



Industry Training in New Zealand



Who are we

The Industry Training Federation (ITF) is the national body for New Zealand's eleven Industry Training Organisations (ITOs), advocating for workplace training and apprenticeships as the collective voice of the ITOs.

We work with key government agencies, the education sector, employers and industry to advocate for employment policy, skills and workplace training, all driving New Zealand towards maintaining a more skilled and productive workforce.

We encourage employer-led education and training, lifelong learning and vocational education that is designed to meet specific industry needs.

What is Industry Training?

Industry training, which includes apprenticeships and trades training, involves learning and earning on-the-job. It's the 'earn and learn' pathway.

It includes the traditional trades and a wide range of other industries and services that are key to building a strong economy.

It covers primary industries, social and community services, retail and service industries, construction and infrastructure, creative industries and manufacturing and technology.

Training involves both practical on-the-job and off-the-job components, which may include coursework, block or evening courses, depending on the industry.



The New Zealand System

Employers and ITOs are at the heart of the workplace training system, working together to provide training of the highest standards that meets the needs of each sector and industry.

Employers lead the training process with the on-the-job practical training and assessment and support for off-the-job assessments and learning.

The ITOs design qualifications and training programmes that meet that needs of all the industries and sectors that are involved. They also provide thought leadership in terms of skills and training requirements, that enhance careers in the workforce, increase productivity, and help manage skill shortages in the New Zealand workforce.

Industry training also involves a large number of education and training providers, such as polytechnics and private training establishments (PTEs), who provide block courses and theory.



In 2016, around **148,000** people were training in 25,000 businesses nationwide.



The role of the ITOs

ITOs are industry owned, recognised by government and receive funding from both.

Their most important role is to connect the skills and needs of industry and the labour market with vocational education and training system.

To achieve this ITOs:

- ▶ *Provide advice and information to employers, providers and trainees.*
- ▶ *Develop and arrange education, training and assessment for apprentices and trainees.*
- ▶ *Ensure national skill and industry needs are being met.*

The Benefits of Industry Training

There are many benefits to industry training for both employers and trainees;



If you're an employer

- ▶ *You are able to train, educate and mentor your staff while they learn your business from the ground up.*
- ▶ *Training in industry develops the right skills at the right time, and secures the future of your industry.*
- ▶ *Investing in your employees' training and professional development creates better, more talented staff working for your business.*
- ▶ *ITOs provide quality assured training and support, linked to nationally recognised qualifications.*

Around **50,000** New Zealand qualifications are gained each year through industry training.

If you're a trainee

- ▲ *You earn money as you learn, so you won't need a student loan.*
- ▲ *You can gain theoretical and practical skills at the same time.*
- ▲ *You can earn one or more national certificates, depending on the programme and industry you are in.*
- ▲ *You can take part in workplace or industry training at any age.*



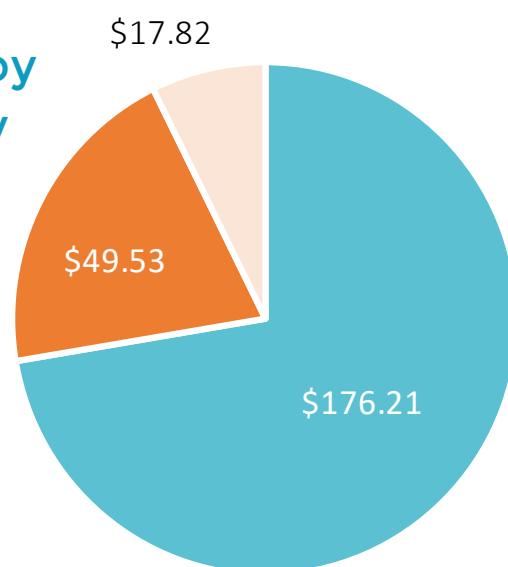
Funding, Participation, and Qualifications in Industry Training

Industry training receives both government and industry funding. As a sector it delivers a significant portion of the tertiary qualification completions each year, with less than 7% of the annual government investment in tertiary education, and even less once the costs of student support for provider-based learners is factored in.

