

# UpSkill

FEBRUARY 2018



## 2018 Dux Scholarship Winner

Congratulations to Jacob Caskey from Evergreen Plumbing, Gasfitting and Drainlaying

## Evergreen Success

Interview with Directors Ben and Kelvin of Evergreen - Jacob's Host

## Apprentice Plumbs Tarawera For Trout

Rheem and ATT fishing experience with Geoff Thomas, December 2017

## 2017 Customer Service Survey Winners

ATT apprentice Jatinder Sidhu and ATT host TPS Wiltek Maintenance Ltd



PLUMBING



GASFITTING



DRAINLAYING



ELECTRICAL

ATT

Apprentices Grow Business

# CHIEF EXECUTIVE COMMENTARY

---

It is probably fair to say that 2018 has certainly started at a frantic pace!

For us at ATT, both our PGD and Electrical Divisions will comfortably exceed budgeted new apprentice sign-ups in January and February.

Looking around the country and noting business activity in the building sector in general it does however seem to be a story with two quite different scenes. At once there is a large group of our customers whose businesses seem to be enjoying very high levels of activity, and others in some areas around New Zealand who are clearly struggling.

One factor in this scenario is the consistent investment in new additional apprentices over the last few years which has seen many businesses well prepared for, and now positioned very well for growth today.

One of the issues we (and other organisations) have been increasingly dealing with is to find ways to stop customers taking on ATT employee apprentices on a direct basis, and where ATT has incurred all the upfront costs to employ and then train them. Those costs are recovered over the full term of an ATT apprenticeship. That is now being reflected in increased penalty fees for this behaviour in our contractual arrangements with our customers.

We are also introducing heavy deterrents to stop our apprentice employees instigating this sort of behaviour for the same reasons. Most of our customers are highly supportive of this approach.

At ATT we are also supportive of actions the ITO is looking at to charge transfer fees to apprentices covered by ITO training agreements who jump from one employer to another at their convenience. At ATT we are committed to long term apprenticeships, and we believe that the quality of end of apprenticeship outputs in our ATT full service managed apprenticeships are considerably higher than in direct employment models. We are also supportive and have had much input into the new, longer apprenticeships that have taken effect from January this year.

On behalf of the ATT team, can I take this opportunity of wishing you a successful and fulfilling year in 2018.



Best Regards,

A handwritten signature in black ink, appearing to read 'GHP', written over a white background.

Gray H Paterson  
Chief Executive

## INSIDE THIS ISSUE

---

Chief Executive Commentary	1
Get Hold of ATT	2
2018 Dux Scholarship Winner	3
Interview with Jacob Caskey	4
Interview with Evergreen	5
ATT Value to Host Businesses	6
Rheem/ATT Fishing Trip	8
ATT Scholarships	10
2017 Customer Service Survey Winners	11
What Host Businesses Say about Us	12
Suffered an Injury at Work?	13

# GET HOLD OF ATT

## KEY CONTACTS

Mike Dyer  
National Sales Manager  
mike.dyer@att.org.nz / 021 778 41

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

Nick Braddock  
Recruitment / HR Advisor  
nick.braddock@att.org.nz / 0800 187 878

Sarah Hutcheson  
Electrical Training / HR Coordinator  
sarah.hutcheson@att.org.nz / 09 273 9961

Shannon Kumar  
Recruitment Coordinator  
shannon@att.org.nz / 0800 187 878

Yan Heng  
Accountant  
yan.heng@att.org.nz / 09 273 9965

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

Linzi Thornton  
Health and Safety & HR Coordinator  
linzi@att.org.nz / 0800 187 878

Lisa Armstrong  
Business Development Manager - PGD  
lisa.armstrong@att.org.nz / 021 433 018



## CONTACT YOUR ATT AREA MANAGER

Ross Cornes  
Area Manager Northland  
ross@att.org.nz / 027 476 9306

Jude Nalder  
Area Manager Auckland  
jude.nalder@att.org.nz / 021 769 301

Jenni Hjorth  
Area Manager Auckland  
jenni.hjorth@att.org.nz / 021 769 659

Dave Richardson  
Area Manager Auckland  
dave.richardson@att.org.nz / 021 780 643

