

2015 ANNUAL REPORT

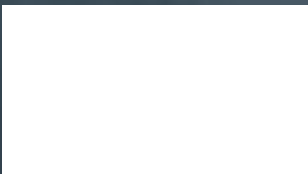


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Chairman's report



It is with mixed emotion that I write my final report as Chairman of ATNZ.

My lifelong involvement with the engineering trade started as an apprentice toolmaker 50 years ago and has continued through as a tradesman, an owner of my own engineering company, and involvement with the ongoing training of engineering apprentices.

During this period I have seen, and been part of, some major changes. Most recently, the qualifications have been reviewed by an industry group, and structured to accommodate changes in the technologies for the ongoing future of the engineering industry.

I leave this position knowing that ATNZ is in a good position with high completions and sign-ups of quality apprentices.

I would like to thank all of the trustees who made the success of ATNZ possible during my six years as Chairman. We are proud to be working with our seconding companies from across the country, to continue to build trade skills that will lead New Zealand businesses into the future.

Highlights for 2015

The efforts of our ATNZ team, in partnership with our apprentices and seconding companies, have led to the following highlights for 2015:

- We introduced ATNZ health and safety apprentice days in the upper North Island, Waikato/Bay of Plenty, central North Island and South Island in 2015/2016 to emphasise the importance of health and safety in the workplace.
- ATNZ achieved tertiary level accreditation in the ACC Workplace Safety Management Practices (WSMP) programme.
- The introduction of the ATNZ apprentice handbook to support our apprentices through their learning.
- ATNZ worked with 200 seconding companies to make training an apprentice as easy as possible.
- 19 new companies signed up to ATNZ.
- As at 31 December 2015, 352 learners like Benjamin and Terry on pages 6 and 7 were working towards apprenticeships.
- We signed up 122 new apprentices.
- 91 apprentices graduated as highly skilled tradespeople.
- We provided apprentices with a pathway to higher learning. Doing a level 5 qualification allowed former ATNZ apprentice Phillip Metekingi to reach his career goals. You can read his story on page 8.

Thank you

We wouldn't have achieved the successes we had in 2015 without the support from:

- our apprentices, for all their efforts working towards becoming the best tradespeople they can possibly be
- our seconding companies, by mentoring and guiding our apprentices in a healthy and safe work environment
- our ATNZ account managers, who support our apprentices and seconding companies throughout their training journey, as well as our ATNZ HR & Payroll team who provide administrative support
- my fellow trustees, with your wealth of knowledge and commitment to ATNZ.

The year ahead

In 2016 we're continuing to put health and safety first for our apprentices with our apprentice days and health and safety policies. We'll also be promoting the ATNZ model to encourage more employers to train an ATNZ apprentice.

We're committed to upskilling the future leaders of our trades industries. My best wishes for your future.

Peter Herbert

Chairman, ATNZ Trust

Competenz report

Supporting our apprentices on their training journey



Our ATNZ account managers build strong working relationships with their apprentices and seconding companies. From the beginning of an apprentice's training journey through to completion, our account managers are there every step of the way.

In 2015 we supported our account managers by:

- ensuring account managers are continually upskilling in health and safety
- updating our systems and processes so account managers can work more efficiently
- improving the way we manage learners' employment information.

We are passionate about helping apprentices succeed. This is not possible without the tireless efforts of our seconding companies. We work hard to ensure they have the support they need in order to train apprentices to be highly qualified tradespeople. This includes managing employment issues and ensuring apprentices stay on task with their training programmes.

Promoting trade careers

Our industries need more qualified tradespeople. In 2015 we promoted a career in the trades by:

- working with our industries on new qualifications that meet with industry demands, such as the New Zealand Certificate in Dairy Systems (Engineering) and the New Zealand Certificate in Refrigeration and Air Conditioning. Both qualifications will roll out in early 2016. Thank you to members of our industries who have been involved.
- we partnered with six other Industry Training Organisations on 'Got a Trade? Got it Made!' a nationwide campaign to raise awareness of on-the-job training and careers in New Zealand's trades and services.
- visiting schools throughout the country and attending career expos to promote a career in trades.
- supporting local and national trades expos like the National Maintenance Engineering Conference and WorldSkills, the international trades competition.

We appreciate the feedback we received throughout the year from our apprentices and seconding companies on how we can provide the best possible service. We are continually looking into ways to better meet their needs.

