

BCITO

He Hunga Hanga Mātou

building people

SCARLATTI

Turning research into action

NZVETRF

Why apprentices withdraw - And what that means for providers

Adam Barker, Scarlatti



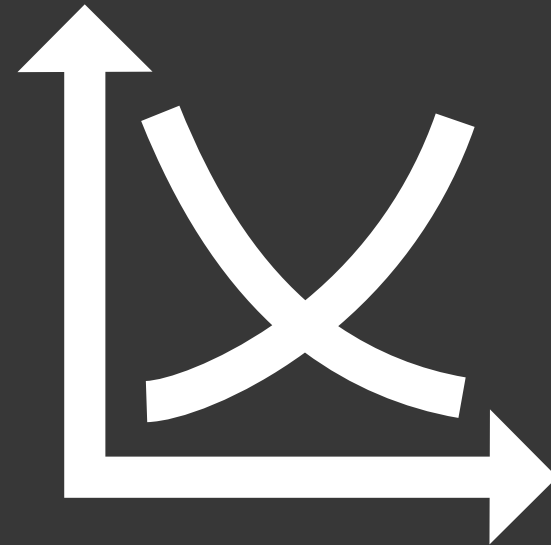
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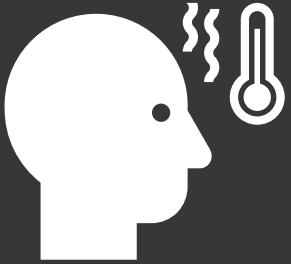
- BCITO facilitates the delivery of work-based learning for 16 construction trades across NZ.
- 2024 = 15,500 apprentices and 7,200 employers.
- Through on-the-job training and regular guidance, we build a skilled workforce where people can excel.

The problem BCITO face...

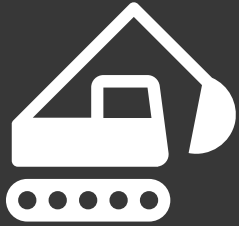
- Learner withdrawal is expensive and a loss for all involved
- The rate of withdrawals increased
- Why? What can be done?



... during a period of complex change



COVID-19
pandemic



Construction
boom and
decline



Labour and
materials
shortages



Introduction and
end of funding



RoVE
reforms (and
deforms!)

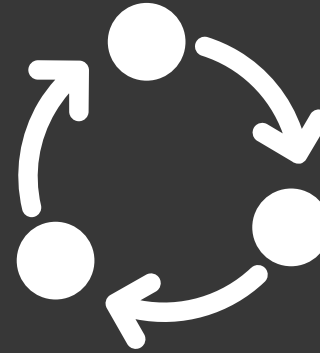


New
competitors

Why it is relevant to all of us



The **reasons** will be similar in other sectors



The **research approach** will be relevant to other sectors

Research questions

Have withdrawal rates changed?

Who is most at risk of withdrawing?

Why do apprentices withdraw?

Why have withdrawal rates changes?

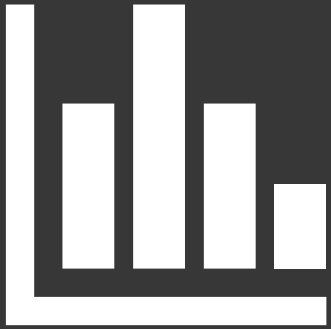
What can be done to obtain better apprentice outcomes?



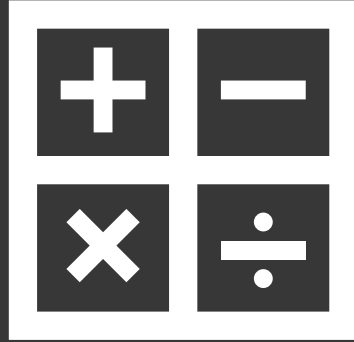
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Our methodology



