

# Upskill

July 2016

## RHEEM FISHING TRIP

Congratulations to Moods Plumbing who won the chance to go '*Outdoors with Geoff*' in Lake Tarawera

## HEALTH AND SAFETY

Always a priority at ATT

## EMPLOYER FOCUS

Ex ATT apprentice, now hosts his own ATT apprentice!



PLUMBING



GASFITTING



DRAINLAYING



ELECTRICAL

ATT

Apprentices Grow Business



# CHIEF EXECUTIVE COMMENTARY

It is particularly encouraging to note the very strong increase in new apprentice numbers across all industry sectors this year. That growth is also well spread around all regions in New Zealand.

ATT has participated in that growth with our PGDR sign-ups for the five months YTD at May 31st ahead of last year by just over 30% which is an excellent outcome for us.

As we plan for further growth in our total apprentice numbers we have already increased our Area Management team this year in both Christchurch and Auckland and we are currently planning a similar increase in our Waikato / Bay of Plenty field team before year end 2016.

The increased Area Manager team has meant that we can also increase the frequency of service calls to our apprentices and customers – particularly in the critical first six months of an apprenticeship.

One of the other key areas of activity in our business this year is the continuing effort we are putting into our apprentice candidate screening process to make sure that we maintain the reputation we now have for providing the highest quality apprentices into our customers businesses.

Our recruitment team has as a result also been expanded as we continue to look at new methods to seek out the best quality apprentice candidates to be available to place into our host customer businesses across New Zealand.

This is an area we are focusing on at ATT, where we are continually working to lift the bar higher to satisfy a market increasingly looking for higher quality, dependable and hardworking apprentices.

With an increased Human Resources/Recruitment team we have been able to run our apprentice candidate recruitment events in all parts of the country with excellent results.

From what we are hearing in our networks, most businesses in our sectors are trading well right across New Zealand in market conditions that are providing a platform for stable, sustainable growth.



Best Regards,

**Gray H Paterson**  
Chief Executive

# CONTENTS

## EVERY ISSUE

Chief Executive Commentary .....	1
Get Hold of ATT .....	2
In the Loop .....	2
Area Managers Report .....	5
Electrical Report .....	7
Health and Safety Committee .....	7
Health and Safety .....	8
Apprentice Spotlight .....	10
Construction Report .....	13
Employer Focus .....	12
Quote of the Quarter .....	14

## FEATURED ARTICLES

Rheem Fishing Charter .....	4
Introducing our New Area Managers .....	6
Working with Asbestos .....	9
Trade Shortage .....	13
Upcoming ATT Events .....	14



# GET HOLD OF ATT

## KEY CONTACTS

### Meg MacDonald

Marketing Coordinator & Editor in Chief  
meg.macdonald@att.org.nz / 09 273 9968

### Natalie Fakalogotoa

Recruitment Coordinator  
natalie@att.org.nz / 09 273 9963

### Sandra Oldfield

Payroll Administrator  
sandra@att.org.nz / 09 273 9967

### Joy Hughes

Training Services Manager  
joy@att.org.nz / 09 273 9966

### Geoff Klink

Business Development Manager - Electrical  
geoff@att.org.nz / 021 769 301

### Linzi Thornton

Health and Safety & Human Resources  
Coordinator  
linzi@att.org.nz / 0800 187 878

## AREA MANAGERS

### Ross Cornes

Northland & North Auckland  
ross@att.org.nz / 027 476 9306

### Colin Kilpatrick

West & South Auckland  
colin@att.org.nz / 027 476 9309

### Christopher Holton

Central & East Auckland  
chris@att.org.nz / 021 769 330

### Megan Peterken

Hamilton & Central North Island  
megan@att.org.nz / 027 476 9310

### Mike Houlihan

Wellington & Lower North Island  
mike@att.org.nz / 021 769 760

### Lisa Giles

Christchurch & Upper South Island  
lisa.giles@att.org.nz / 021 455 359

### Antony Dale

Regional Manager Christchurch & Lower  
South Island  
antony@att.org.nz / 027 476 9305

## IN THE LOOP

## WHAT'S HAPPENING AT ATT?

### The Growing ATT Team

2016 is an exciting year for ATT, marking our 25th year in business. To maintain our high level of growth and the support offered to our host businesses and apprentices, the ATT team continues to grow.

