

# Industry Training Fund: New Zealand Apprenticeships

## 2019 Investment Brief

We invest in this provision to provide strong career outcomes for apprentices and a skilled and competent workforce. Investing in this provision will also drive business productivity and support future labour market demand.

**Increase credit achievement rates for Māori and Pasifika and young learners**

### We want an increase in credit achievement rates for Māori and Pasifika learners

Credit achievement rates for Māori and Pasifika learners are low compared to non-Māori and non-Pasifika rates. We want to achieve parity between these groups by 2022. To achieve this goal we have set two and four year credit achievement targets. We expect 2017 credit achievement rates for non-Māori and non-Pasifika to be maintained.

Pasifika	72%	80%	88%
Maori	77%	82.5%	88%
Non-Māori and non-Pasifika			88%

### We want an increase in credit achievement rates for young learners aged 24 and under

Credit achievement rates for young learners are low compared to older learner rates. We want to achieve parity between these groups by 2022. To achieve this goal we have set two and four year credit achievement targets. We expect 2017 credit achievement rates for learners aged 25 and over to be maintained.

Learners aged 24 and under	79%	86%	93%
Learners aged 25 and over			93%

**Key**

2020 Target
2022 Target
2017 Actual

**Increase cohort programme completion rates for Māori and Pasifika learners**

### We want an increase in cohort programme completion rates for Māori and Pasifika learners

Programme completion rates for Māori and Pasifika learners are low compared to non-Māori and non-Pasifika learners. We want to achieve parity between these groups by 2022. To achieve this goal we have set two and four year targets. We expect 2017 cohort programme completion rates for non-Māori and non-Pasifika to be maintained.

Māori	45%	53.5%	62%
Pasifika	49%	55.5%	62%
Non-Māori and non-Pasifika			62%

**Getting greater value for industries and the government**

### We want to focus our investment on getting greater value for industries, learners and the government

We want to focus our investment on ensuring greatest value to learners and encouraging and supporting industry needs and productivity. This includes targeting our funding towards sectors where a priority need for skill development has been established such as the construction, food and fibres, automotive, manufacturing and service industries. We will also consider the Government's skills shortage list when allocating New Zealand Apprenticeship funding.

## Inform

Plan Guidance and Investment Briefs set out what we look for in Investment Plans (Plans).

We will provide information to help you develop and deliver your Plan, including:

- › information products to explore your delivery and educational performance
- › information about what currently works in the system and information about where we want to see improvement.

## Influence

A main focus for 2020-2022 Plans will be to make much greater progress in lifting credit achievement rates for Māori, Pasifika and young learners and lifting cohort programme completion rates for Māori and Pasifika learners.

To achieve this we will:

- › work with you to set a challenging but realistic ambition for achievement for Māori learners and young learners
- › work with you as you develop strategies to be implemented in your next Plan that address barriers, realise opportunities and understand the evidence that support these opportunities
- › work with you and other ITOs on proactively fostering employer engagement
- › pay close attention to what you are currently doing; what works or doesn't work; and what will you stop, maintain, or start?

## Invest

In 2018 the value of Industry Training New Zealand Apprenticeships delivery was approximately \$102m. In future we will direct our investment to provision that provides better outcomes for learners with a particular focus on credit achievement rates for Māori, Pasifika and young learners and cohort programme completion rates for Māori and Pasifika learners.

We will target our investment by:

- › only approving Plans that include evidence-based initiatives that will make a much bigger contribution to reduce disparities in achievements for Māori, Pasifika and young learners
- › further investing in ITOs which successfully deliver on their commitments for improving Māori Learners, Pasifika learners and young learners.