher-level qualification on entering a traineeship. In 2014, 39 percent of trainees had no qualification, or only a level 1 qualification, on entry, compared to 52 percent in 2011.

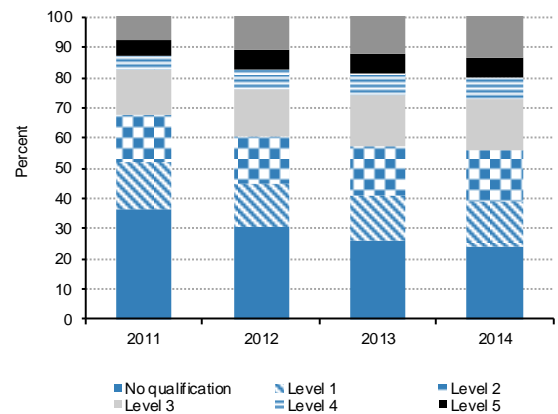
The table below shows that 64 percent of entrants in 2014 already held a level 2 or higher qualification, compared to 58 percent of entrants in 2011.

New entrants in industry training by previous highest qualification (where known)

	2011	2012	2013	2014
	Percentages			
None	28	24	23	22
Level 1 or equivalent	14	14	15	14
Level 2 or equivalent	15	16	17	17
Level 3 or equivalent	12	12	13	13
Level 4 or higher	31	34	32	34

Source: Tertiary Education Commission.

Figure 2.7 Distribution of industry trainees by previous highest qualification



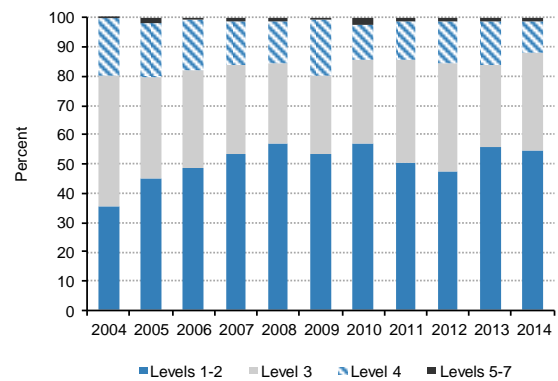
NATIONAL QUALIFICATIONS ACHIEVEMENT

A total of 35,000 industry trainees gained a qualification in 2014, compared to 38,200 in 2013 and 27,000 in 2011. The number of qualifications completed by trainees totalled 37,600 in 2014, down 11 percent from 42,400 in 2013 and up 24 percent from 32,700 in 2012. Over half of the qualifications completed in 2014 were at levels 1 and 2. The proportion of qualifications completed at level 3 has varied from 29 percent in 2010 to 34 percent in 2014.

Distribution of national certificates awarded to trainees by qualification level

	2010	2011	2012	2013	2014
	Percentages				
Levels 1-2	57	50	48	56	54
Level 3	29	35	37	28	34
Level 4	12	13	15	15	11
Levels 5-7	2.6	1.4	1.1	1.0	1.2
No. of trainees	30,900	27,100	29,500	38,200	35,000
No. of qualifications	36,600	30,400	32,700	42,400	37,600

Figure 2.8 National certificates awarded to trainees by qualification level



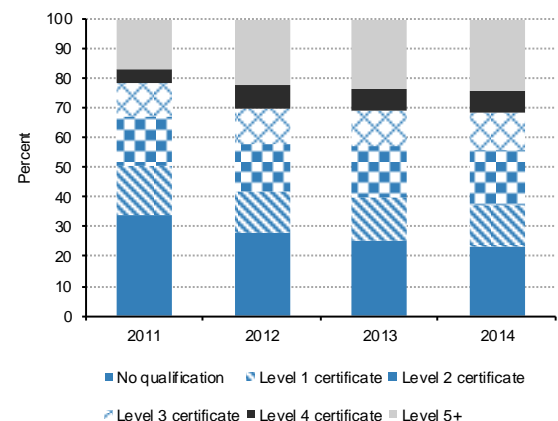
PROGRESSION TO HIGHER QUALIFICATION LEVELS

The proportion of trainees gaining qualifications at a higher level than that held on entry decreased from 57 percent in 2011 to 46 percent in 2014. In part, this is the result of more trainees already holding a level 3 or higher qualification on entry. Of trainees gaining qualifications in 2014, 44 percent already held a level 3 or higher qualification, compared to 33 percent in 2011.

Progression rate of trainees awarded a national certificate by previous qualification level

	2011	2012	2013	2014
	Percentages			
Level 1 or equivalent	88	87	80	85
Level 2 or equivalent	44	48	39	46
Level 3 or equivalent	12	13	13	15
Level 4 or equivalent	0.4	2.0	2.7	4.1
Level 5 +	0	0	0	0
All trainees	57	50	46	46

Figure 2.9 Distribution of national certificates awarded to trainees by previous qualification level



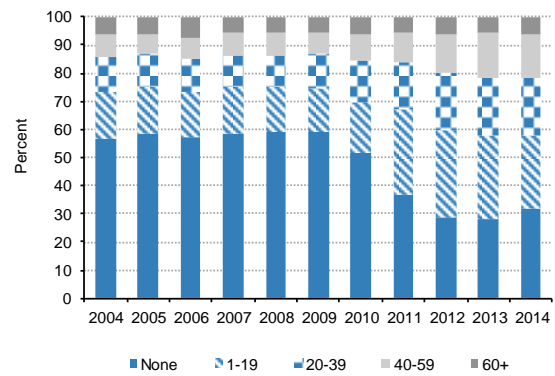
CREDIT ACHIEVEMENT

The proportion of trainees not gaining credits in a year has fallen from 59 percent in 2009 to 32 percent in 2014 (Figure 2.10). This change can be attributed to the removal of inactive trainees from the industry training register in 2010 and performance-based operational funding rules commencing in 2011. The proportion gaining 20 or more credits has increased to 42 percent in 2014, up from 30 percent in 2011. In 2014, 26 percent of trainees gained between 1 and 20 credits.

