



Briefing Note: 2020 Workplace-based enrolment and completion data

To:	Hon Chris Hipkins, Minister of Education		
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Purpose of Report

The purpose of this paper is for you to:

Note updated statistics on workplace-based participation and achievement in 2020, which will be published on Education Counts on 27 May.

Summary

- The updated data shows that participation in workplace-based training increased overall in 2020, by 360 learners, or by less than 1%. This increase was the result of a large decrease in the number of trainees, combined with a slightly larger increase in the number of apprentices.
- The increase in the number of apprentices is associated with strong construction and related industry activity, as well as Government initiatives, such as Apprenticeships Boost and the Targeted Training and Apprenticeship Fund (TTAF), designed to mitigate the effects of COVID-19 and associated economic uncertainty on the stock of skills in the labour market.
- The decline in the numbers of trainees continues a longer trend of the Tertiary Education Commission (TEC) purchasing lower numbers of traineeship places in favour of apprenticeships, as well as economic uncertainty associated with COVID-19. In particular, the large decline in the number of traineeship entrants in 2020 may be associated with fewer job starts.
- Both forms of training saw declines in the numbers of qualifications awarded and the rates of qualification completion. Rates of training inactivity also increased. This may be a consequence of COVID-19 lockdowns reducing the ability of workplaces to host training assessments.

Proactive Release

- a **agree** that the Ministry of Education release this briefing in full once it has been considered by you.

☒ Agree / ☐ Disagree.



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19/05/2021



Hon Chris Hipkins
Minister of Education

2 / 6 / 2021

Background

The data being published

1. The Ministry publishes annual statistical tables on tertiary education on the Education Counts website. The Ministry has already published 2020 enrolment statistics for provider-based tertiary education.
2. The workplace-based statistical tables to be published on 27 May contain updated data (to the end of 2020) on the enrolments and achievement of learners in workplace-based training. They detail characteristics including level of study, field of study and selected demographics such as age, ethnic group and gender.

Types of workplace-based learners

3. There are three types of workplace-based learners. These are:
 - a) *Industry Training Apprentices*. Apprentices are industry training learners who do substantial training programmes at Levels 4 or above. Apprenticeships provide opportunities for learners to establish careers in new occupations. Apprenticeships include New Zealand Apprenticeship programmes, and programmes at equivalent levels and credit loads, as well as the remaining Modern Apprenticeship programmes¹.
 - b) *Managed Apprentices*. These are apprentices enrolled at Te Pūkenga subsidiaries. As such, they are included in the reported counts of provider-based tertiary education students. They are not included in the counts of learners in this report.
 - c) *Trainees*. Trainees are industry training learners who do short programmes, often at lower levels. Traineeships often cater for established workers, and employers who need supplementary skills for their workers to help them continue to do adapt to changing technologies and other working conditions. They are also used to train new employees.
4. We report statistics on these a) apprentices and c) trainees separately.

What does the 2020 data show?

Overall counts of learners

5. Table 1 shows the number of workplace-based learners. The number of learners (both trainees and apprentices combined) increased by 0.3% between 2019 and 2020. A decrease in trainees was offset by a larger increase in apprentices, resulting in a relatively small increase in learners overall.

¹ In 2014 the New Zealand Apprenticeships programme replaced Modern Apprenticeships. Existing modern apprentices were able to continue their training, and there were eight remaining in 2020.

Table 1: Counts of workplace-based learners

Year	Trainees	Apprentices	Total learners
2019	84,600	53,600	137,600
2020	76,700	61,900	138,000
% change	-9.3%	16%	0.3%

Notes: 1. Workplace-based learners can be counted as both trainees and apprentices in a year if they undergo training arranged by more than one transitional industry training organisation. The total provides a distinct count across all industry training. 2. Note: Counts are rounded to the nearest hundred.

