

BCITO

building people.





Industry Training Perspective

Ruma Karaitiana

Kaiwhakahaere Matua - Chief Executive

Building & Construction Industry Training
Organisation



- Many Māori begin and end their tertiary education within the industry training sector
- Little known about or researched
- Little attention given within the system to the particular needs/differences in circumstance
- Most research on Māori in the tertiary sector does not include learners in Industry Training
- Well understood concepts and practices do not apply or work in Industry Training



Between us we are making gains!

Highest qualification for Māori aged 15 years and over 2006 and 2013 Censuses

Highest qualification	2006 Census		2013 Census	
	Number	Percent	Number	Percent
No qualification	130,146	40.0	119,544	33.4
Level 1–4 certificate	152,238	46.8	179,436	50.2
Level 5–6 diploma	19,563	6.0	22,461	6.3
Bachelor's degree or higher	23,067	7.1	36,072	10.1
Total Māori	325,014	...	357,513	...
Symbol: ... not applicable				
Source: Statistics New Zealand				

Between us we are making gains!

- In 2013, 36,072 Māori stated a bachelor's degree or higher as their highest qualification, compared with 23,070 in 2006 (up 56.4 per cent).



Between us we are making gains!

- In 2013, 179,436 Māori stated a Level 1 - 4 certificate as their highest qualification, compared with 152,238 in 2006
- In 2013, 22,461 Māori stated a Level 5 - 6 diploma as their highest qualification, compared with 19,563 in 2006
- But is it enough?



Overall data is also looking positive



MBIE - Māori in the Labour Market - December 2014

.....but not over time series

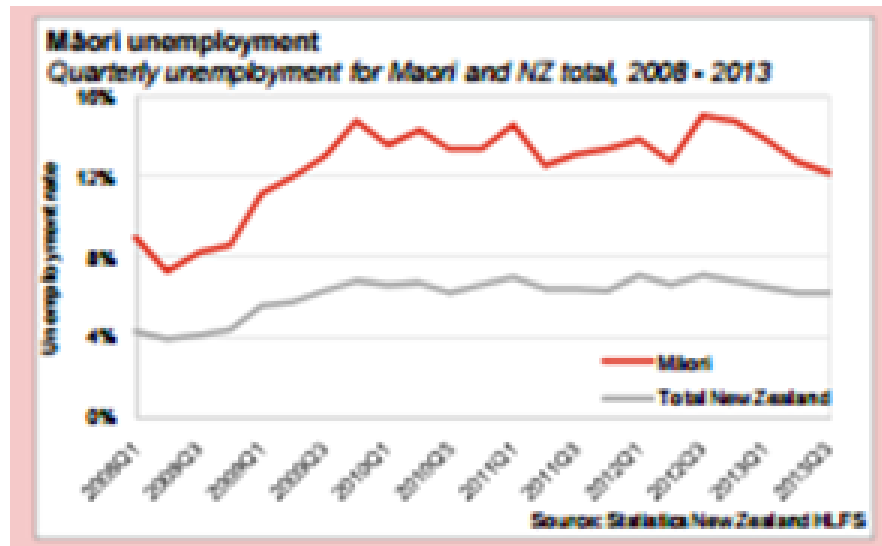
Labour force status for the Māori ethnic group aged 15 years and over 2006 and 2013 Censuses

Labour force status	2006 Census		2013 Census	
	Number	Percent	Number	Percent
Employed full-time	175,545	48.0	172,116	43.4
Employed part-time	49,812	13.6	51,810	13.1
Unemployed	27,876	7.6	41,295	10.4
Not in the labour force	112,173	30.7	131,070	33.1
Total Māori	365,406	...	396,285	...