Distribution of credits achieved by trainees

	2010	2011	2012	2013	2014
	Percentages				
No credits	52	37	29	28	32
1 to 19	18	30	31	30	26
20 to 39	15	17	20	20	20
40 to 59	9.2	11	14	16	16
60 or more	6.3	5.3	5.9	5.6	5.1
20 or more	30	33	40	42	42
Average no. of credits completed	16	17	20	20	20

Figure 2.10 Distribution of credits awarded to trainees (excluding apprentices) by qualification level



CREDIT COMPLETION RATES

The credit completion rate shows the proportion of credits gained compared with the number of credits expected to be achieved.

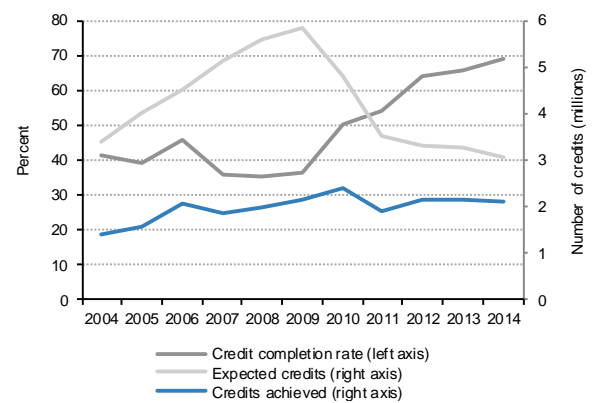
The credit completion rate has increased substantially since 2010 as the proportion of inactive trainees (those attaining no credits) and the number of expected credits has declined. The credit completion rate has increased from 50 percent in 2010 to 69 percent in 2014.

Credit completion rates of industry trainees

	2010	2011	2012	2013	2014
Standard training measures (000s)	40.0	29.1	27.7	27.3	25.5
Expected credits (000s)	4,800	3,490	3,320	3,270	3,060
Credits awarded (000s)	2,410	1,900	2,130	2,160	2,110
Credit completion rate (%)	50	54	64	66	69

Note: Expected credits are based on the number of standard training measures (STMs). One STM is defined as 120 credits, representing one year of full-time training. For example, the expected credits for 2014 are 25.5 x 120 = 3,060. Most trainees do fewer than 120 credits per year, as employment is their main activity.

Figure 2.11 Credit completion rates of industry trainees



FIVE-YEAR QUALIFICATION COMPLETION RATES

The proportion of trainees gaining a qualification, at the intended or higher level, within five years of starting study, increased from 37 percent in 2010 to 42 percent in 2014.

Five-year qualification completion rates of industry trainees

Completion year:	2010	2011	2012	2013	2014
	Percentages				
At the intended or higher level	37	37	38	34	42
At a lower level	0.2	0.3	0.9	0.3	0.1
At any level	37	37	39	35	42

Notes:
 1. 'Intended level' in industry training is the level at the time of gaining the qualification. Trainees may gain lower-level qualifications while training, and, in some cases, trainees raise their intended programme qualification level during the period of training.
 2. These qualification completion rates cover programmes of study of varying duration.

Figure 2.12 Five-year qualification completion rates of industry trainees



3 TRENDS IN THE NUMBER OF APPRENTICESHIPS

This chapter covers learners in apprenticeships. It includes:

- ▲ an overview
- ▲ activity of apprentices
- ▲ industries accessing apprenticeship training
- ▲ level of training
- ▲ ethnic and age profiles
- ▲ qualification and credit achievement, and
- ▲ five-year qualification completion rates.

Overview¹

The total number of apprentices increased by 12 percent, from 37,500 in 2013 to 41,800 in 2014. Factors contributing to this increase include the commencement of the New Zealand Apprenticeship programme, the government's Apprenticeship Re-boot programme and increases in the size of the New Zealand economy.

In 2014, 25,200 people commenced a New Zealand Apprenticeship, and 11,400 of these were new to industry training apprenticeships. The remaining 13,800 apprentices transferred from other forms of industry training apprenticeships.

New Zealand Apprenticeships are training pathways leading to qualifications at level 4 on the New Zealand Qualifications Framework consisting of at least 120 credits. The programme enables learners to become 'work competent' in an occupation or industry.

New Zealand Apprenticeships provide all apprentices, regardless of age, with support during their apprenticeship over and above that provided to industry trainees. New Zealand Apprenticeships replaced Modern Apprenticeships, which were focused on young people. The age extension in 2014 had the effect of increasing the median age of apprentices by one year from 22 years in 2013 to 23 years in 2014.