### New Faces at ATT

#### Lisa Giles

Area Manager - Christchurch & Upper South Island

#### Geoff Klink

Business Development Manager - Electrical

#### Yan Heng

Accountant

#### Linzi Thornton

Health and Safety & Human Resources Coordinator

#### Meg MacDonald

Marketing Coordinator

### Apprentice Wage Rate Increase

On the 29th of February the government announced an increase of \$0.50 to the Minimum Adult Wage to \$15.25 per hour from 1 April 2016. Consequently, ATT approved the same \$0.50 per hour increase to our training minimum hourly rate for each of the existing 8 wage steps and to the Certification steps.

0800 187 878

INFO@ATT.ORG.NZ

WWW.ATT.ORG.NZ

WWW.FACEBOOK.COM/GROWWITHATT



# DO YOU HAVE A GOOD LABOURER WHO HAS THE POTENTIAL TO BE GREAT?

---

Retain your skilled labourer by encouraging them to become an apprentice with ATT & you'll reward your business with a loyal and highly skilled tradesperson.

Find out more at  
[att.org.nz/how-att-works/](http://att.org.nz/how-att-works/)



PLUMBING



GASFITTING



DRAINLAYING



ELECTRICAL





## RHEEM FISHING CHARTER

The line buzzed out after only 10 minutes and young Sam Mitchell grabbed the rod and carefully brought the trout to the boat. It was a fat, silver rainbow trout, and Sam reckoned catching his first trout was not a bad way to spend an afternoon at work.

Well, it was not exactly at work, although it was a Friday. Thanks to Rheem, Sam and his boss, Sam Moody from Moods Plumbing in Christchurch, had landed at Rotorua Airport where they caught up with their host for the weekend, Geoff Thomas. ATT Area Manager Antony Dale had come along to make sure everything went smoothly, and he picked up some supplies in Rotorua to make sure the boys didn't go thirsty.

The trip was the result of a promotion where plumbing companies who take on an ATT apprentice have the chance of winning Rheem's dream fishing experience, for them and their lucky apprentice.

After settling in at Geoff's lodge, Rainbow's Return, the team headed out on to Lake Tarawera to test the fishing. Moods was next on the rod and he boated his first fish after only another 10 minutes of trolling. Then it was AD's turn and that's when things got stuck.

The two Sams gave him plenty of stick as they trolled round and round waiting for AD to catch a fish. After a false alarm, he was on the board and so it continued for the next two days.

Between fishing on the lake and feasting on home-cooked game dinners, the boys settled back in a natural hot pool in the bush on the edge of the lake, relaxing in the soothing, hot water.

The fishing was good, and they soon mastered the delicate tackle which Geoff uses; a combination of a downrigger with a heavy ball which takes the line down to 20 meters and a light spin rod, and when a trout strikes, the line is pulled from the clip holding it while trolling.

When Geoff produced a shotgun, the team managed to hit their first targets, adding another 'first' for the trip.

On the Sunday, the trout were turned into dripping smoked fish and carefully wrapped for the flight back to Christchurch.

Just as the trip's host Rheem had promised, when AD arrived home, he sent a text to Geoff: "That was one of the greatest trips of our lives!"



**of a lifetime.** Thanks to Rheem New Zealand, the lucky host, apprentice and one guest will experience **world-class fishing action.** ATT and Rheem have one more fishing charter to give away in 2016, including flights, transfers and accommodation.

The next charter includes **two days of fishing with Geoff Thomas in Auckland** where the lucky winners will enjoy a two day charter on the Waitemata Harbour fishing for snapper.

Rheem is a proud sponsor of ATT and a supporter of apprenticeships within the sector. The fishing charter competition was designed to recognise ATT host businesses and reward them for investing in the trades' future. Additionally, Rheem's sponsorship creates an opportunity for ATT hosts and apprentices to build a strong relationship.

**CALL 0800 187 878 FOR MORE DETAILS**

Take on an ATT plumbing, plumbing and gasfitting or plumbing and drainlaying apprentice to be in to win a fishing charter **experience**

## AREA MANAGERS REPORT

---



**Ross Cornes**

*Northland and North Auckland*

Albany, Rodney and North-West Auckland are now showing the signs of the significant Auckland expansion of the last 3 – 4 years. Instead of large under-developed areas fringing the motorways, we now see extensive housing and commercial constructions nearing their final stages, and new sites opening up.

