

# training focus



plumbing · gasfitting · drainlaying · roofing ito

August 2011

## From the CEO

**The workload associated with the reconstruction in Canterbury is expected to be massive with the total cost estimate now at around \$14 Billion. Significant growth is also forecast for the rest of the country with leaky building repairs and also growing housing shortages contributing to increased house building activity. This expected growth in demand will create major shortages of skilled workers, unless we act now in anticipation.**

The PGDR ITO is working closely with the seven other main building sector Industry Training Organisations on initiatives to support the Canterbury re-build. This group of ITOs, known as the Built Environment Training Alliance (BETA), is developing initiatives to train more skilled workers in the Canterbury area. Initial effort has been focused on a contract with the Ministry of Social Development to place 200 people in construction jobs. However PGDR ITO sees the traditional apprenticeship training system as being the key to ensuring skilled plumbers, gasfitters, drainlayers and roofers are available in the medium to long term.

At PGDR ITO we are also focusing considerable effort on getting apprentices to progress through their training and complete

within the expected time. This will not only help to meet expected demand for more skilled tradesman, but is also necessary to meet the requirements of the new Government funding policies for apprentices. The article about block course changes in this newsletter explains a bit more about this.

Employers who build capacity now, to meet additional demand that is already becoming evident, will be in a much better position to continue to grow their business as demand increases further over the next few years. It is likely that the high demand in Canterbury and Auckland will attract skilled workers from other parts of New Zealand, which will tend to spread the shortage of skilled workers more evenly over the whole country.

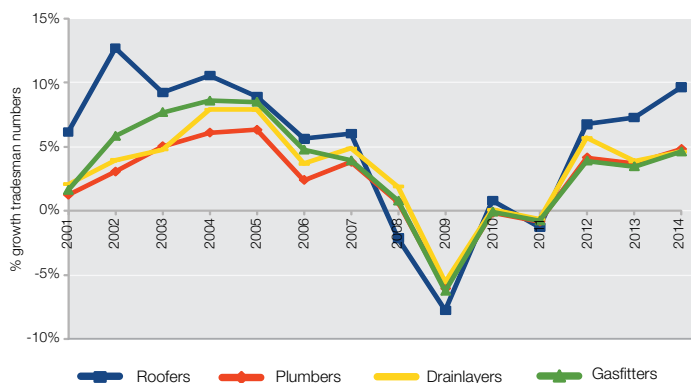
Just look at the forecast increase in number of skilled workers required in the graphs below and ask yourself whether taking on an apprentice now can be part of your plan to capture some of this growth for yourself.



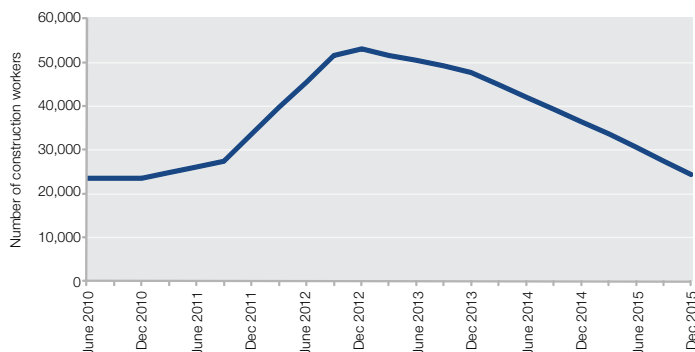
Regards

**Ian Elliott, CEO**

### Forecast National Growth 2012 - 2014



### Construction workers required for Canterbury rebuild



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# Certifier training soon to be available

Training to become a certifier under the Plumbers, Gasfitters and Drainlayers Board (PGD Board) will soon be available. This will complement the apprenticeship training system that has been available for many years as a pathway to becoming registered as a plumber, gasfitter or drainlayer.

Currently, to become a certifier, a person must have been licensed for two years and must pass the PGD Board's examinations. However, there is no formal training available for people wanting to become a certifier. This makes it difficult to study and gain the necessary knowledge.

To fill this gap, the PGDR ITO is developing qualifications that will enable licensed practitioners to gain the knowledge and skills required for certifying registration.

The drainlaying certifier qualification is expected to be available in about six months time and gasfitting and plumbing around the middle of 2012.

We are working closely with the PGD Board and industry to ensure these new qualifications meet both industry needs and PGD Board requirements.

## Business qualifications update

In our March newsletter we outlined our plans to introduce a range of business qualifications to complement the technical trades qualifications that are our core business. We are pleased to announce that in June four business qualifications were launched.

