

atnz bulletin

WINTER 2023

The latest
engineering
training news



IN THIS ISSUE:

**New flexible
training options**

**Innovations for
welding learners**

**Shaping the
next generation
of machinists**



Fresh training strives to ease skills gaps

Since commencing trading as a PTE in January this year, ATNZ has been working hard to identify the skills gaps within New Zealand's engineering and manufacturing workforce.



We have been developing and implementing new training to fill these gaps to provide the industry with a future-focused labour force and a platform for future growth.

We have just released our first NZQA-approved certificates in welding with both Level 3 and 4 qualifications available. These are important first steps for ATNZ making significant innovative specialist training available to the industry.

The Level 3 NZ Certificate in Welding is 42 weeks/60 credits. We have designed it for individuals who are interested in a career in welding and intend to enter or are already in the industry. It leads to NZ Certificate in Welding (Level 4) and may also lead to NZ Certificate in Engineering Fabrication (Level 4).

Graduates will be able to apply knowledge of trade terminology, calculations, measurement and interpretation of engineering drawings and sketches concerning welding tasks. They will also be able to apply knowledge of engineering metals, correctly set

up, use and maintain welding equipment, and perform a range of welding tasks in defined positions using relevant materials and equipment according to instructions and written procedures. This is an ideal qualification for a production welder or trade assistant.

Similarly, the NZ Certificate in Welding Level 4 is 42 weeks/60 credits. It builds on the NZ Certificate in Welding (Level 3). It leads to NZ Certificate in Engineering Fabrication (Trade) (Level 4) with strands in Heavy Fabrication, Light Fabrication and Steel Construction.

Graduates will have the skills and knowledge to work as skilled welders in various engineering fabrication, steel construction, mechanical engineering and manufacturing workplaces.

These are the first programmes fully developed under the ATNZ banner and successfully taken through the Hanga-Aro-Rau Workforce Development Council programme endorsement and NZQA programme approval process.

ATNZ Private Training Establishment (PTE) Manager Mark Chavez showed his pleasure with these developments stating, "These approvals bring us one step closer to realising our vision of becoming a highly valued training partner in the engineering sector".

Much of the new training will be micro-credentials that are part of the New Zealand Qualifications Framework (NZQF). These cater to the evolving needs of the workforce by providing specialised, flexible and relevant training where there is a need to address specific skills gaps.

These micro-credentials are NZQA-approved certificates which allow employers to upskill their team in areas of need and offer employees the accessibility of specialised training to develop targeted, industry-relevant competencies. Micro-credentials are quite short in duration, allowing for rapid training of these skill sets. Announcements on the specifics of our micro-credentials will be made in the coming months as they gain NZQA approval.

As part of our commitment to being a nimble and responsive training provider, we are developing public training courses on demand. The first of these is a machining course focusing on quality control which is currently under development. This will provide companies in the Machining Industry access to dedicated quality control training covering everything from measuring instruments and reading drawings to correctly filling out documentation. This course will become available in the coming months.

If there is anything that you require training on for your team, please get in touch with your ATNZ Account Manager or email us at info@atnz.org.nz.



New era brings flexible training options

Since transitioning into a Private Training Establishment (PTE) in January this year, ATNZ has retained our Group Training Operation (GTO) status but can now manage apprenticeships and training for learners we don't employ ourselves. Something that offers the industry significantly improved training flexibility. While many companies prefer us to manage the employment relationship with apprentices, so they can focus on running their business, we can now manage the training for companies that employ their apprentices and other team members directly.

Under both the ATNZ-employed and directly employed models, ATNZ manages the development and training of the apprentice. In each scenario, the apprentice receives an unparalleled ten visits yearly from a dedicated ATNZ Account Manager, the highest level of support provided to learners in the industry.

Our quality service includes mentoring of learners, additional tutoring, dedicated pastoral care and speed of marking assessments, which are integral to superior learner outcomes. ATNZ consistently delivers the industry's highest apprenticeship completion rates, and many ATNZ customers report improved productivity and workplace harmony.

"ATNZ's transition to a Private Training Establishment marks an exciting milestone for both our company and the New Zealand engineering industry as a whole," says ATNZ CEO Tim Wilson. "The superior learner support model provided by ATNZ has become accessible to all employers, which will drive better learner outcomes and contribute to the growth and success of the industry."

If you want to discuss ATNZ managing the training of an apprentice you employ yourself, even one currently enrolled with another provider, please chat with your ATNZ Account Manager or email us at info@atnz.org.nz.

