



Tertiary Education Commission
Te Amorangi Mātauranga Matua



Industry Training 2003



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INDUSTRY TRAINING





Introduction

Industry Training is cementing its place as a major component of the tertiary sector and a key powerhouse of skills development.

This publication, the fourth annual report on the government's Industry Training Strategy, records the progress made in recent years.

Increased participation levels – by both trainees and employers, and increased investment in training from both industry and government – continued to be recorded in 2003.

The results of this investment were record numbers of industry trainees in 2003. Industry Training Organisations (ITOs) enrolled 126,870 trainees, up 19% on the 106,997 who participated in 2002.

More women participated in Industry Training than ever before, while the numbers of Māori and Pacific people in training continued to increase in line with the overall growth in trainee numbers.

All groups' participation resulted in solid achievements, demonstrated in record numbers of National Qualifications Framework credits and National Certificates recorded.

Modern Apprenticeships continued to play a vital role in the success of the Industry Training Strategy, bringing more young people into workplace learning towards national qualifications.

For growing numbers of New Zealanders it is clear that the workplace has become a place of learning and a credible route to gaining the skills required in our growing knowledge society.

I am confident that Industry Training will continue to make a valuable contribution to the economy, with government and industry working towards a shared participation target of 150,000 trainees in Industry Training in 2005.

I look forward to seeing these achievements recorded in future editions of this Industry Training report series.

Kaye Turner

**Acting Chair
Tertiary Education Commission**

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Industry Training 2003

Some key highlights of the Industry Training Strategy for 2003 included:

- A total of 126,870 trainees participated – a 19% increase on the 106,997 trainees participating during 2002
- 14,181 National Certificates completed during 2003, a 45% increase on the 9,761 completed in 2002
- 2,498,650 NQF credits were achieved by trainees
- The number of employers participating in Industry Training increased by 19% to 29,206
- 6,259 Modern Apprentices at 31 December 2003
- \$41.6 million in cash invested by industry in Industry Training, along with \$98.4 million from Government.



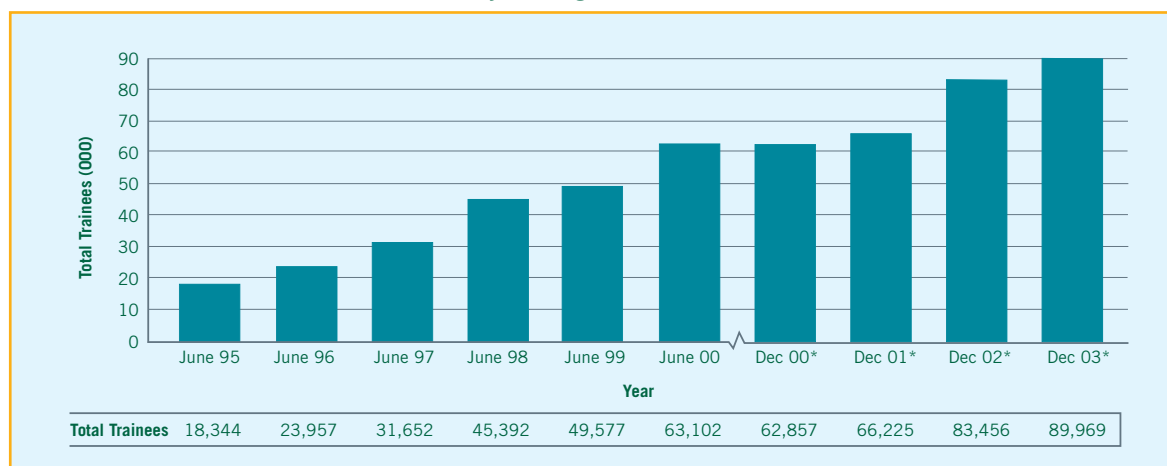
2003 Trainee Numbers

A record number of trainees – 126,870 – participated in Industry Training during the course of the year. This is an increase of 19% on the 106,997 who participated in 2002.