Analysis
of IDI data and
internal BCITO
data



Modelling
Using IDI data
and internal
BCITO data



Interviews
With 40
employers and
80 apprentices



Workshops
With 15
employers and
11 BCITO staff



Results

Research questions

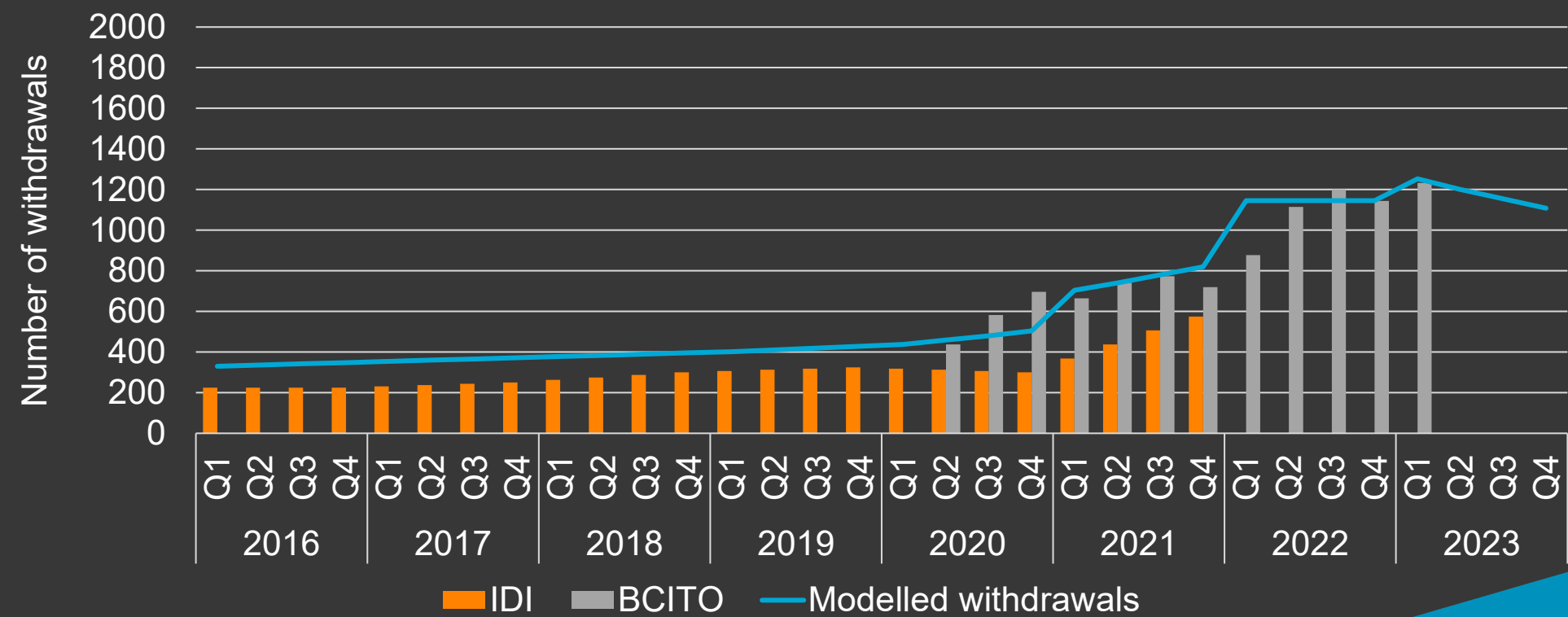
1. Have withdrawals changed, and if so, by how much?