Counts of apprentices

6. Table 2 shows selected statistics on participation by apprentices. The data shows that between 2019 and 2020:
- the number of apprentices increased by 16%. This increase reflects Government initiatives to support year 1 and year 2 apprentices through COVID-related economic uncertainty with Apprenticeship Boost, and fees support through Targeted Training and Apprenticeship Fund (TTAF), as well as strong construction (including civil construction) and related industry activities
 - there was a 40% increase in the number of learners entering apprenticeships (an increase of 5,500 entrants), and there was increased retention in apprenticeship training as the number of apprentices continuing their training from a previous year increased by 6.3% to 27,300 learners, the highest number recorded since 2011
 - the number of apprentices who withdrew from training before completing a qualification increased by 1,200 learners, or by 17%
 - There were increases in the number of apprentices in the following study fields: building, civil engineering, agriculture, electrical and electronic engineering and technology, food and hospitality, personal services (beauty therapy and hairdressing), horticulture and viticulture, and the sport and recreation fields, among others
 - The proportion of female apprentices increased slightly, from 13.6% in 2019 to 14.4% in 2020. Study fields with high numbers of women relative to men included hairdressing, beauty therapy, community client care, hospitality, paramedical studies, and justice and law enforcement. Of these, enrolments in the first three increased in 2020: hairdressing (by 21%), beauty therapy (by 39%) and community client care (by 14%)
 - The number of older apprentices (aged 30 or more years) increased by a higher rate (20%) than younger learners, (aged under 30 years, by 13%). The proportion of new entrants aged 30 or more years was 36% in 2020 compared to 33% in 2019. While the proportion of older apprenticeship entrants has been slowly increasing for some time², there was a relatively large increase in 2020.

² The numbers of older people entering apprenticeships has been increasing since 2014, when the limit on older people participating in apprenticeships was removed.

Table 2: Counts of apprentices by selected characteristics

Characteristic	Sub-category	2019	2020	% change
Selected Study field	Building	21,100	25,700	22%
	Civil Engineering	1,000	1,700	70%
	Beauty therapy & hairdressing	1,500	1,800	22%
	Human welfare studies and services	2,700	3,100	11%
Age	Aged under 30 years	35,700	40,500	13%
	Aged 30 years and over	17,800	21,400	20%
Gender	Females	7,300	8,900	22%
	Males	46,200	52,800	14%
Selected ethnic group	European	36,500	40,900	12%
	Māori	8,900	11,000	24%
	Pacific peoples	3,600	4,500	26%
Total		53,600	61,900	16%

Note: Counts are rounded to the nearest hundred.

Counts of trainees

7. The TEC has purchased fewer places in traineeships in recent years in favour of apprenticeships training. Table 3 shows selected statistics on trainee participation in 2020 compared to 2019. The data shows that between 2019 and 2020:
 - a) overall, there was a 9.3% decrease in the number of people participating as trainees
 - b) there was a 15% decrease in the number of learners entering traineeships (a decrease of 4,500 entrants). Some trainees enter training as new employees and this reduction may be due to the lower numbers of job vacancies in 2020 compared to previous years³. Traditionally, employers have responded to economic uncertainty by scaling back hiring intentions for new employees, and employers may have responded to COVID uncertainty by holding off decisions about hiring new staff
 - c) the number of trainees who withdrew from training before completing a qualification increased by 800 learners, or 5.9%
 - d) there were decreases in the number of trainees in the sales and marketing, sport and recreation, agriculture, business and management, tourism and food and hospitality fields
 - e) there were increases in the number of trainees in the following fields: building, banking, finance and related fields, other engineering and related technologies, and justice and law enforcement, among others. Some of these fields (building and engineering) are covered by TTAF at Levels 3 and above
 - f) participation by younger people (aged 20 to 29 years) declined the fastest, by 15%, or 4,200 learners, while participation by older learners (aged 40 years or older) declined by 8.8% (2,600 learners)

³ See MBIE data on job vacancies, showing an unprecedented decline in vacancies during 2020: <https://www.mbie.govt.nz/business-and-employment/employment-and-skills/labour-market-reports-data-and-analysis/jobs-online/>

- g) the proportions of trainees by ethnic group were relatively stable, with a decline in the proportion of European trainees (from 53% in 2019 to 50% in 2020), and an increase in the proportion of Asian trainees (from 15% in 2019 to 17% in 2020)
- h) the number of female trainees declined at a slightly higher rate (10%) than male trainees (8.4%), but the proportion of trainees by gender remained similar to those in 2019.