At 31 December 2003 there were 89,969 trainees registered with ITOs – an increase of 8% on the 83,456 as at 1 January 2003.

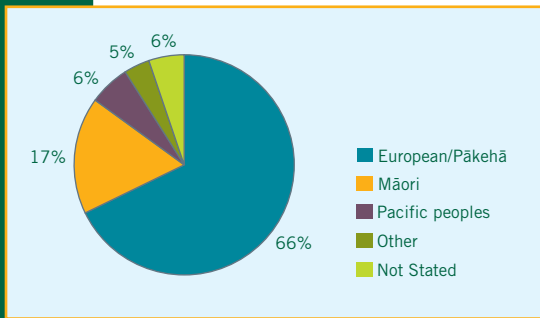
These figures follow the trend of constant growth in trainee numbers since the programme's inception under the Industry Training Act 1992.

Increase in numbers of trainees in Industry Training 1995–2003

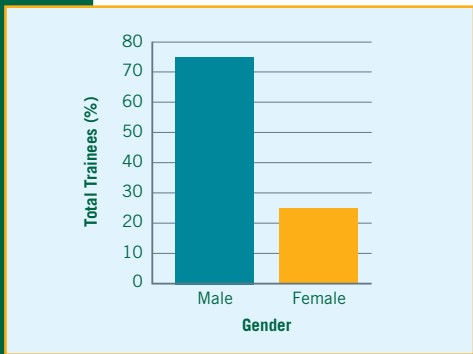


* From 2000, figures are based on ITOs' returns under the Performance Measurement System. These figures may not be exactly compatible with previous years because there are technical differences between the old manual system and the new reporting systems. These totals also include Modern Apprenticeships numbers.

Industry Trainees – Ethnicity 2003



Industry Trainees – Gender Distribution 2003



Trainee Demographics

The trainee demographics are very similar to the demographics of the 2002 calendar year with some increase in the number of women and Pacific peoples participating.

Ethnicity and Gender

The numbers of Māori, Pacific peoples and women participating in Industry Training have grown steadily over recent years.

- Māori represent 17% of all industry trainees, with 21,697 participating in 2003, up from 18,440 in 2002.
- Pacific peoples represent 6% of all industry trainees, with 6,853 participating in 2003, up from 6,384 in 2002.
- Women now represent 25% of all industry trainees, with 31,971 participating in 2003, up from 25,772 in 2002.

Note:

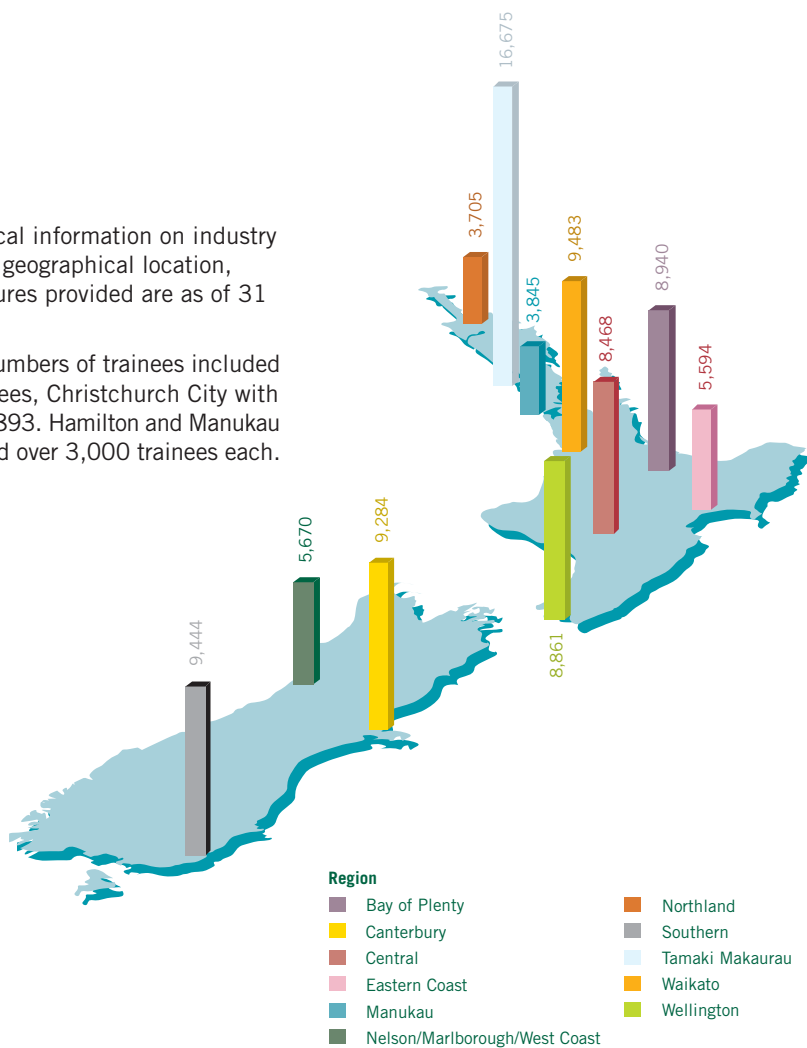
- 10% of the workforce are Māori
- 5% of the workforce are Pacific peoples
- 46% of the workforce are women

Source: Statistics New Zealand, Household Labour Force Survey, 31 December 2003

Regional Participation

In 2003 the collection of statistical information on industry trainees was extended to include geographical location, including local authority. The figures provided are as of 31 December 2003.

Local authority areas with large numbers of trainees included Auckland City, with 12,979 trainees, Christchurch City with 7,229, and Wellington City with 3,893. Hamilton and Manukau cities and Rotorua district also had over 3,000 trainees each.



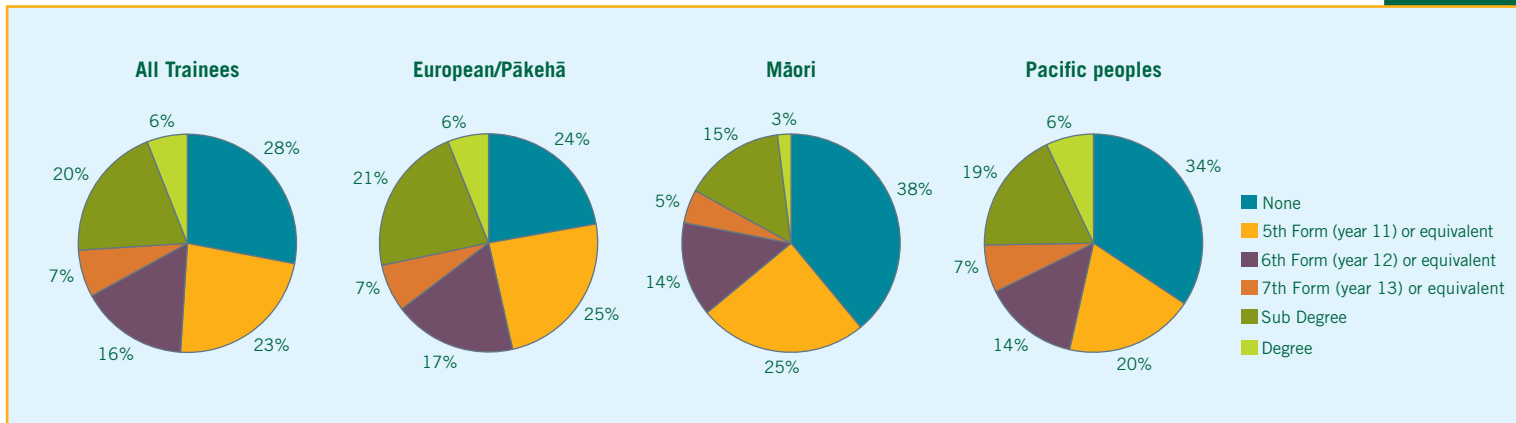
Previous Qualifications

Another key goal of Industry Training is to improve access to training and nationally-recognised achievement for those most disadvantaged in terms of educational qualifications. The figures for 2003 are similar to those since 2000.

