

# ETITO TRAINING UPDATE

## WANT TO FIND A GREAT APPRENTICE? THEY MAY ALREADY BE IN OUR TRAINING SYSTEM!

IN A TIGHTER ECONOMY, HAVING THE BEST STAFF IS CRUCIAL TO THE SUCCESS OF YOUR BUSINESS. SMART EMPLOYERS KNOW TOP PEOPLE ARE ONE OF THE GREATEST SOURCES OF A SUSTAINED COMPETITIVE ADVANTAGE ... BUT HOW DO YOU FIND THEM?

If you want a great apprentice you may need to look no further than ETITO's training system, because ETITO's new Electrotechnology 101 foundation certificate makes finding the right people easy.

The certificate is designed to recognise the workplace experience a student has gained while completing the Gateway programme, and indicate to potential employers that they have the technical interest and academic ability needed to make a great electrotechnology apprentice. 18 year old Sam Henare from Porirua is one of the first to receive the Electrotechnology 101 foundation certificate and he's rapt. "It's a great way of showing potential employers that I've learned some very specific skills during my time in the Gateway programme. And I feel like I've got a head-start on my apprenticeship."

The Gateway programme sees a student gaining workplace experience with a local employer – getting a taste of what the industry is like and gaining some practical skills while they're there. Students complete electrotechnology unit standards in their Gateway Workplace Logbook [a smaller

version of the Workplace Logbook electrotechnology apprentices use]. This means that a successful Gateway student will already have some unit standards under their belt before they even begin an apprenticeship!

The Electrotechnology 101 foundation certificate is the icing on the cake – awarded to students when they've completed a number of specific unit standards in the Gateway programme, and gained a minimum of 12 credits in Maths, Science and English in NCEA Level 1, as well as elective credits in technology related subjects.

"I understand that the biggest hurdle for many apprentices is that they don't have the discipline to maintain a diary of their work and keep up with completing their Workplace Logbook," says Sam, who believes he's already got the organisation side of the apprenticeship sorted. "Such a big part of achieving the certificate is maintaining a smaller version of a Workplace Logbook and getting those credits signed-off. Aside from all the things I've learnt, having the certificate is proof I can stick with it."



Paul Craven, ETITO Training Manager, with Sam Henare.

For Sam, gaining the Electrotechnology 101 foundation certificate has already paid off – he's started an apprenticeship, working for Paul Kay of Elite Doors in Wellington. With a passion for training, Paul hosted Sam for eight months as part of the Gateway programme in 2008. "I was impressed with Sam's performance while he was with us through Gateway so had no hesitations offering him the opportunity when he finished."

Paul thinks that the Electrotechnology 101 foundation certificate is a great way of bringing together what Sam's learned and highlighting the skills he's gained. "It lets the employer know that if you take them on as an apprentice, you won't be taking them on cold." He adds, "The best part about Gateway and the Electrotechnology 101 foundation certificate is that it shows they're keen and they want the opportunity – because they've had to work for it."

**If you're interested in meeting an apprentice who's gained the Electrotechnology 101 foundation certificate or has been involved in the Gateway programme, contact your ETITO training manager.**

## WANT TO TAKE ON AN APPRENTICE BUT NOT SURE IF YOU'VE GOT THE WORK? TALK TO US!

There's no doubt that the current economic situation is having an effect on the industry, and while the apprentice numbers in our system are not in drastic decline, it's critical that employers continue to train apprentices. Of course, it would be unreasonable to expect a business to take on an apprentice full-time if they don't have the work available... but what about part-time?

There are all sorts of arrangements that can be made to share apprentices between employers, and ETITO training managers can assist in arranging the secondment of apprentices. Our training managers can also put you in touch with apprentices who have reluctantly been let go by an employer who's short of suitable work. These apprentices are often a considerable way through their apprenticeships and would be an asset to an employer willing to take them on.

Alternatively, businesses can take on an apprentice from ETCO, which gives

employers the opportunity to commit to training an apprentice for a shorter time period.

Paul Hollings, Industry Training Manager – Electrotechnology and Telecommunications believes that while current forecasts predict doom-and-gloom, it's important the industry remembers the economy is cyclical in nature. "Until very recently the electrotechnology industry has been suffering from an acute lack of skilled tradespeople – which has prevented many businesses from growing as fast as they could. If training drops off considerably while the economy is in another downturn, employers risk perpetuating the skills shortage when the economy inevitably recovers."

**If you're worried about the availability of work for your current apprentices, or are considering an apprentice-share situation contact an ETITO training manager to discuss the options.**

## EVIDENCE SHEETS ARE NOW ONLINE!

Designed to make it easier for apprentices to collect evidence of workplace experience, evidence sheets are a must-have for every apprentice.

All apprentices need to complete evidence sheets for each compulsory unit standard prior to undergoing assessment, and now they can access them online. To find them, simply visit [www.etito.co.nz](http://www.etito.co.nz) and click in the electrotechnology section.

Evidence sheets are also available on the CD included with all new Workplace Logbooks.

If you would like more information on how evidence sheets work, contact your ETITO training manager.

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