1. Industry Training is funded by both Government and Industry

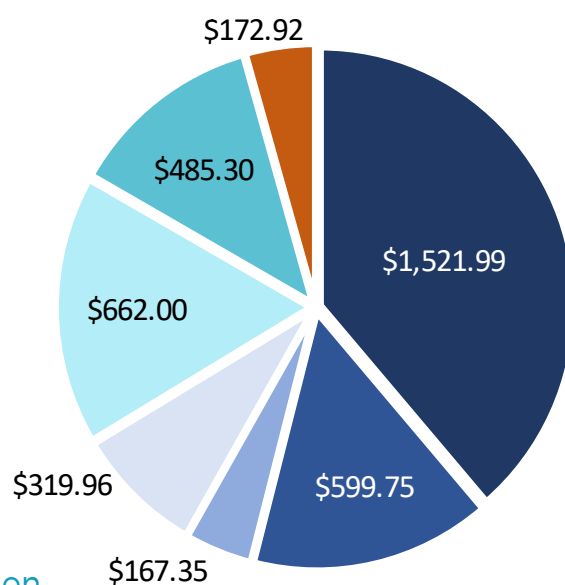
Industry Training Funding 2016 (millions)

- Government Funding Allocation
- Industry Funding
- Other Non-Governmental Income



2a. Funding Allocations and Student Support 2016 (millions)

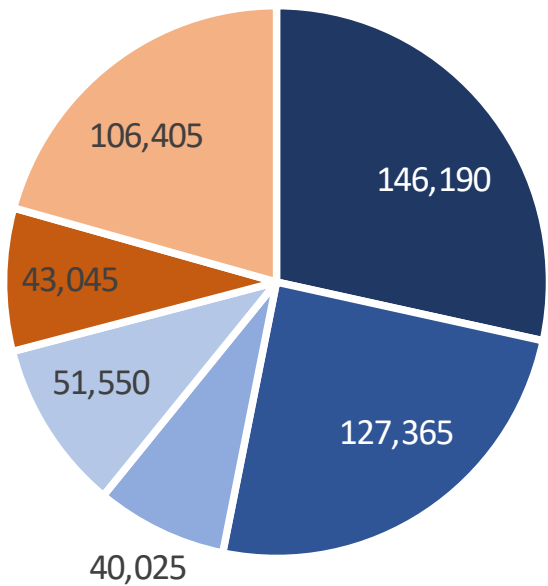
- University (not incl Centres of Research Excellence)
- ITPs
- Wānanga
- PTEs
- Student Loan Writedown
- Student Allowance and Accommodation
- Industry Training



2b. Participation

2016 Enrolments By Sector

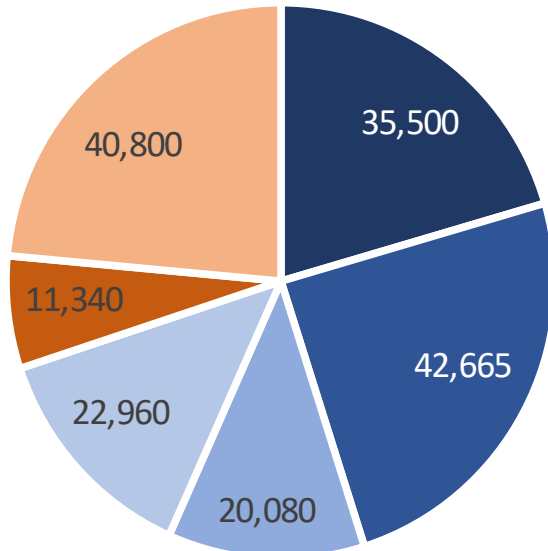
- Universities
- ITPs
- Wānanga
- Private Training Establishments (PTEs)
- Apprentices
- Trainees



