

SPRING 2023

# atnz bulletin

## The latest engineering training news

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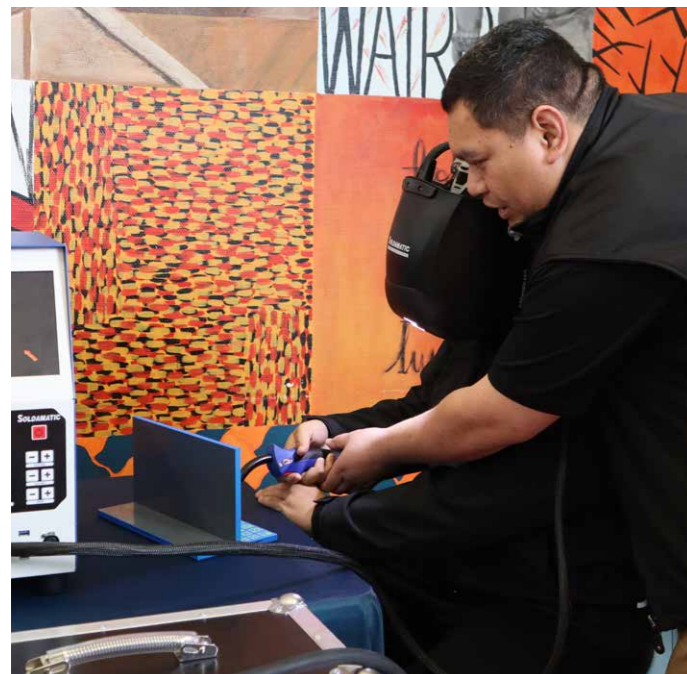
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# Community relationships address skills shortages



At a time when there are widespread but legitimate concerns about New Zealand's future engineering workforce, ATNZ has adopted a multi-faceted and innovative approach to attracting fresh blood into the sector. This includes a strategy that seeks to broaden the pool of future engineers by developing relationships with potential learners from a young age.

Developing lasting relationships with schools is integral to introducing young learners to engineering. Svend Hansen, ATNZ Tertiary Partnerships Manager, explains, "Our team is actively engaging with technology teachers and careers counsellors, offering them a tangible pathway for students interested in trades. This approach is about forging connections that empower young learners to pursue engineering."

**ATNZ is keen to nurture these relationships between schools and engineering companies, allowing students to experience the industry firsthand.**

A prime example is the partnership between Hastings Boys High and Patton Engineering. This collaboration offers students exposure to engineering by working at Patton, resulting in a steady stream of apprenticeship sign-ups.

Svend is regularly in schools nationwide, often demonstrating our portable welding simulation equipment. This interactive tool gives students valuable practical, hands-on experience with welding in a safe, controlled manner. Regular trips to engineering workshops in their communities facilitated by ATNZ also create excitement among young learners and illustrate the sector's diverse career options.

Introducing an Engineering Gateway programme stands out as a critical initiative for 2024. This program offers students hands-on experience and 13 NCEA credits on engineering-specific units at Levels 1, 2 and 3 and exposes them to engineering companies in their community. The programme takes some of the more basic units from our already NZQA-approved General Engineering Apprenticeship, providing an excellent introduction to engineering.

**The cornerstone of ATNZ's strategy involves building networks with the community and governmental groups, including schools, the Ministry of Social Development, and churches. ATNZ ensures its efforts and partnerships are tailored and impactful by aligning with groups with a vested interest in youth employment.**

ATNZ have looked to broaden the pool of potential future engineers by upweighting communication with underrepresented groups such as Māori, Pasifika, and Women. These groups will become a larger proportion of our future population and it is important that we attract greater numbers from these groups into our engineering industry workforce. ATNZ secured TEC funding earlier this year to accelerate efforts in this regard through engaging community brokers to particularly attract currently underrepresented groups into the industry by leveraging a range of community and educational networks.

A commitment to innovation, collaboration, and empowerment drives ATNZ's efforts to attract young learners into the engineering sector. By building relationships, utilising technology, and fostering partnerships, the company creates a brighter future for the industry while championing diversity and inclusivity. As CEO Tim Wilson aptly says, "Together, we're shaping a workforce that can truly engineer a better world."

For more information about these initiatives or to get involved, please get in touch with your **ATNZ Account Manager**.