The surge in construction activity in the past few years has meant many youngsters, across all trades, have been able to gain the opportunity to work in the sector they desire. Consequently, as demand for skilled labour remains high, and less “new recruits” seem available, recruitment on the North Shore for good apprentices, particularly in drainlaying, has proven difficult. Apprentice opportunities are there for those with the right attitude and ability to gain the required skills.



**Colin Kilpatrick**

*West and South Auckland*

It takes a special kind of person to offer someone a long term career opportunity and commit to training them for up to four years. In both South and West Auckland I have experienced a high demand from business owners for quality candidates that have been through ATT and due to our screening process, they're able to hit the road running. Good business is all about employing the right people and the importance of placing the right apprentice with the right business is paramount. With the rapid development of the North Western side of Auckland, ATT has seen a steady increase in the demand for candidates in the second quarter. I look forward to visiting and working with our existing and future host employers in an effort to place more young kiwis in apprenticeships, as workflows continue to increase throughout 2016.



**Christopher Holton**

*Central and East Auckland*

There is a huge shortage of qualified tradespeople available in Auckland at the moment. As a result many businesses are struggling to grow, which in turn prevents them from taking on more work. ATT continues to encourage businesses to train apprentices and at the moment it is one of the surest ways to obtain quality people.

Employing an apprentice is an investment in your businesses future as being able to train someone yourself guarantees that you'll have an employee who works to your standard. As well as this, teaching the tradespeople of tomorrow ensures that the industry won't be short of people in busy times. As always, ATT is willing to help because training isn't easy, but it pays off.



**Megan Peterken**

*Hamilton and Central North Island*

This year has been full of changes for our industry. The growing demand for tradespeople and the lack of availability in the market has seen the increase in senior apprentices being poached by companies who would otherwise be seeking a tradesperson. This demand is not going away and will only improve if we focus on the training of new apprentices who become qualified tradespeople. There has never been a better time and indeed a more urgent need for apprentices in your business.

Work is steady in the middle of the North Island. The unusually warmer climate means better exterior working conditions for all. Registration exams have just been completed for those Apprentices transitioning into The Certification Program. Ask your AM about developing your Apprentice into a Certified Tradesman today.



**Mike Houlihan**

*Wellington and Lower North Island*

I would like to start off by congratulating Curtis Powell, who recently graduated with his National Certificates in Plumbing and Gasfitting. A huge thank you to Vince Basile Plumbing who hosted Curtis throughout part of his apprenticeship. As the 'Housing Crisis' pushes people further from Auckland, I am seeing more enquiries for quality candidates growing from the regional areas, with many businesses struggling to find enough tradespeople. I am often hearing the phrase 'if they only had some more experience'. As this problem is only expected to worsen, the time to take on an ATT apprentice is now! As we all know, 'experience only comes with experience'.



**Antony Dale**

*Regional Manager Christchurch and Lower South Island*

Things are still all go! If I thought things would quieten down with new Area Manager Lisa Giles coming on board I was wrong!

Whilst Lisa has taken some pressure off and allowed us to give our existing hosts and apprentices a better service, the phones are still ringing and we are still getting requests for new apprentices to come into the trades. I have also found our office has had a 'woman's touch' added to it.

I have started calling on Electrical businesses to gauge their interest in a managed apprenticeship such as ATT's, and have generally been met with open arms.

We are now recruiting to fill some of the enquiries following these calls.



## INTRODUCING NEW AREA MANAGER LISA GILES

---



**Lisa Giles**

*Christchurch and Upper South Island*

It has been 6 weeks since I started at ATT, taking over as Area Manager for: Nelson, Marlborough, West Coast, Ashburton, Selwyn and Hurunui Districts.

As well as managing my own areas, I've taken over half of the load of Christchurch City with Antony Dale due to the constant growth in this area with the Christchurch rebuild transitioning from residential re-builds to commercial developments and restructuring the city.

Over the past six weeks I've hit the ground running. In these first few weeks I've predominantly been introducing myself to host businesses and catching up with apprentices either on site or while they're on block course. Getting to do all this whilst also getting to drive around the country in this beautiful autumn weather has been an unexpected bonus!

