



Industry Training Statistics 2008



Chief Executive's foreword



I am pleased to introduce this report which provides a summary of how New Zealand's industry training system performed during 2008.

New Zealand is moving towards a tertiary education system that increasingly meets the needs of students and the economy. Through industry training in particular, we can ensure people have adaptable skills for the future and can contribute productively to their respective industries. Industry training also presents an excellent opportunity to increase the literacy and numeracy skills of the people who make up our diverse workforce.

The number of trainees in industry training continues to rise, with 194,516 trainees participating during 2008. It is also very pleasing to note that 35,958 National Certificates were completed – considerably more than the number completed in 2007. This is a welcome sign that many trainees and employers continue to view industry training as a worthwhile investment. I acknowledge the initiative of many industry training organisations in helping people to continue to train even in these challenging economic times.

Despite an increase in the number of trainees, there was a slight drop in the number of employers participating to 36,922 compared with 37,641 during 2007. Continuing to encourage employers to participate in industry training will be a focus going forward.

The Tertiary Education Commission (TEC) has implemented Government measures to make it easier for people to continue to train in the current economic climate. This includes extending the timeframes for industry training organisations and co-ordinators to find trainees new jobs and still be eligible for government funding. If an industry trainee is faced with redundancy, they will now be eligible for continued funding for 12 weeks – double the previous six-week limit.

Over the coming years, the TEC will be focussed on ensuring New Zealanders get the best value for our investment in tertiary education. A big part of this is ensuring trainees get the best results from the training they receive. We will place a greater focus on performance, including completions and achievement, as well as participation. Improving completion rates, and timeliness of these completions, in all parts of industry training will be a high priority.

This report shows that New Zealand's industry training system maintained a strong position during 2008. I look forward to working with this important sector over the coming year as we move towards a greater focus on high performance and the achievement of quality results.

A handwritten signature in black ink, appearing to read 'Roy Sharp'. The signature is stylized and cursive.

Roy Sharp

Chief Executive
Tertiary Education Commission

Industry training 2008

Some key highlights of the industry training strategy for 2008 include:

- the participation of 194,516 trainees – a five percent increase on the 185,660 trainees in 2007
- the completion of 35,958 National Certificates
- trainees achieving 3,767,178 National Qualifications Framework (NQF) credits
- 35,609 industry trainees (18 percent of the total) aged 21 years or younger – compared with 7,756 or 10 percent of the 74,372 industry trainees (of the same age) in 2000
- women representing 29 percent of all industry trainees
- a total of 36,922 employers participating in industry training
- as at 31 December 2008, a total of 12,149 Modern Apprentices in training
- \$70.6 million in cash invested by industry in industry training, along with \$198.1 million invested by Government.¹

¹ All figures are GST exclusive.

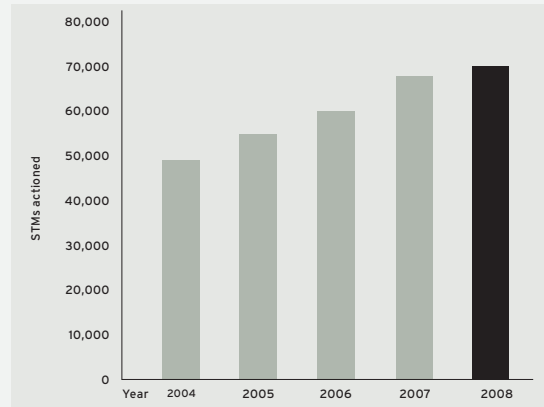
2008 trainee numbers

During 2008, 194,516 trainees participated in industry training, an increase of five percent on the 185,660 who participated in 2007.

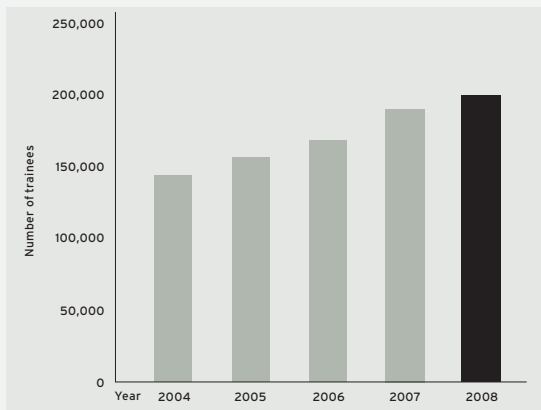
At 31 December 2008 there were 133,303 trainees engaged in training – an increase of two percent on the 130,163 as at 31 December 2007.

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

Industry training STMs 2004 - 2008

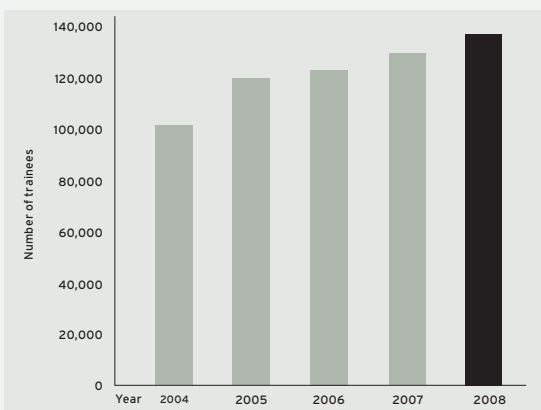


Number of participating trainees*



$$\text{STMs delivered} = \frac{\text{Number of trainees} \times \text{number of enrolled credits for the year}}{120}$$

Number of registered trainees*



* Footnote: These totals also include Modern Apprenticeships numbers.

