

Aide-Memoire: Overview of Nursing related delivery

To:	Hon Chris Hipkins, Minister of Education
From:	Gillian Dudgeon, Deputy Chief Executive, Delivery
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Purpose

1. This aide-memoire is in response to the NZ Herald article¹ published on 2 July 2021 about the decline in the number of nursing learners between 2015 and 2020.
2. We have provided you with context and analysis on the figures used in the media article and contrasted these with TEC funded enrolments in nursing, midwifery and health and community care related qualifications between 2015 and 2020.
3. We recommend that this aide-memoire is proactively released in full.

Background on nursing learner numbers used in the NZ Herald article

Nursing learner numbers used in the article require more detailed analysis

4. We reviewed the figures quoted in the NZ Herald article² and found the enrolment numbers cited do not provide a complete picture of enrolments in nursing related qualifications between 2015 and 2020.
5. The nursing numbers cited in the article were classified based on the courses being studied, rather than counting learners enrolled in qualifications specifically related to nursing. This approach excludes learners in health and community care if most of the courses are in a subject area outside of nursing. In addition, the learner numbers used in the article:
 - include all levels of study (levels 1 to 10)
 - include all provider-based learners (including both domestic and international)
 - exclude industry based training learners in health and community care
6. Our conclusion is that the scope of the data in the article is too broad to support the claim that there is a near-record decline in learners studying nursing between 2015 and 2020.

¹Source: NZ Herald (2 July 2021) *Student nurses open up on 'anxiety' and fears, as numbers in training drop to near record low*. <https://www.nzherald.co.nz/nz/student-nurses-open-up-on-anxiety-and-fears-as-numbers-in-training-drop-to-near-record-low/P3TEP3WW6MSXITEG334VD6IN4U/>

² Figures in the article were sourced from tertiary enrolment data published by Ministry of Education (MoE) on www.educationcounts.govt.nz.

We have analysed learner enrolments in four health occupations to provide more context

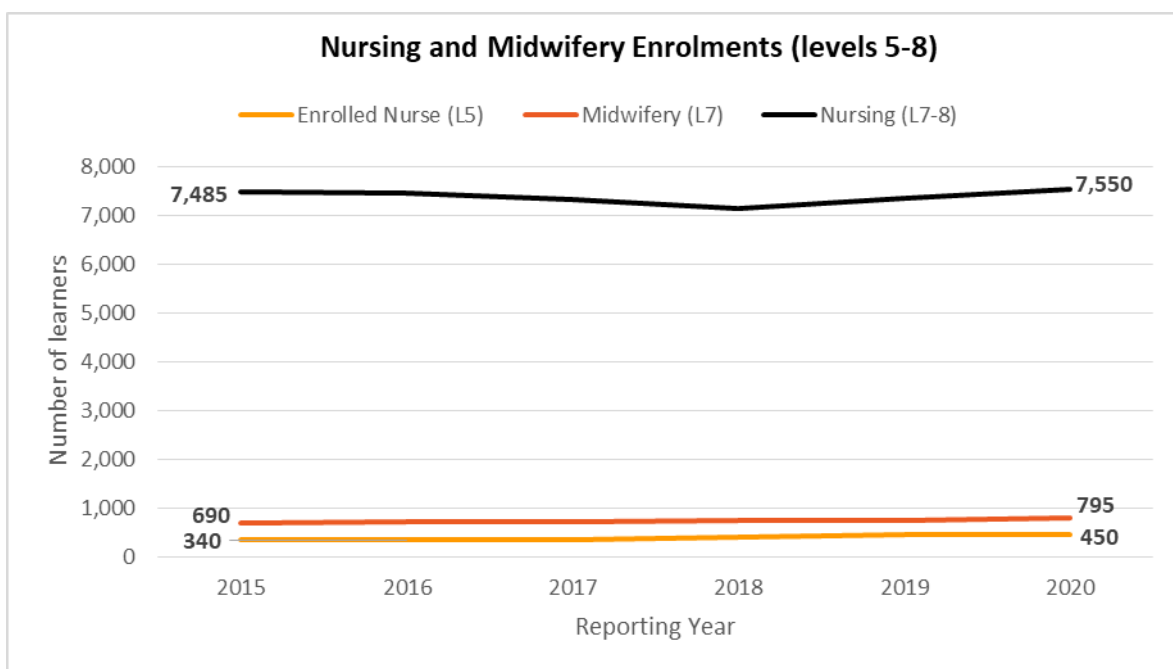
7. The rest of this aide-memoire provides our key findings and insights of learners enrolled in qualifications specially related nursing. We have used the four key qualification entry points into nursing, midwifery and health and community care that meet the entry requirements for registration set by the Nursing Council of New Zealand, Midwifery Council and the qualification requirements for care and support workers. These are:

- o Registered Nurse: degree level qualifications, including honours (levels 7 and 8)³
- o Enrolled Nurse: Diploma of Enrolled Nursing (level 5)
- o Registered Midwife: accredited degree level qualifications (level 7)
- o Health and Community Care: New Zealand Certificate in Health and Wellbeing (levels 2-4)

Nursing and Midwifery related qualifications

The number of funded learner enrolments has been gradually increasing since 2018

8. There has been a slight overall growth in learners enrolled in degree level nursing, enrolled nurse and midwifery qualifications⁴ between 2015 and 2020.



Degree level nursing enrolments have been increasing since 2018

9. Overall, the number of funded learners enrolled in degree level nursing qualifications has remained steady at around 7,400 per year between 2015 and 2020. Following a drop in

³ There is an entry pathway to become a Registered Nurse with completion of a level 9 (Masters) nursing qualification. The number of learners is not included as we cannot easily determine learners whose programme of study is focussed on gaining registration from those who are doing advanced study.