Steve Gray  
Area Manager Auckland - Electrical  
steve.gray@att.org.nz / 021 769 373

Megan Peterken  
Regional Manager Central North Island  
megan@att.org.nz / 027 476 9310

Brett Jowsey  
Area Manager Central North Island  
brett.jowsey@att.org.nz / 021 455 350

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

Tommy Goodwin  
Area Manager Christchurch & Upper South Island  
tommy.goodwin@att.org.nz / 021 455 359

**0800 187 878**  
**info@att.org.nz**  
**www.att.org.nz**

**www.facebook.com/growwithatt**



# DUX SCHOLARSHIP 2018



Congratulations to Jacob Caskey, the 2018 winner of the Dux Scholarship! Jacob is an ATT Plumbing and Gasfitting apprentice completing his apprenticeship with Evergreen Plumbing, Gasfitting and Drainlaying in Hawera, Taranaki.

Sponsored by Dux, the Dux Scholarship is awarded on an annual basis to ATT's top performing first year apprentice in Plumbing, Plumbing & Gasfitting or Plumbing & Drainlaying.

The scholarship covers the second, third and fourth year training fees for the apprentice.

Not only are Jacob's training fees covered for the remainder of his apprenticeship, Jacob's host business Evergreen Plumbing, Gasfitting and Drainlaying will receive \$2,500 worth of Dux products for each of the three years.

The selection process required to determine the scholarship winner involves a strict set of criteria focusing on host business feedback, work attendance, ATT Area Manager feedback and face-to-face interviews. The scholarship is awarded to the best overall performing apprentice, including academic, practical and personality considerations.



2018 Dux Scholarship Winner  
- Jacob Caskey -

As a critical element of the selection process, Susie Paterson and Jeff La Haye from Dux travelled the country to interview all of the finalists.

This year, there was a narrow margin between first and second place. As a result, Jeff and Susie from Dux agreed that it was only fair to award second place, Aaron Edmondston of Aquacraft Plumbing, by covering his second year's fees. The calibre of all five finalists was very high and it was promising to see young talent coming through.

The other finalists for this year's Dux Scholarship were:

- James Boyle - Cooke Plumbing Company (Auckland)
- Aaron Scrivener - Tapit Plumbing (Auckland)
- Greg Tuohy - MT Carroll (Hawkes Bay)

The Dux Scholarship will be continued in 2018. Keep an eye out for when nominations open, so that hosts with apprentices finishing their first year can be rewarded for their hard work!

## INTERVIEW WITH 2018 DUX SCHOLARSHIP WINNER

JACOB CASKEY



How did you find out about the Dux Scholarship?

I found out about the Dux Scholarship through my employer Ben Annabell (Evergreen Plumbing, Gasfitting and Drainlaying Ltd), who approached me about the idea of nominating me for the award. I gave him the go ahead, but never really expected to win.

What first got you interested in a career as a Plumber/Gasfitter?

I always knew I wanted to get into a trade, but didn't know which one I wanted to get into. However, my Careers Advisor at school showed me a short clip from 3 News which shed light on the plumbing trade which was really appealing to me. This was mainly due to the large variety of work involved and also being able to travel from job-to-job.

What are the best things you've found about being a Plumbing/Gasfitting apprentice?

In my opinion the best thing about being a Plumbing/Gasfitting apprentice is being able to work with the other qualified tradesmen. This allows me to learn about the variety of different methods and styles involved when completing a particular job. Essentially I can pick and choose what works best for me.

What have you enjoyed the most during your apprenticeship with ATT?

Winning and formally receiving the award for ATT's most outstanding new apprentice in the plumbing trade.

With an exciting Plumbing/Gasfitting career ahead, what are you most looking forward to?

Expanding my knowledge, skills and ability to carry out more challenging jobs by myself.



