

# ETITO TRAINING UPDATE

## CHRISTCHURCH ELECTRICAL IS COMMITTED TO TRAINING AND ETITO'S BEHIND THEM 100%!

FOR OVER 55 YEARS **CHRISTCHURCH ELECTRICAL** HAS BEEN TRAINING APPRENTICES AND MAKING A VITAL CONTRIBUTION TO THE ELECTRICAL INDUSTRY IN THE PROCESS. WITH **14 APPRENTICES** CURRENTLY EMPLOYED THERE'S NO DOUBT **TRAINING PLAYS A SIGNIFICANT ROLE** IN THEIR DAY-TO-DAY WORK – AND WHILE CHRISTCHURCH ELECTRICAL HAVE THE SYSTEMS **IN PLACE TO ENSURE SUCCESS**, WARREN BENTLEY, COMPANY DIRECTOR, SAYS HE AND HIS BUSINESS PARTNERS ARE **GLAD TO HAVE ETITO'S SUPPORT**.



With 14 apprentices, Warren Bentley is committed to industry training.

For the team at Christchurch Electrical training apprentices is a priority, and something they do well. "We've got some great systems to keep on top of our apprentices," says Warren. "Our apprentices work under close supervision from trained electricians and we rotate them through our servicing, contracting and air-conditioning departments so they get a wide range of experience. And the help we receive from ETITO definitely makes it easier." Which is precisely where Marty Matheson, ETITO Training Manager comes in.

As one of ETITO's team of training managers, Marty's on-hand to provide training support and advice to employers and their apprentices, while office-based ETITO staff offer administrative support, register credits, and arrange placement with off-job training providers. Marty, who looks after the Canterbury, Nelson and Marlborough regions, says ETITO training managers occupy a space that the employer can't always fill. "Our job is to be right in the middle of the training relationship. We work with the employer, the apprentice and

the training provider, which means we can help with every aspect of the training."

All training managers at ETITO, are trade qualified and have a lot of industry experience. "We know what it's like 'on the ground', and we're aware of what it means to run a business – which means we can offer practical solutions to employers," says Marty, who thinks that a good relationship between the employer and the training manager is key. "We aim to develop strong relationships with all employers, so that they feel comfortable contacting us for any training related advice or help."

Despite an unstable economy, the team at Christchurch Electrical is confident about their ability to retain apprentices, and this is something ETITO is keen to support. "We'll do whatever we can to ensure an apprentice can continue with their training," adds Marty. "It's important we don't unnecessarily lose apprentices currently in training as it's a waste of the investment that's gone into them. In some cases this could mean a secondment or apprentice sharing arrangement."

While Christchurch Electrical find Marty's quick response to any problems or queries excellent, it's clear ETITO training managers aren't just around to sort out problems. "Marty's personally delivered the National Certificate in Electrical Engineering to a number of apprentices upon the successful completion of their apprenticeship," adds Warren. "And this is something we really appreciate."

"As electrical contractors it's important we continue to train apprentices so that the country has enough qualified tradespeople for the future," says Warren. Marty concurs, and invites other organisations currently not training to rise to the challenge. "What Christchurch Electrical is doing is fantastic, but we can't just rely on a few select companies to train, it's something everyone should be involved with."

**If you'd like to find out how an ETITO training manager can offer support while you train the electricians of tomorrow, call 09 525 2590 or visit [www.etito.co.nz](http://www.etito.co.nz)**

## NOW'S THE TIME TO RETAIN AND DEVELOP PEOPLE

In the past an economic downturn has typically resulted in a considerable decline in training levels in the electrotechnology industry, which only perpetuated the shortage of skills later, when the economy recovered. However, it's encouraging to see that in this latest period of economic downturn, the drop-off in apprentice training in the electrotechnology industry has been nowhere near as bad as with other trades. In fact, some electrotechnology sectors are still experiencing growth.

While some employers have regrettably been forced to let their apprentices go, on the whole companies have held onto their key people in training – and it's important that this continues. The investment that goes into training an

apprentice in terms of time, money and effort is considerable – and it's a shame to see this go to waste. If you think you're unable to keep your apprentice, contact us. There's a whole raft of possible solutions that can be arranged, such as apprentice sharing arrangements with another employer.

For our part, ETITO is making changes to our training system to ease the pressures resulting from apprentices being made redundant. The period an apprentice has to find a new employer after losing their job is being extended from 6 weeks to 12 weeks. This means newly out-of-work apprentices will have more time to find a new employer while still technically 'in an apprenticeship' and able to attend off-job courses.

## OUR WEBSITES SPREAD THE TRAINING MESSAGE

If you're keen to find out more about apprenticeship training, you can always visit [www.etito.co.nz](http://www.etito.co.nz) which is jam-packed with information for both employers and apprentices. But it doesn't stop there – [www.switchedoncareers.co.nz](http://www.switchedoncareers.co.nz) has been designed to provide information for people considering an apprenticeship, and for careers teachers in New Zealand's secondary schools. So check it out!

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