



APPRENTICESHIP TRAINING TRUST

Welcome to the Quarter 2 of 2011 'PIPELINE NEWS' Newsletter

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Events

RANZ Conference 15 – 17 June 2011



The Trust proudly attended the Roofing Association of New Zealand's Annual Conference at the The Bayview Wairakei Resort in Taupo recently. Here we promoted our Roofing Apprenticeships and Training Management Support Programme to the delegates in attendance.

While manning a stand at the Trade Show, we spoke to 246 Delegates and as a result look forward to taking on many new roofing hosts and apprentices (the first of which features below).

We were also pleased to see one of our newest trustees, Neil Gillespie from Topline Trade Services Ltd (Auckland), be awarded with the 'Best Roofing Employer Award' during the conference. Congratulations Neil (and Jennie).

This event proved to be a very positive experience for the Trust and we look forward to attending next year's event. We would encourage any of our host employers (who are also roofers) to consider joining the Roofing Association of New Zealand, as it has many valuable benefits to its members. We thank RANZ for the opportunity of being involved in this annual event. Hope to see you there next year!

Plumbing Distributors Association of New Zealand (PDANZ)

It's time again to announce the upcoming PDANZ Road Shows that the Apprenticeship Training Trust will be involved in:

Upcoming PDANZ Road Shows			
TE RAPA - HAMILTON Conference Centre 4pm - 8pm 16 August 2011	TAURANGA Baypark Stadium 4pm - 8pm 17 August 2011	TAUPO Great Lake Centre 4pm - 8pm 18 August 2011	SOUTH AUCKLAND Manukau Institute of Technology (MIT) 4pm - 8pm 31 August 2011

We would love to see you there – come over to our stand and say hello!

Plumbing World Innovation Road Shows

Each year Plumbing World holds events around the country to celebrate new innovations, introduce new products and give advice on the latest trends in industry. This year the Trust also had the opportunity to include its new programmes: Certificationship, TMSA and Roofing Apprenticeships, along with promoting existing programmes of Apprenticeships in Plumbing & Gasfitting and in Drainlaying.

July Road Shows were held: Hamilton at the Claudlands Event Centre on the 11th, Tauranga's Baypark Stadium on the 12th, Rotorua at the Novotel on the 13th, Napier at the War Memorial Centre on the 14th and in Gisborne at the Gisborne Hotel on the 15th.

Congratulations to our business card draw winners of a \$50.00 Hunting & Fishing Voucher: Michael Foote of Plumbing & Gas Works Ltd in Hamilton (one of our hosts), Kim Buchan of Solar Innovations in Tauranga, Ross Hanna of Graeme Edwards Plumbing Ltd in Rotorua, Daniel Stewart (one of our apprentices) with Chris Olsen of O & R Plumbing Ltd in Napier and Ike Ruru of Rural & Urban Plumbing in Gisborne.



Upcoming Plumbing World Road Shows

<p>AUCKLAND WEST Trust Stadium 5pm - 7pm 08 August 2011</p>	<p>AUCKLAND SOUTH Ellerslie Racecourse 5pm - 7pm 09 August 2011</p>	<p>WHANGAREI Forum North 5pm - 7pm 10 August 2011</p>	<p>CHRISTCHURCH Russley Golf Club 5pm - 7pm 14 November 2011</p>
<p>DUNEDIN Carisbrook Stadium 5pm - 7pm 15 November 2011</p>	<p>INVERCARGILL Ascot Park Hotel 5pm - 7pm 16 November 2011</p>	<p>QUEENSTOWN Memorial Hall 5pm - 7pm 17 November 2011</p>	<p>SEE YOU THERE!!!</p>

Employment Relations

Skills For Growth

In the May Budget the “Skills for Growth” scheme was announced and this started from 1 July. It provides intermittent payments up to a maximum of \$5,000 to employers who take on young people from 16 to 24 who are presently on an Unemployment Benefit.

ATT and Work and Income have developed a programme where eligible persons who meet the Trust’s selection criteria will be offered employment as a Trust apprentice and subcontracted to a local host employer. Each host employer would receive the \$5,000 Skills for Growth subsidy over a period of 6 to 12 months. It will be for Trust apprenticeships in Plumbing & Gasfitting, or Draining or Roofing.

Work and Income will identify likely candidates receiving the unemployment benefit but with motivation and potential to complete a Trust apprenticeship. They will make them available to the Trust for a more detailed selection process. Some candidates are likely to be individuals who have previously applied to the Trust but could not be offered an apprenticeship because of present economic circumstances.