The government's Apprenticeship Re-boot programme gave grants to 11,900 employers and 11,900 people who signed up to an apprenticeship in 2014 and met the Re-boot eligibility criteria. Since the programme was introduced in March 2013, a total of 20,400 apprentices received a Re-boot grant.

New entrants comprised 30 percent of all apprentices in 2013 and 2014, compared to 20 percent in 2010. The proportion continuing their training from previous years was 44 percent in 2013 and 2014. This compared to 51 percent in 2010. Apprentices who left training comprised 28 percent of all apprentices in 2014, down from 31 percent in 2010. More of these learners are leaving study having completed credits or a qualification.

As with traineeships, there has been an increase in the level of qualifications held by people when they started an apprenticeship. In 2014, 35 percent of the people entering an apprenticeship held a level 3 or higher qualification. This compares to 30 percent in 2011.

The shift towards apprentices being more highly qualified on entry has contributed to a decline in the proportion progressing by completing a qualification at a higher level than the one held on entry. The proportion of apprentices who completed a qualification at a level higher than that held on entry was 82 percent in 2011, compared to 77 percent in 2014.

The number of apprentices completing a qualification increased from 6,540 in 2013 to 6,620 in 2014. The total number of qualifications completed by apprentices also increased, up from 7,190 in 2013 to 7,340 in 2014.

In 2014, 77 percent of apprentices gained one or more credits, up from 75 percent in 2013; and 64 percent in 2010. The credit completion rate increased to 88 percent in 2014, while the total study load of apprentices, in terms of the number of standard training measures, increased to 16,200 in 2014, up from 14,800 in 2013.

The five-year qualification completion rate was 51 percent in 2014, with 49 percent gaining their intended qualification level, and 2.0 percent gaining a lower level qualification.

¹ This chapter focuses on apprenticeships organised by industry training organisations because data on Managed Apprenticeships is not readily available and undergoing development.

APPRENTICESHIP PROGRAMMES BY INDUSTRY

Monitoring by the Tertiary Education Commission of employees enrolled in an apprenticeship programme for the first time, shows that 70 percent of government-funded apprentices were employed in only 10 industries.

- ▲ Between 2009 and 2012, first-time enrolments in the programme areas listed in the table below were lower compared to those in previous years, reflecting the contraction of the New Zealand economy in 2009 and 2010. As well, in 2011, a large number of trainees left industry training due to programme changes that introduced a range of penalties aimed at ensuring trainees were actively engaged in training.
- ▲ Since 2012, there has been an increase in first-time enrolments in most of the common apprenticeship programmes, in particular in carpentry and the wider-construction industries. This reflects the upturn in the economy and the needs driven by the Canterbury rebuild.
- ▲ In part, the increases in 2013 and 2014 are also attributable to the introduction of New Zealand Apprenticeships at the beginning of 2014, and the success of the Apprenticeship Re-boot programme, which ran from March 2013 until December 2014.

First-time enrolments in selected apprenticeship programmes for the 10 most common industries

	2007	2008	2009	2010	2011	2012	2013	2014
Agriculture	836	492	336	278	294	459	467	814
Carpentry	2,440	1,690	884	1,380	1,920	1,850	2,670	3,130
Electrical engineering	1,070	952	534	772	638	741	969	1,220
Engineering - fabrication	354	349	179	169	148	209	180	644
Hairdressing and barbering	591	614	492	481	448	474	501	472
Horticulture	815	858	761	497	369	255	789	735
Mechanical engineering	416	552	287	289	212	319	260	1,020
Motor industry	1,190	1,070	746	737	1,030	778	983	1,440
Painting and decorating	156	106	64	86	148	581	399	291
Plumbing, gas fitting and drain laying	259	271	383	341	350	379	521	633
First-time enrolments – all selected apprenticeships	12,100	10,800	8,350	7,690	8,220	8,350	10,200	11,900

Notes:

1. The above categories comprise a number of separate apprenticeship programmes. For example, agriculture includes apprenticeships in dairy, beef or sheep farming, pork production, and poultry husbandry.
2. The programmes included only cover government-funded apprenticeships and comprise various credit values and qualification levels.

Source: Tertiary Education Commission.

Analytical tables: Data on workplace-based learners is available at: www.educationcounts.govt.nz/statistics/tertiary_education – select ‘participation’ or ‘retention and achievement’.

APPRENTICESHIPS ADMINISTERED BY INDUSTRY TRAINING ORGANISATIONS

The number of apprentices increased by 12 percent from 37,500 in 2013 to 41,800 in 2014. The total study load of apprentices, as measured by standard training measures, increased by 9.4 percent to 16,200.

Apprentices comprised 1.8 percent of the workforce in 2014.