Trainee demographics

Gender and ethnicity

The trainee demographics in 2008 are similar to the demographics for the 2007 calendar year. Although total numbers increased in 2008, there was a one percent decrease in women and Māori industry trainees each as a proportion of total trainees. The number of Pacific peoples remained the same at seven percent, and non-specified ethnicities² grew from five percent in 2007 to seven percent in 2008.

- Seventeen percent of all industry trainees are Māori, with 34,030 participating in 2008 – up from 33,348 in 2007.
- Seven percent of all industry trainees are Pacific peoples, with 12,933 participating in 2008 – up from 12,407 in 2007.

- Twenty-nine percent of all industry trainees are women, with 57,274 participating in 2008 – up from 55,179 in 2007.

The overall participation by Māori and Pacific peoples in industry training is higher than their representation in the workforce, while for women the reverse applies.

For a number of industries, the rate at which women, Māori and Pacific peoples access industry training is lower than the rate at which they are employed in the relevant industries.

Note:

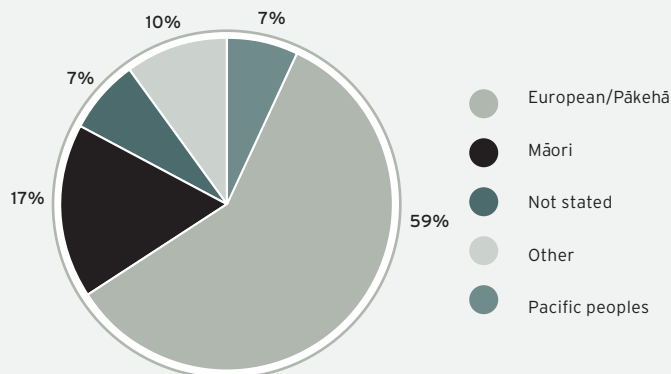
12.4 percent of the workforce are Māori.
4.9 percent of the workforce are Pacific peoples.
46.8 percent of the workforce are women.

Source: Statistics New Zealand. Workforce statistics are average for the year ended December 2008

Ethnicity by gender

Ethnicity	Female	Male	Total	%
European/Pākehā	31,186	83,964	115,150	59%
Māori	10,996	23,034	34,030	17%
Not stated	3,250	10,454	13,704	7%
Other	6,816	11,883	18,699	10%
Pacific peoples	5,026	7,907	12,933	7%
Total	57,274	137,242	194,516	100%
Gender %	29%	71%	100%	

Industry trainees - ethnicity



² Numbers of Asian trainees are not currently recorded due to historical file specifications for reporting data. Reporting file specifications are under review.

Age

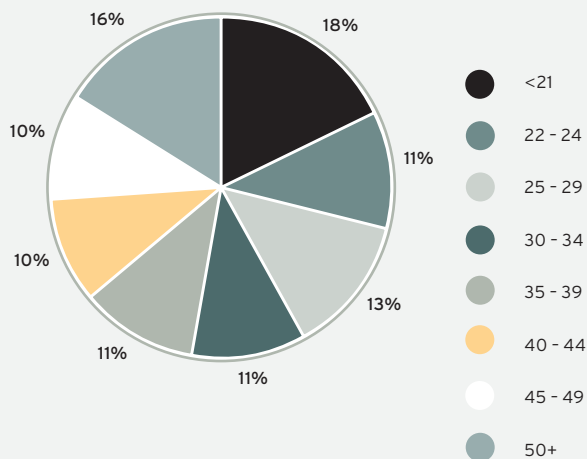
In 2008, 35,609 industry trainees (18 percent of the total) were aged 21 years or younger.

By comparison, 7,756 or 10 percent of the 74,372 industry trainees in 2000 were aged 21 or younger.

Industry trainees - age

Age	Number	%
<21	35,609	18%
22 - 24	21,677	11%
25 - 29	26,222	13%
30 - 34	20,890	11%
35 - 39	21,214	11%
40 - 44	19,241	10%
45 - 49	18,710	10%
50+	30,953	16%
TOTAL	194,516	100%

Industry trainees - age



Regional participation

Local authority areas with large numbers of trainees included Auckland City, with 31,768 trainees, Christchurch City with 17,772 and Wellington City with 8,857. Hamilton and Manukau cities had just under 7,000, and Dunedin City over 5,000 trainees. Christchurch City experienced significant growth in the number of trainees, up from 16,617 in 2007. The Invercargill District had the highest level of growth from 3,474 in 2007 to 4,969 in 2008.

Local authority name	Number of trainees
Auckland City	31,768
Christchurch City	17,772
Wellington City	8,857
Hamilton City	6,960
Manukau City	6,724
Dunedin City	5,415
Invercargill District	4,969
Rotorua District	4,517
New Plymouth District	4,512
Tauranga District	4,274
Whangarei District	4,215
Palmerston North City	4,207
Nelson City	4,136
Hutt City	3,881
Timaru District	3,414
North Shore City	3,320
Hastings District	3,095
Southland District	2,887

* Total may differ from the 2008 total participation figure, because some trainees may be recorded in more than one region.

Local authority name	Number of trainees
Waikato District	2,885
Gisborne District	2,760
Napier City	2,657
Malborough District	2,549
Waitakere City	2,509
Far North District	2,475
Ashburton District	2,379
Queenstown-Lakes District	2,312
Taupo District	2,197
Wanganui District	2,021
South Taranaki District	1,984
Rodney District	1,891
Manawatu District	1,833
Matamata-Piako District	1,822
South Waikato District	1,775
Tasman District	1,644
Thames-Coromandel District	1,603
Western Bay of Plenty District	1,535
Whakatane District	1,474
Ruapehu District	1,471
Waipa District	1,446
Central Hawkes Bay District	1,415
Masterton District	1,371
Clutha District	1,310
Waimakariri District	1,306
Hauraki District	1,291
Waitaki District	1,245
Buller District	1,238
Porirua City	1,203

Local authority name	Number of trainees
Gore District	1,169
Franklin District	1,110
Central Otago District	1,090
Grey District	1,086
Upper Hutt City	994
Tararua District	964
Otorohanga District	906
Kapiti Coast South District	903
Papakura District	869
Horowhenua District	835
Kawerau District	802
Selwyn District	708
Rangitikei District	705
Westland District	593
Stratford District	538
Waitomo District	406
Kaipara District	401
Waimate District	336
Hurunui District	306
Opotiki District	268
South Wairarapa District	262
Wairoa District	245
Kaikoura District	245
Mackenzie District	173
Carterton District	149
Kapiti Coast North District	141
Banks Peninsula District	116
Chatham Islands County Council	95
Grand Total	194,939

* Total may differ from the 2008 total participation figure, because some trainees may be recorded in more than one region.