This enhanced selection process will involve some industry experience with a local tradesperson so that each candidate will be under no illusions as to what their day to day employment and training will involve, their obligations when working for a host employer and the expectations of both the host employer and the Trust as to their progression and completion of their apprenticeship.

ATT wrote to all present hosts in June about this and to date 4 employers have advised they would like to participate in this pilot program. Selection and placement of their apprentices is now underway. The Trust is intending to pilot a program under which the first of these apprentices will be employed.

In all other respects the apprentices will be employed and trained under the Trust’s present Group Training Schemes i.e. they will need to register their apprenticeship with the PGDR ITO, pay the PGDRITO fees, purchase their tools and progress their training program with coaching and mentoring by the Trust.

Host Employer News

Another new Milestone:



Since launching roofing apprenticeships in 2010, the Trust has only signed up Metal Roof and Wall Cladding apprentices until now!

Tauranga based Concrete Tile Roofing Co Limited, broadens our range by signing up the Trust’s first Concrete Tile Roofing Installer apprentice, Kalem Tapara.

From left to right: Steven Mapu (host employer), Lorraine Williams (BDM) and Kalem Tapara (apprentice)

Outstanding Role Model

Chris Smart of Smart Plumbing Ltd is not just another loyal Trust host, but one that takes mentoring and training an apprentice to another level. Smart Plumbing does a lot of lead and copper work with much specialised skills in this area. Chris supports his apprentice, Te Maanihera Kainamu (Tim) by selling scrap metal from jobs that they do and puts the money towards Tim's ITO fees.

The pride that Chris takes in his work, his leadership and the bond that is shared between host employer and apprentice is quite special.



Te Maanihera Kainamu (Tim) and Chris Smart at a work site

H W Coyle hosts a talk by Professional Speaker, Rhett Brown



Photo taken at the premises of H W Coyle - Rhett Brown (in the wheelchair) with the group who attended

Six years ago, Rhett Brown fell 2.2 metres at a building site, broke his neck and is now confined to a wheelchair. H W Coyle in partnership with ATT, Plumbing World and Mico, recently invited Rhett to share his story with local apprentices. The message of safe working practices and the importance of using PPE gear really hit home to those who attended.

Apprentice News

Please note that the Trust will no longer have an office on the Unitec Campus. The Auckland area now operates from its Head Office in Albany.

James McNeill – winner of PGDR ITO Outward Bound Scholarship

The PGDR ITO offered two Outward Bound scholarships to its apprentices that met certain criteria.

Both the employer and the apprentice had to submit a brief, stating how they would benefit from attending the course. We are proud that one of the nationwide scholarships went to a Trust apprentice, James McNeill of H W Coyle Ltd.

Congratulations James – we look forward to hearing all about your course upon your return!



James is congratulated by his proud supervisor Adrian Celebrin and Dave Henderson (host employer)

Trust apprentice Iliyas Ali and his 20-year old Treasure!

In 1991, to celebrate its 21st birthday, Manukau Institute of Technology randomly selected a newborn baby at Middlemore Hospital and awarded him with a \$5700 scholarship. Iliyas's parents framed the scholarship certificate at the time and at the age of 19 Iliyas decided to cash in his framed treasure at the polytech and to do a plumbing & gasfitting pre-trade course.

In May 2011 Iliyas applied for an apprenticeship through the Trust and after his interview with a host employer, he emailed his Area Manager saying:

"I attended an interview yesterday afternoon and the guy liked my blog a lot and I think I got more chances of getting an apprenticeship with him. I really would love to, he's got an awesome business going on and I want to be part of his team and make him proud of myself and of what I do, because this is only just the beginning. I still have a lot to achieve but thanking you people isn't enough. Thanks guys – appreciate it!"



Iliyas was offered the position at Advance Trade Services Ltd (Penrose) which he started in June this year. We agree with Iliyas, this is just the beginning and look forward to seeing him develop his chosen career and realising his full potential.

Mathew Alexander – PGDB Merit of Excellence Award

Mathew, a former Trust apprentice, was presented this award by the Minister of Building and Construction, the Honorable Maurice Williamson. Mathew was one of two top performers in the PGD Board's 2010 certifying registration examinations. **Well done Mathew!**

In this photo: Hon Maurice Williamson, Minister of Building and Construction; Diana Kultz, award winner; Mathew Alexander, former Trust apprentice and award winner; and Hazel Armstrong, PGDB Chair General



General



Farewell Trustee Darren Smyth

Darren Smyth of Bassets Plumbing and Drainage Limited has resigned as Deputy Chairman and Trustee after serving on the Trust Board from 2003 to 2011.