In the year 2003, of those participants whose previous qualification level is known:**

- 28% of all participating trainees had no previous qualifications
- 38% of participating Māori trainees had no previous qualifications
- 34% of participating Pacific trainees had no previous qualifications.

Previous Highest Qualification – Industry Training 2003

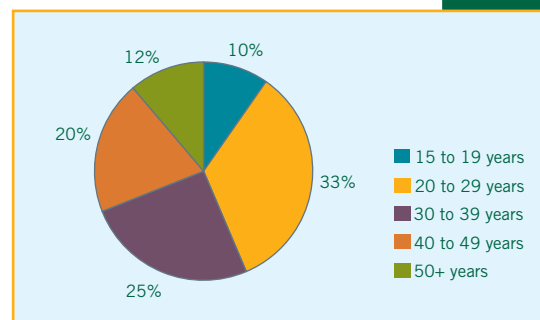


Age

In 2003, 12,181 industry trainees (10% of the total) were 15 to 19 years old. This is an overall increase from the 10,336 young people in industry training in 2002.

For comparison, in 2000 just 6,507 industry trainees were aged 15 to 19. The increase since reflects the impact of the government's Modern Apprenticeships initiative, which was introduced during 2000 to facilitate more young people accessing industry training.

Industry Trainees – Age 2003



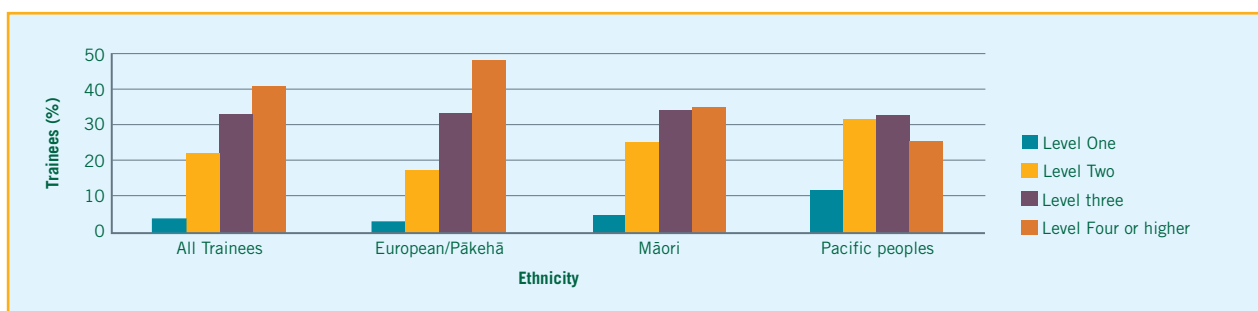
Level of Participation

Industry Training now encompasses all levels of the National Qualifications Framework, but retains a strong focus on levels 1 to 4.

In the year 2003:

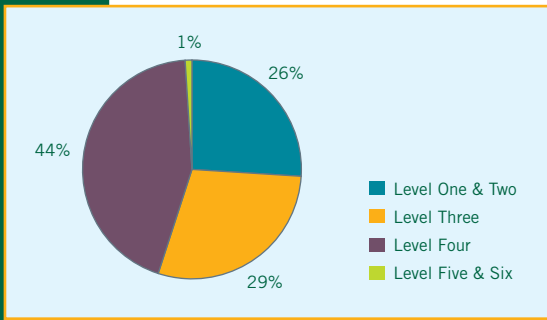
- 41% of all participating trainees were in level 4 or higher Industry Training programmes
- 70% of Māori trainees were in level 3 or higher Industry Training programmes
- 57% of Pacific trainees were in level 3 or higher Industry Training programmes, up considerably from 40% in 2000.