Quantitative results

1. Have withdrawal rates changed and if so, by how much?

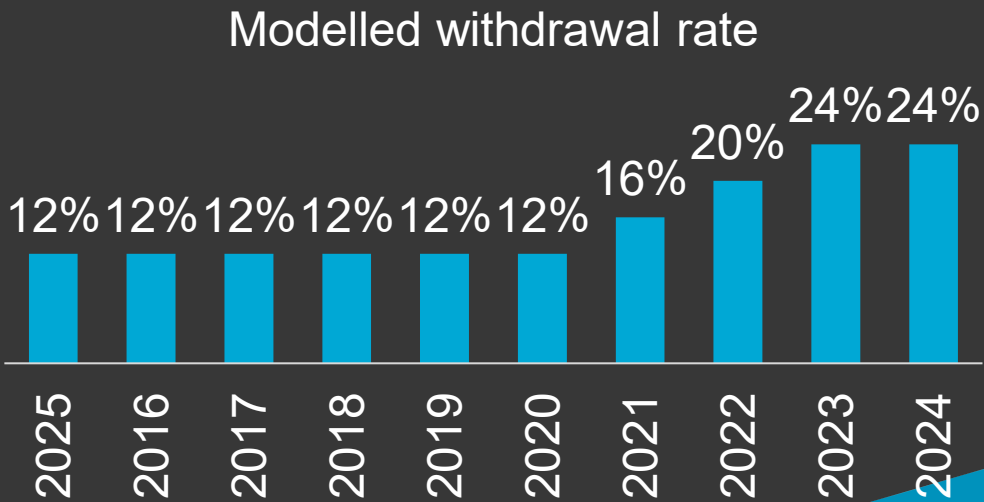
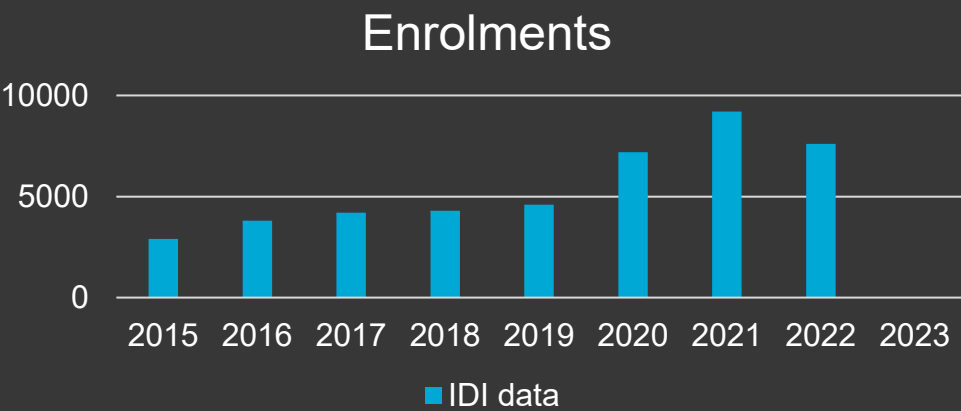
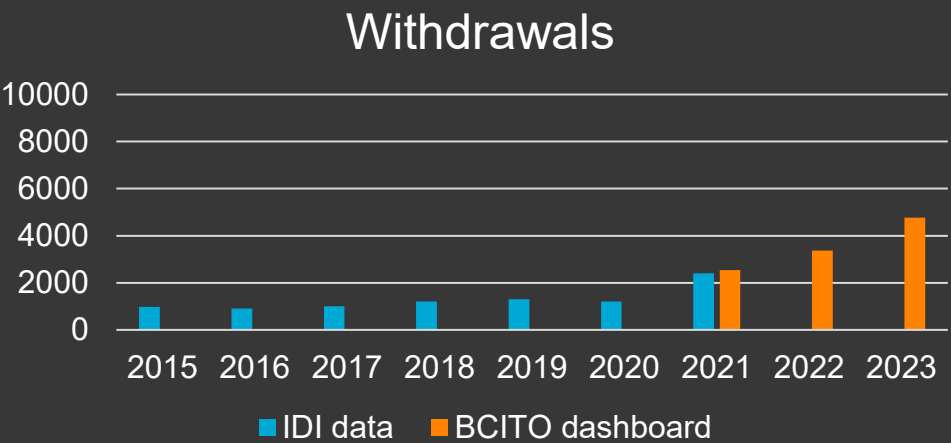
Withdrawal numbers