Symbol: ... not applicable
Source: Statistics New Zealand

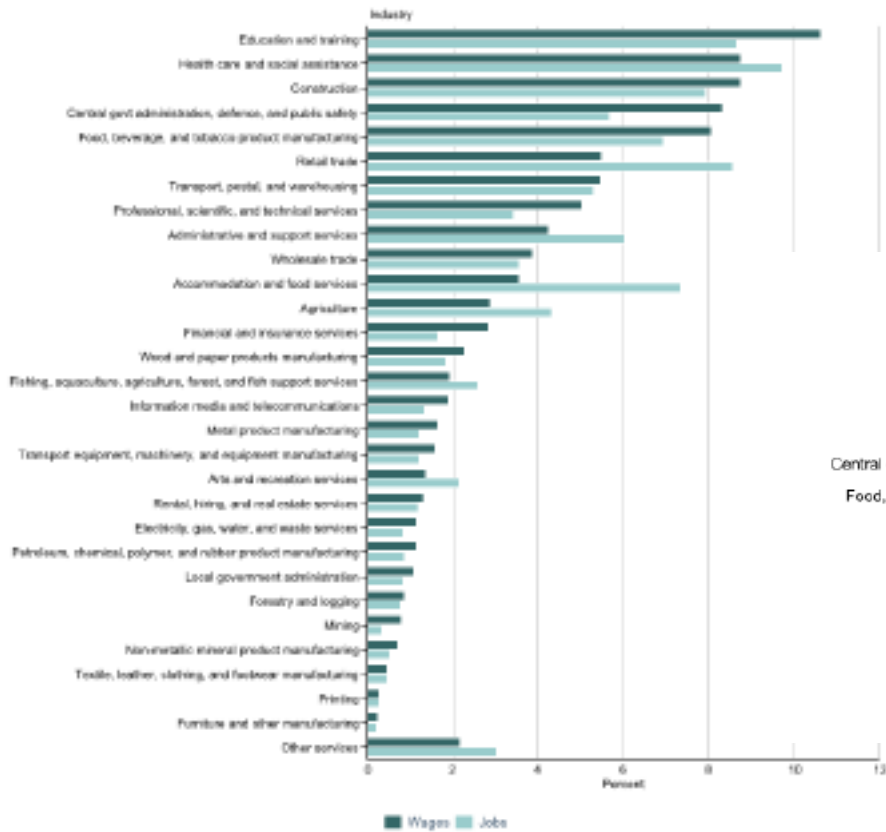
....nor those persistent social measure

- During 2010 to 2013, around 34% of Māori lived in poor households, compared with 16% of European children (using an after housing cost (AHC) <60% fixed-line measure) Source: Key Findings of the Child Poverty Monitor 2014 Technical Report



Translating education into income

Distribution of Māori employees for wages and jobs, by industry
June 2014 quarter



Source: Statistics New Zealand

Source: Statistics NZ Census 2013

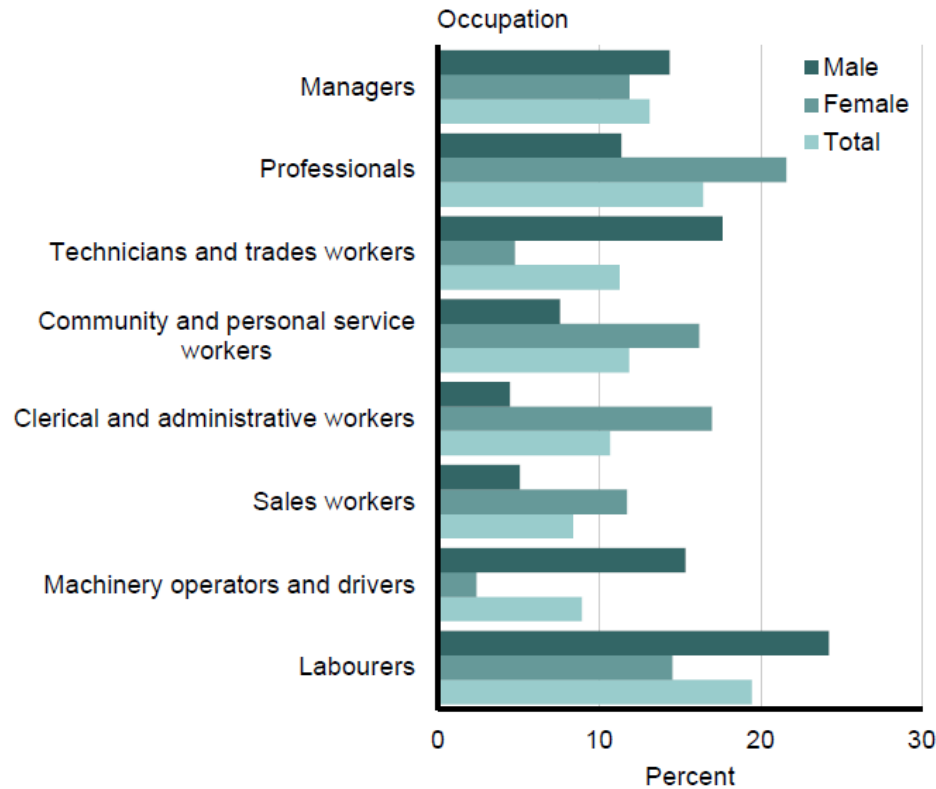
Distribution of Māori employees for wages and jobs, by industry
June 2014 quarter