Trainees' Intended Level of Achievement by Ethnicity – 2003



** Collection of previous educational qualification commenced from the beginning of 2000. Out of the 126,870 trainees, records are known for 54,386.

Level of National Certificate Completed 2003



Trainee Achievements

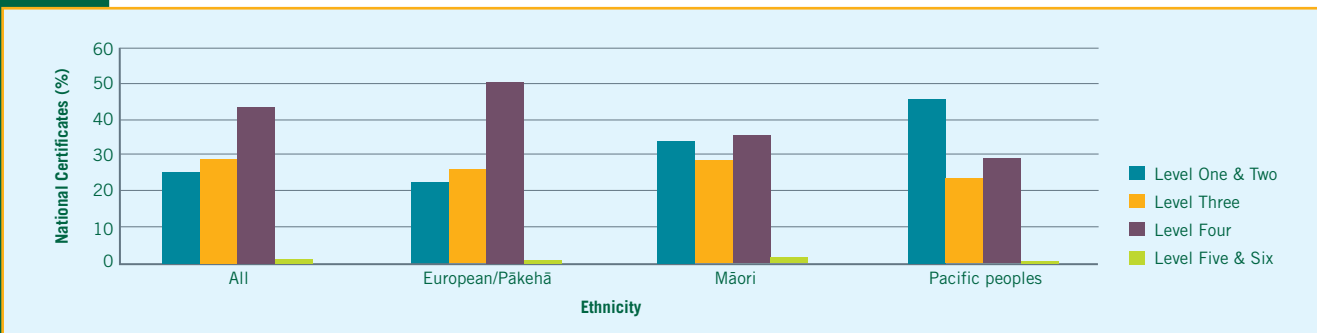
National Certificate Completion

In the year 2003, 14,181 National Certificates were completed by trainees, a 45% increase over 2002's achievement. These were at the following levels:

- 405 at level 1
- 3,221 at level 2
- 4,125 at level 3
- 6,242 at level 4
- 188 at level 5 and above
- 74% of the National Certificates were completed at level 3 or above
- 38% of the National Certificates completed by Māori were at level 4 or above
- 31% of the National Certificates completed by Pacific peoples were at level 4 or above.

For comparison, 6,241 National Certificates were achieved in 2001, the first year for which data is available. This year's total represents a 227% increase.