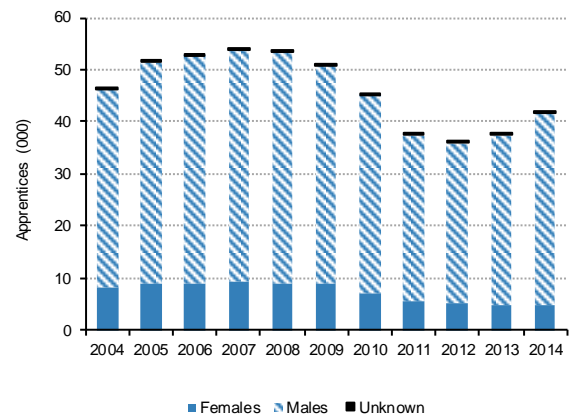
Number of apprentices by gender

	2013	2014	% change from 2013
Apprentices	37,500	41,800	12
Males	32,400	36,800	13
Females	4,900	4,900	0.3
Unknown	197	162	18
Standard training measures (STM)	14,800	16,200	9.4

Note: In 2014, 12 percent of apprentices were women, compared to 15 percent in 2010.

Source: Tertiary Education Commission.

Figure 3.1 Learners in apprenticeships administered by industry training organisations



ACTIVITY OF INDUSTRY TRAINING APPRENTICES

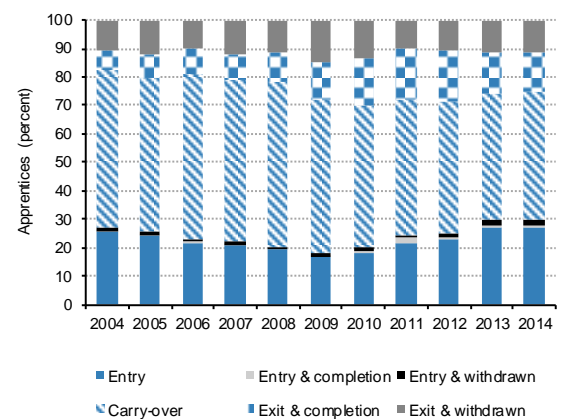
The number of people entering apprenticeships increased by 14 percent in 2014 to 12,600, following an increase of 21 percent from 2012 to 2013. The proportion of entrants has been steady in recent years at 30 percent. In contrast, the proportion of female entrants decreased steadily between 2010 and 2014. The proportion of female apprentices in the workforce also decreased over this period.

Apprentices by gender, activity status and participation in the workforce

	2010	2011	2012	2013	2014
New entrants	8,950	9,260	9,140	11,100	12,600
Continuing training	22,800	17,900	16,700	16,600	18,600
Exiting apprentices	14,100	11,600	11,200	10,800	11,900
Males as a % of workforce	3.3	2.8	2.7	2.8	3.0
Females as a % of workforce	0.7	0.5	0.5	0.5	0.4

Notes: 1. Apprentices are counted once per year irrespective of the number of placements. Proportions are based on apprentices whose gender is known. 2. In Figure 3.2 activity is prioritised. In the table, apprentices may be included in more than one category, eg some enter and exit in one year. 3. New entrants are apprentices starting that year. 4. Continuing training covers apprentices first enrolled in a previous year. 5. Exiting apprentices are those who left training that year. Exits for 2014 are provisional as apprentices may re-enter training.

Figure 3.2 Distribution of apprentices by main activity



INDUSTRIES ACCESSING APPRENTICESHIP TRAINING

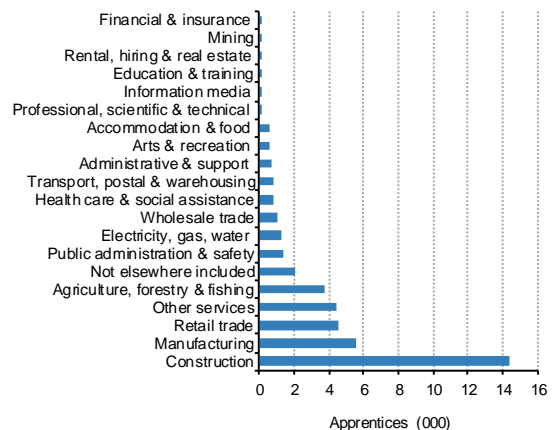
Construction is the largest industry apprentices work and learn in, accounting for 34 percent of apprentices in 2014. Nevertheless, apprentices represented only 7.2 percent of the workforce in the construction industry. Similarly, 13 percent of apprentices worked in manufacturing, while they only accounted for 2.3 percent of the workforce in manufacturing. Industries where apprentices were less well represented included: mining; transport, postal and warehousing; and wholesale trade.

Participation of employees in apprenticeships by selected industries in 2014

	% of the employed workforce	% of apprentices
Construction	7.2	34
Electricity, gas, water & waste	6.0	3.0
Agriculture, forestry & fishing	2.6	8.9
Manufacturing	2.3	13
Wholesale trade	1.1	2.5
Public administration & safety	1.1	3.4
Transport, postal & warehousing	0.8	1.9
Mining	0.6	0.1

Source: Tertiary Education Commission and Statistics New Zealand, *Household Labour Force Survey*.

Figure 3.3 Distribution of apprentices by industry



ETHNIC PROFILE OF APPRENTICES

The majority of apprentices report being European and 16 percent reported being Māori.

The proportion of Pasifika has decreased from 9.4 percent in 2010 to 6.0 percent in 2014. The participation rate of Pasifika employees in industry training almost halved from 2010 to 2014.