Thank you to our seconding companies, our apprentices, and the 36 members of our ATNZ team for all your hard work in 2015. And the effort you continue to put into ATNZ to make it the success it is.

Jim MacBride-Stewart

General Manager Industry Training, Competenz

Our ATNZ Trustees



Mike Lehan

Mike is the General Manager of Mt Maunganui-based Page Macrae Engineering. He has over 28 years' experience in the engineering industry in Australasia. Mike is a qualified fitter/turner with an NCME in Mechanical Engineering. He is on the executive committee of the Heavy Research Engineering Association.



Mike Wardlaw

Mike is Managing Director of Babcock (NZ) Ltd, one of New Zealand's largest mechanical, electrical and electronics engineering firms. His thirty-five-year career with the Royal New Zealand Navy included senior shore roles and command of two ships. Mike is a fellow of the New Zealand Institute of Management.



Bill Newson

Bill is National Secretary for E tū. He has a trades background and many years' involvement in trades training. This includes playing a major role in developing the engineering apprenticeship training trusts.



John Blakey

John was the CEO of industry training organisation Competenz until December 2015. He has over 20 years' leadership experience in vocational education and training in senior management, governance and policy roles.



Keeping our apprentices safe



We're continuing to make sure our health and safety policies are as robust as possible. We want our apprentices to be learning in a safe environment, as well as proactively spreading the word to their colleagues and other apprentices to be health and safety conscious. The wellbeing of our apprentices continues to be ATNZ's top priority.

Amit Kumra

National Manager Engineering and Wood Manufacturing, Competenz.

2015 in review

Achieving tertiary ACC accreditation

ATNZ achieved tertiary level accreditation in the ACC Workplace Safety Management Practices (WSMP) programme.

Health and Safety apprentice days

As part of reviewing our health and safety processes, the ATNZ health and safety apprentice days took place in the central North Island and South Island in 2015, with the upper North Island and Waikato/Bay of Plenty apprentice days taking place in early 2016. The apprentice days raise health and safety awareness in the workplace, and encourage apprentices to follow health and safety procedures.

ATNZ apprentice handbook

The apprentice handbook supports the learning of all our apprentices and contains detailed sections on health and safety, their apprenticeship programme, and their employment with ATNZ.

Upskilling our ATNZ account managers in health and safety

Our ATNZ account managers in the Auckland and Waikato/Bay of Plenty areas completed the National Certificate in Occupational Health and Safety Level 3. The rest of our account managers will complete this qualification in 2016.

Reviewing our seconding companies

Our seconding companies play a vital role in keeping apprentices safe. We continued our annual health and safety reviews to ensure health and safety remained a top priority. Our account managers continue to actively promote health and safety on all their site visits, as well as reviewing health and safety procedures when a new apprentice starts.

Reporting, recording and managing incidents, injuries and hazards

We continue to manage incidents actively. We've focused on increasing hazard and near miss reporting and isolating hazardous environments.

ATNZ Health and Safety Committee

Our ATNZ Health and Safety Committee meets every two months and includes five apprentices. The committee:

- reviews all ATNZ apprentice accident reports
- reviews ATNZ's health and safety policies, procedures, hazard registers and structures, as well as recommending changes and communicating those changes to account managers, apprentices and seconding companies
- actively look for ways to reduce accidents and lost-time injuries.

Committee members in 2015

- **Julie Ingram**, Competenz General Manager People & Culture
- **Angela Hill**, Competenz Health and Safety Officer
- **Gillian Caskie**, Competenz Health & Safety Administrator
- **Allen Bryce**, ATNZ account manager
- **Rick Oliver**, ATNZ account manager
- **Adrian Lyne**, ATNZ account manager
- **Dave Bond**, ATNZ account manager
- **Gerard Robbins**, ATNZ account manager
- **Alec Jackson**, engineering apprentice, Page Macrae
- **Shane Jennings**, engineering apprentice, New Zealand Steel
- **Jason Terry**, engineering apprentice, Nelmac
- **Scott Holden**, glass manufacturing apprentice, O-I Glass NZ Ltd
- **Mitchell Batton**, engineering apprentice, Page Macrae Engineering

Meet the people supporting our ATNZ learners and seconding companies

ATNZ is New Zealand's largest employer of engineering and mechanical trades apprentices. Amanda King, Emma Saulo, and Kasia Tapiki provide human resources, payroll, and administration support to our account managers, apprentices, and seconding companies. This support includes recruiting and paying apprentices, managing employment issues, and ensuring health and safety procedures are implemented throughout all our seconding companies.



