

training focus



plumbing · gasfitting · drainlaying · roofing ito

November 2011

From the CEO

In previous newsletters we have outlined a range of initiatives that we have been working on to improve the efficiency and effectiveness of the apprenticeship training systems we are responsible for. These initiatives have been partly driven by changes to Government funding and partly by Government expectation of better performance. Ironically, some of these initiatives have increased ITO expenditure, while Government funding has reduced.

One of the main initiatives to improve trainee progression has been the introduction of a new system for plumbing and gasfitting apprentices involving one week block courses every 17 weeks. We have also scheduled a much greater number of these one week block courses to enable those trainees who have fallen behind to catch up. This has resulted in a 35% increase in block courses in 2011, which will contribute to an almost doubling in National Certificate completions for the year.

A major focus on getting more roofing assessments completed, and much faster assessment turnaround times, is resulting in a record number of roofing trainees completing their qualifications. Other improvements to the training delivery systems have also had a positive effect on completion rates.



The graphs below show the large growth in completion rates, as well as growth in credit achievement which is a good indicator of how well trainees are progressing through their qualifications.

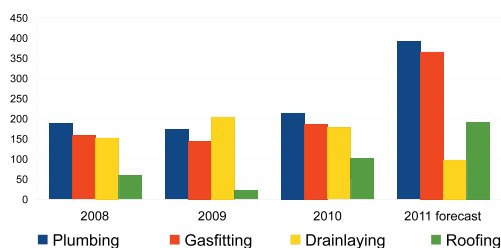
The cost of the increase in block courses has contributed to an expected year end loss for the ITO of around \$1 million. In order to reduce

the loss we have cut costs in a number of ways, including postponing some block courses scheduled for the latter part of the year. We regret having to take this step, and apologise to those who are affected. We hope that those affected will understand why the postponement has been necessary.

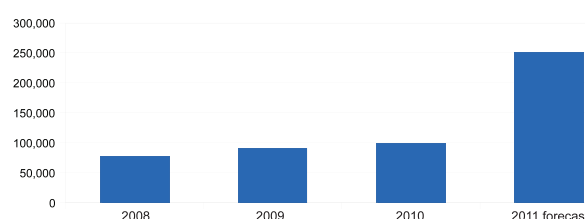
Fortunately the ITO is able to sustain the forecast loss in 2011, and cost saving measures being implemented are forecast to result in break even or better for 2012 and beyond. It is also inevitable that some fee increases will be necessary. We will continue to seek stakeholder input to ensure that any changes we do introduce are supported by industry and other stakeholders, and don't compromise the high quality apprenticeship training systems currently in place.

Regards **Ian Elliott, CEO**

Trainees Completing Qualifications



Total Credits Achieved



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World skills competition

World skills competition was held in London in October this year. 51 countries attended and participated in 46 different skill competitions. This was a massive event with 950 competitors, 1000 judges and 200,000 visitors.



New Zealand's plumbing competitor was Scott Nicholson. Scott had won the regional and national competitions, attended two world skills New Zealand (Tool Blacks) team building camps, and

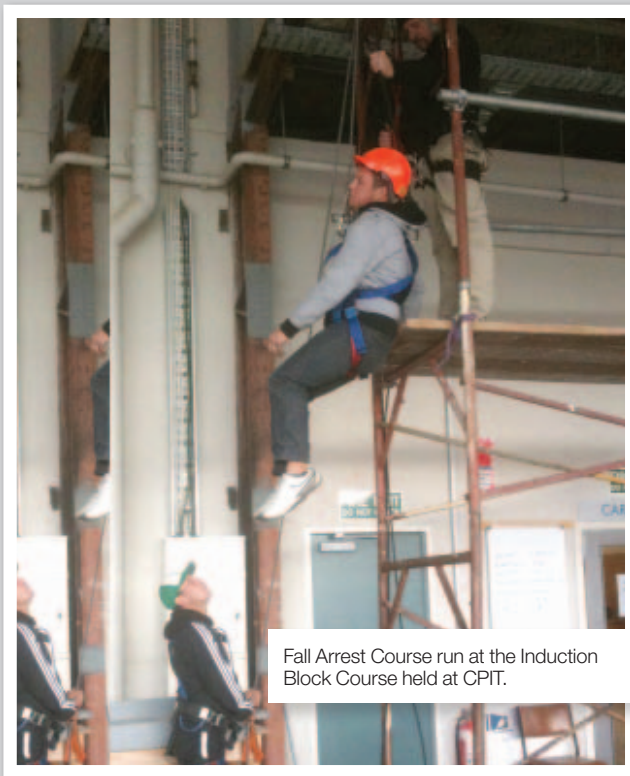
competed in the global skills challenge in Australia prior to attending the world skills competition in London.