Industry trainees by location

Region	2007	% of total	2008	% of total
Auckland/Tamaki Makarau	38,797	21%	39,488	20%
Bay of Plenty	15,126	8%	15,067	8%
Canterbury	21,433	12%	22,927	12%
Central	17,862	10%	19,211	10%
Eastern Coast	10,239	6%	10,172	5%
Manukau	8,022	4%	8,703	4%
Nelson/Marlborough/West Coast	10,843	6%	11,246	6%
Northland	6,974	4%	7,091	4%
Southern	21,733	12%	24,320	12%
Waikato	18,308	10%	19,094	10%
Wellington	16,749	9%	17,620	9%
Total	186,086	100%	194,939	100%

Total may differ from the 2008 total participation figure, because some trainees may be recorded in more than one region.

Trainee level of participation

Industry training encompasses all levels of the National Qualifications Framework, but has a strong focus on levels 1 to 4. Nevertheless, in 2008:

- 65 percent of all participating trainees were in level 3 or higher industry training programmes
- 44,456 Māori trainees (18 percent of total trainee numbers) were in industry training and 59 percent were in level 3 or higher
- 15,323 of Pacific trainees (six percent of total trainee numbers) were in industry training and 48 percent were in level 3 or higher³.

Level of participation by ethnicity

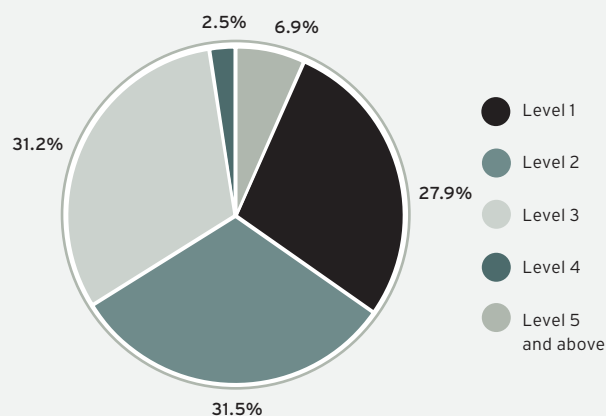
Ethnicity	Level 1	Level 2	Level 3	Level 4	Level 5 and above	Grand total
European/Pākehā	7,644	35,930	47,873	51,802	4,217	147,466
Māori	3,797	14,457	13,668	11,757	777	44,456
Pacific peoples	2,432	5,460	4,708	2,518	205	15,323
Others	3,175	12,753	11,232	10,668	897	38,725
Grand Total	17,048	68,600	77,481	76,745	6,096	245,970

³ The percentage of Māori and Pacific trainee programme participation differs to total trainee numbers as some trainees may be enrolled in programmes at different levels simultaneously.

All trainees - level of participation

Training programme level	Number	%
Level 1	17,048	7%
Level 2	68,600	28%
Level 3	77,481	32%
Level 4	76,745	31%
Level 5 and above	6,096	2%
Total	245,970	100%

All trainees - level of participation 2008



Trainee achievements

National Certificate completion

In 2008, a total of 35,958 National Certificates were completed by trainees, up from 29,389 National Certificates in 2007. By comparison, 9,498 National Certificates were achieved in 2000, the first year of this publication. The number of completions for 2008 are a significant achievement for industry training, which reflects a greater focus on results and attainment of Investment Plan KPIs.

Completions for 2008 were at the following levels:

- 61 percent of the National Certificates were completed at level 3 or above
- 6,244 (18 percent) National Certificates completed by Māori and 49 percent were at level 3 or above
- 2,020 (6 percent) National Certificates completed by Pacific peoples and 44 percent were at level 3 or above.

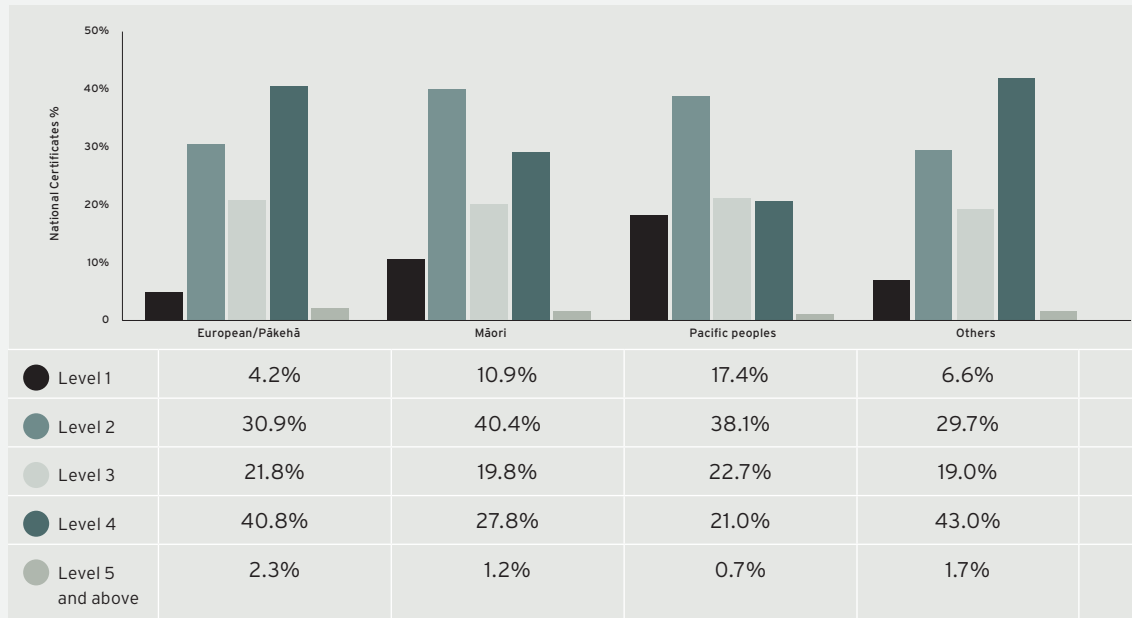
National Certificate completion by ethnicity