Amanda King

Human Resources Business Partner

Kasia Tapiki

HR & Payroll Officer

Emma Saulo

Payroll Manager

The ATNZ account managers

Our account managers are passionate about seeing apprentices reach their full potential. We have 28 account managers, with four regional managers, around the country dedicated to supporting our apprentices and seconding companies. Our account managers mentor and guide apprentices throughout their training, as well as helping seconding companies manage all aspects of their apprentice's training programme.



Part of the rewards of being an ATNZ account manager is the satisfaction of matching a good candidate with a good company. It's great to see that person grow throughout their apprenticeship, achieving their qualification, and setting themselves up for a successful life.

Harry van Vliet

ATNZ account manager, Waikato.

Our learners

Benjamin Peffer

ATNZ mechanical engineering apprentice, Heinz Wattie's, Hastings.



ATNZ mechanical engineering apprentice Benjamin Peffer likes a challenge. His confidence and work ethic led him to being runner-up for the Competenz Stuart Tolhurst Apprentice Trophy at the 2015 SKF National Maintenance Engineering Conference (NMEC) in Hamilton.

The award, which celebrates the achievements of an apprentice who has shown good work ethic and initiative, was a complete surprise for the 20-year-old.

"It was completely unexpected. I'm pretty stoked. I've learnt a lot through my apprenticeship. There's always something different to do every day," Benjamin says.

Benjamin applied for the apprenticeship in his final year at Karamu High School.

"I found out about the job through the school careers notice board. I originally wanted to do joinery, but changed to engineering because I found it more interesting."

Benjamin is happiest when he's learning from his mentors.

"To gain experience, I need everybody's input. I'm always eager to learn. I like problem-solving and having to think on my feet," he says.

Heinz Wattie's Maintenance Coordinator Phil Chandler says Benjamin is conscientious with a good attitude towards his work.

"Ben is one of the best apprentices I've come across in the seven years I've worked at Heinz Wattie's. It's because of Ben's attitude to his work that the organisation would consider taking him on as an employee after he finishes his apprenticeship," Phil says.

I've learnt a lot through my apprenticeship. There's always something different to do every day.

Benjamin Feffer

ATNZ mechanical engineering apprentice, Heinz Wattie's, Hastings.



Jason Terry

ATNZ mechanical engineering apprentice, Nelmac, Nelson.

ATNZ mechanical engineering apprentice Jason Terry is a young man who takes health and safety seriously. Seconded to Nelson environmental management company Nelmac, Jason is recognised by both companies for his initiative in identifying potential hazards and his ability to 'see the big picture'.

"It's great to see apprentices like Jason reporting health and safety issues. And when they report the issue to the company they're working with, it's fantastic that they're remembering to tell us at ATNZ too," says Nelmac's ATNZ account manager, Janene Bang.

"ATNZ employs the apprentice so we need to know what's happened in their work day – whether it's a hazard, near miss, incident or accident. That way we can follow up with the apprentice and seconding company. And, if we think there's a wider issue, we can raise it with other ATNZ seconding companies and apprentices too."

Nelmac supplies environmental management services to the Nelson/Marlborough region. According to Jason, the company is 'proactive' in its approach to health and safety and 'keen to keep developing its processes'.

So when Nelmac moved its workshop to a new site last year, it was these processes Jason used to identify and report any potential health and safety issues he encountered. He then followed up with an incident report to ATNZ.

"Nelmac's where I work and I want to make sure my colleagues here get home safely each night," says Jason.

"ATNZ's my employer – so it's only right to tell them too. And who knows? By doing this I may be helping other ATNZ apprentices round the country get home safely."

"Nelmac is tertiary-qualified with ACC and requires employees to engage in daily health and safety reporting at all levels," says Nelmac Chief Executive Lee Babe.

"Jason is a valued member of the engineering team and his approach to health and safety meets our expectations in every respect."



Higher learning leads onto career opportunities

For Phillip Metekingi, the National Certificate in Mechanical Engineering Level 5 is another step closer to securing his future in the trades. As the HVAC Foreman for Christchurch-based heating and ventilating company, David Browne Contractors, Phillip credits his success in training to doing an ATNZ apprenticeship.

"I want to continue to upskill so that I'm more employable and have skills that are in demand. Higher learning allows me to stand out from other tradesmen," Phillip says.

Phillip is four months away from completing his level 5 qualification. His drive to be a highly qualified tradesman was the push he needed to become an ATNZ apprentice.