In the past I've worked predominantly in the health sector. I trained as a Diagnostic Radiographer which allowed me to travel overseas and work in various UK hospitals!

Since working as a radiographer, I have also managed a Radiology Department, Family Planning clinics, Pharmacy, and Advocacy services.

My goal over the next few months is to expand our apprentice pool in Nelson, Marlborough and the West Coast to meet the needs of the trade shortage and help put more young people into employment!

I look forward to meeting more of you and helping to place more quality candidates into your businesses!



### ELECTRICAL REPORT

---



ATT's electrical division was established in June 2015 with its initial focus being on the Auckland market. However, due to the high demand for managed apprentices, our electrical division has met demand in other regional centres, as well as extending our offer to Christchurch with further expansion into the other main centres planned for later this year.

We are receiving positive feedback from our current electrical host businesses, who have already experienced the benefits of our managed apprenticeship package by taking on additional apprentices through our training program.

Our recruitment process is receiving a large amount of candidates who have completed Level 3 and Level 4 qualifications that are now required to do on-job training. These candidates are not only extremely eager to complete their apprenticeship, but will take less time to complete their qualification. We have also seen an increase in the number of applications we are receiving from females which reflects a shift in the male dominated industry.

For enquiries about candidates in your area please contact

**Geoff Klink**

*Business Development Manager, Electrical*  
021 769 301 or [geoff@att.org.nz](mailto:geoff@att.org.nz)



# REFER A FRIEND TO START THEIR CAREER WITH ATT & EARN \$100

Simply refer a friend to apply for a plumbing, plumbing & gasfitting or plumbing & drainlaying apprenticeship at [att.org.nz/apply/](http://att.org.nz/apply/) and if they are successfully placed with a host business, you will receive \$100.



## HEALTH & SAFETY COMMITTEE

Do you want to help make a difference? The ATT Health & Safety committee is made up of apprentices and support staff who meet regularly to discuss Health & Safety. Due to the completion of apprenticeships, we have a vacancy for either a drainlayer or plumbing and drainlaying representative. You will be paid to attend up to four meetings per year at our offices in Highbrook. If you would like to discuss this further please contact Helen Stephens on 0800 187 878 or [helen@att.org.nz](mailto:helen@att.org.nz)

Please feel free to contact ATT should you have any concerns or issues you would like to discuss. The below is a list of the current committee representatives.

REPRESENTATIVE	CONTACT NUMBERS
Helen Stephens Human Resources Manager	0800 187 878 / 021 890 185
Colin Kilpatrick Area Manager	0800 187 878
Linzi Thornton Health & Safety Coordinator	0800 187 878
Jordan Ross P&G Apprentice	c/o 0800 187 878
Joel Tapsell Roofing Apprentice	c/o 0800 187 878



## DRUGS & ALCOHOL IN THE WORKPLACE

ATT has a zero tolerance on drugs and alcohol in the workplace. Unfortunately, we have had recent incidents where apprentices have had their employment terminated due to drug or alcohol use.

It is a danger to yourself and others to be at work in an unfit state. During the course of your apprenticeship you could be drug tested. If a drug test is conducted it will show any drugs in your system so think seriously prior to taking part in any activity that could impact your future.

The use of drugs and alcohol, even if consumed outside the workplace, can lead to employee impairment while at work. Poor concentration, carelessness, risk-taking behaviour and errors in judgement can occur. Drug and alcohol abuse not only affects work performance, but also results in higher rates of injuries, fatalities and absenteeism as well as reduced productivity.

You are expected at work in a fit state - turning up to work hungover or under the influence of any drugs will not be accepted.

If a co-worker's use of alcohol or other drugs is affecting you then they do have a problem. This person may not be aware their drug use is affecting those around them, so you need to report it to your Host and Area Manager. If you are the one with the problem please seek assistance. ATT has a facility to provide a counselling service for their employees in certain circumstances - please contact your Area Manager or HR for more information.



## PPE UPDATE

After listening to feedback from our apprentices, ATT has introduced a new woven and polyurethane safety glove in addition to the welding gloves currently issued. The thicker gloves were not being worn at certain times due to not having enough flexibility or feeling. The lighter gloves will be suited to certain tasks.

Please ensure you wear the correct gloves for the type of job you are doing - gloves protect your hands from injury and are provided to keep you safe.