These qualifications are suitable not only for plumbers, gasfitters, drainlayers and roofers, but also for other workers involved in your business. Most tradesman have picked up business skills on the job, but have had little or no business management training. These qualifications are an opportunity to improve your business skills and those of your staff. Most employees these days are keen to develop their skills and these qualifications help you to provide that opportunity for your staff at a very reasonable cost.

### The qualifications available are:

#### WHAT **National Certificate in Business (First Line Management)**

**WHO** Any staff member who is involved in supervising others and who is interested in developing a better understanding of how to succeed in a small business

**TIME** Around 8 hours per week over 12 months

**COST** Less than \$9 per week



#### WHAT **National Diploma in Business**

**WHO** Owners of companies who want to develop their business skills to drive greater growth and profitability

**TIME** Around 12 hours per week over 24 months

**COST** Less than \$9 per week



#### WHAT **National Certificate in Small Business Management**

**WHO** • Anyone who has completed their apprenticeship and want to run their own business at some stage. • Qualified tradesman working for someone else, but wanting to go out on their own. • Any staff you want to involve more in management and development of your business.

**TIME** Around 12 hours per week over 12 months

**COST** Less than \$9 per week



#### WHAT **National Certificate in Project Management**

**WHO** Staff in companies who are involved in planning and running large or complex jobs or organising large numbers of small jobs.

**TIME** Around 14 hours per week over 12 months

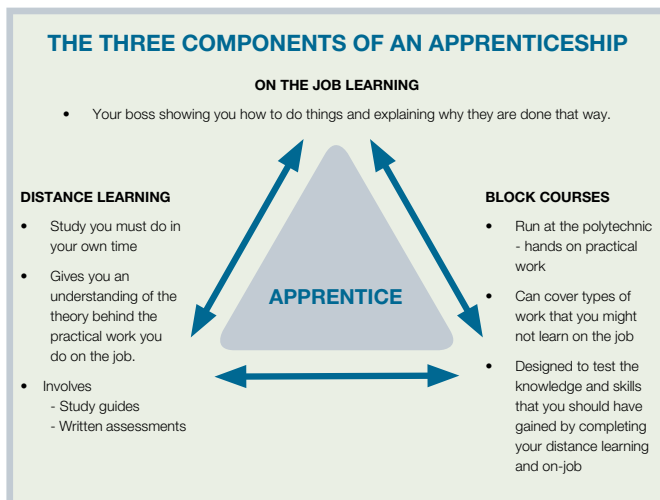
**COST** Less than \$9 per week



If you are interested in improving the profitability and long term success of your business, one or more of these qualifications could well make a big difference. For more information email us at [info@ito.co.nz](mailto:info@ito.co.nz) or phone 0800 277 736.

# Block course improvements

Block courses are one of the three key components of the apprenticeship training system. The three components, block courses, distance learning, and on-job learning, give the trainee a great mix of theory and practical learning. However this apprenticeship system has been self-paced and it has not been unusual for trainees to be a year or more into their apprenticeship and have never met their tutor and not made any progress towards their qualification. Trainees in this system have often taken more than the expected four years to complete their apprenticeship.



“All those involved in a plumbing and gasfitting apprenticeship training agreement will be aware that the PGDR ITO has now introduced a new model for delivery of plumbing and gasfitting block courses. It involves one week block courses every 17 weeks or so, rather than the traditional 2-3 week courses less frequently” says Craig Cochrane, National Operations Manager PGDR ITO.

This new system ensures more frequent trainee tutor interaction and therefore allows for more frequent assessments. More frequent assessments results in trainees more frequently gaining credits towards their qualification. This is essential for maintaining their motivation.

Craig says “Changing the block courses and written assessments systems will also help to get apprentices completing their training within the time that Government funding is available. Government

will now only fund apprentices for the normal expected length of an apprenticeship (for plumbing and gasfitting around four years). This is a major change from the old system, where an apprentice could take as long as they liked, and would still get Government funding for the whole time.”

“The new system is putting greater demands on apprentices, but we believe that we are acting in their best interests by introducing it. If we didn’t, many apprentices would end up taking longer than four years and having to pay the full cost for any additional time. Apprentices who are already over four years can still complete without paying any more, but only if both the employer and the apprentice are committed to doing what’s required to ensure success.” says Craig

“We are aware of some dissatisfaction with the new system and we are working with the training providers to identify and resolve issues of concern. We also think it is important to realise that apprentices are making good progress towards gaining their qualification, which is the main reason for introducing the new system.”