"I wanted a qualification that recognised the work that I did. An ATNZ apprenticeship gave me the confidence to do my job to the best of my ability, and to strive to learn more with the level 5 qualification," he says.

"I get a lot of clients asking, 'are you trade qualified?' Being qualified means they take your advice seriously."

The transition between an apprenticeship and level 5 can be daunting for many, but Phillip says the benefits outweigh the challenges.

"There are definitely some difficulties doing a level 5. You have to be self-motivated and have the drive to do the work. But the rewards are worth it. It's helped me with my current day-to-day tasks as a foreman."

Taking on the level 5 qualification was a decision supported by his team and ATNZ account manager.

"Having the support from my team and my account manager gave me the confidence to give everything a go, even if I made mistakes. There's always someone who's willing to help. They encourage me to continue learning, and are 100% behind my training."

Phillip plans to continue onto doing the level 6 Diploma once he's completed his level 5. He hopes to eventually be designing heating, ventilating, and air-conditioning systems.

Phillip's advice for ATNZ apprentices thinking of doing a level 5 qualification?

"Get in and do it. You'll have to make sacrifices with your time, but the benefits outweigh everything. You'll be grateful that you decided to continue a higher level of training."



The ATNZ model is awesome for our business. Joe's [Joe Maoate, ATNZ account manager] been great in keeping the apprentices on track, and following through on their training programmes. It takes the stress away from my work. It allows more time and flexibility to do my job.

Shaun Gadsby

Service Manager, HotChilly Ltd, ATNZ customer, Wellington.



An ATNZ apprenticeship gave me the confidence to do my job to the best of my ability, and to strive to learn more with the level 5 qualification.

Phillip Metekingi

HVAC Foreman, David Browne Contractors, Christchurch.



Nowah Thomas, Keenan Combrink, Junior Tuu'u, Isaac Goulter, and Cory Gibbs

Eastbridge Ltd heavy fabrication apprentices.

Getting to know our seconding companies

Training apprentices into 'skilled tradesmen are a benefit for us'

Eastbridge Ltd, Hawkes Bay Nine ATNZ apprentices (engineering)

Training nine apprentices may seem like a lot to take on, but for Hawkes Bay-based heavy fabrication company Eastbridge Ltd, on-the-job training is at the core of their business.

For Operations Manager Andrew Crompton, training ATNZ apprentices plays an important part in their business success. With the current skills shortage in the industry, it is crucial for the industry to play its part in training apprentices to help meet future demands.

"Training ATNZ apprentices into skilled tradesmen is a huge benefit for us. We've had a few apprentices who've gone onto management roles in the business, and also onto higher learning. We actively encourage this with our ATNZ apprentices."

The ATNZ model gives each company a training structure that suits the learners and staff.

"We have a great relationship with our ATNZ account manager Byron Alve. He manages all the apprentices' training programmes, and keeps them on track with their book work. He monitors their progress, meets with them regularly, and arranges the correct gear for them."

As a qualified tradesman, Andrew is a strong believer in the benefits of apprenticeships.

"I completed an apprenticeship as a fitter welder which helped pave the way to the career I have today."

Eastbridge participates in open days for schools across Hawkes Bay, in conjunction with Youth Futures Hawkes Bay and EIT School of Trades and Technology, to encourage young people into a career in trades. They also take part in the Napier Boys' High School careers day.

Celebrating success

Former ATNZ apprentice has high hopes for engineering maintenance business

For 36-year-old Taupo man David Gibson, an ATNZ apprenticeship helped shape the career he has today. The owner of JB Maintenance, an engineering maintenance business based in Taupo, he credits doing an apprenticeship in maintenance and diagnostics at local sawmill Tenon Ltd as the springboard to his success.

David was working at Tenon when the opportunity to apply for an apprenticeship came up. Nearly 200 people applied.

"I did my ATNZ apprenticeship around 13 years ago at Tenon Ltd. It was a three-year apprenticeship. I did it in two and half years and did all the bookwork in two years," he says.

Twelve months after finishing his apprenticeship, David was offered the role of maintenance planner at Tenon Ltd. Over the next eight years, he honed his skills in leadership and management.

"I managed 13 employees, as well as a number of contractors, in preventative maintenance and servicing at the sawmill," he says.

"Initially I found it challenging to manage these guys, especially because I was younger than all of them, but as soon as I showed them respect, they respected me."

