

atnz.org.nz

2016



Annual  
Report



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# Chairman's Report

During 2016, we spoke personally to many owners of seconding companies who support ATNZ apprentices

We asked them what keeps them up at night, and what they think are the keys to their future success.

They told us that **recruitment, craftsmanship and community** were the keys to responding to the challenge. In other words:

- finding the right people
- problem-solving and product development combining traditional quality and innovation, and
- being connected to other business owners for ideas, comradery and collaboration.

In 2016, we made positive advances in all these areas:

- bringing 165 apprentices together in two regions to connect with each other and better understand their role in their own safety and wellbeing at work
- investing in an extra recruitment professional and a recruitment software system to improve processes around our rigorous recruitment standards
- linking ATNZ to the Got a Trade? Got it Made! promotional initiative through our ATNZ hero Ben Norton (see Ben's success story on page 10)
- reconnecting with seconding companies from the past who might want to reinvigorate their commitment to training the tradespeople of the future.
- growing our ATNZ Facebook community ([facebook.com/ATNZapprentice](https://facebook.com/ATNZapprentice)).



Also during 2016, new health and safety standards came into force. ATNZ takes our safety leadership role very seriously.

- We achieved tertiary accreditation with ACC. This is the highest level of accreditation available, and is a significant recognition of our focus on safety leadership.
- We worked with seconding companies to review workplaces against the new standards and provide support where required.

In 2017, you'll see us working on more advances in all these areas, bringing laser-focus to our service model, trialling services for the future, and working with apprentices and seconding companies to expand the success of ATNZ.

**John Blakey**, Chairman, ATNZ Trust

“

**I couldn't be happier beginning my career with an apprenticeship. I love the blend of mental and physical accuracy and exertion required. I have a genuine interest in the theory material as it's not only highly relevant and a good reference for my everyday work, but also great learning for my passion as an avid car enthusiast.”**

**Ben Norton**, fitting & machining apprentice, Compac Sorting

# Competenz Report

Our ATNZ seconding companies are certainly leading the charge in the engineering and related sectors

The Government has set itself the challenge of having 50,000 apprentices by 2020 to support the future of New Zealand's infrastructure and economy. All businesses have a role to play in training the next generation of tradespeople.

At ATNZ, we focus not only on the number of people entering apprenticeship training, but also on the number of people successfully completing their apprenticeship to become the qualified tradespeople we need in New Zealand.

Year after year, the statistics show that the ATNZ apprentice management model brings better results than any other. ATNZ apprentices achieve significantly higher rates than non-ATNZ apprentices, and seconding companies tell us that their ATNZ apprentices are more productive in their roles, and achieve results sooner than other apprentices.



We know the four key drivers of this success are:

1. Our stringent recruitment standards.
2. Our onboarding process for apprentices (including safety inductions).
3. Allowing seconding companies to focus on training and safety while we handle all training plan management, employment matters (including payroll) and pastoral care.
4. Apprentice visiting schedules tailored to deal with employment, training and technical challenges.
5. I want to thank Amit Kumra, with his Competenz team of account managers, and Julie Ingram, with her ATNZ HR team, for their commitment to these drivers of success in 2016. We all know we can expand this model to work with more businesses, and to support more apprentices to achieve their goals. That is our focus for 2017 and beyond.

**Jim MacBride-Stewart**, General Manager Industry Training

“

**I've always wanted to do an apprenticeship because I can't imagine being stuck working in an office. Every week I get to do something different, and it also gives me a chance to travel a bit.”**

**Luke Barron**, heating and ventilation apprentice

# Our Trustees



**Mike Lehan**  
General Manager, Page Macrae  
Engineering, Mt Maunganui

Mike is a qualified fitter/turner with an NCME in Mechanical Engineering, and over 28 years' industry experience in Australasia. He is on the executive committee of the Heavy Research Engineering Association.



**Mike Wardlaw**  
Managing Director,  
Babcock (NZ) Ltd

Babcock is one of New Zealand's largest mechanical, electrical and electronics engineering firms. Mike's 35-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**  
National Secretary,  
E tū

Bill has a trades background and many years' involvement in trades training. This includes playing a major role in developing the engineering apprenticeship training trusts.



**Fiona Kingsford**  
CEO Competenz

As a member of the Competenz Senior Leadership Team, Fiona has held portfolios covering operations, strategy, innovation, business transformation and Māori and Pasifika development. Fiona holds an Advanced Diploma in Human Resources and an Executive MBA from the University of Auckland. Before joining Competenz, Fiona worked in the media, food manufacturing, emergency services and hospitality sectors.