Ethnicity	Level 1	Level 2	Level 3	Level 4	Level 5 and above	Grand total
European/Pākehā	919	6,730	4,744	8,882	511	21,786
Māori	680	2,520	1,236	1,734	74	6,244
Pacific peoples	352	770	459	425	14	2,020
Others	387	1,753	1,124	2,542	102	5,908
Grand Total	2,338	11,773	7,563	13,583	701	35,958

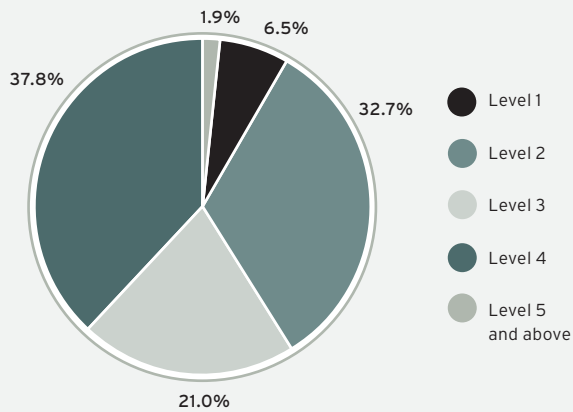
National Certificate completion by level

Level	Number	%
Level 1	2,338	7%
Level 2	11,773	33%
Level 3	7,563	21%
Level 4	13,583	38%
Level 5 and above	701	2%
Total	35,958	100%

National Certificates completed by ethnicity 2008



National Certificates completed by level 2008



Trainee credit achievement

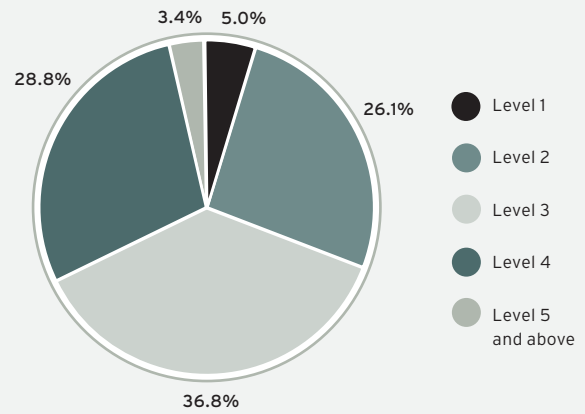
The number of credits achieved towards national qualifications increased from 3,636,340 in 2007 to 3,767,178 in 2008.

- 69 percent of the total credits achieved in 2008 were at level 3 of the National Qualifications Framework or higher, compared to 70 percent in 2007
- 557,490 (15 percent) credits achieved by Māori trainees and 63 percent were at level 3 of the National Qualifications Framework or higher, compared to 62 percent in 2007
- 179,975 (5 percent) credits achieved by Pacific trainees and 52 percent were at level 3 of the National Qualifications Framework or higher – no change from 2007.

Credits achieved

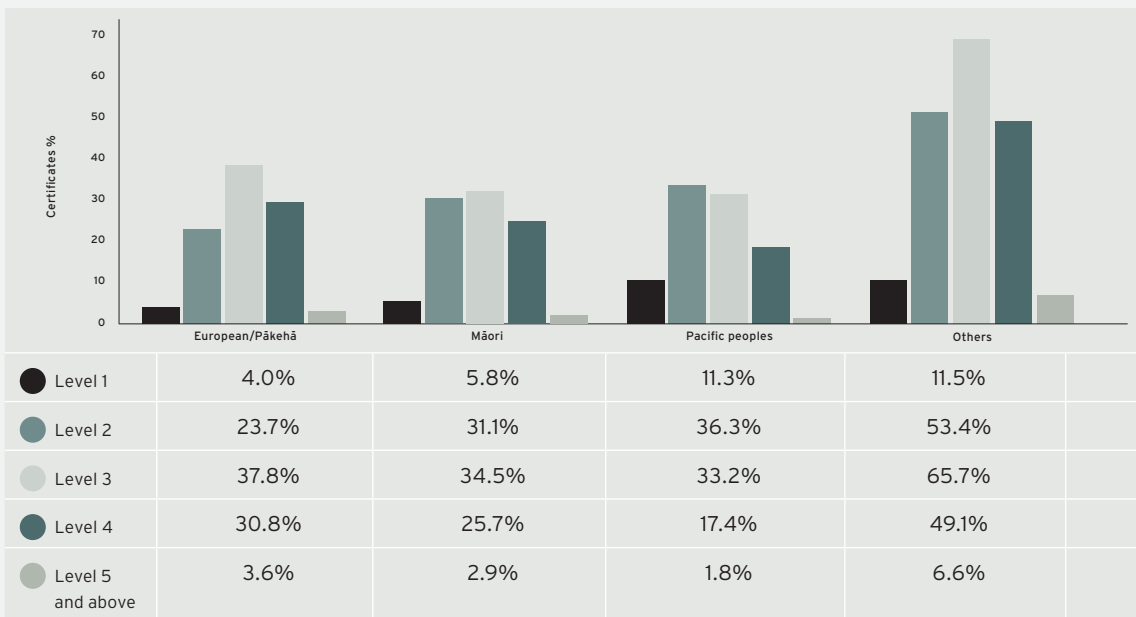
Level	Number	%
Level 1	186,655	5%
Level 2	984,506	26%
Level 3	1,384,547	37%
Level 4	1,084,333	29%
Level 5 and above	127,137	3%
Total	3,767,178	100%