Industry Training 2003 – National Certificates Completed by Ethnicity

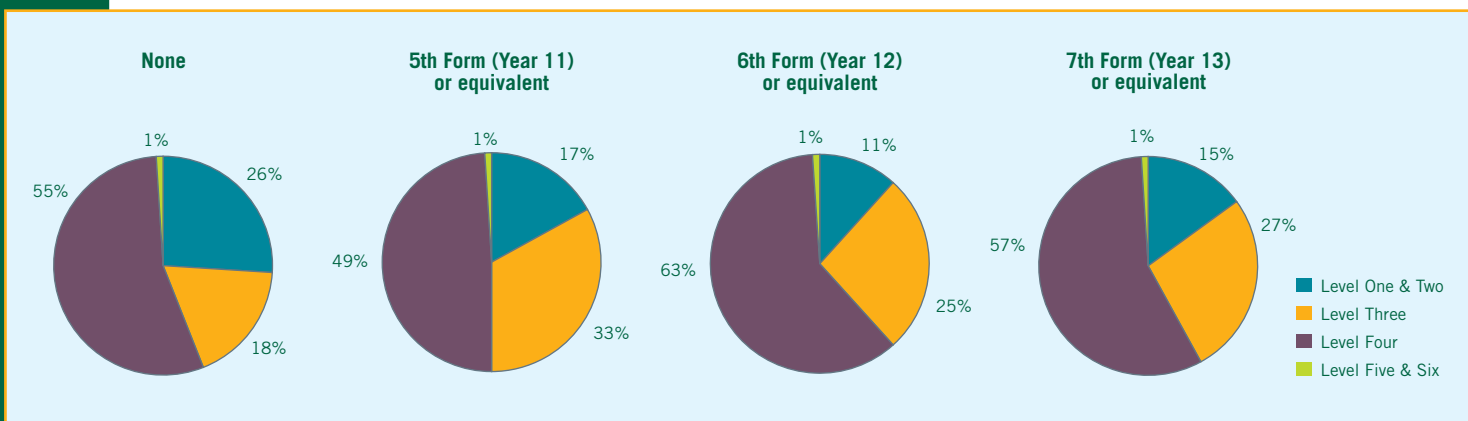


Achievement by Previous Qualifications

A significant feature of Industry Training in 2003 was the success of people with no or few previous qualifications:

- 81% of the National Certificates achieved by trainees with no previous educational qualification were at level 3 or above*
- 83% of the National Certificates achieved by trainees with 5th form (Year 11) or equivalent previous educational qualification were level 3 or above.*

Industry Training 2003 – National Certificate Completion by Previous Highest Qualification (where known)*



Trainee Credit Achievement

In 2003, industry trainees achieved 2,498,650 credits towards national qualifications:

- 70% of the total credits achieved were at level 3 of the National Qualifications Framework or higher
- 67% of the credits achieved by Māori trainees were at level 3 of the National Qualifications Framework or higher
- 62% of the credits achieved by Pacific trainees were at level 3 of the National Qualifications Framework or higher.

Employer Participation

29,206 employers participated in Industry Training in 2003 – up 19% from 24,576 in 2002. They provided training for their employees linked to the National Qualifications Framework under the auspices of their ITO. Participation requires a high level of commitment by employers.

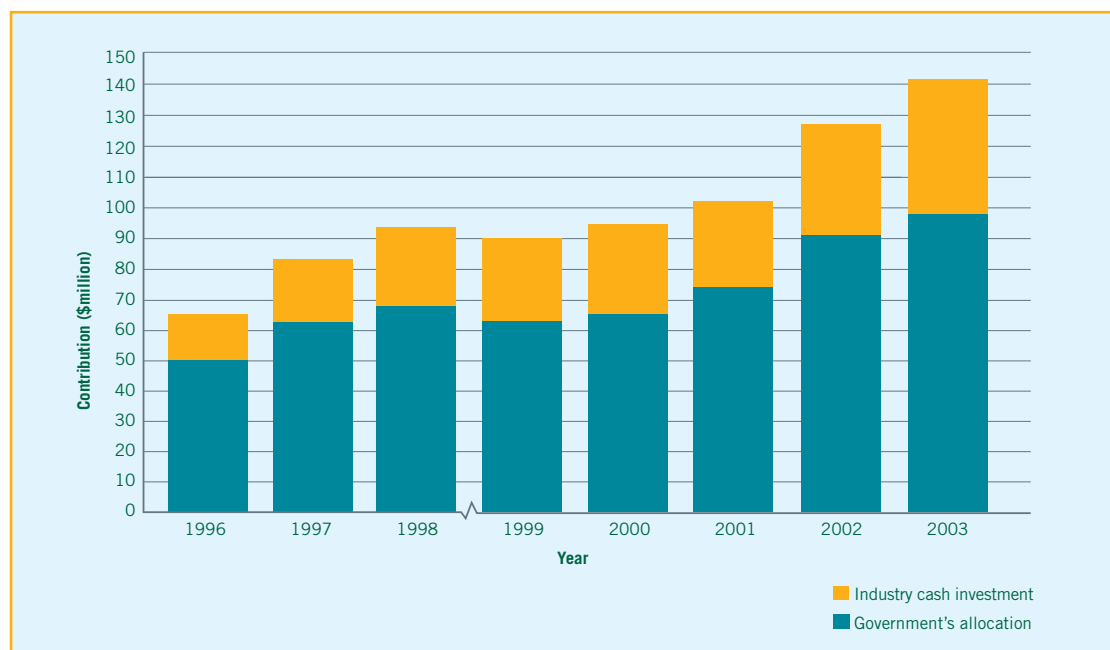
Employers who take part in Industry Training are supported by ITOs to:

- Commit to a formal, signed training agreement for each trainee
- Provide structured on-job training and provide access to off-job training
- Facilitate access to appropriate on and off-job assessment. In some instances, this includes training their own employees to become workplace assessors
- Ensure training meets national standards developed by their industry
- Enable trainees to work towards, and obtain, portable national qualifications.

Industry Contribution

During the year 2003, the Government invested \$98,463,000 in Industry Training. Industry's investment was \$41,645,000 in cash.

Industry and Government Contributions to the Cost of Industry Training 1996 to 2003*



Note: Research indicates that the reported \$41.6 million cash contributed by industry almost certainly understates its actual cash contribution.

* From 1996 to 1998 these figures were calculated according to an input-based forecasting system. From 1999 they were based on out-turn information, therefore they are not strictly comparable.



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Modern Apprenticeships

Modern Apprenticeships is now succeeding in achieving the government's aim to have more young people involved in structured industry training, leading to national qualifications. There were a total of 6,259 Modern Apprentices nationwide as at 31 December 2003. Several new industries, including joinery, painting and decorating, and plumbing were added during the year.

Modern Apprenticeships combine the strength of the apprenticeship tradition with the latest workplace education thinking. The initiative aims to help young people aged 16–21 years achieve national qualifications at levels 3 and 4 of the National Qualifications Framework. The Tertiary Education Commission arranges for Modern Apprenticeships Co-ordinators to provide a range of services to employers and apprentices to make it easy for them to participate and complete the apprenticeship training successfully.

Modern Apprenticeships Statistics as at 31 December 2003

Region

Region	Numbers
Bay of Plenty	656
Canterbury	730
Central	558
Eastern Coast	506
Manukau	301
Nelson/Marlborough/West Coast	419
Northland	437
Southern	617
Tamaki Makaurau	1096
Waikato	595
Wellington	344
Total	6,259

Industry

Industry	Numbers	
Aeronautical Engineering	35	0.6%
Agriculture	398	6.4%
Architectural Aluminium	6	0.1%
Bakery	197	3.1%
Boating	269	4.3%
Building & Construction	950	15.2%
Contracting	125	2.0%
Dairy Manufacturing	5	0.1%
Electricity Supply	192	3.1%
Electrotechnology	494	7.9%
Engineering	958	15.3%
Flooring	140	2.2%
Food Processing	7	0.1%
Forestry	420	6.7%
Furniture	86	1.4%
Horticulture	355	5.7%
Hospitality	160	2.6%
Joinery	98	1.6%
Motor Engineering	843	13.5%
Painting & Decorating	65	1.0%
Plastics	31	0.5%
Plumbing	21	0.3%
Printing	126	2.0%
Public Sector	57	0.9%
Retail	45	0.7%
Road Transport	27	0.4%
Seafood	14	0.2%
Sports Turf	65	1.0%
Telecommunications	24	0.4%
Tourism	46	0.7%
Total	6,259	100%

Ethnicity by Gender

	Male	Female	Total	Ethnicity %
European/Pākehā	4,743	308	5,051	80.7%
Māori	838	90	928	14.8%
Pacific peoples	100	20	120	1.9%
Other	128	6	134	2.1%
Not Stated	25	1	26	0.4%
Total	5,834	425	6,259	
Gender %	93%	7%	100%	