Translating education into income

Major occupational groups for employed Māori ethnic group aged 15 years and over

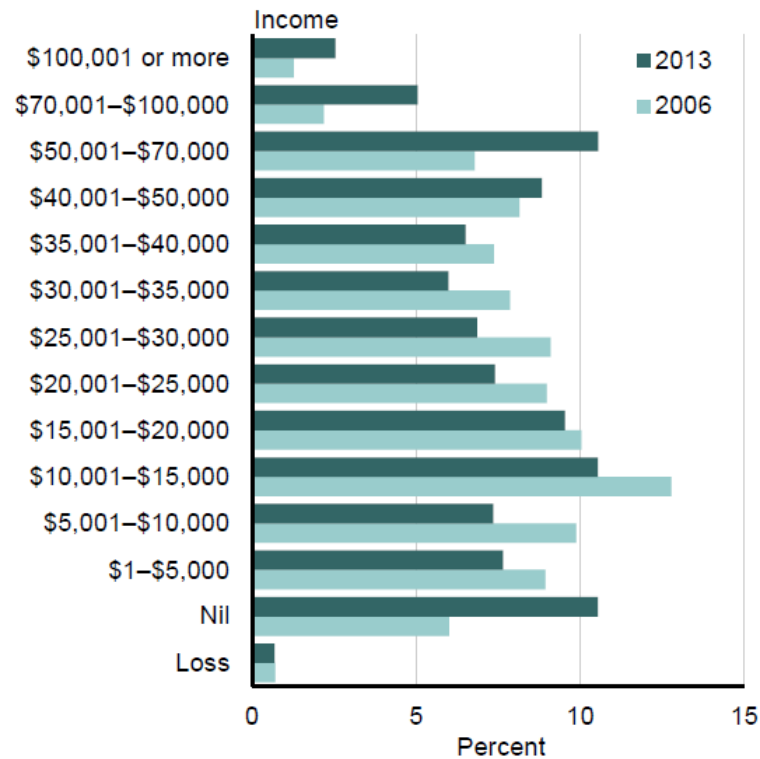
By sex
2013 Census



Source: Statistics New Zealand

Translating education into income

Total personal income for Māori aged 15 years and over
2006 and 2013 Censuses



Source: Statistics New Zealand

Māori in Business

MBIE – Data from 2013 Census

- **Over 21,700 Māori run their own business.**
14,900 were sole traders (self-employed and without employees) 6,800 were employers.
- **Māori are half as likely to be self-employed as the total population.**
Māori 10 per cent compared to 19.8 per cent and 18.7 per cent for non-Māori and the total population, respectively.
- **Median income gaps with the total population tend to be smaller for Māori who run their own business than for Māori employees.**

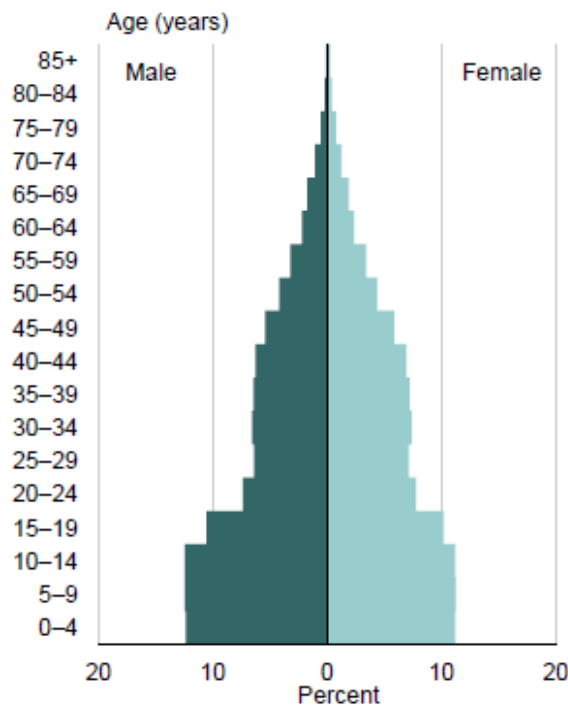
Education is not just about VET!