“We have recognised that the new model requires tutors to handle the block courses differently. So to help them to get the best possible results, and to ensure national consistency, we are in the process of developing a best practice guide for tutors.” says Craig

The guide will have a particular emphasis on assessment as this is an area that is sometimes not fully understood, and where there are inevitably variations in practice from one training provider to another.

Brendon Wyatt, a tutor at Southern Institute of Technology, is assisting the PGDR ITO to develop this guide.

The tutor guide for block courses will include:

- Planning block courses
- Assessing trainee profile and needs
- Trainee/employer expectations
- Individualised teaching and assessment
- Resources, handouts, web-access
- Teaching methods to motivate and manage trainees
- Incentives, motivators, rewards for performance
- Extension activities for the most advanced

## G&H Training opens new facility

G&H Training Limited opened their new block course training facility at Albany in Auckland in June this year. This purpose built facility will be primarily used by those trainees north of the bridge. The convenience and high quality of this North Shore facility will no doubt be greatly appreciated by trainees.



# Outward bound scholarship winners

Once again in 2011 a group of building sector ITOs known as BETA (Built Environment Training Alliance) have awarded scholarships for trainees to attend the BETA classic outward bound experience which runs for 20 days from early September.

PGDR ITO winners this year are Matthew Grant from H2flow Plumbing & Heating Ltd in Christchurch, and James McNeill of HW Coyle Ltd in Auckland.

In congratulating the winners Ian Elliott said, 'this is a great opportunity for personal development for these guys and a great opportunity for building a strong network of industry trainees from other building sector trades and other parts of the country.'

"Outward bound is often described as a life changing experience and friendships with other course participants are often forged for life. Well done Matthew and Grant, make the most of the experience."



## Top roofing awards

**The close partnership between the Roofing Association of New Zealand (RANZ) and the PGDR ITO was again demonstrated at the RANZ conference with the announcement of ITO Top Roofing Trainee, and Top Roofing Training Company award winners. The roofing awards were presented at the Roofing Association of New Zealand Conference at Wairakei which was held from the 15-17 June.**

These awards recognise excellence in roofing industry training, and trainees and training companies who demonstrate professionalism and commitment to being the very best they can be.

The Top Roofing Trainee award for 2011 went to Darrin Pollard, of Watermart, Wairarapa. Darrin demonstrated excellence in teamwork, time management and work completion. Another important feature that separated Darrin from other very strong applicants was his commitment to keeping up with his distance

learning and excellent results in this aspect of his training, as well as his willingness to ask questions to get the most from experienced qualified roofers on the job.

The Roofing Training Company of the year award went to Topline Trade Services Ltd of Mt Eden, Auckland. Topline employs 16 roofing trainees as well as four plumbing and gasfitting trainees. Topline stood out as a company that is committed to getting its employees qualified for the benefit of the company as well as the employee. Their commitment to training includes regular team meetings to discuss issues and share knowledge, as well as a system of pairing trainees off with experienced roofers who have responsibility for ensuring that adequate time is spent on-site explaining and training.

RANZ and the PGDR ITO congratulate not only this years winners, but all those who submitted applications. The judging process certainly wasn't easy. Each year the number and quality of applicants increases and we look forward to seeing more very strong applications in 2012.



# Recognition of skills

For a number of years the PGDR ITO has assessed people who are experienced workers, but don't hold a formal qualification. This process, known as recognition of current competency or RCC, identifies any areas that they need to know more about, and a training programme is developed to assist them to gain that knowledge. The training programme usually involves them completing part of a normal apprenticeship.

PGDR ITO has now developed a new 'skills recognition' process for plumbing to compliment the existing RCC process. This process is designed for applicants who are likely to be very close to the National Certificate level, and should be able to fill their knowledge gaps during the application process. It is suitable for assessment of overseas applicants who have a qualification that is similar to the New Zealand qualification, as well as skilled New Zealand workers who want to gain the National Certificate. Work on development of similar 'skills recognition' processes for gasfitting and drainlaying is under way.

Applicants who have significant gaps in the knowledge required for the National Certificate will continue to be assessed through the existing RCC process and a suitable training programme developed to enable them to get their National Certificate.

Groups of three applicants go through the new 'skills recognition' process together. The assessment is made by two technical subject matter experts and the whole process is facilitated by a third person.