A couple of years ago, David decided to take on a new challenge.

"The opportunity came around to start my own engineering business and I was contracted by the sawmill to do preventative maintenance and servicing. I currently have around 30 staff. Ten are full-time and the rest are contractors," he says.

"For the last 12 months, we've been working on a \$5 million project for the sawmill, installing a new optimising sawmill edger. The machine is all computer-operated and cleans the bark off timber. We went to America to purchase it."

Ninety percent of David's business comes from Tenon, but he is slowly growing his customer base with companies like Contact Energy. He wants the steady growth to continue.

"I'd like the business to be the number one labour support company in Taupo, and to possibly take the business nationally."

His advice for ATNZ apprentices?

"As long as you're reliable, motivated and passionate, then you will be successful. Always be willing to learn off anyone. The day you think you know it all, is the day you need to move onto something else."



As long as you're reliable, motivated and passionate, then you will be successful. Always be willing to learn off anyone.

David Gibson

Owner of JB Maintenance, Taupo.

Congratulations to our 2015 graduates

In 2015, 91 skilled graduates completed their apprenticeships and trade qualifications. Congratulations for your achievements. These graduates received their official New Zealand Qualifications Authority certificates in 2015.

Andrew Aldrich	Glen Dovaston	Natalie Kerwin	Hayden Newman	Logan Stirling
Jacob Anderson	Matthew Drummond	Jackson Kibblewhite	Robyn Nicholson	Keegan Swaysland
Duncan Bennett	Reagan East	Mitchell King	Tasman Notman	Kyle Taylor
Kyle Black	Ashton Fleming	Timothy Lategan	Alec O'Hara	Ben Thawley
Jonathan Boyd	Thomas Forbes	Kane Le Noel	Thomas Paynter	Russell Thompson
Joel Bradley	Marshall Goldstein	Kash Liddington	Sam Plant	James Thorburn
Jackson Broome	Benjamin Griffith	Samuel MacDonald	Hadlee Radford	Shane Tier
Dane Callaghan	John Griffiths	Karne Mallard	Scott Rees	Samisoni Tongotongo
Michael Cameron	Tyler Guest	Wyllie Masters	Te Hokingamai Rewita	Stefan Van der Heijden
Dylan Chetham	Liam Hancox	Bryce Masterton	Leith Riddell	Kirt Walsh
Dylan Clayton	Toby Hayward	Lindsey Matthews	Anton Rouse	Joseph Walshe
Logan Clemens	Logan Hikuroa	Andrew McDonald	Zach Ryan	Andrew Ward
Rohan Cole	Matthew Holloway	Phillip McPherson	Morgan Schwass	Jared Warne
James Cowien	Nicholas Huymans	Jordan Meagher	Liam Scott	Luke Wenzlick
Timothy Crestanello	Alec Jackson	Callum Meek	Ethan Shanley	Ryan Williamson
Dylan Cunningham	Dylan Jaffe	Jason Monk	Matthew Shieffelbien	Francisco Wolfgramm
Bhavesh Dahya	Paipuke Kalepo	Jason Morgan	Reice Silbery	
Jacob Day	Jarrold Kay	David Moys	Jeremy Spykerman	
Jesse Donaldson	Tyler Keith	Bradley Newman	Kurt Stanisich	

ATNZ is a great vehicle for getting apprentices where they want to go in their careers. I'm now a qualified refrigeration engineer thanks to help from ATNZ.

Jonathan Boyd

ATNZ apprentice graduate 2015.



Thank you to our seconding employers

In 2015, 200 companies across New Zealand trained an ATNZ apprentice.

Thank you for giving fellow New Zealanders the opportunity to build their skills and pursue a productive career in the trades. By supporting an apprentice and investing in their training, you've helped to create a more skilled New Zealand.