Credits achieved by level 2008



Ethnicity	Level 1	Level 2	Level 3	Level 4	Level 5 and above	Grand total
European/Pākehā	100,605	589,658	940,486	766,043	88,332	2,485,124
Māori	32,077	173,248	192,348	143,512	16,305	557,490
Pacific peoples	20,307	65,413	59,754	31,268	3,233	179,975
Others	33,666	156,187	191,959	143,510	19,267	544,589
Grand Total	186,655	984,506	1,384,547	1,084,333	127,137	3,767,178

Trainees' credit achievement by ethnicity 2008



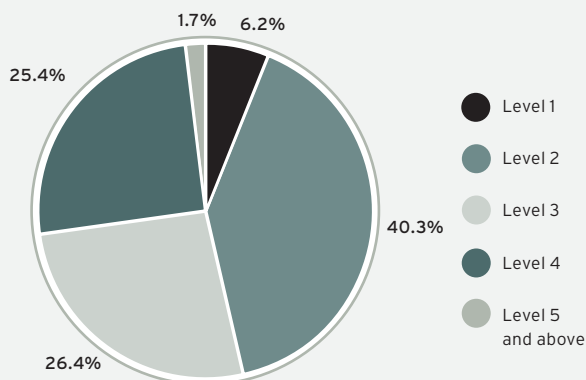
Programme completion

In 2008, 40,042 trainees completed an industry training programme⁴, an increase of 20 percent from 33,276 completions in 2007.

Trainees completing programmes by level of programme

Level	Number	%
Level 1	2,488	6%
Level 2	16,125	40%
Level 3	10,576	26%
Level 4	10,173	25%
Level 5 and above	680	2%
Total	40,042	100%

Trainees completing programmes by level of programmes



Programme completion ethnicity by level

Ethnicity	Level 1	Level 2	Level 3	Level 4	Level 5 and above	Grand total
European/Pākehā	997	9,014	6,439	7,033	485	23,968
Māori	734	3,256	1,685	1,542	78	7,295
Pacific peoples	359	1,217	626	321	14	2,537
Others	398	2,638	1,826	1,277	103	6,242
Grand Total	2,488	16,125	10,576	10,173	680	40,042

Fifty-four percent of overall programme completions occurred at level 3 and above.

7,295 (18 percent) programmes completed by Māori and 45 percent programme completions (compared to 49 percent in 2007) were at level 3 and above. 2,537 (six percent) programmes completed by Pacific peoples and 38 percent (compared to 44 percent in 2007) of programme completions were at level 3 and above.

⁴ A programme is defined as a qualification, limited credit programme (LCP), or supplementary credit programme (SCP). Qualifications include National Certificates (NC), National Diplomas (ND), and Trade Certificates (TC).

Distinct industry trainees by programme level

Industry	Level 1	Level 2	Level 3	Level 4	Level 5	Levels 6 and 7	Grand total
Agriculture ITO		7,928	6,220	3,612	1,256		19,016
Apparel & Textile	65	904	616	133	37		1,755
Aviation (ATTTO)	4	273	3,264	1,669	60	186	5,456
BCITO		175	699	10,681			11,555
Boating Industries Training		8	90	710			808
BSCITO		1,747	54				1,801
COMPETENZ	8,827	4,215	1,932	5,425	107		20,506
Creative Trades Industry			705	557	13		1,275
CSSITO	77	4,434	7,145	1,608	3		13,267
Equine ITO			67	254			321
ESITO	2	334	379	2,213	312	53	3,293
ETITO		682	5,370	7,311	16		13,379
EXITO	39	985	4,742	599	121	1	6,487
FITEC	69	6,810	4,614	5,940	625		18,058
Flooring ITO				748			748
FRSITO		1,843	692	364	222	2	3,123
Hairdressers ITO			30	2,069	12		2,111
Horticulture ITO		1,120	24	2,636		2	3,782
Hospitality Standards Institute		11,123	5,644	3,042	580		20,389
Infratrain New Zealand	547	2,188	1,492	638	8	233	5,106
Joinery ITO		474	307	706			1,487
Local Government New Zealand		199	279	155	9		642
MITO		1,812	363	5,303	174		7,652
NZITO	5,744	5,282	7,748	2,941	23	2	21,740
Opportunity Training			1,779	8			1,787
PAMPITO	702	283	132	201	9		1,327
Pharmacy ITO			13		98		111
Plumbers ITO			1,243	1,673			2,916
Printing and Allied Industries		132	72	549	26		779
PSITO		19	650	3,811	337	16	4,833
Real Estate ITO				131	16		147
Retail ITO		1,727	1,796	202			3,725
Retail Meat ITO		50		554	1		605
SITO		2,329	1,045	1,015	15	79	4,483
Sport, Fitness and Rec ITO		1,453	2,845	1,475	277		6,050
Sports Turf ITO			178	317		12	507
Te Kaiawhina Ahumahi			23	283		535	841
Tranzqual ITO	349	3,962	7,917	384	8		12,620
Grand Total	16,425	62,491	70,169	69,917	4,365	1,121	224,488

*Footnote: The total differs from the 2008 total participation figure as some trainees have more than one training arrangement at more than one level.