Participation rate of employees in apprenticeships by ethnic group

	2010	2011	2012	2013	2014
	Percentages				
Europeans	2.2	1.8	1.7	1.8	1.9
Māori	2.9	2.4	2.2	2.3	2.5
Pasifika	4.1	2.9	2.6	2.3	2.2
Asians/MELAA/Other	1.8	1.8	1.4	0.9	1.0

- Notes:
1. Apprentices are counted in each ethnic group indicated.
 2. Percentages are calculated on the count of distinct apprentices. This means that the total can exceed 100 percent.
 3. MELAA covers the Middle Eastern, Latin-American and African ethnic groups.

AGE GROUPS OF APPRENTICES VARY BY INDUSTRY

Apprentices tend to be younger than other trainees, because younger people are encouraged to enter training and also because it is harder for older people to participate in a sustained, intensive training programme, as well as the career-setting nature of apprenticeships. From 2014, New Zealand apprentices can be undertaken at any age. Industries with a ‘younger’ age profile included: retail trades; manufacturing; and accommodation and food. Industries with an ‘older’ age profile include: mining; real estate; and healthcare and social assistance.

Participation rate of employees in apprenticeships by age group

	2010	2011	2012	2013	2014
15-19 years	7.8%	7.3%	7.6%	8.4%	7.8%
20-24 years	8.2%	7.0%	6.8%	7.0%	7.3%
25-34 years	2.4%	1.9%	1.8%	1.9%	2.3%
35-44 years	1.2%	0.9%	0.9%	0.8%	0.9%
45-49 years	0.7%	0.5%	0.4%	0.4%	0.4%
55-64 years	0.3%	0.2%	0.2%	0.2%	0.2%
65 years and over	0.3%	0.2%	0.2%	0.1%	0.0%
All	2.1%	1.7%	1.7%	1.7%	1.8%

Source: Tertiary Education Commission and Statistics New Zealand.

QUALIFICATION-BASED LEARNING BY APPRENTICES

The qualification levels of people in apprenticeships has risen since 2011. In 2014, 33 percent of all apprentices already held a level 3 or higher qualification on starting their apprenticeship, compared to 24 percent of all apprentices in 2011.

This increase has been partly driven by more highly-qualified people entering apprenticeships. The proportion of entrants in 2011 with a level 3 or higher qualification was 30 percent, compared to 35 percent of new entrants in 2014.

New entrants in apprenticeships by previous highest qualification

	2011	2012	2013	2014
	Percentages			
None	22	21	17	18
Level 1 or equivalent	21	20	18	17
Level 2 or equivalent	27	28	32	30
Level 3 or equivalent	12	14	16	17
Level 4 or equivalent	6.4	7.9	6.5	6.9
Level 5 +	12	10	11	11

Source: Tertiary Education Commission and Statistics New Zealand.

Figure 3.4 Distribution of apprentices by ethnic group

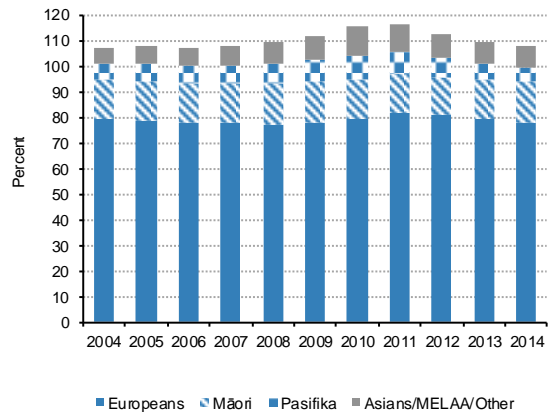


Figure 3.5 Distribution of apprentices by selected industry and age group

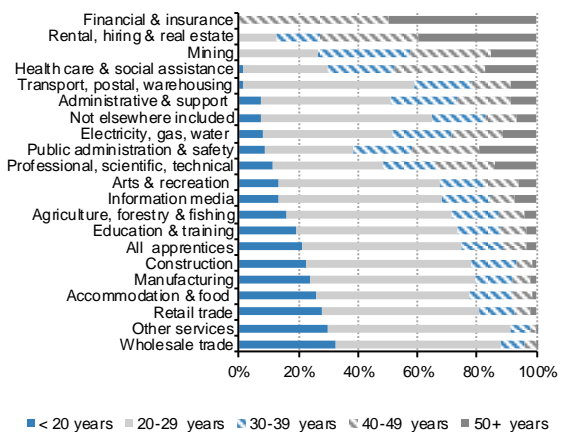
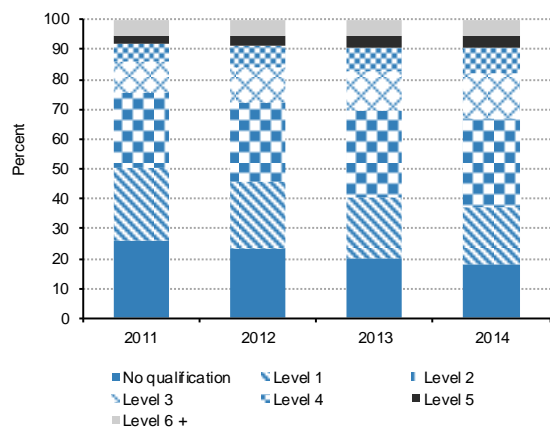


Figure 3.6 Distribution of apprentices by previous highest qualification



QUALIFICATION ACHIEVEMENT BY APPRENTICES

In 2014, the number of apprentices who completed a qualification totalled 6,620. This compared to 6,540 in 2013 and 7,850 in 2011. Apprentices are generally expected to complete their qualification within four years of starting training.