ATNZ seconding companies	Energy Recovery Systems Ltd	Masbros Engineering Ltd	Schultz Engineering Ltd
1st Mechanical Ltd	Engineering Services Rotorua	McAlpines Engineering Ltd	Scottsdale Construction System
ABB Ltd - Christchurch	Epic Engineering Ltd	McCarten Engineering	Sharland Engineering
Ace Air Conditioning	Excel Mechanical Services	McKenzie & Ridley (Kawerau)	Sharp Edge Engineering Ltd
Acme Engineering Ltd	Fabrication & Pipe Services Ltd	McLaren Stainless Ltd	Sheetmetal Specialist 2001 Ltd
Active Engineering Ltd	Fire Security Services HO Ltd	Midland Electrical Services Ltd	Smooth Air Products
Advance Mechanical Services NZ Ltd	Flight Plastics Ltd	Mike Christie Sheetmetals Ltd	Southland Sheetmetal Ltd
Advanced Building Services Ltd	Fluid & General Ltd	Modern Transport 2002 Ltd	Stafford Engineering
Advanced Engineering Services Ltd	Fruehauf NZ Ltd (Feilding)	Morris Metal Products Ltd	Stainless Down Under NZ Ltd
AHI Carrier NZ Ltd (CHCH)	G W Davies Heating Eng Ltd	Morrow Engineering Co Ltd	Steelcraft Limited
AHI Carrier NZ Ltd (New Plymouth)	Galantai Plastics Group Ltd	Mouats Engineering (2006) Ltd	Steeline Industries Ltd
AHI Carrier NZ Ltd (Wellington)	Gamman Industrial Componentry	Mount Maintenance Ltd	Steelserv Ltd
Air Dynamics Ltd	Gavin Lowe Air Conditioning	MSME Ltd	Stevenson Engineering Ltd
Aipro Service	General Sheetmetal Ltd	Myriad Engineering Ltd	Stevensons Structural Engineering Ltd
Allied Industrial Engineering	Geoff Flower Sheetmetals	Napier Engineering & Contracting Ltd	Stewart & Holland Ltd
Asaleo Care NZ Ltd	George Refrigeration Ltd	Napier Tool & Die Co Ltd	Superior Stainless Ltd
Ashurst Engineering & Construction	Golden Bay Cement	NEC 3 Ltd	Tairua Steelcraft Ltd
Astrolite Motor Bodies Ltd	Gray Hydraulics & Engineering Ltd	Nelmac Ltd	Talus Industries Ltd
Autotech Panelbeaters Ltd	Grayson Engineering (2015) Ltd	Nelson Forests Ltd	Tauranga Engineering Industries Ltd
Axiom Hydraulics Ltd	Guy Norris Engineering	New Zealand Steel Ltd	Te Pari Products Ltd
Aztech Engineering Ltd	Haden & Custance	Newdick Sheetmetals	Tech Mechanical Services Ltd
Babcock NZ Ltd	Hautapu Welders	NZ Steel Mining	Tegel Foods Ltd - Christchurch
Baker Engineering Ltd	Hayes International	OceanaGold Waihi	Thames Structural Welders
Ballance Agri-Nutrients Invercargill	Heatwave Mechanical Services	Ohakune Engineering Ltd	The Jet Boat Base Limited
Ballance Agri-Nutrients Ltd Tauranga	Kraft Heinz Limited	O-I Glass NZ Ltd	Tip Top Bread - Auckland
Barnhill Engineering	Hellacious Enterprises Ltd	Onehunga Transport Engineering Ltd	Tip Top Bread South Island
Bay of Plenty Gearcutters 1996	Hi-Tech Engineering Services Ltd	Pacific Steel NZ Ltd	Transport & General Eng Co Ltd
BOC Gas (New Zealand) Ltd	Holcim NZ Ltd	Page & Macrae Ltd	Turner Metal Fabrication Ltd
Bolli Fabricators Ltd	Holyoake Industries Ltd	Pan Pac Forest Products Ltd	Ulrich Aluminium Ltd (Manakau)
Cambridge Steel Fabricators	Horne Engineering Co Ltd	Patton Engineering	Ulrich Aluminium Co Ltd
Cambridge Welding Services	HotChilly Ltd	Pengelly Engineers NZ Ltd	Uniplas NZ Ltd
Canterbury Metal Works Ltd	Ikon Engineering Development	PFS MacArthurs Engineering Ltd	United Mechanical Building Services Ltd
CHB Engineering Services Ltd	IMG Limited	Phoenix Steel Ltd	United Sheetmetals Ltd
Chillzone Limited	Industrial Fittings NZ Ltd	Piako Transport Engineering	Vega Industries Ltd
Circle Line Engineering Ltd	Industrial Sheetmetals Ltd	Port of Tauranga Ltd	Waitaki Refrigeration Ltd
Coastal Refrigeration Ltd	Industrial Site Services Ltd	Powell Engineering Co Ltd	Wallace Corporation Ltd
Collins Stainless Steel Ltd	Industrial Welding Ltd	Pro Steel Engineering Ltd	Warkworth Engineering Ltd
Compac Sorting Equipment Ltd	IT Air Ltd	Progressive Engineering Co Ltd	Watson Engineering
Compressed Air Controls Ltd	J C D Engineering Ltd	Quality Bakers - Dunedin	We Can Precision Engineering Ltd
Cooke Industries Ltd	J P Marshall & Co Ltd	Qualtex New Zealand Limited	Wellington Sheetmetals Ltd
Croydon Industries Ltd - Gore	JMP Engineering Ltd	Quant New Zealand Ltd Kinleith	Whakatane Mill Ltd
Dairy & Pumps Ltd	John Jones Steel Ltd	Quinn Engineering Ltd	White Star Products Ltd
Damar Industries NZ Ltd	L & M Engineering	R R Bramley & Co Ltd	Wilkinson Transport Engineers
Damon Collins Engineering Ltd	Leask Engineering Ltd	Rakaia Engineering Ltd	William Ross Engineering Ltd
David Browne Contractors Ltd	Leonard Products 2015 Ltd	Ramage Sheetmetals Ltd	Williams Engineering Ltd
Demac Metal Fabrications Ltd	LEP Engineering Plastics Ltd	Ravensdown Fertiliser Ltd	Windsor Engineering Group Ltd
Donald Engineering Ltd	Lowes Industries Ltd	Red Stag Timber	Winiata & Anderson Sheetmetals
Doug's Engineering	M B Century	Red Steel Ltd	WPI International Ltd
East Coast Bays Engineering 2015 Ltd	M S Engineering	Reefton Engineering Ltd	
Eastbridge Limited	Mackenzie Welding 2013 Ltd	Roadrunner Manufacturing (NZ)	
Economech Services Ltd	Mark Sutton Engineering Ltd	Sanitarium Health & Wellbeing	