Achievement by previous qualifications

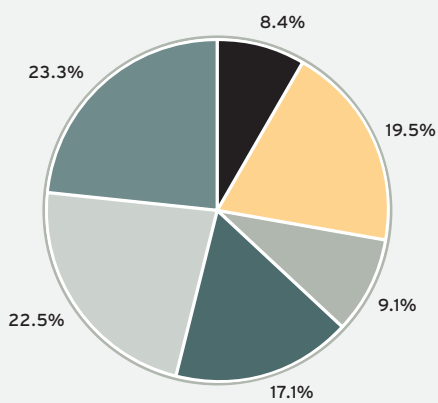
Previous qualifications

A key strength of industry training is to allow those with no or few previous qualifications to engage in tertiary training in a workplace setting.

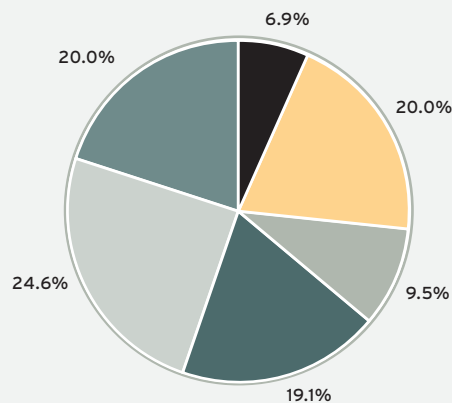
In 2008, of those participants whose previous qualification level is known:*

- 20 percent of all participating trainees had no previous qualifications
- 33 percent of participating Māori had no previous qualifications
- 33 percent of participating Pacific trainees had no previous qualifications.

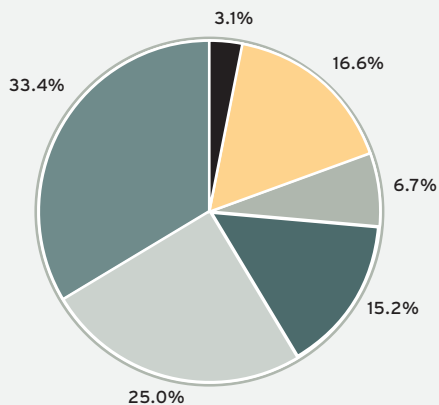
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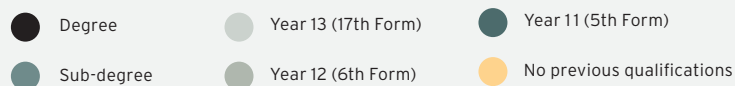
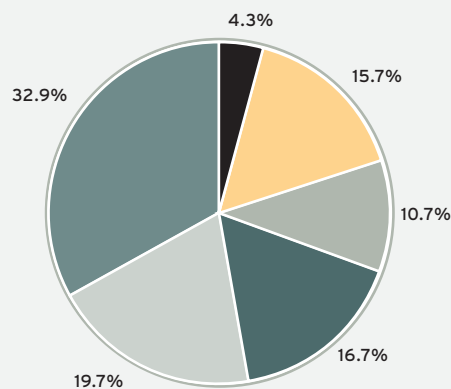
European/Pākehā



Māori



Pacific peoples



*Footnote: Of the 194,516 trainees, the previous qualifications are only known for 162,113. Due to rounding, totals may not sum to 100%.

National achievement completion by highest qualification

Qualification	Number	%
None	30,906	24%
5th Form (12*L1 or equivalent)	29,967	23%
6th Form (12*L2 or equivalent)	22,485	17%
7th Form (12*L3 or equivalent)	11,542	9%
Sub-degree NC	25,061	19%
Degree	10,216	8%
Total known qualification	130,177	100%
Not specified	55,483	30%
Total	185,660	

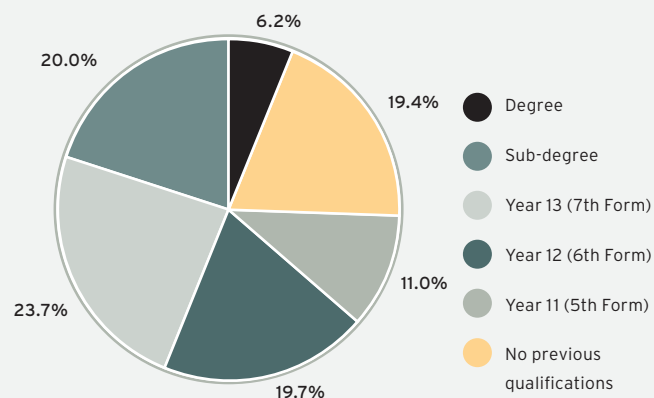
National Certificates

A significant feature of industry training in 2008 was the success of people with no or few previous qualifications.