2c. Qualification Completions

2016 Qualifications Completions By Sector

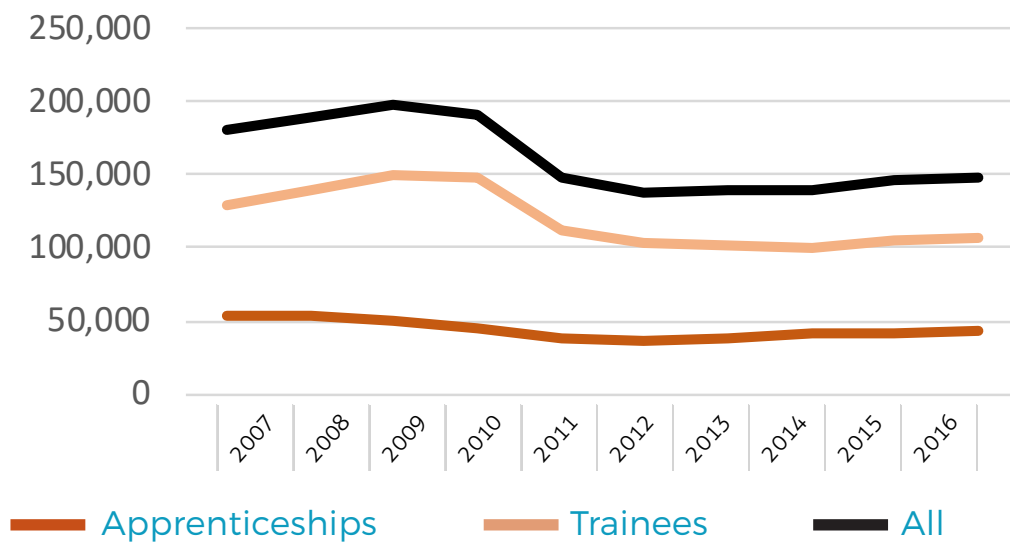
- Universities
- ITPs
- Wānanga
- PTEs
- Apprentices
- Trainees



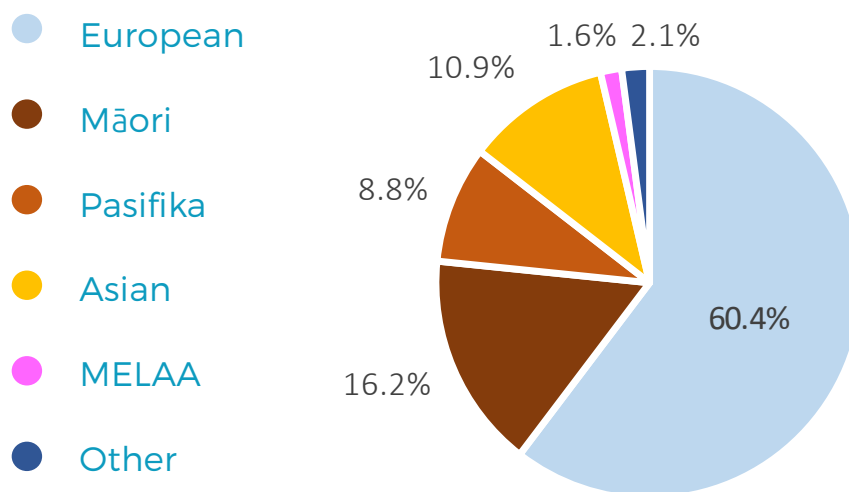
Industry Training Participation and Demographics

A wide cross-section of New Zealanders participate in industry training, with an increasing number entering the system in their 20s with the aim of upskilling to advance their careers.