## HOST SPOTLIGHT

### Evergreen Plumbing, Gasfitting and Drainlaying - Directors Ben and Kelvin



#### How did Evergreen start and what type of projects does your team primarily work on?

Evergreen Plumbing started in November 2013. Ben had been travelling and working overseas for a few years and decided to come back and start a business. An opportunity came up to have Kelvin Muggerridge come on board as a 50/50 owner and we have never looked back. We now have 4 qualified tradesmen, 2 apprentices and an office manager. We are currently on the hunt for another apprentice and we plan to expand our team of qualified staff in the very near future.

Evergreen carry out a large variety of work - new housing, renovations, maintenance, gas installations and breakdowns, drain laying and so on. We also cover commercial and industrial plumbing, gas and drainlaying.

#### Why did you think Jacob would be a great candidate for the Dux Scholarship?

Jacob has been a standout performer since he started with Evergreen. He has maturity well above his years and his understanding of the trade is very advanced in both practical and theoretical terms.

He is extremely keen on learning and developing his skills and shows a real passion for the industry. He interacts well with our clients and I know that Jacob has Evergreen Plumbing's best interests in mind whenever he is dealing with any situation.

Jacob will make an outstanding tradesman and future certifying Plumber/Gasfitter and I know that he has a successful career ahead of him if he continues on the same track.

#### How did you get started with ATT?

We were approached by an Area Manager one afternoon on a job site and this followed through to a meeting later on. At the meeting, we found out how ATT worked and it just made sense to us that ATT was the way to go.

#### What made you choose employing through ATT as opposed to employing direct?

The ability to hand the apprentice back to ATT is certainly a contributing factor. If things don't work out (for a variety of reasons) it is nice to have that security that ATT will re-home the apprentice with a different firm. While we never intend for this to happen, it is a great protection for my company.

Employing through ATT also cuts down the amount of admin required on our behalf to get these boys through trade school, courses, wages etc. This is all valuable time that we are able to spend on being productive.

# ATT Value to Host Businesses

ATT recruits, employs and places apprentices with host businesses in plumbing, gasfitting, drainlaying and electrical trades.

ATT provides a full service, value for money package including apprentice management, administration and recruitment. This will allow you to focus on growing your business.



## **THOROUGH APPRENTICE RECRUITMENT PROCESS**

ATT is committed to providing the industry with quality apprentices and specialises in a comprehensive recruitment and screening process.

## **MITIGATED BUSINESS RISK**

ATT directly employs the apprentice, mitigating risks for the host business should circumstances change.

## **STRONG PROVEN TRACK RECORD**

ATT is the largest employer in the NZ PGD sector which is a clear indication of the strong reputation it has developed in the market.

## **APPRENTICE MENTORING**

An allocated ATT Area Manager will visit each apprentice every 10 weeks to mentor them through to completion.

## **ATT TAKES CARE OF ALL PAYMENTS**

The host business only pays for the hours worked by their apprentice. ATT organises all payments such as ACC, Kiwisaver, PAYE, sick leave and wages whilst on block courses and holiday pay.

**Join ATT now! [www.att.org.nz](http://www.att.org.nz)**

# The only complete trap range with a 5° range of motion.



Three wastes to choose from - plug & waste, dome or pop-up

Protective cap with mounted screw for easy installation



FlexiTrap™ is available in both vented and non-vented

Stimline, low profile inlet waste seal for a tidy finish

## FULL REPLACEMENT WARRANTY

50 year warranty on FlexiTrap™ and 10 year warranty on pop-ups



**AWARD WINNING**  
Master Plumbers  
Product of the Year

Only FlexiTrap™ with its innovative FlexiJoint™ offers a 5° range of motion for a faster installation



## Your complete trap AND waste solution

FlexiTrap™, with its innovative FlexiJoint™ was judged as **Product of the Year** in the annual Master Plumbers NZ Plumbing Awards. Now it's even better with a choice of plug & waste, dome or pop-up. You be the judge and see why FlexiTrap™ is our fastest and most complete installation solution ever.

[www.flexitrap.co.nz](http://www.flexitrap.co.nz)



# APPRENTICE PLUMBS TARAWERA FOR TROUT

Rheem and ATT fishing experience with Geoff Thomas, December 2017

Every year, a young plumbing apprentice wins the trip of a lifetime – a weekend trout fishing at Lake Tarawera in the Bay of Plenty with hunting and fishing legend Geoff Thomas.