Just like the Olympics, world skills has an opening ceremony. The New Zealand team were given strict instructions not to hold up the procession to perform a Haka, so of course right in the middle of the procession the Tool Blacks performed a fantastic Haka, much to the enjoyment of the crowd.

This year was the first time there was a team challenge. Four teams were picked at random to install a solar water heating system. Many of the competitors didn't speak English, which made this an even greater challenge. Scott's team won the team challenge which was a fantastic effort and a highlight of the competition for New Zealand.

To cap off a very enjoyable and successful competition officials from the World Plumbing Council presented the competitors and judges with engraved WPC medallions in recognition of their voluntary work in promoting a high standard of workmanship in the trade, the importance of public health and the environmental roles of the plumbing industry.

New system puts the pressure on



Fall Arrest Course run at the Induction Block Course held at CPIT.

In our last newsletter we acknowledged that there was some dissatisfaction with the new system for plumbing and gasfitting block courses, and that we were working with training providers to address issues of concern.

At the same time many employers and trainees are telling us they really like the new one week block course system. However, some issues continue to be of concern to apprentices and employers, particularly in the Waikato, and we are working closely with WINTEC to sort out these issues. The new system has taken a bit of getting used to for everyone involved, including the polytechnics and other training providers, however the outstanding results that are generally being achieved

certainly confirm that this new system is a significant improvement over the old.

At the heart of the issues is the increased pressure that is being applied, not only to apprentices, but also to the polytechnics and the whole learning system. Although this pressure is creating some discomfort, we need to think about the great results that are being achieved, which is after all what everyone wants.

We know it is frustrating for everyone getting used to the new systems and ironing out the glitches, please bear with us, we are working hard to make it work smoothly. Please don't hesitate to contact your regional training advisor if there are any aspects of the apprentice training system you would like to discuss.

Complaint to NZQA

Some readers will be aware of recent media reports about a New Zealand Qualifications Authority (NZQA) investigation into the assessment of 23 trainees who undertook Stage 3 plumbing and gasfitting block courses at Manukau Institute of Technology (MIT) in 2010. The investigation arose from a complaint that alleged the Plumbing, Gasfitting, Drainlaying and Roofing Industry Training Organisation (PGDRITO) supplied invalid assessment material to MIT.

The NZQA investigation has concluded that the MIT assessment materials did not fully assess all of the required unit standards on the block course. However NZQA found that although the ITO's records relating to the Stage 3 assessments were not adequate, there was no evidence to suggest deliberate falsification of results. NZQA required the ITO to review assessment records for each student and arrange reassessment to address any gaps identified.

We accept NZQA's findings and emphasise that the situation is an anomaly created by a one-off set of circumstances. The inconsistencies in block course assessment materials stemmed from the transfer of 23 apprentices who started their training in a non-ITO training system and were moved into the new national system at MIT for their final year. Compounding the situation, MIT had not previously delivered the Stage 3 block courses for the ITO.

We acknowledge that the transition from different assessment systems was not managed as well as it should have been, with the unfortunate result that some of the block course assessment tasks were not adequate. We have apologised to the apprentices, and their employers, for any uncertainty and inconvenience in situations where further assessment is required.