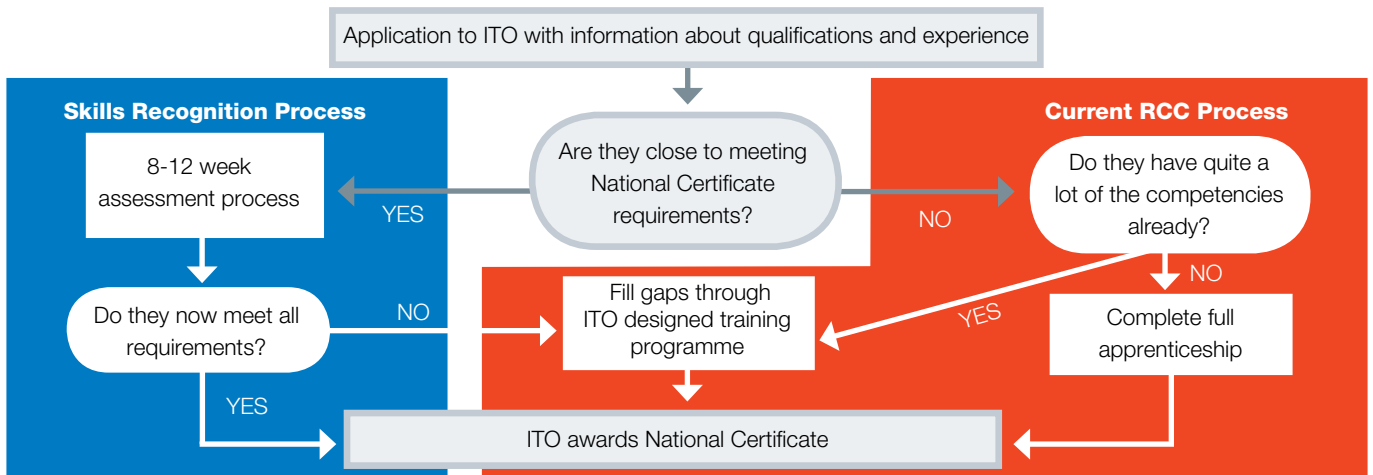
There are a number of ways that candidates are assessed through the skills recognition process. These are through:

1. **Providing Job Records and referees - eight job record sheets; each one covers a different aspect of plumbing work.**
2. **Completing a questionnaire - The questionnaire covers areas of knowledge that overseas applicants could not be expected to have. It covers New Zealand legislation and regulations for example.**
3. **Presentation and Peer Discussion - applicant gives a presentation to the assessors and the other candidates. The presentation is based on specific jobs the applicant has done as a Plumber.**

At the end of this process people who met all the requirements are awarded the National Certificate. For those who don't meet all requirements, a training plan is developed to fill the gaps. They are reassessed after that training programme is completed.

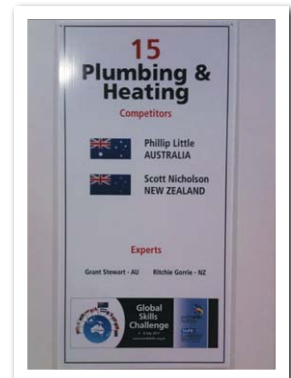
Currently the PGD Board requires all National Certificate holders to also pass the Board examination before they can become registered. The Board is working closely with the ITO to review this requirement and we expect that in time they will accept the National Certificate without requiring people to sit further examinations.

## Skills and Experience Recognition Process



## Global Skills

Opposite is Plumbing & Heating New Zealand representative Scott Nicholson competing in the Global Skills Challenge 2011, Wollongong Australia, 5th – 8th July 2011. The competition is used as a warm up for WorldSkills 2011, held in London in October.



# Trainees that have qualified in 2011

## National Certificate in Plumbing & Gasfitting

Robert Anderson  
Simon Barry  
Desmond Beech  
Jason Bellman  
Christopher Benfell  
James Bird  
Cameron Board  
Daniel Bond  
Luke Bourneville  
Robert Bowen  
Ross Bowyer  
Jason Brickell  
Ethan Brierly  
Joseph Brosnahan  
Kyle Brown  
David Brown-Rule  
Paul Burns  
Raymond Chin  
Michael Christie  
Nigel Cluitt  
Richard Condon  
Daniel Condon  
Joshua Cribb  
Adam Culshaw  
Nicolas Desmonts  
Carl Dingle  
Carl Doig  
Lance Dore  
Malcolm Douglas  
Samuel Dunnett  
Geordie Dye  
Daniel Eades  
Shane Eckersley  
Ranginui Elder  
Michael Fisher  
Bryce Flexman  
Adam Foster  
James Foster  
Martin Foster  
Afui Fuapau  
Ben Garrett  
Joshua Gibbons  
Hayden Goodin  
Gary Grantham  
Timothy Greenall  
Mark Grocott  
Michael Hapi  
Lyle Hart  
Daniel Hawker  
Aran Hirawani  
Vivien Holmes  
Brendan Irwin  
Steven Jeffries  
Aaron Joyce  
Daniel Judkins  
Royce King  
Kayne Lacy  
Tobias Lambert  
Brett Le Bas  
Daniel Le Fleming  
Cameron Lendich