The trip has become a regular feature on the calendar, and is only possible through sponsorship support from Rheem NZ, working with the Apprenticeship Training Trust (ATT).

And, of course, the lucky budding plumber has to be accompanied by somebody from the host business. This never seems to be a problem, as fishing always rates highly among those who work in the industry.

Last year, ATT Area Manager Brett Jowsey was lucky enough to accompany Waikato-based apprentice James Young along with his supervisor, Jacob Smith from host Plumbing & Gas Works Ltd.

The team arrived on the evening of December 8 for a spot of dinner cooked up by Geoff, and the usual pre-fishing competitive banter between anglers. The rooms at Geoff's personal lodge 'Rainbow's Return' were seriously comfortable, and the guys managed to wake with the birds singing outside the window.

As Brett said: "Fantastic calm conditions welcomed us as we headed out onto the water, and the anticipation of that first fish really gets you pumped up."

It wasn't long before James got the team off to a great start, with the first trout hooked and landed.

After a few hours fishing in the beautiful calm morning conditions, it was back to the lodge for breakfast, which always seems so much better after being out on the water.

Then it was back out on the boat with chilly bins, lunch, togs and towels for the rest of the day. The team covered most of the lake catching fish regularly, and finishing at the famous Hot Water Beach, where the natural geothermal hot water makes a pool among the rocks seem like a hot bath. Then it became a contest to see who could put on the best jump off the rocks up a nearby cliff with James proving that youth wins such events.

A great day's fishing ended back at the lodge where Geoff put on a huge meal, with the day's action and laughs recounted over a few refreshments.

What a great weekend away, topped off with some fresh smoked trout to take back home. A massive thanks to Geoff and Rheem for a truly once in a lifetime opportunity.



# SNAP & SCORE

WITH ATT 

LIKE ATT ON FACEBOOK, POST A PHOTO OF YOUR LATEST RHEEM HOT WATER INSTALL AND TELL US WHY YOU AND YOUR HOST SHOULD WIN

## An all inclusive weekend with fishing legend Geoff Thomas

### Prize includes:

- Transport to Rotorua (flights and/or rental car)
- 2 nights accommodation at Rainbow's Return Lodge, hosted by Geoff
- Trout fishing on Lake Tarawera with Geoff
- All food & fishing gear supplied
- Outdoor clothing pack

**GET IN QUICK**  
ENTRIES CLOSE 13th APRIL!

VISIT  [FACEBOOK.COM/GROWWITHATT](https://www.facebook.com/growwithatt) TO BE IN TO WIN



STEADY, HOT & STRONG

INSTALL A RHEEM™

Competition open to active ATT Plumbing and Gasfitting apprentices. Winning entry must be an active ATT apprentice at the time of entry and date of trip. Entries close 13th of April 2018. Top 5 entries selected by ATT and will be acknowledged on social media. Winner chosen by Rheem/ATT and announced on social media 20/04/2018. Trip date is 25th-27th of May 2018 and cannot be altered by the winner. Trip cannot be exchanged for cash, refunded or gifted to another person. If for any reason the trip is cancelled or postponed, the next suitable date will be arranged – if no date can be found the prize will be voided. The winner agrees to images and trip commentary being used for advertising/PR purposes by Rheem and ATT.



PLUMBING



GASFITTING



DRAINLAYING



ELECTRICAL



Apprentices Grow Business

# ATT SCHOLARSHIPS

The ATT Apprenticeship Scholarships offer varying levels of assistance for prospective apprentices who may need a hand-up to pay the ATT fee. As well as this, the scholarships can provide ongoing support for those apprentices who need additional financial help.

Scholarships are available each year for applicants from all over NZ. Applications are now open and will be assessed on a case-by-case basis.

We are proud to establish the ATT Apprenticeship Scholarships especially in a time where there is a critical shortage of apprentices. ATT take pride in encouraging young people to get a trade and essentially build a rewarding career.