⁴ Education entry requirements for registration are set by the Nursing Council of New Zealand and Midwifery Council.

learners between 2016 and 2018, there were 7,550⁵ learners enrolled in 2020, an increase of 175 learners (2%) compared to 2019.

10. The increase in degree level nursing enrolments has continued into 2021, with 7,285 learners reported in the April 2021 Single Data Return (SDR)⁶, an 8% increase compared to April 2020.

Educational performance for degree level nursing is comparatively high for first-year retention and qualification completion

11. The first-year retention rate for degree level nursing was over 82% between 2018 and 2020. This is higher than the sector average of 76% for degree level study in all subject areas over the same period.

12. The qualification completion rate⁷ for learners completing a degree level nursing qualification averaged around 67% between 2015 and 2020. This is higher than the sector average of 59% at degree level over the same period. There were, on average, 1,690 learners who completed degree level nursing qualifications each year between 2018 and 2020.

While relatively low, enrolments in enrolled nursing are increasing

13. Enrolled nurses practice under the direction and delegation of a registered nurse or nurse practitioner. The Diploma of Enrolled Nursing was added as an eligible qualification under the Targeted Training and Apprenticeship Fund (TTAF)⁸ from 1 January 2021.

14. The number of learners enrolled in the Diploma of Enrolled Nursing is relatively small compared to the numbers enrolled in degree level nursing. The number has slowly increased from 340 in 2015 to 450 in 2020. There was an increase of 75 learners (20%) reported in April 2021 compared to April 2020. The increase is likely due to TTAF.

15. The qualification completion rate for the Diploma of Enrolled Nursing was 77% in 2020. This compares to the sector average of 58% across all level 5 qualifications⁹.

There was an increase of 60 midwifery learners in 2020

16. In New Zealand, to become a midwife you must complete a Midwifery Council accredited level 7 Bachelor of Midwifery qualification. There are currently five accredited qualifications at two universities and three Te Pūkenga subsidiaries.

17. The number of funded learners enrolled in accredited midwifery qualifications increased slowly from 690 to 735 (7%) between 2015 and 2019. However, in 2020 there were 795 learners, an

⁵ All values have been rounded to the nearest 5.

⁶ Providers (Universities, Te Pūkenga subsidiaries, Wānanga and Private Training Establishments) submit their SDR data three times a year (April, August, and December). Enrolments are cumulative and build from January to December during the calendar year. 2021 data is at April 2021; data is interim and subject to change.

⁷ Qualification completion rate shows the proportion of learners in a starting cohort who go on to complete a qualification at the same level at the same TEO. The qualification the learner initially enrolled in can be different than the qualification completed.

⁸ The Targeted Training and Apprenticeship Fund (TTAF) supports learners to undertake vocational education and training without fees. TTAF covers fees from 1 July 2020 to 31 December 2022 for a range of training qualifications and programmes and all apprenticeships at sub-degree level for learners.

⁹ The retention rate is not measured due to the duration of the qualification.

increase of 60 learners (8%) compared to 2019. In the April 2021 SDR, there were 895 learners enrolled in Bachelor of Midwifery, an 18% increase compared to April 2020.

18. The first-year retention rate (76%) and qualification completion rate (58%) for midwifery learners are both within 1% of the sector average for degree level study.

Health and Community Care

Learner numbers in health and community care qualifications have increased between 2017 and 2021

19. In 2015, the New Zealand Qualifications Authority and Careerforce ITO conducted a Targeted Review of Qualifications (TROQ) for Health, Disability and Aged Support; Community Support Services; and Social Services qualifications. The review included an analysis of the sectors' learning needs and extensive consultation with stakeholders.
20. The TROQ process confirmed the need for a suite of qualifications recognising shared graduate capabilities and providing clear education pathways for learners in both provider-based and industry based training environments. The New Zealand Certificate in Health and Wellbeing (levels 2 to 4) with specialised strands covering areas such as primary care, aged care, rehabilitation and mental health was chosen to replace a range of national certificates.
21. A pay equity settlement with care and support workers came into force on 1 July 2017. As part of the settlement, pay rate progression was linked to either length of service or qualification completion based on the New Zealand Certificate in Health and Wellbeing (levels 2 to 4)¹⁰. The pay equity settlement created incentives to help care and support workers gain formal qualifications. Employers are required to support workers covered by the settlement to gain qualifications during their career.
22. The number of learners enrolled in the New Zealand Certificate in Health and Wellbeing (across levels 2 to 4) increased 21%, from 13,340 to 16,185, between 2017 and 2020. In 2020, 32% of learners were enrolled in provider-based study, compared to 68% in industry based training.¹¹ The growth in learners may partly be driven by the TROQ process and the pay equity settlement for care and support workers outlined above, and the introduction of TTAF to support New Zealand's recovery from COVID-19.

Next steps

23. TEC will continue to engage with the Ministry of Health, Kahui Tuitui Tangata-Technical Advisory Services (TAS) and Ministry of Education on health workforce planning.

¹⁰ Or assessed by Careerforce ITO as equivalent to a level, 2, 3 or 4 New Zealand Certificate in Health and Wellbeing from an NZQA-accredited provider.

¹¹ We have not provided educational performance indicators due to the learners being enrolled in both provider based learning and industry based training. Educational performance is measured differently in each sector and the indicators are not directly comparable.

Gillian Dudgeon



Deputy Chief Executive, Delivery

2 August 2021

Hon Chris Hipkins



Minister of Education

31 / 08 / 2021