ATNZ Sparks Innovation in Welding Training

ATNZ has put considerable effort into looking at ways to energise and upskill the welding workforce in New Zealand. Planning that began last year has come to fruition since we became a PTE at the beginning of this year. There is little doubt that welding is an area in which skills and labour shortages must be addressed to enable the development and growth of the New Zealand Engineering industry.

ATNZ is proud to introduce three new initiatives to assist the industry in developing a broader and more highly skilled welding workforce.

The first is acquiring welding simulation equipment for improved training, which aligns with our strategy to utilise the latest technology for better learner outcomes. The equipment is the first of its kind in New Zealand and provides significant efficiencies and flexibility. The simulation equipment is highly realistic and authentic to real-world usage, something that is surprising to many users. It simulates all weld types, materials, consumables and positions and is available with robotics. Welding simulation offers significant advantages over traditional training. The immediate feedback and instruction it provides increase the speed and quality of learning. Additionally, the simulated experience eliminates the use of materials and wear and tear on equipment, delivering cost savings and a safer learning environment. We have trained all ATNZ Account Managers in the use of the equipment.

The welding simulation equipment is available for deployment to engineering premises and other suitable locations with a qualified trainer to provide instruction who can tailor the training to any individual requirement.

Our second initiative to improve New Zealand's welding capability is the introduction of NZQA-approved Level 3 and Level 4 NZ Welding Certificates. These received

NZQA approval in June and are now in the market to provide specialised welding training previously unavailable in New Zealand. Introducing these certificates provides a learning pathway for aspiring welders, making it considerably easier for engineering companies to develop their labour force. The Level 3 Certificate equips learners with entry level knowledge, while the Level 4 Certificate enables more advanced skills and is an excellent segue into a Level 4 Engineering Fabrication Apprenticeship. Both NZ Certificates in Welding are 42 weeks/60 credits.

The third of our initiatives is the appointment of a full-time welding tutor. We are still confirming the final contractual details, but once these are in place, the tutor will travel around the country as required offering intensive specialised training through simulation and traditional methods. Our highly experienced tutor provides the resource for training and development for all skills and experience levels. The tutor will travel with the simulation equipment and help ATNZ apprentices with free tuition outside working hours to benefit all our learners and customers.

"This is a game changer for Aotearoa, ATNZ and vocational education" said ATNZ National Manager Ben Julian. "We now have transitional training in place starting with the simulators, into our welding program and then an apprenticeship. Never before has there been an opportunity to upskill as quickly as this to a standard much higher than previous. This offering will directly prepare employers for the current labour shortage and coming change in the market as qualified staff retire".

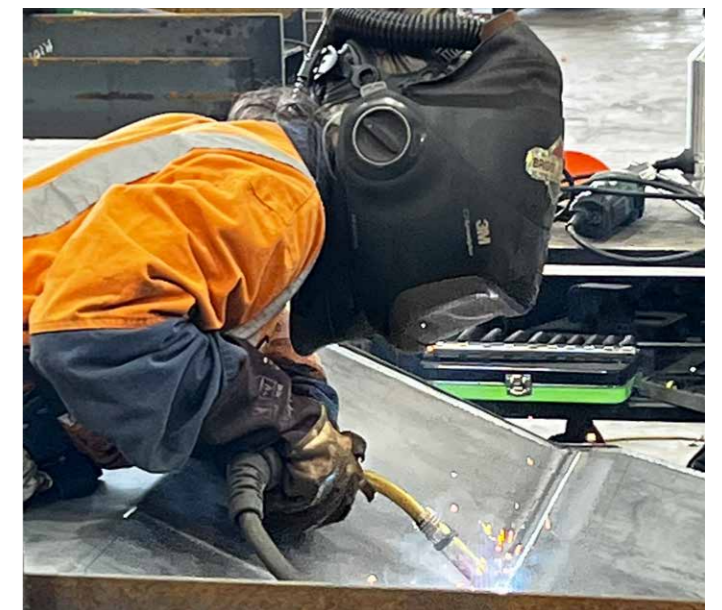
These three initiatives demonstrate ATNZ's commitment to filling a critical skills gap and providing pathways to develop the future-focused labour force the industry needs. If you want to discuss or take up any of these new initiatives, please chat with your ATNZ Account Manager.