Samuel Lilley  
John MacKay  
Gareth Mackwood-Smith  
Samuel Magee  
Fraser Maxey  
Todd McConnochie  
Kurt McDonald  
Jay McGettigan  
Fraser McHardy  
Samuel McIlmoyle  
Michael Miller  
Robert Molenaar  
James Money  
Jesse Nagle  
Gavin Newick  
Gary Nutbrown  
Daniel Oak  
Gert Oosthuizen  
Royce Parker  
Jamie Payton  
Hamish Perry  
Andrew Plimer  
Daniel Pole  
Philip Pooley  
Natana Rangihuna  
Christopher Renner  
Jonathan Robertson  
Hamish Rollinson  
Jesse Rudd  
Robin Rudolph  
Matthew Rusbatch  
Bernard Russell  
Jason Russell  
Travis Russell  
Adam Sanderson  
Patrick Schoonderwoerd  
Samuel Scown  
Zak Shewan  
Luke Shields  
Timothy Shipsides  
Jared Sillick  
Jason Simpson  
Wayne Silva  
Corey Smith  
Louis Smith  
Clayton Smith  
Jacob Smith  
Jeremy Smythe  
Jamie Spruit  
Shane St Johanser  
Ullysis Stafford-Kara  
Troy Stevenson  
Jules Stewart  
Kurt Stougie  
Hillary Stowers  
Michael Tate  
Benjamin Toyne  
Anthony Tuckey  
Andrew Turner  
Gregory Tweddle  
Malakai Van Der Helder  
Kieran Van Der Helder  
Jason Van Leeuwen  
Kristopher Walker

Ryan Walker  
Dion Walls  
Benjamin Walters  
Samuel Ward  
Ian Ware  
Gareth Watts  
Shane Weal  
Steven Wetherall  
Jeremy Wharehinga  
Jack Williams  
Jason Williams  
James Wilson  
Kyle Wiltshire  
Campbell Winter  
Tristan Wood

## National Certificate in Plumbing

Peter Avison  
James Chevriot  
Woo Jeong  
Brian Lowe  
Jack Moore  
David Sowerby  
Brendon Topp  
Mark Watkins  
Michael Wilkes

## National Certificate in Gasfitting

Michael McGregor  
Jack Rainbow

## National Certificate in Drainlaying

Grayson Allen  
James Bailey  
Peter Beaumont  
Adam Brice  
Jesse Burney  
Christian Burns  
Malcolm Cameron  
Andrew Carrington  
Andrew Christison  
Craig Coutts  
Nigel DeJoux  
Christopher Flynn  
Nicholas Haugh  
Nathan Holdaway  
Lucas Hope  
Richard Hurley  
Sean Irvine  
Dale Jefcoate  
Samuel Jeffries  
Andrew Langford  
Brandon Lawson  
Andrew Magee  
Brady McCaughan  
James McIndoe  
Timothy Mein  
Scott Morgan  
Graeme Parke  
Mark Poynter

Mohesh Reddy  
Daniel Renner  
Geoffrey Roberts  
Duncan Rolls  
Peter Ryder  
Mark Sim  
Carl Stanley  
Lewis Walker  
Cambell Walker  
Michael Weaver  
Mark Whitham  
Matthew Wilson  
Shane Zander

## National Certificate in Roofing

Mathew Allen  
Steven Bates  
Quinton Beatty  
Kenneth Body  
Kane Bryce  
Daniel Busch  
Fraser Christie  
Maurice Courtney  
Kenneth Cripps  
Beau Davies  
Elliot Dempsey  
Adam Dixon  
Bruce Geange  
Warwick Goile  
Chris Gow  
Cory Green  
Dene Griffiths  
Matthew Herewini  
Brent Hobbs  
Mitchell Howells  
Dean Kavanagh  
Shaun Kingston  
Jason Little  
Darryl Lowndes  
Brenda MacDonald  
James Marshall  
Marc McCarrick  
Ricky Lee Moulder  
Keela Murray  
Jason Neale  
Peter Nelson  
Ryan O'Shea  
Braden Olson  
Cameron Rewa  
Kane Robarts  
Carl Selby  
Thomas Shaw  
Luke Smith  
Richard Steed  
Jonathan Telfer  
Lance Tolson  
Bradley Turner  
Giovanni Viana  
Michael Walters  
Keith Waters  
Harley Whittaker  
Dale Winiana