The number of qualifications completed by apprentices increased by 2.0 percent between 2013 and 2014.

National certificates awarded to apprentices by qualification level

	2010	2011	2012	2013	2014
Levels 1-2	2,410	160	183	222	189
Level 3	1,980	629	1,090	999	1,300
Level 4	8,770	6,910	6,110	5,310	5,150
Levels 5-7	921	879	770	663	752
Number of national certificates	14,100	8,580	8,150	7,190	7,340
Number of apprentices	10,840	7,850	7,460	6,540	6,620

Figure 3.7 National certificates completed by apprentices by qualification level

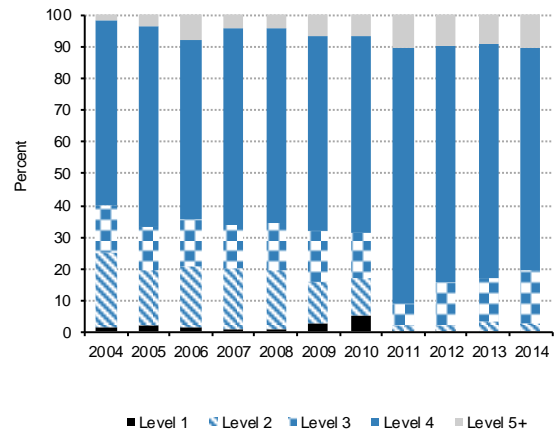


Figure 3.8 Distribution of national certificates completed by apprentices by previous qualification level

PROGRESSION TO HIGHER QUALIFICATION LEVELS

The progression rate of apprentices (the proportion gaining qualifications at a higher level than that held on entry) declined between 2011 and 2014. In part, this is a result of a larger proportion of people entering apprenticeships already holding a higher-level qualification (see Figure 3.6). The proportion of apprentices completing a qualification at a higher level than that held on entry, declined from 82 percent in 2011 to 77 percent in 2014.

Progression rate of apprentices completing a national certificate by previous qualification level

	2011	2012	2013	2014
	Percentages			
Level 1 or equivalent	100	100	100	100
Level 2 or equivalent	100	100	100	100
Level 3 or equivalent	98	97	96	96
Level 4 or equivalent	86	77	77	78
Level 5 +	0	2	5	5
All trainees	82	80	78	77

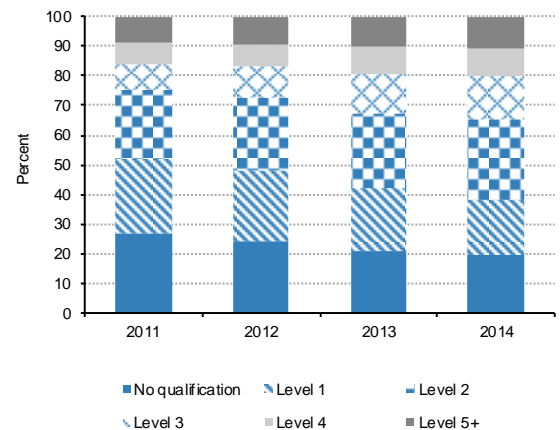


Figure 3.9 Distribution of credits awarded to apprentices by qualification level

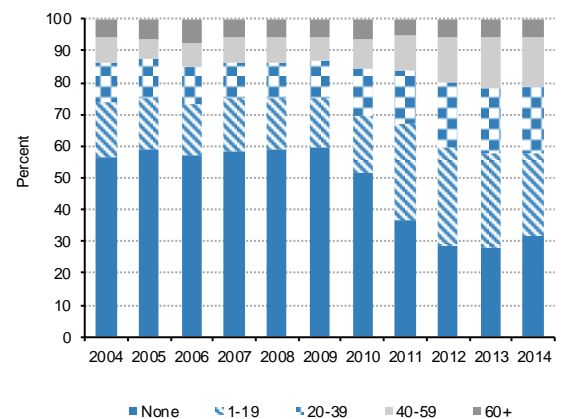
CREDIT ACHIEVEMENT BY APPRENTICES

The proportion of apprentices achieving credits increased to 77 percent in 2014, up from 75 percent in 2013 and 64 percent in 2010. Apprentices gaining between 1 and 19 credits had the greatest increase, up from 14 percent in 2010 to 20 percent in 2014.

The average number of credits completed by apprentices fell from 45 credits in 2010 to 41 credits in 2014.