We currently have five ATNZ apprentices who are all doing fantastically. They are achieving their goals, and gaining valuable life skills. An ATNZ apprenticeship is a great opportunity for them.

Tim Browne

Manager, David Browne Contractors, ATNZ customer, Christchurch.

Summary financial statements

Summary Statement of Financial Position

As at 31 December 2015

	ATNZ	
	2015	2014
	\$000's	\$000's
ASSETS		
Current Assets		
Cash and cash equivalents	1,566	1,866
Trade and other receivables	1,197	1,058
Prepayments	14	23
Total current assets	2,777	2,947
Non-current assets		
Intangibles	-	-
Total non-current assets	-	-
TOTAL ASSETS	2,777	2,947
LIABILITIES		
Current liabilities		
Trade and other payables	454	460
Goods and services tax payable	396	404
Employee leave benefits	637	640
Intercompany payable	553	865
Total current liabilities	2,040	2,369
TOTAL LIABILITIES	2,040	2,369
NET ASSETS	737	578
ACCUMULATED FUNDS		
Accumulated funds	737	578
TOTAL ACCUMULATED FUNDS	737	578

For and on behalf of the Trust who authorise the issue of the summary financial statements on 10 May 2016.

Peter Herbert (Trustee)

John Blakey (Trustee)

Summary Statement of Comprehensive Income

For the year ended 31 December 2015

	ATNZ	
	2015	2014
	\$000's	\$000's
Revenue		
Rendering of Services	18,626	17,763
Other revenue	51	48
Total Revenue	18,677	17,811
Expenses		
Training Expenses	806	722
Employee entitlements	16,027	15,258
Other expenses from ordinary activities	1,685	1,616
Total Expenses	18,518	17,596
Net Surplus / (Deficit)	159	215
Total comprehensive income for the year	159	215

Notes to the Summary Financial Statements

The summary financial statements for Apprentice Training New Zealand 2010 Trust for the year ending 31 December 2015 were authorised for issue by the Trustees on 10 May 2016. The summary financial statements have been extracted from the audited full financial statements and are presented in New Zealand dollars. All values are rounded to the nearest thousand dollars. The summary financial statements have been prepared in accordance with FRS-43: Summary Financial Statements.

The summary financial statements cannot provide as complete an understanding as the full financial statements can. A copy of the full financial statements can be obtained by emailing info@competenz.org.nz. The full financial statements for the year ended 31 December 2015 were authorised for issue by the Trustees on 28 April 2016.

An unqualified audit opinion was issued for the full financial statements. The full financial statements have been prepared in accordance with New Zealand generally accepted accounting practice. The full financial statements comply with New Zealand equivalents to International Financial Reporting Standards and other applicable Financial Reporting Standards, as appropriate for not for profit entities.