## Competition is fierce for annual Apprentice of the Year awards

Excitement is rising as the search for the 2023 Apprentice and Rookie of the Year Winners is underway. With nominations for these sought after prizes due to close on October 27th, our Central Region Team are wondering whether Patton Engineering can produce the Apprentice of the Year for the third consecutive year.

A history of over twenty years gives the **Apprentice of the Year** competition an aura of prestige, with some fantastic apprentices having won the award over the years. Once again sponsored by **NZ Safety Blackwoods**, the first prize has been increased to **\$2,500 worth of Tools**. The competition is open to all ATNZ apprentices at least eighteen months into their apprenticeship.

While only in its second year, the **Rookie of the Year**, sponsored by **Ko-Ken Tools**, is set to be equally hotly contested. Again, **with a first prize of \$2,500 of Tools**, this is for apprentices six to eighteen months into their apprenticeship.

ATNZ are blessed with a high standard of apprentices on our books, so the competition seeks to identify those apprentices who stand out. They have likely been given additional responsibility and are operating at a higher level than expected from somebody in their apprenticeship duration from both maturity and skills perspectives.

"The standard of entrants continues to improve," says ATNZ National Manager Ben Julian. "We are seeing our apprentices progressing through our respective awards programmes. Starting with the Hobeca Tools Scholarships, through to Rookie of the Year and then Apprentice of the Year. Rewarding our apprentices elevates the standard of work, and everybody benefits."

Once **entries close on October 27th**, our field teams will select the Regional Winners for both competitions in early November. The Regional Winners of both contests will be invited to Auckland with a host company/ employer representative in early December for the ATNZ Annual Awards Lunch along with our sponsors.

If you want to enter a competition or have an apprentice you want to nominate, chat with your **ATNZ Account Manager**.





# Momentum grows as fresh training rolls out

We are pleased to announce the launch of some fresh training initiatives in the coming months. On the back of the recently launched Level 3 and 4 New Zealand Certificates in Welding, other NZQA-approved programmes are set to become available.

Our **New Zealand Certificate in Fluid Power Engineering Fundamentals (Level 3)** will become available early next year subject to NZQA approval. The 95-credit, 65-week programme is provided for Individuals currently employed in the Fluid Power or Mechanical Engineering Industry.

This programme aims to provide the fluid power sector with individuals with the foundational knowledge and practical skills required to operate as fluid power technicians under limited supervision. This qualification can then lead into an apprenticeship in Mechanical Engineering or into a future fluid power apprenticeship that the sector is very keen for Hanga-Aro-Rau to develop.

Subject to NZQA approval, we also expect to make our **New Zealand Certificate in Mechanical Engineering (Advanced) Level 5** available early in 2024. The programme will provide the industry with advanced tradespeople and supervisors who can contribute to a business's success and competitiveness by demonstrating leadership in a technical and supervisory roles. The qualification is designed for tradespeople who have completed an engineering related apprenticeship or equivalent programme.

**"The launch of these initiatives serves as a clear testament to ATNZ's unwavering dedication to providing cutting-edge and meaningful training and development pathways within the industry" explains ATNZ PTE Manager Mark Chavez.**

2024 will be an exciting year as we are set to revisit our apprenticeship programmes. TAG groups have commenced reviewing the existing programmes. We are soliciting feedback on our current programmes and using this as the basis for building new content in the future.

Additionally, given NZQA approval, we plan to offer a suite of micro-credentials and industry training courses in 2024 from Levels 3 to 5. These short, focused learning programs are designed to teach specific skills or knowledge relatively quickly and will provide fresh, specialised training to the industry.

If you want to provide any feedback or become part of the feedback process, please get in touch with your **ATNZ Account Manager**.

## ATNZ Women Apprentices set the standard

ATNZ Bay of Plenty Account Manager Jo Brierley is passionate about women excelling in engineering and with good reason. The 2022 nationwide credit achievement rate for engineering apprentices was 69%, while for ATNZ women apprentices, this was 83.3%—a more than significant margin for a group that, while under-represented, is overperforming.

Not only are women excelling in their learning, but they bring new perspectives to the industry, fostering innovative problem-solving and creative thinking. The inclusion of women promotes better team dynamics. Various viewpoints enhance communication, collaboration and cooperation, leading to more robust and effective teams. These combine to, boost overall productivity and project outcomes.