We thank Darren for his considerable contribution to the industry, to apprenticeships and to the Trust over these 8 years. We wish him well and look forward to maintaining our relationship with him as a host employer. We will miss his cheery presence at the Board meetings.

New Trustee - Neil Gillespie

The Trust welcomes Neil Gillespie of Auckland firm Topline Trade Services as a Trustee. Neil and his wife Jennie are joint directors of the company which has been a long term supporter of, and host employer for, the Trust.

Neil is a certified plumber, having completed his plumbing & gasfitting apprenticeship in the mid 70's and was self employed for some years before gaining overseas experience in Sydney. On his and Jennie's return to NZ in 1987 they set up Topline Plumbing and Roofing Ltd. The business was renamed Topline Trade Services in 2003 and has expanded steadily over recent years and now employs 40 staff including 7 ATT apprentices.

Neil is currently completing his roofing qualification through the PGDRITO with the intention of then seeking LBP status.



Neil is a keen sportsman, and has played squash for many years at B-grade level. He has also been boxing for 10 years and for relaxation enjoys his fishing. He and Jennie have two daughters.

PGDB Examinations Results and ATT Apprentices

The pass rates in these exams have been a concern in the past. There was a culture of sitting them the first time as some sort of trial run. If you passed then fine; if not then you would have another go next time! Many only passed on their 3rd or 4th attempt...if they actually were prepared to keep on trying. Many were not and so we have a significant number of unregistered plumbers and gasfitters!

No wonder the pass rates were poor ...so many candidates were not really serious in their preparation. Most of them failed and so the pass rate was much lower than it might have been if all candidates had been serious in their endeavours.

There has however been an encouraging improvement in recent times, no doubt helped by the resource materials and preparatory course that PGDB and PGDR ITO have provided.

The following table shows recent pass rates for all candidates, then those in formal training and ATT apprentices.

PLUMBING	Nov 09	Jun 10	Nov 10
Overall Pass Rate	48.48%	68.65%	90.55%
Formal Training	52.28%	72.18%	92.88%
ATT Apprentices	54.55%	60.00%	100%

GASFITTING	Nov 09	Jun 10	Nov 10
Overall Pass Rate	77.53%	75.00%	69.12%
Formal Training	78.38%	72.88%	69.37%
ATT Apprentices	78.57%	75.00%	66.67%

Some but not all ATT apprentices sit these exams whilst still an apprentice and their success rate is always encouraging.

While there are moves to integrate these present 3 hour exams into the apprenticeship itself this is some way off. Present apprentices who want to achieve registration by the time they gain their National Certificates and complete their apprenticeship should plan to sit these exams whilst a Stage 2 or 3 apprentice. That way they are more likely to pass and be able to apply for registration as a licensed practitioner as they complete their apprenticeship.

For ATT apprentices wanting to go on to complete their Certificationship, i.e. become a Certifying Practitioner, gaining registration during your apprenticeship is an important step. To qualify for Level 6 wage rates (that start at \$20 per hour) you must have gained your National Certificates, completed your 8000 hours and achieved registration.

Sustaining numbers in apprenticeships during economic downturns

Under the market forces that prevail in the world of work, apprentices like all other employees, can find themselves out of work. Whilst they may be able to qualify for a benefit or find other work they may be unable to accrue hours towards completion of their apprenticeship.

That is just so frustrating for them and their employers - having an apprentice with 7000 hours being made redundant and unable to complete training is not in anyone's or the country's interest!

Worse still is the subsequent shortage of skilled tradespersons that then results as the economic cycle continues. It is all so predictable, and we have seen it happen time and time again!

So why can't we do something about this to everyone and the country's benefit!

In February this year ATT wrote again to the Prime Minister. We asked the suggestions we made two years before at the time of the Economic Summit be reconsidered. There are some new packages to encourage employers to take on apprentices but they do not really address the fundamental issue – making sure apprentices can and will complete their apprenticeship and not have to abandon it before they complete their training.

So what did ATT suggest?

There is a growing concern over both the ongoing skills shortage as well as the numbers of unemployed young people. There is also the prospect of a second "lost generation" - as those in this group remain disconnected from the world of work and reliant on benefits. Many of those presently unemployed would have been in apprenticeships had there not been the economic downturn.

Many industry employers have been unable to afford investing in apprenticeships as part of their normal business operations. This is across the board in all areas where apprenticeships and traineeships are normally available; not just in the traditional trades of electricians, plumbers, sheet metal workers, carpenters, bricklayers, roofers, drainlayers etc.