- Education is about more than employment (although the majority of tertiary education is vocational training in disguise?)
- Pure education is a societal good
- Te Reo & Tikanga Māori are societal good
- Stand alone or in addition to....
- Sustainable individuals and sustainable whānau

Too many tripping over transitions

Māori ethnic group

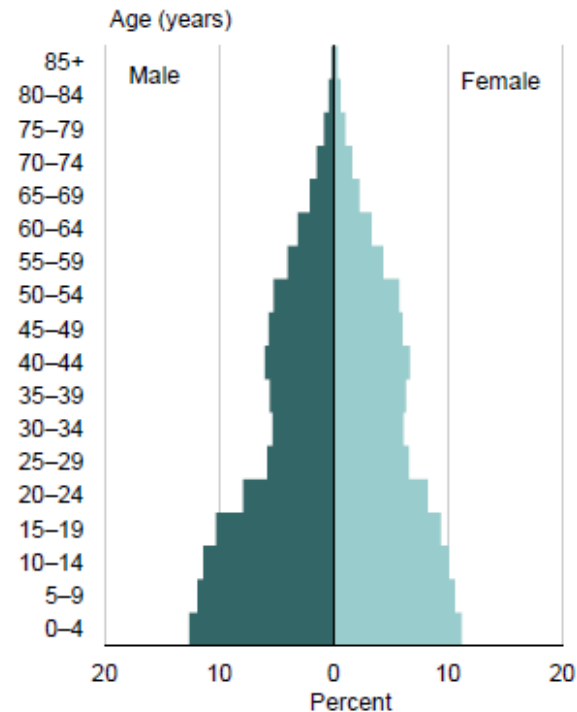
By age and sex
2006 Census



Source: Statistics New Zealand

Māori ethnic group

By age and sex
2013 Census



Source: Statistics New Zealand

Te Ako Tiketike

A Model for Successful Māori Learners in Workplace Settings

1. Personal commitment, attitude & motivation
2. Peer mentoring, peer learning & role models
3. Connectedness (with employer, the ITO and colleagues)
4. Whānau support and encouragement
5. Strong Foundations (literacy, numeracy & financial management)
 - Continuing to require significant change

Kerehoma; Connor; Garrow; Young (2013)

A Model for Successful Māori Learners in Workplace Settings



Plenty of programme attention

- the Māori and Pasifika Trades Training initiative is to enable more Māori learners to enter into workplace trades training.
- He Toki ki te Rika
- Applying what is known – pastoral support - whānau