"Greater representation of women changes the dynamics in the workplace, resulting in everyone lifting their game," explains Jo, who runs the ATNZ Women in Trades Group. "It's not just about equity for women. Creating equal opportunities means we get the best people into the industry, regardless of gender. It's a no-brainer."



Jo is keen to hear from any ATNZ women apprentices who may want to join her Women in Trades Group, which meets virtually once a month. As well as networking and supporting each other, Jo has had some fantastic speakers recently, from Olympian Joe Sullivan chatting about resilience through to a financial advisor giving the group advice about their super. You can contact Jo at [jo.brierley@atnz.org.nz](mailto:jo.brierley@atnz.org.nz)

Any companies interested in hosting a woman apprentice should chat with their **ATNZ Account Manager**.

## Metal Mania Proves a Hit

ATNZ held a successful event with the highly proactive Napier Steel Construction host company Eastbridge in late August. Students from Hawkes Bay schools facilitated by EIT attended our Metal Mania event.

As well as thorough tours of the Eastbridge facility, we ran hotly contested competitions on our welding simulators to win vouchers. Pictured right are the winners of one of these competitions.

"This was the best received of these events that we have run", says ATNZ National Manager Ben Julian. "Allowing the learners to get hands-on with our welding simulators and showing them the breadth of work done at Eastbridge really excited them."

Eastbridge and ATNZ hope some of these learners will soon become apprentices.

If you want to run a similar event in your business, please chat with your **ATNZ Account Manager**.



FABRICATORS WANTED

RED STEEL

# Red Steel and ATNZ at the Double

ATNZ and well-renowned Hawkes Bay company Red Steel are hoping lightning strikes twice, and Caleb Ireland follows in the footsteps of his Red Steel colleague Zayne Pullan, who won the 2022 Steel Construction New Zealand Apprentice of the Year.

The fact that Red Steel has a finalist in the prestigious competition for a second consecutive year is a credit to the mentoring given to their apprentices by Workshop Manager Alister Vercoe, his team at Red Steel and ATNZ National Manager Ben Julian, who has acted as Account Manager to both now completed apprentices.

**Red Steel's commitment to creating well-rounded apprentices through thorough exposure to everything in the workshop, from detailing, processing and fabrication to erection, is a recipe for success.**

Caleb and Zayne are fantastic tradespeople with bright futures. Zayne, who Alister says "always showed potential, particularly with fabrication," is "transitioning into a quantity surveying role, which is good career progression for him." Caleb transitioned into an engineering apprenticeship through the Hastings Boys High School Patton Engineering partnership programme and has completed most of his apprenticeship at Red Steel, where he has excelled.

"It has been awesome learning my trade at Red Steel", explains Caleb. "It's a family-oriented business where you are given responsibility early on, and somebody is always on hand to advise you." Having already received

his 2214 Welding Supervisor ticket, Caleb plans to eventually become a Welding Inspector, something he is passionate about.

Established in 2002, structural steel specialist Red Steel has been hosting ATNZ apprentices since 2005, during which time they have typically had two apprentices at once. The apprenticeships have proved invaluable as an addition to its talent pool. Red Steel is looking to increase its commitment to apprenticeships by increasing the number to three or four apprentices at once.

"The triangular relationship between ATNZ, Red Steel and apprentice provides the foundation for a complete and well-rounded apprenticeship, often overcoming obstacles that would set others back," explains ATNZ National Manager Ben Julian. "Red Steel has fully invested in this partnership, which has catered to the individual needs of host and apprentice, allowing for timely completion of practical and theory-based work to a high standard. This approach has rubbed off on learners, as indicated by the SCNZ apprentice of the year."

The awards function will be held in Queenstown on October 27th this year. We wish Caleb the best of luck. It would be fantastic if he could bring home the award to receive the recognition he deserves, but either way, ATNZ and Red Steel could not be prouder of these outstanding tradespeople.

## Five ATNZ Apprentices Win Coveted Scholarships

We are immensely proud that five ATNZ apprentices are recipients of Bill Buckley Engineering Scholarships for 2023. These prestigious scholarships provided by the Maintenance Engineering Society of New Zealand (MESNZ) are awarded for excellence in training amongst those who are working towards a qualification in Maintenance Engineering.