ATNZ takes a leading role in shaping future qualifications

ATNZ Account Managers recently participated in several Hanga-Aro-Rau Tertiary Advisory Groups (TAG). These groups on Welding, Fluid Power Engineering Fundamentals, and CNC went exceptionally well.

TAGs are consultative bodies comprising industry experts, employers and other stakeholders offering expertise, advice and insights into the skills and knowledge required by the industry. The groups are responsible for reviewing the sector's current suite of unit standards and ensuring the development of future unit standards meets the industry's current and future skills and workforce development needs.

ATNZ holds a key position in these groups as a stakeholder and subject matter expert. Our position and perspective are unique as both an education provider and employer. It is important for ATNZ to have a say on the qualifications to help ensure appropriate programs are developed to ensure an appropriately skilled workforce for the future of the engineering industry in New Zealand.



Competition fierce for Tool scholarships

We really enjoyed the judging of the 2023 Mitutoyo Tool scholarships. Our partner and sponsor, Hobeca, the official New Zealand Distributor of Mitutoyo precision measuring tools, generously sponsors these annual awards, where twenty apprentices were each awarded a \$750 tool scholarship.

The awards were open to all ATNZ apprentices at least six months into their apprenticeship. Entrants were judged against expectations of where an apprentice is for their experience level, giving newer apprentices an equal chance of winning as their more experienced counterparts.

The standard of entries was sensational. It was hard to select the thirty finalists and to choose the twenty winners was particularly difficult. This is a testament to the attitude and passion of our apprentices, the combined support of our ATNZ Account Managers and Learning and Development Team, and the commitment of our hosts and employers to ensure the best outcomes for their learners.

The tool scholarships are an excellent lead into our premier awards: the ATNZ Apprentice of the Year (sponsored by NZ Safety Blackwoods) for apprentices at least 18 months into their apprenticeship and the ATNZ Rookie of the Year (sponsored by Ko-Ken Tools) for apprentices less than 18 months into their apprenticeships.



The prizes are increased this year, with the overall winners of each award collecting \$2,500 of tools and the regional winners \$500 tool vouchers each. Regional finalists of each competition will travel to Auckland for the ATNZ annual awards lunch in December.

Entries for these competitions open in October, so interested apprentices should start thinking about their entry and getting some good pictures of their body of work. It is going to be a sensational competition.



Shaping the next generation of machinists

We are excited to announce that ATNZ has partnered strategically with the Machinist Training Organisation (MTONZ). This initiative aims to deliver a solid and future-focused labour force for the NZ machining industry.

Programme Manager Andy Reid established MTONZ in September 2022. Andy's experience in machining delivers a unique perspective. He is the subject matter expert, provides the industry voice, and is a familiar face to many ATNZ machining customers. Andy is immersed in the ATNZ business two days a week, a time that we expect to deliver significant fruit for the machining industry.

The goals of our organisations align perfectly, and we are working closely together to deliver three main objectives.

The first of these is advocacy. Andy will be in the community, particularly schools with the ATNZ Account Management and Tertiary Partnerships teams driving awareness of and preference for a career in machining. We will jointly find, encourage and foster the machinists of the future, and address the current talent shortage.

Secondly, we are working together on better machining training programmes. MTONZ is playing a key role in developing new ATNZ training, including Fundamentals of Operating and Setting CNC Machines and a Quality

Control Course. These will eventually form part of new qualifications developed by Hanga-Aro-Rau, which ATNZ will introduce later this year, subject to NZQA approval. The short course on quality control that is currently under development will be getting released in the coming months.

Thirdly, the partnership will enable us to deliver more robust and specialised support to our machining learners. Andy's machining expertise, in collaboration with the dedicated support and pastoral care of the ATNZ Account Management Team, will improve ATNZ machining learner outcomes. Andy will likely assume an Account Management role for some of our machining trainees later this year. His specialised knowledge will prove invaluable in their development and success.

Speaking about the partnership and what he expects it to deliver, Andy effusively said "The machining industry has been long overdue for updated training that is relevant and focuses on what machine shops require. I believe the partnership between ATNZ and MTO bridges this gap; by having an industry focal point delivering the knowledge to ATNZ we can develop exactly what is needed."

Women in Trades Group gains momentum

As part of ATNZ's commitment to improving opportunities and outcomes for our female learners, Jo Brierley, our Bay of Plenty Account Manager, has developed a Women in Trades Support Group, which meets online bi-monthly. The group is open to all ATNZ female learners, and new members are welcome. The fact that the group meets online helps the network expand and makes communication between members easy.