The apprentices concerned have completed all of their training, worked in apprenticeships for at least four years and already undergone a comprehensive assessment process. It is a very unfortunate set of circumstances and we have assured those concerned that any reassessment procedures required will be at no additional cost and with a minimum of inconvenience.

We are currently working with NZQA to ensure there is confidence and certainty moving forward, including a review of the ITO's new nationally-consistent block course assessment standards.

We are obviously very disappointed with the outcome of the NZQA investigation, however we recognise the importance of ensuring confidence in quality assurance systems and it is important that any concerns are quickly and comprehensively resolved.

It would be particularly disappointing if media coverage of the NZQA investigation were to overshadow the significant progress that PDGRITO has made this year in its goal to improve the performance of the sector. As a result of a concerted focus on 'getting trained and getting training completed' record levels of training have been undertaken in 2011. The ITO has purchased 293 weeks of block courses in 2011 from contracted providers, up from 217 in 2010. As a result National Certificate completions in 2011 will be around twice the number achieved in 2010.



At the 2011 Wairarapa Industry Graduation, Nathan Oakly gained National Certificates in Plumbing, Gasfitting and Drainlaying. Nathan's employers David and Bridget Leigh of Masterton Plumbing Services Ltd were also recognised.

Trainees that have qualified in 2011

National Certificate in Plumbing and Gasfitting

Andrew Anderson
Stewart Atkinson
Richard Austen
Samuel Bartholomew
Rowan Bashford
Maria Bedggood
Adam Benefield
Mathew Bernon
Kane Berry
Bradley Beston
Matthew Bircham
Brett Bolt
Neville Bonsor
Timothy Boyd
Trent Boyle
Daniel Bradley
Matthew Brake

Conrad Brennan
Scott Brown
Shaun Burkett
Daniel Burns
Mathew Chisholm
Troy Clark
Ryan Clark
Mathew Clark
Alfred Clarke
Andrew Clarke
Michael Colman
Robert Cox
Samuel Cox
Rick Crawshaw
James Cribb
Craig Crosbie
Carl Dal Din
Andrew Daniel
Alistair Davidson
Andrew Devoy

Andrew Dodge
Heath Donoghue
Gareth Drake
Luke Draper
Angus Duckett
Brendon Dudson
Craig Dunn
Mark Ennis
Paul Fa'alongo
Steven Fawcett
Joel Fisher
George Flanders
Robert Flannery
Craig Foster
Lyll Foster
Christopher Fowler
Gregory Foxall
Adam Fraser
Michael Gale
Blair Gardner

Michael Garlick
Scott Gawler
Jordan Girdler
Nicholas Grant
Hayden Griffin
Craig Guy
Rory Hamilton
Michael Hampton
Ross Hanna
Mark Hanson
Jerram Harris
Alex Harris
Michael Hartridge
Stephen Higgins
Kris Hiltrop
Daniel Hoatten
Aaron Holden
Luke Holmes
Lewis Holmes
Mitchell Hooper

Bradley Hopkinson
Aaron Jamieson
Christopher Jenkins
John Josey
Samuel Keat
Kapila Kevey
Joel Lacy
Brandon Lawson
Grant Little
Graeme Little
Craig Maher
Brad Mahory
Matthew Maley
Raffaele Maresca
Jamie Matthews
Alastair May
Timothy McIndoe
Thomas McLean
Benjamin McNab
Liam McPhillips

National Certificate in Plumbing and Gasfitting Continued

Joseph McQuade
Jethro Meares
Hayden Millar
Jamie Millson
Daniel Murphy
Matthew Murray
Scott Nicholson
Mark Nicolaas
Matthew O'Connell
Max Ogier
David O'Hagan
Paul Olsen
Tristin Pagey
Bradley Parkes
Neil Parkin
Andrew Perano
Daniel Perry
Gareth Phillips
Peter Porch
Michael Powell
Sommay Prachith
Paul Qusted
Cameron Ramsay
Patrick Rankin
Matthew Reriti
Brendon Revell