Quantitative results

1. Have withdrawal rates changed and if so, by how much?

A real problem – withdrawal rates did double



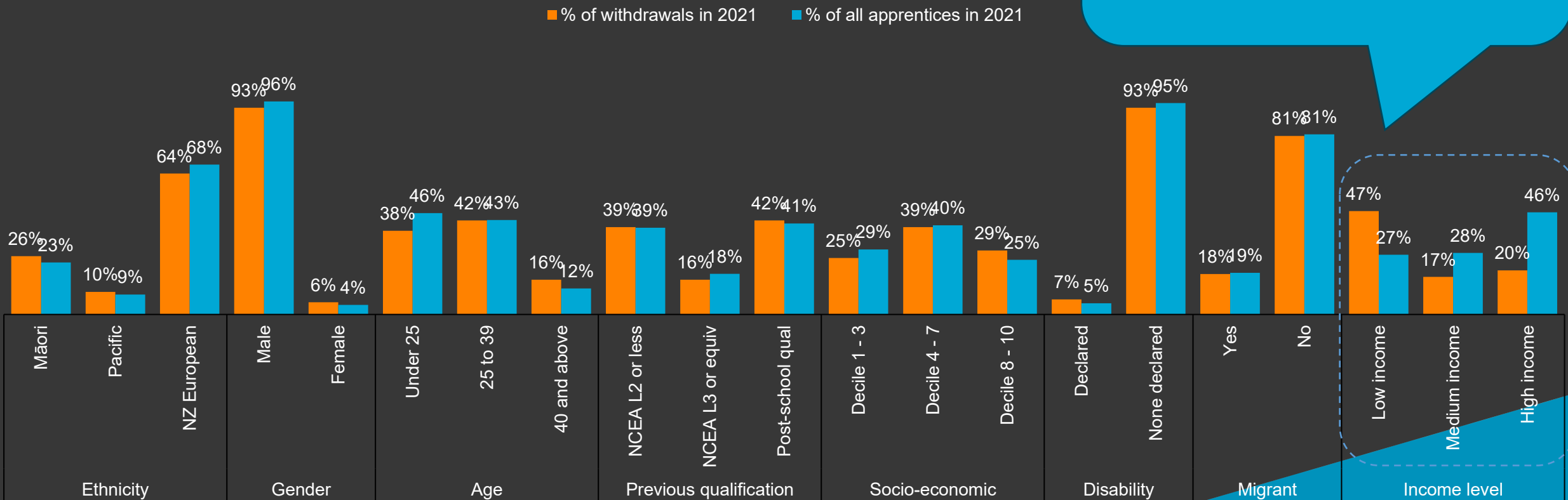
Research questions

2. Who is most at risk of withdrawing?



Quantitative results

2. Who is most at risk of withdrawing?

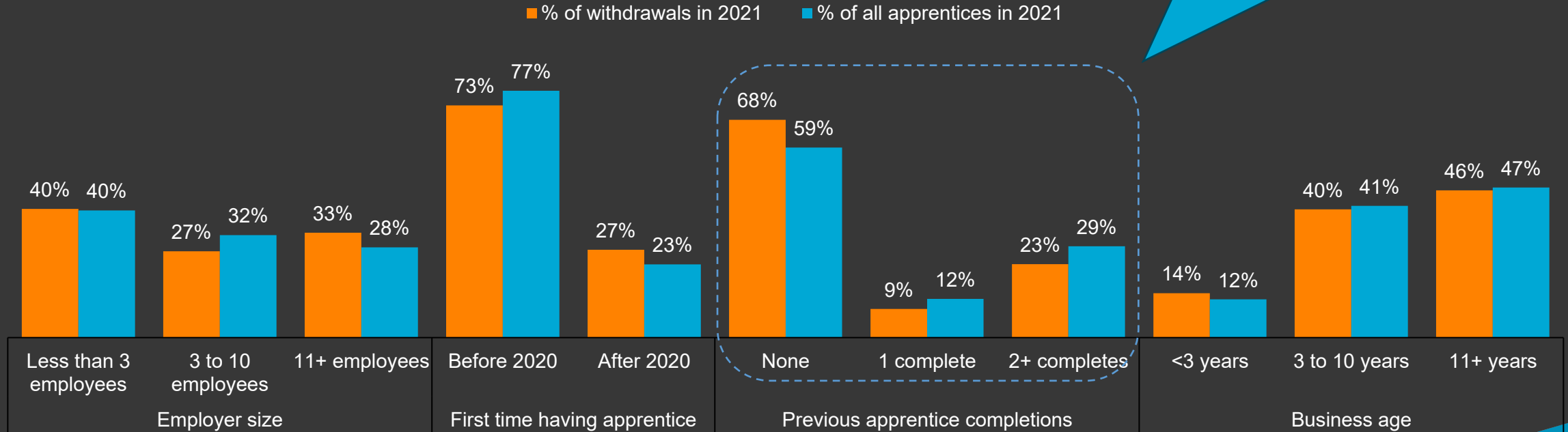


Learner attributes
Surprisingly uninteresting – if anything, income is of interest, but causality is complex.