The feat is even more impressive because all five ATNZ apprentices who entered won one of the \$1,000 scholarships. This is a credit to their dedication and hard work. All five excelled in the standard of their applications, the progress towards their qualifications, and how they conducted themselves in their interviews with the judging panel.

**"This fantastic achievement of our learners again shows the high level of ability they work to", explains ATNZ National Manager Ben Julian. They consistently prove themselves the best in their class through the triangular training relationship between the Host, Apprentice and Account Manager."**

### THE WINNING RECIPIENTS WERE:

	COMPANY/HOST COMPANY
Kennedy Florence	One Forty One
Joel Granitzer	Ballance Agri-Nutrients
Cassandra Hammond	In Time Engineering
Russell Macken	Red Stag Timber
Michael Rubery	Compressed Air Controls

The winners recieved their awards at the MESNZ annual conference awards dinner on 4th October.



## Precision Measurement & Quality Control Short Course now available!

ATNZ is thrilled to release the first in a series of short courses to meet the industry's specialised needs as part of our commitment to being a responsive training provider. The Precision Measurement and Quality Control course provides detailed training on documentation, calibration and checking manufactured components against engineering drawings and specifications.

It is an invaluable course that provides industry newcomers with the knowledge to check machine output competently, confidently and precisely. The course is designed for people who are relatively new to undertaking precision measurement and verifying quality and dimensions of finished products. The course is suitable for people beginning a career as a CNC operator, machinist, fitter turner, toolmaker or quality control specialist.

The course will be delivered in person, on the job, and online. Although a non-credentialed training course does not lead to any qualifications in the NZQF, this course provides fresh, specialised training to improve operators' reliability, reduce wastage and improve profitability.

The course is the first initiative from the newly formed relationship between ATNZ and the Machinist Training



Organisation (MTO). It is an essential first step in our joint strategy to deliver a solid and future-focused labour force for the machining industry in New Zealand.

"Short courses are an important component of our training," explains ATNZ PTE Manager Mark Chavez. "We can respond quickly to industry requests to produce specialised and relevant training and fill immediate skills gaps."

Machining is a significant area of focus. ATNZ is also working with the MTO on a Fundamentals of Operating and Setting CNC Machines programme, which, will be released in the coming months.

# Recent Apprentice Graduations

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

Campbell Tougher	<i>Fletcher Mechanical</i>	New Zealand Certificate in Mechanical Building Services (Trade) Level 4
Noah Allen-Collins	<i>Windsor Engineering Group</i>	New Zealand Certificate in Engineering Fabrication (Trade) - Light Fabrication Level 4
Dylan Reid	<i>New Zealand Steel</i>	New Zealand Certificate in Mechanical Engineering (Trade) - General Engineering Level 4
Jack Hanning	<i>Aquaheat Facility Services</i>	New Zealand Certificate in Refrigeration and Air Conditioning (Trade) Level 4
Bailey Dunn	<i>Patton Engineering</i>	New Zealand Certificate in Engineering Fabrication (Trade) - Steel Construction Level 4
Mitchell Statham	<i>Wasabi Air</i>	New Zealand Certificate in Refrigeration and Air Conditioning (Trade) Level 4
Regan Walters	<i>Asahi</i>	New Zealand Certificate in Mechanical Engineering (Trade) - Maintenance Level 4
Ronan Van Niekerk	<i>Whakatane Mill</i>	New Zealand Certificate in Mechanical Engineering (Trade) - General Engineering Level 4
Izzak Siggelkow-Beresford	<i>Coolologic Refrigeration</i>	New Zealand Certificate in Refrigeration and Air Conditioning (Trade) Level 4

## ATNZ Apprentices help cyclone recovery

ATNZ are immensely proud of the efforts of some of our apprentices to assist in the recovery after Cyclone Gabrielle struck Hawkes Bay in February.

While Shae Clarke sprung into action to clear roads to cut off communities, Taine Williams, a keen member of his local surf club, had already been called into action by Hawkes Bay Search and Rescue. Taine took to a boat to rescue people from the roofs of their houses.

The actions of these We Can Precision Engineering apprentices are an example of selfless bravery, and we join the community in thanking them for their actions.



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