## CREATE A SAFER WORKING ENVIRONMENT

ATT has an ongoing commitment to our apprentices and host businesses. Our partnership with HazardCo is a key driver in ensuring our host businesses are providing a safe and happy environment for ATT apprentices to train. Our ongoing relationship with HazardCo allows ATT host businesses easy access to a health and safety system, at a reduced cost. At present, one in three ATT host businesses are HazardCo members. On a national level, over 15,000 businesses are using HazardCo services, including industry bodies such as RANZ and the Master Plumbers Association.

HazardCo can offer your business a complete health and safety system to help keep your employees safe and to address your responsibilities under legislative requirements and WorkSafe NZ expectations. It's a practical and straight-forward system tailored specifically for your worksites, designed to offer peace of mind with minimal paperwork.

*Additionally, ATT will contribute \$100 to the first year HazardCo membership for our host businesses.*

### As a HazardCo member, what do you get?

- Onsite resources for staff, contractors and visitors with full support and training to implement
- One complimentary online Practical Steps Training course
- A 24 hour accident support service
- Assistance with event (accident/incident) investigation is covered by membership
- A comprehensive health and safety policy and procedures
- Health and safety advice via the 0800 number
- Access to discounts with partners such as Blackwood Protector Safety
- 10% ACC workplace levy discount for eligible businesses
- A \$100 discount for your first year, provided by ATT

**CALL HAZARDCO NOW FOR A FREE, NO-OBLIGATION CONSULTATION!**



**0800 555 339**



## HAVE YOU SUFFERED AN INJURY WHILE AT WORK?

Follow these 4 simple steps

Seek treatment

Advise your host AND  
Area Manager ASAP

Fill out an Incident &  
Injury form within 48  
hours of injury (see  
timesheet book or ask  
your Area Manager)

Send Incident & Injury  
form to **info@att.org.nz**  
or fax your completed  
form and medical  
certificates to  
**0800 686 848**

You need to be aware that ATT is unable to accept ACC claims without a written record of your injury. Remember to put ATT as your employer when filling in forms.





## APPRENTICE SPOTLIGHT

In what can only be described as every new apprentice's worst nightmare, Daniel Williamson was just finishing his first solo drainlaying job when the jockey wheel on a half-tonne trailer full of premix collapsed, crushing his left ring finger and taking the end off his right index finger down to the knuckle. Daniel says that if it wasn't for the high quality lace up steel cap boots that his Area Manager Antony had recommended he wear, he was millimeters away from also losing his toes!

Daniel endured five surgeries and a lengthy rehabilitation to get his hands looking as good as they could. However, due to the significant damage done to his tendons and ligaments it was fifteen months before Daniel was able to return to work.

Two and a half years since the accident, Daniel still deals with a bit of pain and does not have full use of his fingers. But his determination to get back to work allowed him to not only finish his apprenticeship but also to have a successful career as a drainlayer.

Although not the typical career path, Daniel didn't actually know very much about drainlaying before starting his apprenticeship with ATT. All he knew was that the 9 to 5 office routine wasn't for him, as he loved being outside and working with his hands. Despite not knowing exactly what he wanted to do, knowing what he definitely didn't want to do led Daniel to Trade Me where he discovered an ATT advertisement about the huge demand for apprentices in Christchurch.

Given his desire to do physical outdoor work, Daniel thought a career in drainlaying sounded right for him and immediately got in touch with his local ATT Area Manager. Before he knew it, he was placed with a host company and training to become a registered drainlayer.

For Daniel, there are many positives to being a drainlayer – not just the steady income that being a registered drainlayer provides! What excites him the most about his job is that he gets to work outside and is involved in work that most people don't get the opportunity to see as drains are always covered once he's finished his job.

Another thing Daniel loves is the variety he has in his work. No two days are the same – 'one minute you'll be doing a new house lay-up, and the next you'll be called away to unblock drains or do camera surveys'.

Something that gives Daniel huge satisfaction is that the majority of his drainlaying work involves repairing damage caused by the earthquake and assisting in helping Christchurch rebuild.

Despite having an accident that would lead most people down a different career path, Daniel's determination and ultimate passion for drainlaying allowed him to finish his apprenticeship and become a certified drainlayer. He believes that if it wasn't for ATT and his Area Manager Antony's willingness to help him out whenever needed, he would not have been able to complete his apprenticeship.