Table 3: Counts of trainees by selected characteristics

Characteristic	Sub-category	2019	2020	% change
Entrants		29,300	24,900	-15%
Withdrawals		13,700	14,500	5.9%
Age	Aged under 30 years	35,000	30,500	-13%
	Aged 30 years and over	49,600	46,200	-6.9%
Gender	% of total are female	48%	48%	
Selected ethnic group	% of total are European	53%	50%	
	% of total are Māori	18%	18%	
	% of total are Pacific peoples	10%	10%	
	% of total are Asian	15%	17%	
Total		84,600	76,700	-9.3%

Note: Counts are rounded to the nearest hundred.

Achievement of apprentices

8. Table 4 shows selected statistics on achievement by apprentices. There was a decline in the level of achievement in 2020, measured as the number of credits and qualifications awarded. This may be because COVID lockdowns and associated workplace disruption meant there were fewer opportunities than normal to conduct formal assessments of training.
9. The data shows that between 2019 and 2020:
 - a) the number of apprentices gaining qualifications decreased by 2.7% while the number of qualifications awarded decreased by 9.3%
 - b) the proportion of inactive apprentices (those awarded no credits in a year) increased to 33%, from 24% in 2019
 - c) overall, the five-year qualification completion rate for apprentices decreased from 58% in 2019 to 54% in 2020
 - d) the five-year qualification completion rate for Māori apprentices decreased by 6 percentage points to 45%, while the rate for Pacific Peoples increased, from 42% to 46%
 - e) the five-year qualification completion rate for apprentices with NCEA Levels 2 or 3 as their highest prior qualifications held steady, but increased for apprentices holding bachelors or higher degrees, and declined for apprentices with prior post-school certificates and diplomas
 - f) the five-year qualification completion rate for men declined slightly more than for women.

Table 4: Selected statistics on the achievement of apprentices

Measure	Characteristics	2019	2020	% change
Counts	Apprentices achieving qualifications	10,100	9,800	-2.7%
	Qualifications awarded	11,500	10,400	-9.4%
Inactivity	% of apprentices that attained no credits in year	24%	33%	
Five-year qualification completion rates	Overall	58%	54%	
	European	59%	56%	
	Māori	51%	45%	
	Pacific peoples	42%	46%	
	Males	57%	54%	
	Females	59%	57%	

Note: Counts are rounded to the nearest hundred.

Achievement of trainees

10. As with apprentices, there was a decline in the level of achievement in 2020, measured as the number of credits and qualifications awarded. This may be because COVID lockdowns and associated workplace disruption meant there were fewer opportunities than normal to conduct formal assessments of training.
11. The 2020 data shows that:
 - a) between 2019 and 2020, the number of trainees gaining qualifications decreased by 5.1% to 27,200, while the number of qualifications awarded decreased by 5.7% to 28,100
 - b) the proportion of trainees gaining no credits (inactive trainees) increased from 35% in 2019 to 37% in 2020; the highest rate since 2011
 - c) overall, the five-year qualification completion rate for trainees decreased from 63% in 2019 to 60% in 2020.

Table 5: Selected statistics on the achievement of trainees

Measure	Characteristics	2019	2020	% change
Counts	Trainees achieving qualifications	28,700	27,200	-5.1%
	Qualifications awarded	29,800	28,100	-5.7%
Inactivity rate	% of trainees that attained no credits in year	35%	37%	
Five-year qualification completion rates	Overall	63%	60%	
	European	63%	63%	
	Māori	57%	55%	
	Pacific peoples	70%	70%	
	Males	59%	58%	
	Females	67%	63%	

Note: Counts are rounded to the nearest hundred.

Next Steps

12. The Workplace-Based Learners tables on the Education Counts website will be updated on 27 May.