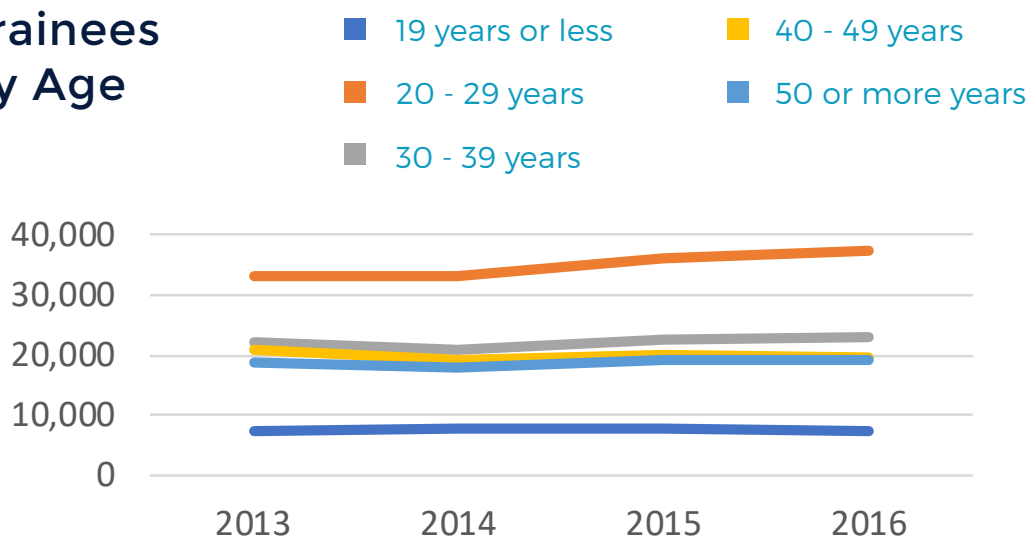
Industry Training Participation



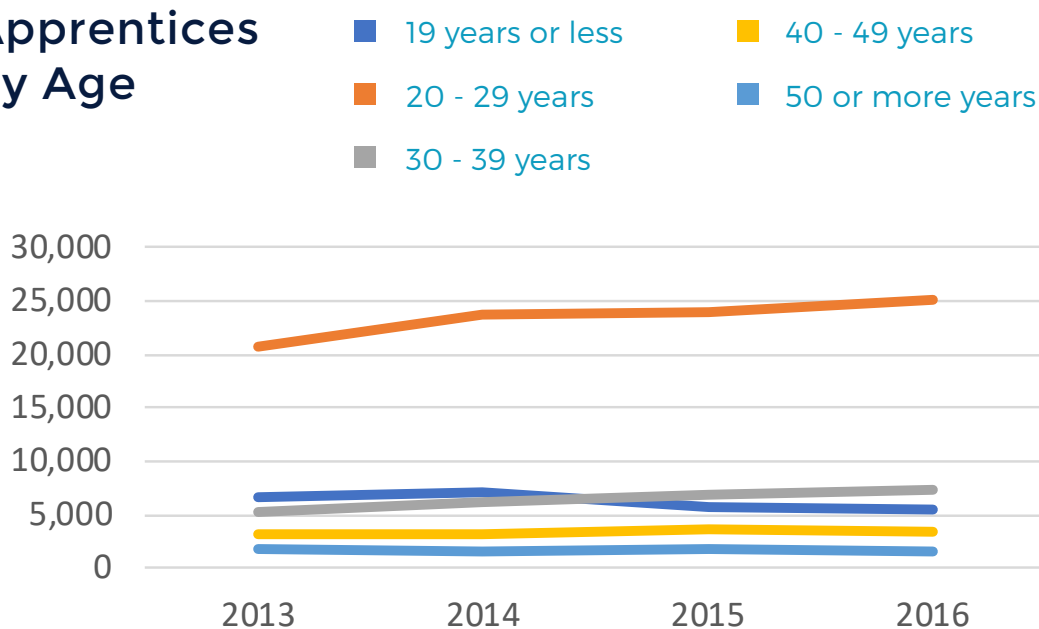
Industry Trainees and Apprentices by Ethnicity



Trainees by Age

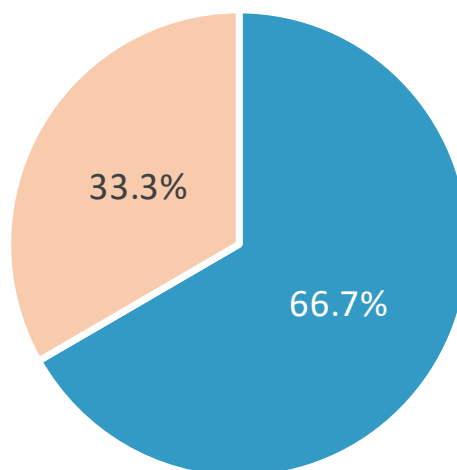


Apprentices by Age



Gender of Trainees and Apprentices 2016

- Male
- Female



Industry Training Organisations



BCITO
buildingpeople

 **Careerforce**
te toi pūkenga

Competenz 
Skills for industry

CONEXIS
qualify for success


HITO


MITO


NZmarine
& composites
INDUSTRY TRAINING ORGANISATION

 **PrimaryITO**
KNOWLEDGE TO GROW

Service IQ
SMARTER PEOPLE FOR
SMARTER BUSINESSES


SKILLS
ACTIVE ITO
AOTEAROA

skills.
Grow by growing others