Distribution of credits achieved by apprentices

	2010	2011	2012	2013	2014
	Percentages				
No credits	36	25	26	25	23
Fewer than 20	14	20	21	22	20
20 to 39	13	15	16	16	18
40 to 59	10	11	12	12	13
60 or more	27	29	26	25	25
Average no. of credits completed	45	49	43	40	41



CREDIT COMPLETION RATES

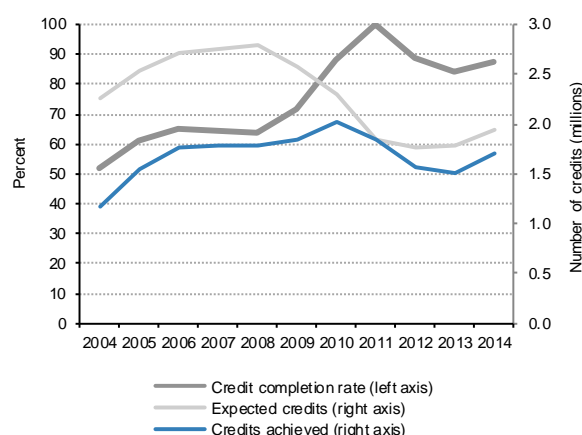
The credit completion rate in 2014 was the same as in 2010, at 88 percent, while there has been some fluctuation in the rate between those years. The total amount of training, in terms of standard training measures, increased from 14,800 in 2013 to 16,200 in 2014. The total amount of training delivered was substantially lower in 2014 than 2010, having dropped by 15 percent.

Credit completion rates of apprentices

	2010	2011	2012	2013	2014
Standard training measures (000s)	19.1	15.4	14.7	14.8	16.2
Expected credits (000s)	2,300	1,850	1,760	1,780	1,940
Credits awarded (000s)	2,030	1,850	1,560	1,500	1,710
Credit completion rate (%)	88	100	89	85	88

Note: Expected credits are based on the number of standard training measures (STMs). One STM is defined as 120 credits, representing one year of full-time training. For example, the expected credits for 2014 are 16.2 x 120 = 1,940. Most apprentices do fewer than 120 credit per year, as employment is their main activity.

Figure 3.10 Credit completion rates of apprentices



FIVE-YEAR QUALIFICATION COMPLETION RATES

Just over half of all apprentices completed a qualification within five years of commencing training. The five-year rate of apprentices who completed a qualification by 2014 increased to 51 percent, up from 50 percent for apprentices who completed a qualification by 2013.

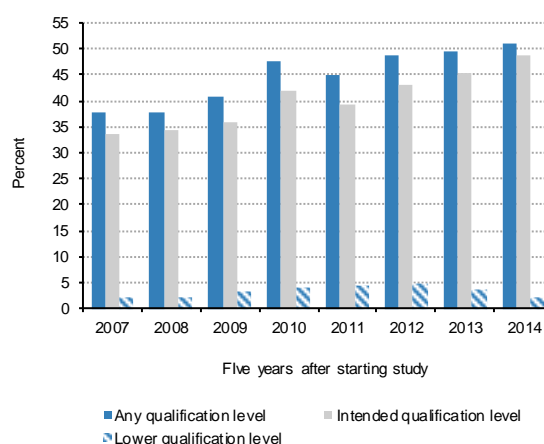
The five-year 'intended' rate increased from 45 percent for apprentices completing a qualification by 2013, to 49 percent for apprentices completing a qualification by 2014. The five-year rate 'at any level' increased from 48 percent for apprentices completing a qualification by 2010, to 51 percent for apprentices completing a qualification by 2014.

Five-year qualification completion rates of apprentices

Completion year:	2010	2011	2012	2013	2014
	Percentages				
At the intended or higher level	42	39	43	45	49
At a lower level	4.0	4.3	4.6	3.7	2.0
At any level	48	45	49	50	51

Notes:
 1. 'Intended level' in industry training is the level at the time of gaining the qualification. Apprentices may gain lower-level qualifications while training, and, in some cases, apprentices raise their intended programme qualification level during the period of training.
 2. These qualification completion rates cover all programmes of study of varying duration.

Figure 3.11 Five-year completion rates of apprentices



4

STUDENTS IN GATEWAY AND TRADES ACADEMIES

This chapter includes:

- ▲ trends in the number of Gateway students
- ▲ outcomes of Gateway
- ▲ the participation in trades academies, and
- ▲ outcomes of trades academies.

Gateway is a workplace-based training programme for secondary school students. The number of Gateway students increased from 14,000 in 2013 to 14,600 in 2014, up by 4.3 percent. Positive outcomes continued to be steady, with 95 percent of Gateway students remaining in education or moving to employment within two months of leaving the programme.

Trades academies allow students to achieve assessment standards towards the National Certificate of Educational Achievement (NCEA) and a tertiary qualification, while gaining practical skills in the workplace. The number of trades-academy students increased from 4,080 in 2013 to 5,090 in 2014, up 25 percent. Four out of every five students participating in a trades academy completed NCEA level 2 in 2014 and 2013. Almost 90 percent of these students remained in further study or moved to employment in 2014 and 2013.

GATEWAY STUDENTS

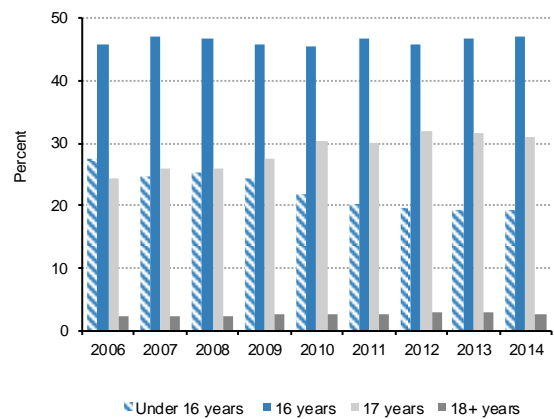
The number of Gateway students increased by 4.3 percent from 2013 to 14,600 in 2014. The majority of Gateway students (approximately 66 percent) are aged 15 or 16 years.