New Accounting Standards and Interpretations

The External Reporting Board (XRB) has issued a new suite of accounting standards to be applied by the not-for-profit public benefit entities (PBE) for periods beginning on or after 1 April 2015. These PBE standards are based on International Public Benefit Entities Accounting Standards which are in turn based on International Financial Reporting Standards (IFRS). This means that ATNZ will need to apply the new PBE standards in preparing its 31 December 2016 financial statements.

Summary Statement of Changes in Accumulated Funds

For the year ended 31 December 2015

	ATNZ	
	2015	2014
	\$000's	\$000's
Opening Balance	578	363
Total comprehensive income for the year	159	215
Closing Balance	737	578

Summary Statement of Cash Flows

For the year ended 31 December 2015

	ATNZ	
	2015	2014
	\$000's	\$000's
Net cash flows from / (used in) operating activities	107	119
Net cash flows from / (used in) investing activities	43	53
Net cash flows from / (used in) financing activities	(450)	-
Net increase / (decrease) in cash and cash equivalents	(300)	172
Cash and cash equivalents at beginning of year	1,866	1,694
Cash and cash equivalents at the end of year	1,566	1,866

Independent Auditor's Report

To the Trustees of Apprentice New Zealand Training 2010 Trust

The summary financial statements on pages 14 to 15, which comprise the summary statement of financial position as at 31 December 2015, the summary statement of comprehensive income, summary statement of changes in accumulated funds and summary statement of cash flows for the year then ended, and related notes, are derived from the audited financial statements of Apprentice New Zealand Training 2010 Trust for the year ended 31 December 2015. We expressed an unmodified audit opinion on those financial statements in our report dated 28 April 2016. Those financial statements, and the summary financial statements, do not reflect the effects of events that occurred subsequent to the date of our report on those financial statements.

The summary financial statements do not contain all the disclosures required for full financial statements under generally accepted accounting practice in New Zealand. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial statements of Apprentice Training New Zealand Trust 2010.

This report is made solely to the trustees, as a body, in accordance with the Trust Deed. Our engagement has been undertaken so that we might state to the trustees those matters we are required to state to them in our report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the trust and the trustees as a body, for our work, for this report, or for the opinions we have formed.

Trustees' Responsibilities

The trustees are responsible for the preparation of summary financial statements in accordance with FRS-43: *Summary Financial Statements*.

Auditor's Responsibilities

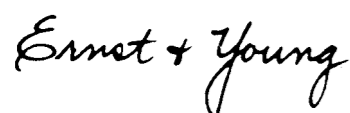
Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with International Standard on Auditing (New Zealand) (ISA(NZ)) 810, "Engagements to Report on Summary Financial Statements."

Other than in our capacity as auditor we have no relationship with, or interest in, the trust.

Partners and employees of our firm may deal with the trust on normal terms within the ordinary course of trading activities of the business of the trust.

Opinion

In our opinion, the summary financial statements derived from the audited financial statements of Apprentice New Zealand Training 2010 Trust for the year ended 31 December 2015 are consistent, in all material respects, with those financial statements, in accordance with FRS-43.



10 May 2016

Auckland

ATNZ is New Zealand's largest employer of mechanical engineering apprentices

We offer apprenticeships in 10 industries:



Locksmithing



Fire Protection



Refrigeration & Air Conditioning



Heating, Ventilation & Air Conditioning



Fabrication



Toolmaking



General Engineering



Machining



Mechanical Engineering



Maintenance Engineering

How we work with our companies and learners

We make it easy for companies to train apprentices and for learners to gain their skills:

- We manage all aspects of the employment relationship (including recruitment and payroll)
- Our account managers visit learners in the workplace ten times a year to check on the employment relationship and learners' progress.

Our relationship with Competenz

We have a service level agreement with industry training organisation (ITO) Competenz to manage the apprentices we employ. Competenz is the ITO for the industries we support.

352

ATNZ employed apprentices

122

ATNZ signed up new apprentices

200

seconding companies trained apprentices

91

apprentices graduated as skilled tradespeople

We highly recommend ATNZ for all employers wanting an efficient apprentice system that works for their business. ATNZ builds skills that are needed in the workplace in a way that works for us. I encourage any employer looking to take on an apprentice to talk to the team at ATNZ.

Peter Walker

*Maintenance Contracts
Superintendent,
New Zealand Steel*