So how do we sustain apprenticeship numbers during this period of economic downturn and also then avoid the shortages of trained and experienced staff that will then arise as the economy lifts? For the construction sector the other present imperative is in relation to the trained personnel needed for not just the Christchurch rebuild but also the repair and restoration of leaky buildings throughout the country.

Why import overseas trained staff when we can invest in and train the kiwi talent that is on hand that is wanting and looking for a future career, rather than languishing on the dole? Why don't we:

1. Require young (and not so young) people throughout the country who are unemployed but have the ability and motivation to undertake apprenticeships to enter into these as a condition of their receiving the unemployment benefit. In their cases this could be renamed as a "training incentive" benefit.
2. Deploy these apprentices locally to work at no charge with qualified/registered tradespersons. These tradespersons are those who would normally take on and train apprentices but are not doing so at present because of the economic downturn. They nevertheless have the capacity to provide on job training and work experiences.
3. Require these employers to provide comprehensive on job training and work experiences. This would be in return for paying the wages normally required of them when employing an apprentice LESS whatever the individual is receiving from the unemployment benefit.

The benefits are evident – reduced unemployment, increasing numbers of young kiwis introduced to the world of work whilst engaged in on job training, and then an increasing numbers of qualified tradespersons to meet future demand for skills.

This scheme could be implemented almost immediately once the key organisations are activated. Such a scheme would be almost cost neutral to Government. However it provides an opportunity to move large numbers of unemployed into the world of work in apprenticeships of all types.

By regularly moving the apprentices around a series of local employers they would gain a variety of on job training and work experiences. That also means no single employer gains any commercial advantage over their local competitors by having an apprentice seconded to them for a lengthy period of time.

The employers would however have the opportunity to assess the potential of each individual and consider high performers for potential paid employment as and when their business expanded with the lift in the economy.

Such a scheme will require managing and a public/private collaborative model is very feasible. The Department of Labour would identify and source potential employers and the Ministry of Social Development would identify the apprentice candidates. Industry Training Organisations already have the apprenticeships schemes in place.

Organisations like ATT that operate group training schemes for apprentices have the systems and procedures in place to rotate apprentices around employers as well as providing both coaching and mentoring to the apprentices as well as support and advice for the employers involved in training. This aspect is already in place with the present Modern Apprenticeship scheme.

Industry associations and their members would also provide other opportunities and support for new entrants into their respective industries.

ATT had hoped, and continues to press, for these ideas to be actively considered by the Prime Minister and the relevant Cabinet Ministers. ATT is also willing to assist in developing such schemes to make this happen so these can be quickly and effectively implemented nation wide.

An update on Christchurch from our South Island Area Manager...

During this morning's 5.1 magnitude quake, my house creaked, the concrete roofing tiles grated against each other, trees and lamp posts swayed about, and then - nothing. Nobody came running outside. Even the dogs don't bark like they used too after each quake. This is our new 'normal'.

The quakes have impacted on people differently. Some suburbs will be lost entirely, others seem unaffected. All over the region some have chosen to leave the region. One measure of this is that up to 350 teachers may lose their jobs due to nearly 6000 students having not returned to their classrooms due to relocation (within NZ or overseas). This represents thousands of families, and many skilled workers.

The impact on our trades is mixed. The 're-build' that promises so much new work is still some way off. An influx of outside help has helped to address the emergency repairs, but the rush is yet to come. Christchurch will demand a great increase in skilled man power. In response to this the Trust have been seeking avenues to assist host employers to recruit apprentices now, so that they would be trained to a level that they will have knowledge and skills to enable them to actively contribute when the re-build commences. To date there have been some wage subsidies available, and we continue to seek government support.

Without a sufficiently skilled labour pool during times of high work demand, history has shown that experienced workers can 'skip' between employers seeking greater rewards, but this does not address the overall need for an increased skilled labour pool. Training apprentices now will go a long way toward meeting the pending shortage and providing support for the qualified tradesmen during the pending rebuild. The Trust can assist you in this process.

Meanwhile, life continues in the new 'normal' here. While we cope with personal losses, Canterbury is increasingly looking forward to how things will look in the future.

Craig Wenmoth

THANKS TO OUR SPONSORS



**IMAGINATION “You can’t depend on your judgement
when your imagination is out of focus”**

Mark Twain – American humorist, writer and lecturer

APPRENTICESHIP TRAINING TRUST



A charitable trust established in 1991

***“Providing opportunities for people to train
and become successful tradespeople”***

12/34 Triton Drive, Albany,
PO Box 302 516, North Harbour, North Shore City 0751

Phone: 0800 18 78 78

Fax: 0800 68 68 48

Email: info@att.org.nz

Web: www.att.org.nz