Matthew Roberts
Leslie Rolston
Brent Roper
Warrick Ross
Tuiiri Samuel
Jonathan Scott
Andrei Sime
Samuel Skeen
Aaron Smith
Blake Solomon
Hamish Soper
Kelly Southall
Gregory Spence
Blair Stephens
Richard Stubbings
Joshua Svensson
Greg Swan
Daryl Taylor
Michael Taylor
Stuart Telford
Richard Thomas
Damon Thompson
Brendan Tindall
Scott Tither
Anthony Van der Zwaag
Luke Walker
Ben Walker
Edward Walthew
Clint Webber

Roger Wells
Jarred White
Matthew Williams
James Wong
Joshua Woolf
Andrew Wratt
Hayden Wright
Andrew Young

National Certificate in Plumbing

Colin Adams
Robert Conkie
Bryce Dijk
Stuart Ellery
Nathan Gregory
Clinton Jones
Joshua Julian
Paul Lancaster
Hamish McDonald
Hugo Nel
Cameron Smith
Keith Teddy

National Certificate in Gassfitting

Joseph Whitinui
Ian Stothard
Philip Nock

National Certificate in Drainlaying

Cliff Bates
Gareth Bowen
Douglas Brown
Mark Coakley
Phillip De Rooy
Bruce Eglinton
Trevor Gatfield
Kevin Griffiths
Robbie Gurney
Adrian Halls
Paul Magson
Andrew McLean
Hamish Perry
Brian Spedding
Shane Stuart
Michael Terry
Chris Warwick
Terry Washington
Darren Whittam
Christopher Whitwell
Bradley Woodrow
Fletcher Young

National Certificate in Roofing

Clinton Ainger
Greg Arthur

Shamus Brophy
Benjamin Clisby
Anthony Davy
Hapeta Edmonds
Taiki Erueti
Laurence Fairley
Andrew Howell
Edan James
Brendon Jones
Murray MacKenzie
Jayton Manuel
Andrew McCann
Niils McGee
Terry McIntosh
Gerhardes Mekkelholt
Kyle Middelplaats
Thad Murray
Cameron Neale
Craig Parkinson
Nicholas Sneddon
Joel Speirs
Mark Stirling
Jeremy Tate
James Te Paa
Trevor Webster
Matthew Wood

Our Eight Regional Training Advisors and Five Training Services Staff



Gillian Abbott
Waikato / Bay of Plenty
Regional Training Advisor
021 822 718



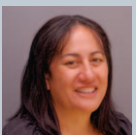
Peter Gembitsky
Northland / Auckland
Regional Training Advisor
021 318 435



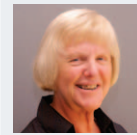
Belinda Penny
Waikato / Bay of Plenty
Training Services
04 471 8426



Sam Gilmour
Auckland / East Coast
Regional Training Advisor
021 759 279



Lynn Dick
Upper Hutt / Wairarapa
Hawke's Bay
Regional Training Advisor
027 369 9529



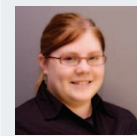
Sue McGarry
Taranaki / Hawkes Bay
Central Nth Island / Wellington
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04 471 8427



John Bartlett
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Regional Training Advisor
021 274 2224



Robyn Brown
Nelson / Marlborough
Canterbury
Regional Training Advisor
021 220 7645



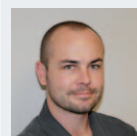
Alice Rogers
Nelson, Marlborough
Canterbury / West Coast
Training Services
04 471 8428



Peter Reilly
Wellington / Lower Hutt
Taranaki / Central North Island
Regional Training Advisor
027 217 5529



Jak Elliott
Otago / Southland
Regional Training Advisor
021 569 077



Glen Johnson
Otago / Southland
Training Services
04 471 8419

Contact the Regional Training Advisor in your region to discuss what's involved in an apprenticeship, and get your training underway. They can also help if you have any questions or problems with your apprenticeship.

Training Services staff look after all your paperwork. They arrange your Block Courses and manage your distance learning and assessment results.