Quantitative results

2. Who is most at risk of withdrawing?

Employer attributes
If anything, no previous completions may represent the biggest risk



Research questions

3. Why do apprentices withdraw?



Qualitative results

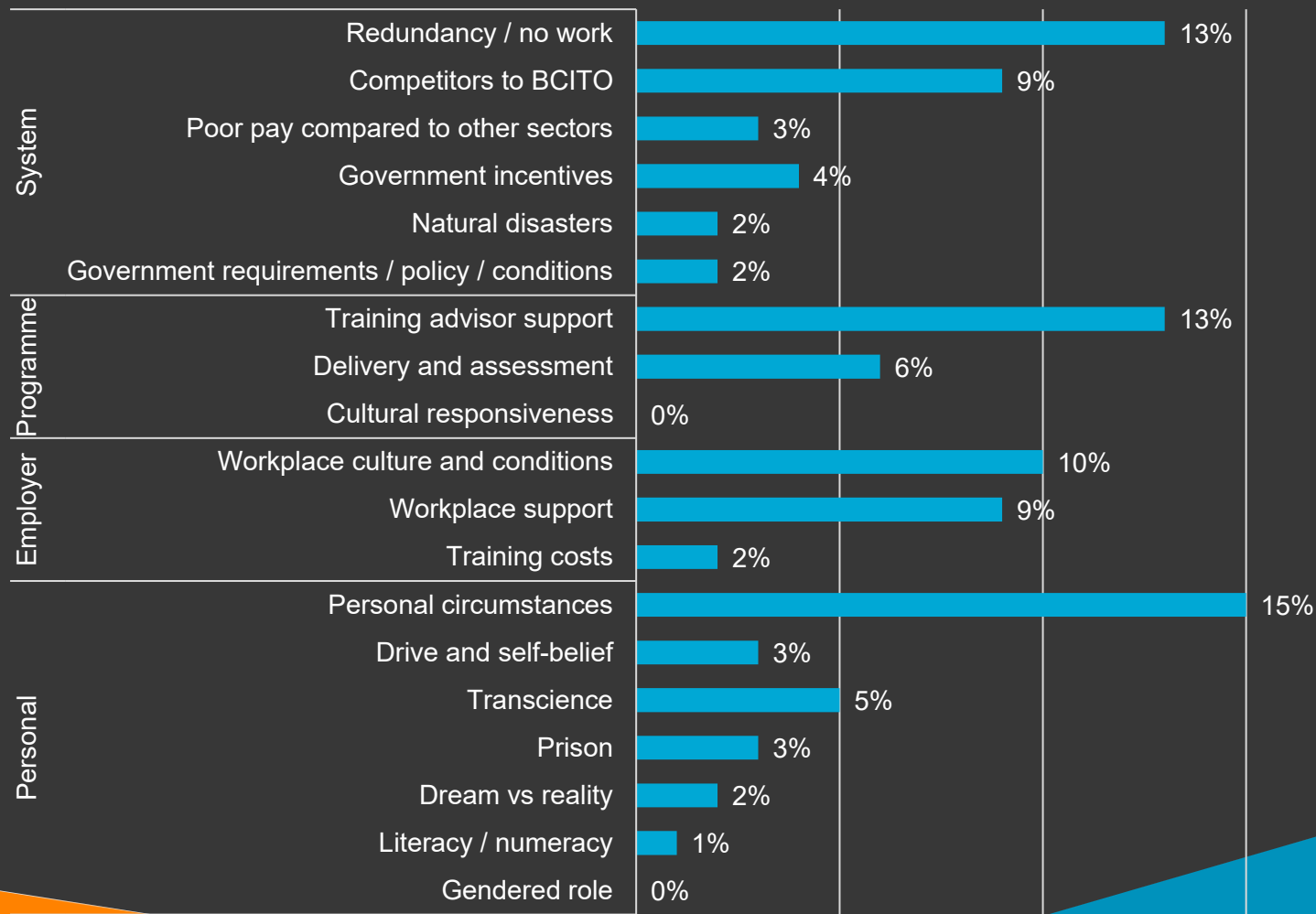
3. Why do apprentices withdraw?

A wide range of reasons -
aligning with previous research

Main reasons:

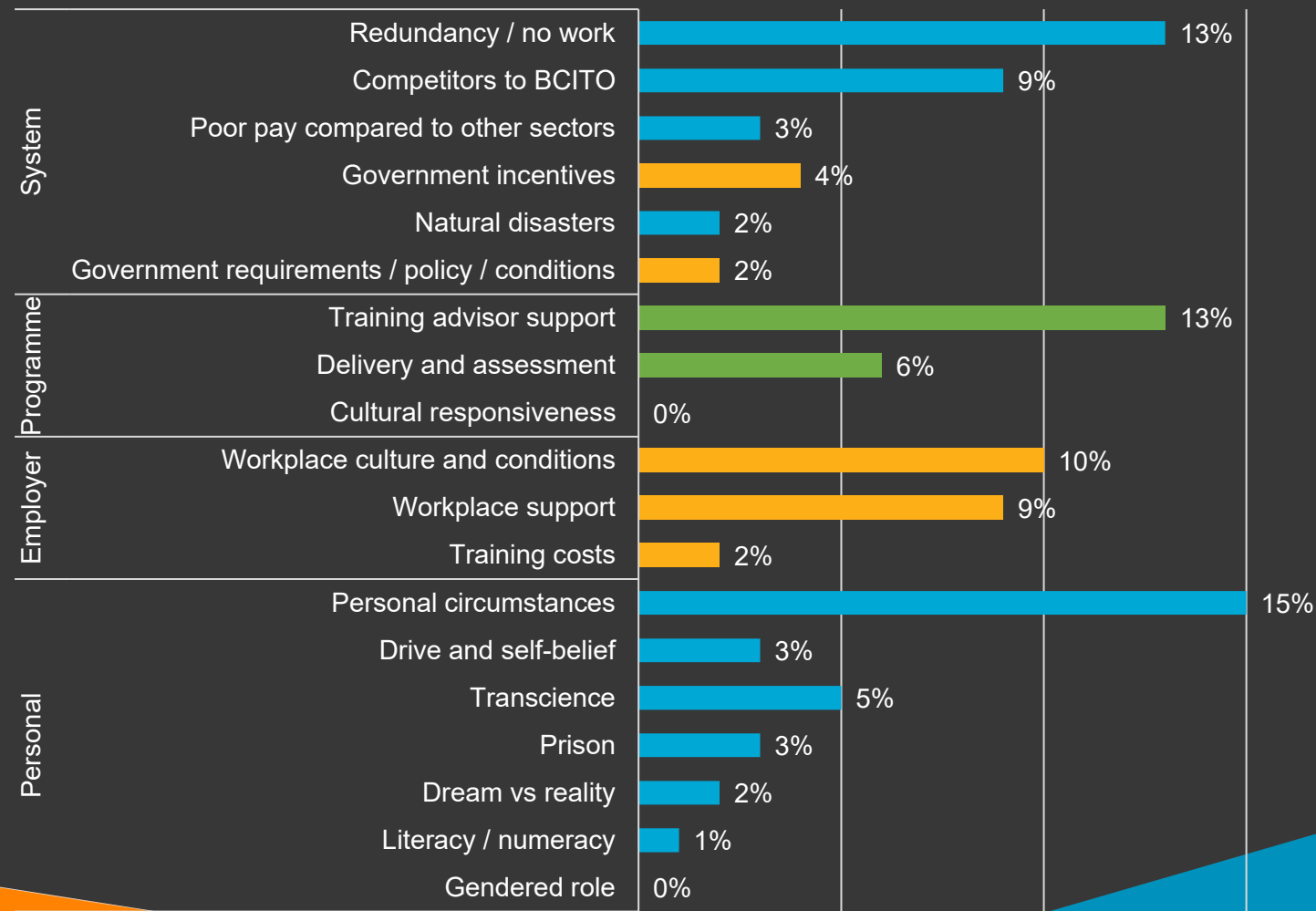
- Personal circumstances
- Training advisor support
- Redundancy
- Workplace culture and conditions