"It's about supporting our women in a historically dominated male industry and helping to develop these amazing ladies become the best tradespeople they can be" said Account Manager Jo Brierley. "The group belongs to all our female ATNZ apprentices, and we work and support each other. This is an amazing network as they work towards building their future and encouraging other women in our trade".



We are already seeing female apprentices achieving great things at ATNZ. Georgia Johnson of Gavin Lowe Energy was the Southern Region Winner of the 2022 Apprentice of the Year, and Samara Robson-Beard of Active Engineering was the Northern Region Rookie of the Year. These fantastic achievements are a testament to the passion, dedication and application we are seeing from our female apprentices at ATNZ, and we look forward to my highlights in 2023 and beyond.

A recent highlight for the group was Kiwi Olympian and rowing legend Joe Sullivan who gave an intimate talk on resilience, something our members really enjoyed.

If anybody would like to join, please get in touch with Jo Brierley at jo.brierley@atnz.org.nz.

She would love to hear from you.

Apprentice of the Year to Represent the Industry

Congratulations to 2022 ATNZ Apprentice of The Year, Bailey Dunn, for his appointment to the National Industry Advisory Group (Engineering). The role of the NIAG is to advise the Hanga-Aro-Rau Workforce Development Council about skills and training issues within the engineering sector. The group focuses on lifting the skill levels of Māori and other under-represented groups.

Bailey, of host company Patton Engineering Ltd., associates himself with three tribes, Ngapuhi, Te Arawa and Ngatai Kahungunu, and has significant responsibility as the sole apprentice appointed to the group. This is an amazing achievement for Bailey and builds on his Apprentice of the Year win.

Bailey will provide a specialist perspective on the sector's current and future workforce needs and help influence how Hanga-Aro-Rau Workforce Development Council supports the industry in the future. ATNZ and Patton Engineering Ltd. are proud of this significant achievement in Bailey's life.



Recent Apprentice Graduations

ATNZ want to congratulate our recent graduates on completing their apprenticeships.

Jade Burns	<i>JP Marshall & Co</i>	New Zealand Certificate in Engineering Fabrication (Trade) – Heavy Fabrication Level 4
Shae Clarke	<i>We Can Precision Engineering</i>	New Zealand Certificate in Mechanical Engineering (Trade) – Machining Level 4
Logan Conn	<i>Essity Limited</i>	New Zealand Certificate in Mechanical Engineering (Trade) – Fitting and Machining Level 4
Caleb Ireland	<i>Red Steel</i>	New Zealand Certificate in Engineering Fabrication (Trade) – Steel Construction Level 4
Luke Melhuish	<i>Frucor Suntory New Zealand</i>	New Zealand Certificate in Mechanical Engineering (Trade) – General Engineering Level 4
Taylor Morgan	<i>New Zealand Steel</i>	New Zealand Certificate in Mechanical Engineering (Trade) – General Engineering Level 4
Kylan Phillips	<i>Amalgamated Pipe Fitters</i>	New Zealand Certificate in Refrigeration and Air Conditioning (Trade) Level 4
Joshua Pratt	<i>Horne Engineering</i>	New Zealand Certificate in Mechanical Engineering (Trade) – Fitting and Machining Level 4
Ronan Prouting	<i>Watson Engineering</i>	New Zealand Certificate in Mechanical Engineering (Trade) – General Engineering Level 4
Mohjo Saunders-Thomsen	<i>Watson Engineering</i>	New Zealand Certificate in Mechanical Engineering (Trade) – General Engineering Level 4
Benjamin Turton	<i>Active Engineering</i>	New Zealand Certificate in Mechanical Engineering (Trade) – General Engineering Level 4
Rowan Watt	<i>Stafford Engineering</i>	New Zealand Certificate in Mechanical Engineering (Trade) – Machining Level 4
Gavin Wenham	<i>Kopu Engineering</i>	New Zealand Certificate in Mechanical Engineering (Trade) – General Engineering Level 4
Taine Williams	<i>We Can Precision Engineering</i>	New Zealand Certificate in Mechanical Engineering (Trade) – Machining Level 4
Tristan Zamora	<i>Stafford Engineering</i>	New Zealand Certificate in Engineering Fabrication (Trade) – Light Fabrication Level 4



atnz 

0800 692 869

info@atnz.org.nz

www.atnz.org.nz