Number of Gateway students by age group

	2009	2010	2011	2012	2013	2014
Gateway students	10,800	11,800	12,600	13,400	14,000	14,600
% change from previous year	11	10	6.4	6.4	4.8	4.3
Proportions by age (percentages)						
15 years or under	24	22	20	20	19	19
16 years	46	45	47	46	47	47
17 years	28	30	30	32	31	31
18 years and over	2.5	2.6	2.6	2.7	2.7	2.7

Note: Data relates to trainees who started a placement during that year.

Figure 4.1 Gateway students by age group



OUTCOMES OF GATEWAY

Three out of every four Gateway students return to school, or some form of tertiary education, within two months of finishing their placement.

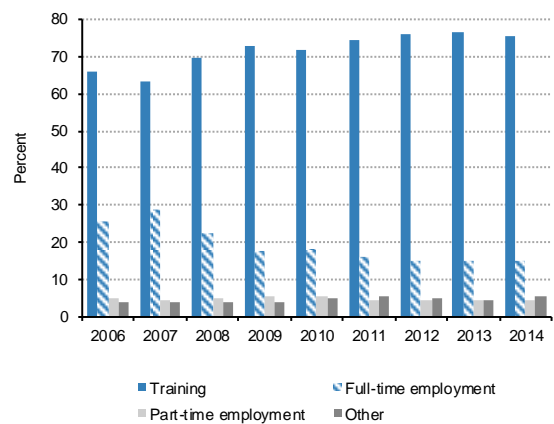
Around 20 percent of Gateway students reported they had entered employment within two months of leaving the programme.

Proportion of students progressing to further education or employment

	2009	2010	2011	2012	2013	2014
Percentages						
To education	73	72	75	76	77	76
To employment	23	23	20	19	19	19

Note: Outcomes are measured two months after the student leaves a Gateway placement.

Figure 4.2 Gateway students by outcome achieved



TRADES ACADEMIES

In 2014, 5,090 students participated in a trades academy. Of these students, 2,570 completed their study programme and four out of every five completed NCEA level 2. Eighty-nine percent of these students moved to employment or further study.

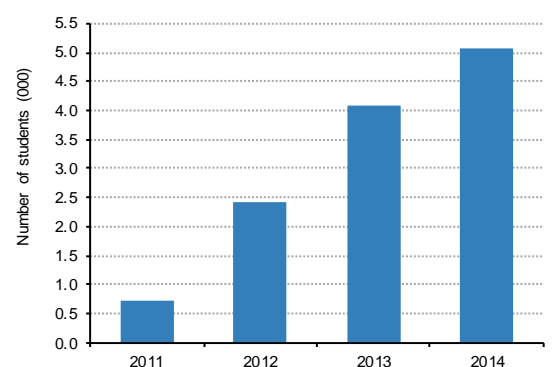
While 1,470 students in 2014 did not complete their study programme, over 50 percent of these students had achieved NCEA level 2 by the end of 2014.

Fourteen percent of trades academy students left the programme early, without completing NCEA level 2 in 2014. Forty-five percent of these early leavers had completed NCEA level 1 by the end of 2014.

Proportion of students progressing to further education or employment

	Continuing in programme	Exit without completing programme	Completed programme
Number of learners	1,046	1,473	2,567
Percentages			
Attained 80% attendance	85	17	81
Attained NCEA level 2	45	52	78
Attained 80% or more of programme credits	58	34	73
To employment or further study	na	74	89

Figure 4.3 Number of students in trades academies



FIGURES

Chapter 1: Workplace-based learners highlights		
1	Participation rates of industry trainees (including apprentices) and provider-based students	3
2	Learners in industry training (including apprentices)	3
3	Number of learners in Managed Apprenticeships	5
Chapter 2: Trends in the number of industry trainees		
1	Industry trainees by gender	7
2	Number of industry trainees by main activity	7
3	Distribution of industry trainees by industry	7
4	Distribution of industry trainees by highest level of training	8
5	Distribution of industry trainees by ethnic group	8
6	Distribution of industry trainees by selected industry and age group	8
7	Distribution of industry trainees by previous highest qualification	9
8	National certificates awarded to trainees by qualification level	9
9	Distribution of national certificates awarded to trainees by previous qualification level	9
10	Distribution of credits awarded to trainees (excluding apprentices) by qualification level	10
11	Credit completion rates of industry trainees	10
12	Five-year qualification completion rates of industry trainees	10
Chapter 3: Trends in the number of apprenticeships		
1	Learners in apprenticeships administered by industry training organisations	13
2	Distribution of apprentices by main activity	13
3	Distribution of apprentices by industry	13
4	Distribution of apprentices by ethnic group	14
5	Distribution of apprentices by selected industry and age group	14
6	Distribution of apprentices by previous highest qualification	14
7	National certificates completed by apprentices by qualification level	15
8	Distribution of national certificates completed by apprentices by previous qualification level	15
9	Distribution of credits awarded to apprentices by qualification level	15
10	Credit completion rates of apprentices	16
11	Five-year completion rates of apprentices	16
Chapter 4: Students in Gateway and trades academies		
1	Gateway students by age group	18
2	Gateway students by outcome achieved	18
3	Number of students in trades academies	18