Diverse apprentices may have
slightly different reasons



Qualitative results

3. Why do apprentices withdraw?



Many of these reasons fall outside BCITO’s ability to control or influence

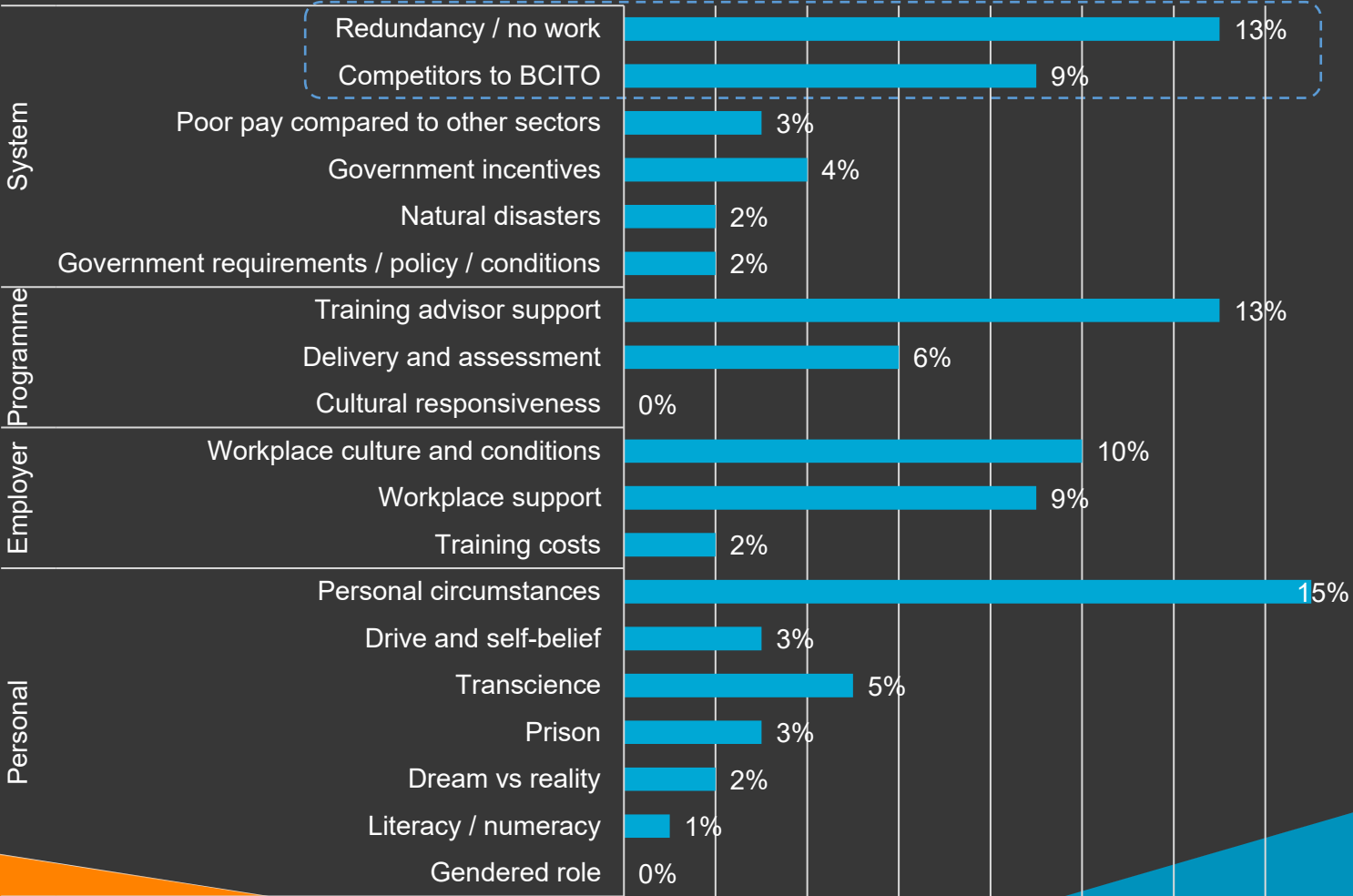
Research questions

4. Why have withdrawal rates changed?



Qualitative results

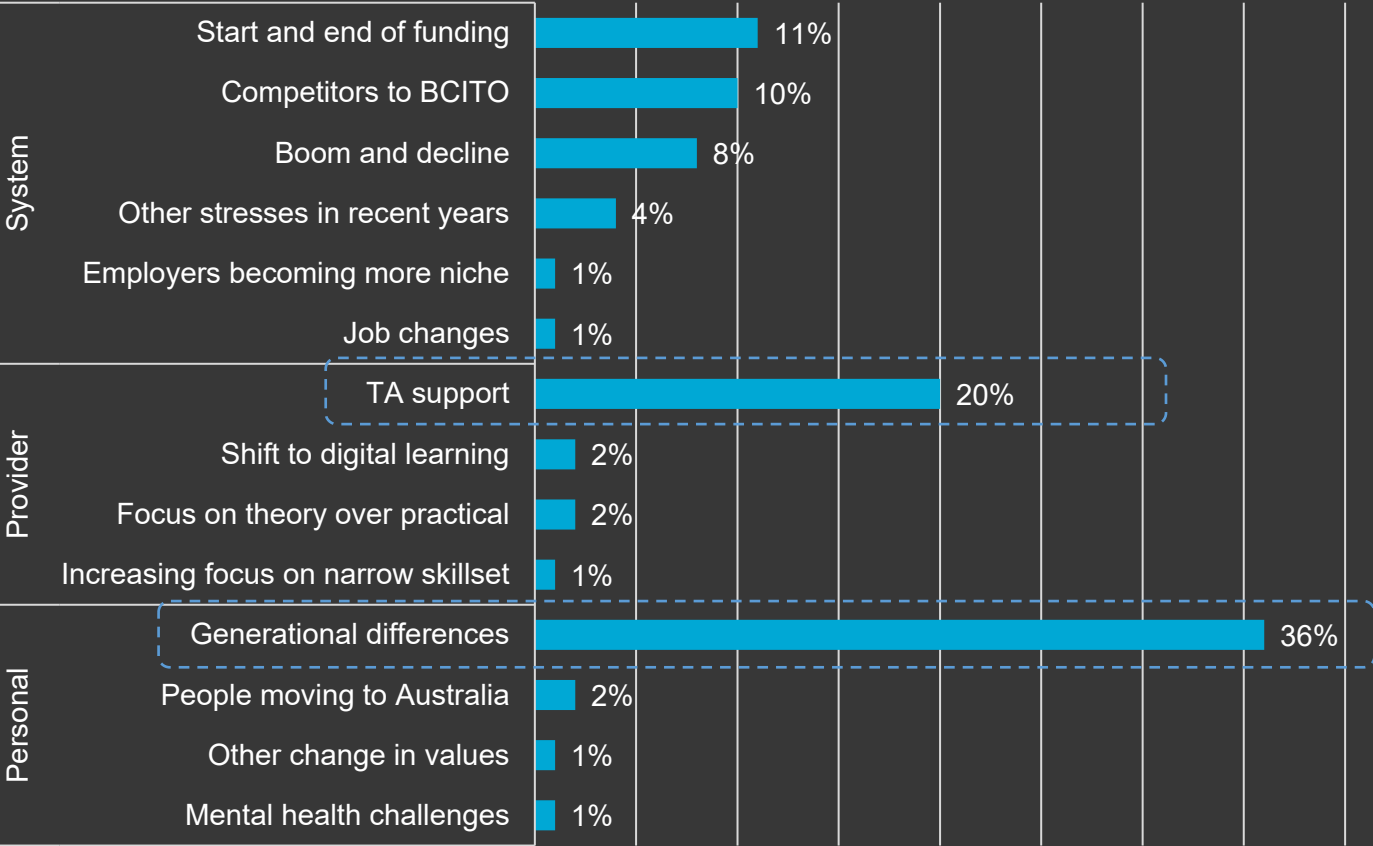
4. Why have withdrawal rates changed?



The same graph as before shows redundancy and competitors – these are different to 2023 Te Pūkenga research

Qualitative results

4. Why have withdrawal rates changed?



When asked what had changed in the *last few years*, employers largely placed importance on:

- Generational differences,
- TA changes (capacity, capability, turnover)

Qualitative results

4. Why have withdrawal rates changed?

Some of the underlying tensions include:

- Apprentices face power imbalances