# the **only** trap with a 5° range of motion



With a whole host of enhancements, including our **unique FlexiJoint™ ball-and-socket design**, FlexiTrap™ is our fastest and most flexible installation solution ever.

1. FlexiJoint™ ball-and-socket design allows for a 5° range of motion 2. All nuts reduced and grip profiles smoothed for a better grip and quicker application 3. Bend smoothed with a larger internal diameter for increased water flow 4. Overall dimensions reduced for a more compact trap 5. Improved brightness for a cleaner, more modern look 6. Improved telescopic chamber for greater installation flexibility 7. Waste nuts reduced in length for a universal connection to a greater range of wastes





## EMPLOYER FOCUS

Unlike most eighteen year olds, Luke Dean knew that one day he wanted to own his own business. After finishing school, he relocated to Auckland from Kerikeri where he joined ATT and started his apprenticeship in plumbing and gasfitting.

Luke, who always had the future in the back of his mind, knew that because it's such an evolving industry, becoming a certified plumber and gasfitter meant that he would be able to own his own business and train his own apprentices. As well as this, being trained to the highest level in the industry meant that he'd be able develop and fine-tune his skills throughout his career.

After Luke completed his apprenticeship with ATT, he moved back to Kerikeri where he started Accurate Plumbing.

Accurate Plumbing operated in Kerikeri for six years before Luke and his wife relocated to Auckland.

As the business continued to grow, Luke realised that it was time he got an apprentice to work alongside him. Because of his own experience with ATT, Luke thought it was obvious to utilise their expertise in managed apprenticeships to help him get the right candidate for his business.

Given how stressful running your own business can be, Luke found that having someone he could trust arrange a suitable candidate for his needs was invaluable and made what could be a difficult process, much easier.

ATT placed Luke with an apprentice named Matthew (both pictured), who unlike most candidates isn't 'fresh out of school' and instead wanted to change his career to something he was passionate about.

Despite not being the typical candidate, Luke firmly believes that his age is what makes Matthew such a great apprentice. Luke considers Matthew to be an invaluable asset to his business as his maturity means that he's a fast learner, focused and most importantly, committed to wanting to change his future.

Accurate Plumbing is a family owned business which operates throughout Auckland and specialises in commercial projects and residential developments. Given the growth Accurate Plumbing continues to experience, Luke is looking forward to having many more ATT apprentices working with him in the future.

### Accurate Plumbing

027 468 2718

[info@accurateplumbing.co.nz](mailto:info@accurateplumbing.co.nz)



*Luke and Matthew catching up with Area Manager Colin*



## CONSTRUCTION REPORT

Having been in development for over three years, on April 26 John Key opened New Zealand's first international-standard whitewater canoeing, kayaking and rafting facility. Known as the Vector Wero Whitewater Park, located alongside the Vodafone Events centre off Auckland's Southern Motorway.

The park is the dream child of Olympic gold medallist Ian Ferguson who wanted to open a facility that could be used for recreation, water sports, emergency services training and youth development for over a decade. However, it wasn't until he got in touch with Richard Jeffery of The Second Nature Charitable Trust (who managed the Vodafone Events Centre as well as the unoccupied land next door), that his pipeline dream became a reality.

The park is completely man-made and includes a 140m long lake, two whitewater rivers measuring 300m and 200m long respectively; as well as a 4.5m waterfall which pours over 4000L of water every second! Seven large-scale industrial water pumps were plumbed into the park in order to accommodate the 20 million litres of water which flows through the park.

As the parks General Manager, Ian Ferguson's current focus is the youth development programme. He hopes that it will not only give young New Zealanders an introduction to whitewater conditions, but to also give them the chance to step outside of their comfort zone and boost their self-esteem; "who knows, some may even think they can win an Olympic medal!"



## TRADE SHORTAGE

As the trade shortage in New Zealand continues to gain more awareness, it brings light to the fact that during a construction boom, there is a significant shortage for all tradespeople.

A significant cause of the shortage is that many businesses are hesitant about employing apprentices, due to the cost of taking them on and the time it takes to train them to their standard...

*Which is exactly how our business started 25 years ago.*

In 1991 due to the economic climate in New Zealand, businesses were fearful about taking on apprentices due to the uncertainty of future work. A group of forward thinking plumbers realised that if no one took action, it wouldn't be long before New Zealand faced a shortage of qualified plumbers; thus leading to the establishment of the Apprenticeship Training Trust, now known as ATT.