In 2008, of those participants whose previous qualification is known:*

- 44 percent of the National Certificates achieved in that year were achieved by trainees with no previous educational qualifications or Year 11 (5th Form) equivalent

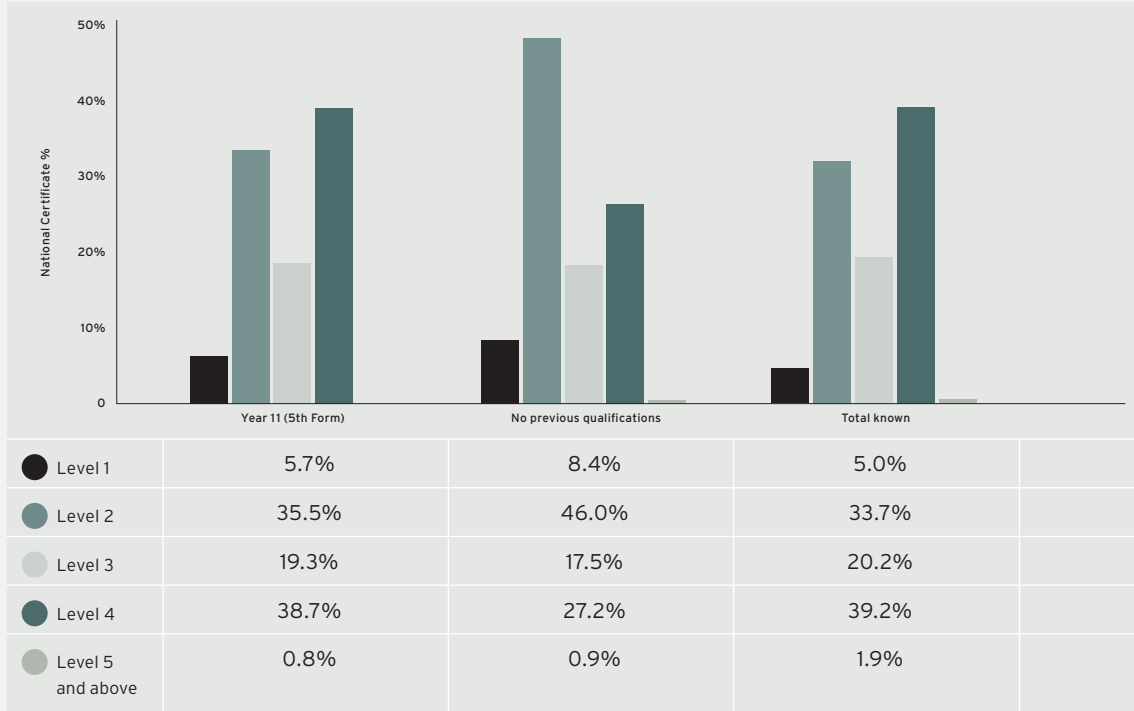
National Certificate completion by previous highest qualification



- 61 percent of total National Certificates were achieved at level 3 or above
- 20 percent (5,342) of the National Certificates achieved by trainees with no previous educational qualification and 46 percent were at level 3 or above
- 24 percent (6,339) of the National Certificates were achieved by trainees with Year 11 (5th Form) or equivalent previous educational qualification and 59 percent were at level 3 or above.

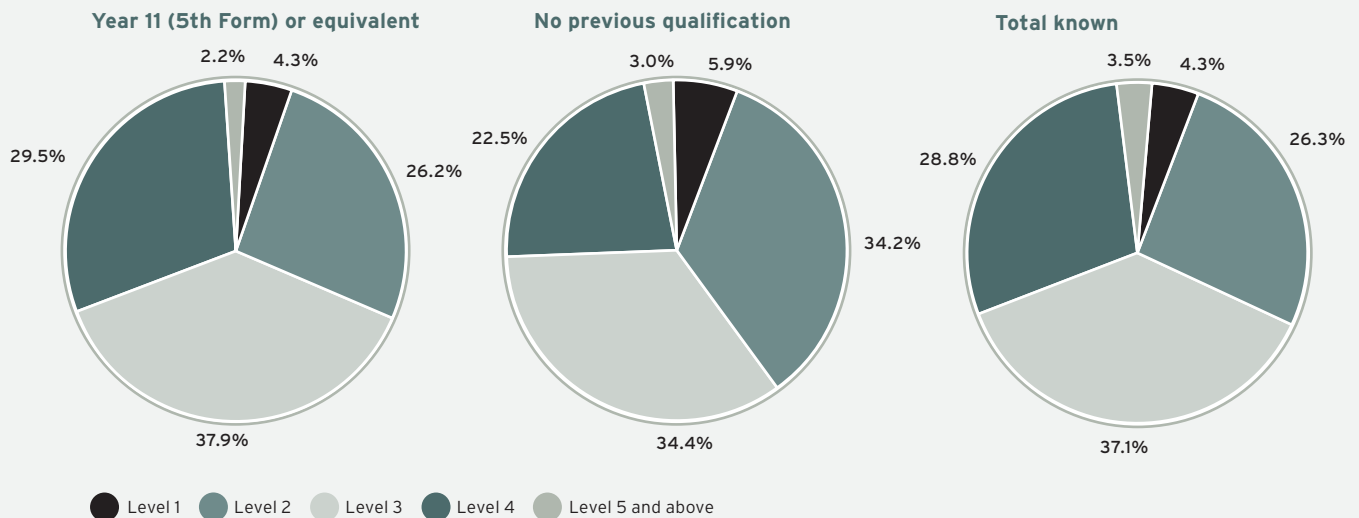
* Footnote: Of the 194,516 trainees, the previous qualifications are only known for 162,113. Due to rounding, totals may not sum to 100%.

National Certificate completion by NQF level 2008



Credit achievement

In 2008, of those participants whose previous qualification is known, 43 percent of the credits were achieved by trainees with no, or Year 11 (5th Form) equivalent, previous educational qualification.



* Footnote: Of the 194,516 trainees, the previous qualifications are only known for 162,113. Due to rounding, totals may not sum to 100%.

Employer participation

As at 31 December 2008, 36,922 employers were participating in industry training - down from 37,641 as at December in 2007. Employers 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 the national standards developed by their industry
- enable trainees to work towards, and obtain, portable national qualifications.

Industry coverage

At the end of 2008 there were 38 industry training organisations (ITOs) in New Zealand that received industry training funding. ITOs have responsibility for, or coverage of, particular industries or groups of industries.