- Mentorship shared between Training Advisor and employer
- Sometimes the processes are there, but they aren't being followed
- Anecdotal experiences vs hard data
- ...

Research questions

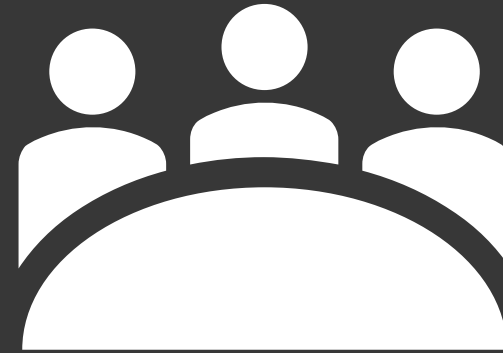
5. What can be done to improve apprentice outcomes?



Interventions analysis

5. What can be done to improve apprentice outcomes?

- How does this reflect your context?
- What solutions might work?
- Which are most in our control?



Interventions analysis

5. What can be done to improve apprentice outcomes?

Top BCITO interventions

1. Job search support
2. Improved frequency of contact
3. Monitoring of at-risk apprentices
4. Employment experience support
5. Train the Trainer programme

Top employer interventions

1. Work culture and pastoral care
2. Interest/responsibility for training
3. Job search support
4. Generationally appropriate support



Questions