Fast forward to today and unlike when we started, New Zealand is facing a construction boom, but due to the shortage of quality candidates and the cost of taking them on, businesses are again fearful about taking on apprentices.

*This is where ATT steps in*

The main benefit businesses gain when they utilise ATT to find themselves an apprentice is that ATT employs the apprentice directly and then 'contracts' them out to host business. This significantly reduces the risk businesses face when employing an apprentice as the hard work of finding a quality candidate who'd be suitable for their business, is taken care of by ATT.

As well as reducing the risk for employers, our structure also benefits the apprentice as it provides them with greater job security. If for whatever reason, their original placement doesn't work out, our extensive network of host businesses, combined with the high demand for tradespeople means that they can be transferred into an alternative placement.



## WORLDSKILLS

WorldSkills is an international competition that assembles the top performing apprentices from around the world. The New Zealand division is a charitable trust, dedicated to encouraging young people to excel in vocational skills.

From May to July 2016 there were six regional competitions hosted by Institutes of Technology (Polytechs) throughout the country. Many ATT Plumbing apprentices entered these regional competitions for a chance to be the best plumber in their region, as well as getting the opportunity to be selected as a 'Tool Black'.

The competitions consist of an eight-hour challenge, with competitors completing the same project at the same time, all within the timeframe.

Regional competitions are held on a bi-annual basis.

### WHY ENTER?

WorldSkills gives you the opportunity to become recognised as one of the best in your skill area. Having competed is a great point of difference on your CV and will give you a clearer idea of your strengths. Plus, you get the chance to travel overseas to represent New Zealand as a 'Tool Black'!

## ENTRY REQUIREMENTS

Competitors must be under 23 years of age as of the 1st October 2017. Past regional and national competitors within the age restrictions may compete again, with past international competitors being excluded.

To enter the national competition you must be selected by competing in the prior regional competition or being nominated to participate by your industry.

## DATES

### 29 September - 2 October 2016

National Competitions

### October/November 2016

Tool Black Selection Process

### April/May 2017 (TBC)

WorldSkills Oceania hosted by WorldSkills Australia

### 12-17 October 2017

WorldSkills Abu Dhabi

For more information on the competition visit [www.worldskills.org.nz](http://www.worldskills.org.nz)

## CONZTRACT NATIONAL TRADESHOW TOUR 2016

CoNZtract is New Zealand's leading construction trade show. This year the tour is broken down into six rounds, running from early May to mid November. The tradeshow covers eighteen venues throughout the country. Come and visit ATT on tour with CoNZtract, this event is not to be missed!

### UPCOMING DATES

July 26  
July 27  
July 28

Wellington  
Palmerston North  
New Plymouth

August 23  
August 24  
August 25

September 20  
September 21  
September 22

November 15  
November 16  
November 17

Hamilton  
West Auckland  
South Auckland

Christchurch  
Greymouth  
Nelson

Dunedin  
Invercargill  
Queenstown

## QUOTE OF THE QUARTER

"You miss 100 percent of the shots you don't take"

Wayne Gretzky

# Your one-stop shop for gases, welding and safety.

**BOC Gas & Gear® is a leading supplier of:**

- Industrial, hospitality and medical gases
- Welding equipment and trade tools
- Safety and Personal Protective Equipment (PPE)
- Complete solutions tailored to your individual needs



Our June-July catalogue is out now!  
Go in-store or online to check it out!



Find your nearest Gas & Gear® store by visiting [boc.co.nz](http://boc.co.nz)  
or call 0800 111 333.

[f /bocsouthpacific](https://www.facebook.com/bocsouthpacific) [t /bocsouthpacific](https://twitter.com/bocsouthpacific) [You Tube /user/boclimited](https://www.youtube.com/user/boclimited) [in /company/boc-south-pacific](https://www.linkedin.com/company/boc-south-pacific)

**BOC**

**Gas & Gear**

© BOC Limited 2016. MP16-0111|UNZ|ML|0616

**THANK YOU  
TO OUR  
GENEROUS  
SPONSORS**



**skills.**

plumbingworld



**Caroma**

**BOC**  
A Member of The Linde Group