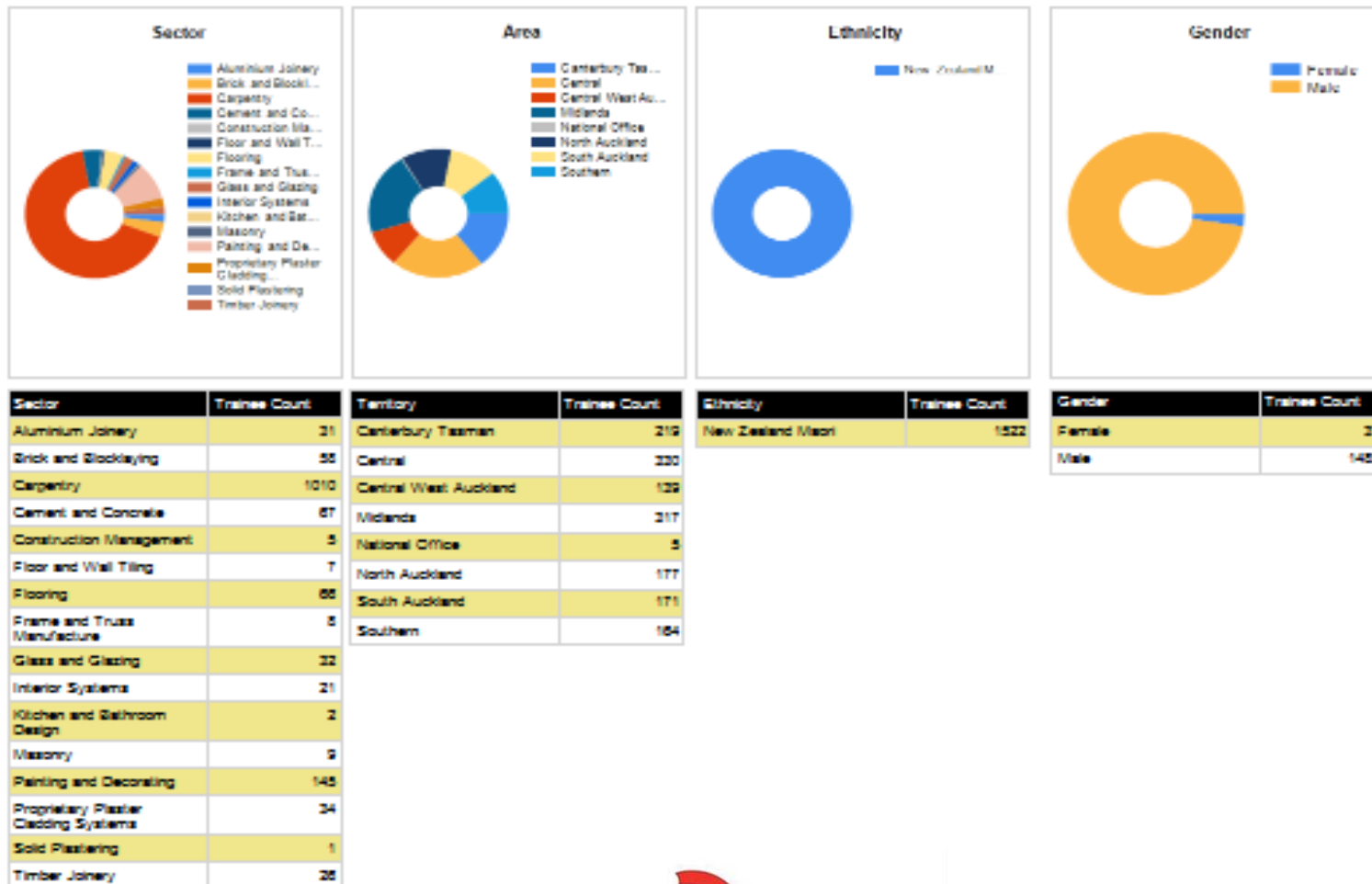
BCITO Te Puni Kokiri Pilot

- Bridging transitions
 - 95 cadetships for Māori over a 6 month program in employment converting to apprenticeships at level 4
- “Kicking up a Level”
 - 13 cadetships for qualified Māori trades
Training in Management & Supervision



The BCITO Journey

Active Trainee Demographics and Contact Details



The BCITO Journey

- Constantly challenged by system constraints
- Currently being challenged by growth
- Māori Programme
Completion still lagging
- Māori strategy currently under review and refresh



The BCITO Journey

Educational Performance Indicators (Report data as at: 31 Dec 2014)				
		Numerator	Denominator	%
Credit completion - achieved versus expected credits				
Levels 1 to 3	All trainees and apprentices	21,676	27,225	79.62%
	Māori	4,009	5,703	70.30%
Levels 4 & above	All trainees and apprentices	603,513	576,796	104.63%
	Māori	80,101	82,340	97.28%
Programme completion - nominal credit weighted				
Levels 1 to 3	All trainees and apprentices	17,274	27,204	63.50%
	Māori	2,204	5,703	38.65%
Levels 4 & above	All trainees and apprentices	437,523	576,462	75.90%
	Māori	56,676	82,323	68.85%

< 9.32%

< 7.35%

< 24.85%

< 7.05%

The BCITO Journey

- It is early days on a long journey
- The journey is of our own making

Mō tātou, ā, mō ka uri a muri ake nei

For us and our children after us

Matua Sir Mark Solomon



**building
people.**