**For eligibility criteria  
contact our team on  
0800 187 878**

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

# WINNERS

## 2017 ATT CUSTOMER SERVICE SURVEY

A big congratulations to TPS Wiltek Maintenance Ltd and Jatinder who have won prizes for participating in our Customer Service Survey last year.



TPS Wiltek Maintenance Ltd



Jatinder Sidhu - Alba Plumbing Ltd



Apprentices Grow Business

# What Host Businesses Say about Us...



"The trades industry is booming all over New Zealand with all the growth, but it is still hard to find good calibre apprentices. ATT understands our business needs which help them select apprentices who are most suited to our company. Our aim is to have apprentices for the long term and a number of our current qualified tradesmen started with us as an ATT apprentice. ATT provide essential support and guidance throughout the apprentices training and take the hard work out of recruiting new apprentices."

**Gillian & Roger Westbrook**  
**Laser Plumbing - East Tamaki**



"At ATT PAYE, Kiwisaver, sick pay and holiday pay are all dealt with - I have a lot on my plate working on my business so I didn't want to have to allocate extra time at the end of the day for all the paperwork. All block courses are organized again giving me more time to work on my business. It helps me plan my week and makes it easier as there is only me working on my business."

**Andor Van Vugt**  
**Source Electrical Ltd**

# SUFFERED AN INJURY AT WORK?

Follow these steps:

**1** Seek treatment

**2** Advise your host AND Area Manager ASAP

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

**4** Send Incident & Injury form to [info@att.org.nz](mailto:info@att.org.nz) or fax your completed form and medical certificates to 0800 686 848

Please 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.

## CURRENT H&S COMMITTEE CONTACTS

**HELEN STEPHENS**

HR Manager  
[helen@att.org.nz](mailto:helen@att.org.nz)

**LINZI THORNTON**

H&S/HR Coordinator  
[linzi@att.org.nz](mailto:linzi@att.org.nz)

**JENNI HJORTH**

Area Manager  
021 769 659

**AARON SCRIVENER**

Plumbing Apprentice  
c/o 0800 187 878

**DION ROSSOUW**

Plumbing/Gasfitting Apprentice  
c/o 0800 187 878

**NATHAN CHAPMAN**

Electrical Apprentice  
c/o 0800 187 878

**KORO RAROA**

Drainlaying Apprentice  
c/o 0800 187 878

Thank you to our generous sponsors



**skills.**



plumbingworld

Caroma

**ToolWare**

plumbingworld  
**young**  
 plumber  
 of the year

OPEN TO ANY APPRENTICE, LICENSED OR CERTIFYING PLUMBER, GASFITTER OR DRAIN LAYER 31 & UNDER • **FREE TO ENTER**

**ARE YOU NZ'S NEXT YOUNG PLUMBER OF THE YEAR?**

Young Plumber of the Year is the chance for the future of our industry to test their skills.

We want to ensure a better plumbed New Zealand, so we're putting the spotlight on our industry to find the best young plumbers in our country!

**Hurry, places are limited!**

**OVER \$20,000** IN PRIZES ARE ON OFFER!

INCLUDING A TRIP FOR THE WINNER AND THEIR EMPLOYER TO TOTO IN INDONESIA



**ENTER NOW AT YOUNGPLUMBERSCLUB.CO.NZ**

Or fill in your details here and hand it in to your Plumbing World Branch Manager

**PLEASE NOTE:** Filling in this form does not guarantee you a spot, please go to [www.ypc.co.nz](http://www.ypc.co.nz) or talk to your Branch Manager for full terms and conditions

Name.....

Company.....

Plumber/Drainlayer     Plumber/Gasfitter     Plumber/Gasfitter/Drainlayer

Apprentice  (circle one: Year 1, Year 2, Year 3, Year 4)     Licensed     Certified

Email.....

Mobile..... D.O.B..... / /

Plumbing World Branch.....

As at 31 December 2018, I can confirm I am/will be under 31 years of age

Entries must be received no later than 31st March 2018

BRANCHES NATIONWIDE     
 0800 800 686 OR [plumbingworld.co.nz](http://plumbingworld.co.nz)

plumbingworld