Most industry areas (as defined by Statistics New Zealand) are covered by an ITO. Some areas, such as the primary (agriculture, forestry,

fishing and mining), manufacturing and construction industries are estimated to be fully covered by ITOs. Some industry areas, such as property and business, have only partial coverage.

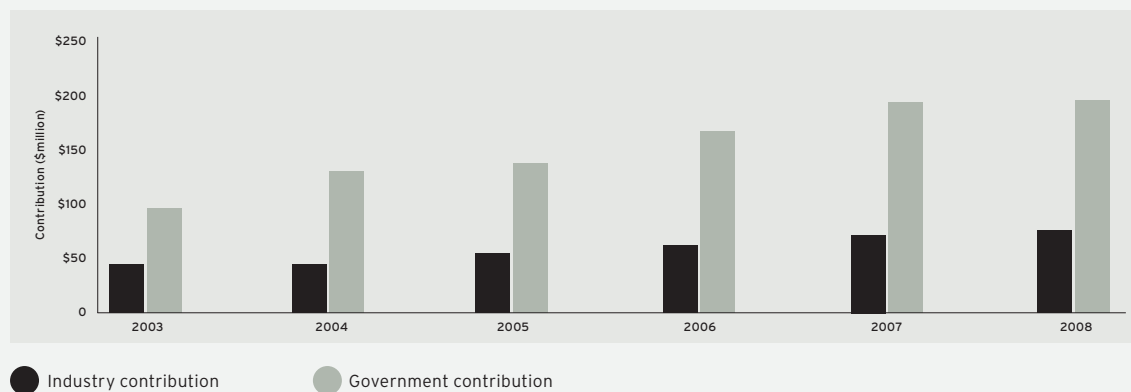
Sources: Statistics NZ. New Zealand Business Demographic Statistics: as at February 2006; and Tertiary Education Commission ITO data.

Industry contribution

During 2008, the Government invested \$198.1 million in industry training. Industry's contribution was \$70.1 million in cash. Industry non-cash investment is likely to exceed this cash contribution.

Industry and Government contributions to the cost of industry training 1997 to 2008*

Industry and Government contributions to the cost of industry training 2003 - 2008



*From 1997 to 1998 these figures were calculated according to an input-based forecasting system. From 1999 they were based on actual results, therefore they are not strictly comparable.

Modern Apprenticeships

The Modern Apprenticeships initiative is aimed at young people aged 16 to 21 years. It combines the strength of the apprenticeship tradition with the latest workplace education thinking. The programme makes it easy for employers to recruit young people, providing an opportunity for them to gain a nationally recognised qualification on the job.

Modern Apprenticeships has contributed to an increase in the number of young people in apprenticeships and an increase in the range of industries and occupations that offer apprenticeships. It provides for high quality training, leading to the achievement of National Certificate/s at levels 3 and 4 on the National Qualifications Framework.

There were a total of 12,149 Modern Apprentices nationwide as at 31 December 2008. This is 1,299 or 10.7 percent more Modern Apprentices than at the same time in 2007.

The Tertiary Education Commission arranges for Modern Apprenticeships Co-ordinators (MACs) to provide a range of services to apprentices and employers, to assist them to participate and complete the apprenticeship training successfully. MACs include ITOs, Institutes of Technology and Polytechnics and Private Training Establishments.

As at 31 December 2008, a total of 6,267 Modern Apprentices had successfully completed their apprenticeships since the programme began in 2000 - each gained at least one National Certificate at level 3 or 4 on the National Qualifications Framework.

As at the end of 2008, 34 industries offer Modern Apprenticeships.

2008

Ethnicity	Male	Female	Total	%
European/Pākehā	8,584	751	9,335	76.84%
Māori	1,535	262	1,797	14.79%
Pacific peoples	337	41	378	3.11%
Other	360	36	396	3.26%
Not stated	193	50	243	2.00%
TOTAL	11,009	1,140	12,149	100.00%

2008

Location	Numbers	%
Bay of Plenty	1,021	8.40%
Canterbury	1,233	10.15%
Central	1,165	9.59%
Eastern Coast	789	6.49%
Manukau	677	5.57%
Nelson/ Marlborough/ West Coast	753	6.63%
Northland	721	5.93%
Southern	1,273	10.48%
Tamaki Makaurau	2,360	19.43%
Waikato	1,326	10.91%
Wellington	831	6.84%
Grand Total	12,149	100%

Industry 2008

Industry	Numbers	%
Aeronautical engineering	111	0.9%
Agriculture	671	5.5%
Aluminium joinery (architectural)	20	0.2%
Baking	88	0.7%
Boat building	353	2.9%
Building & construction	2,229	18.3%
Contracting	239	2.0%
Dairy manufacturing	5	0.0%
Electricity supply	414	3.4%

Industry 2008 continued

Industry	Numbers	%
Electrotechnology	772	6.4%
Engineering	1,606	13.2%
Equine	28	0.2%
Extractives	25	0.2%
Flooring	235	1.9%
Food processing	118	1.0%
Forest industries	354	2.9%
Furniture	65	0.5%
Hairdressing	90	0.7%
Horticulture	836	6.9%
Hospitality	402	3.3%
Joinery	222	1.8%
Motor engineering	1,699	14.0%
Painting & decorating	122	1.0%
Plastics	45	0.4%
Plumbing	401	3.3%
Printing	152	1.3%
Public sector	163	1.3%
Retail	141	1.2%
Road transport	352	2.9%
Seafood	6	0.0%
Sports turf	105	0.9%
Telecommunications	28	0.2%
Tourism	35	0.3%
Water	17	0.1%
Grand Total	12,149	100%

Notes

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