# Promoting Health & Safety



**In 2016, we continued our focus on health and safety policies and practices. ATNZ has rolled out initiatives to our seconding companies and apprentices to ensure that apprentice wellbeing and safety is actively managed and promoted. We set robust health and safety policies so that our apprentices continue to learn in a safe environment. We want every apprentice to get safely home to their families and friends.”**

**Amit Kumra**, Competenz National Manager  
Engineering and Wood Manufacturing

## 2016 IN REVIEW

### ACHIEVING TERTIARY ACC ACCREDITATION

ATNZ achieved tertiary level accreditation in the ACC Workplace Safety Management Practices (WSMP) programme. This is the highest level of accreditation available, and is valid until December 2018.

### HEALTH AND SAFETY APPRENTICE DAYS

During April, more than 165 ATNZ apprentices attended our ATNZ health and safety apprentice days in the upper North Island and Waikato/Bay of Plenty. These events raised apprentice health and safety awareness, deepening the participants' understanding around the importance of following health and safety procedures. It was also a great opportunity for apprentices from around the country to meet each other, and for ATNZ account managers to share their knowledge and expertise.

### TOOLBOX DISCUSSIONS

“Toolbox Talks” - where people share H&S best practice in their own workplaces - are an important part of building a powerful health and safety culture. Starting in August, ATNZ began supplying monthly Toolbox Talk information sheets. Account managers and apprentices discuss the printouts in their monthly meetings, and a copy is given to the apprentice. This new process has increased awareness of common workplace injuries and hazards, as well as passing on tips and useful information on commonly used equipment and Personal Protective Equipment (PPE).

### RECRUITMENT STAFF FOR ATNZ

ATNZ invests heavily in securing the top apprentice candidates for our seconding companies. During 2016, our new recruitment officer, Saunders Mitchell, joined the ATNZ team. Saunders ensures applicants meet the stringent criteria for being an ATNZ apprentice.

### HEALTH AND SAFETY ALERTS

Our HR manager, health and safety manager and account managers raised and communicated health and safety alerts to our apprentice employees as required, throughout the year. These were for everything from safe driving advice to keeping hydrated during hot weather.

### REVIEWING OUR SECONDING COMPANIES

Existing seconding companies all completed an online health and safety assessment in line with Section 3, consultation, cooperation and coordination of the HSWA 2015, which came into force on 4 April 2016. Site visits by the ATNZ Health and Safety representative to seconding companies took place towards the end of 2016, and will continue regularly.

### REPORTING, RECORDING AND MANAGING INCIDENTS, INJURIES AND HAZARDS

We're continuing to manage incidents actively, focussing 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, recommends changes and communicates those changes to account managers, apprentices and seconding companies;
- actively looks for ways to reduce accidents and lost-time injuries.

### COMMITTEE MEMBERS IN 2016

- Julie Ingram, Competenz General Manager People & Culture
- Gerard Robbins, ATNZ Account Manager
- Allen Bryce, ATNZ Account Manager
- Rick Oliver, ATNZ Account Manager
- Adrian Lyne, ATNZ Account Manager
- Dave Bond, ATNZ Account Manager
- Ryan Sinclair, engineering apprentice, New Zealand Steel Ltd
- Sam Guis, engineering apprentice, Babcock NZ Ltd
- Jason Terry, engineering apprentice, Nelmac

“

**Engineering is what I want to do. There's a big difference between school and work. I enjoy working because you're constantly doing things. You're not just sitting in a classroom all day.”**

**Anton Overy, mechanical engineering apprentice**

# Meet Our People

Meet the people supporting our ATNZ learners and seconding companies

As New Zealand's largest employer of engineering and mechanical trades apprentices, ATNZ ensures that our seconding companies and apprentices are well looked after. In 2016, Gerard Robbins and Saunders Mitchell joined ATNZ as Health and Safety Advisor and Recruitment Officer, respectively. 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 our seconding companies.



**It was harder to get apprentices when we started the business 12 years ago. The ATNZ model has been a great help for our business. We run our business as usual as we know that someone else is taking care of the qualifications and progress. We just don't need to worry about it."**

Mark Wilson, Myriad Engineering



Gerard Robbins Health & Safety Advisor



Emma Saulo Payroll Manager



Saunders Mitchell Recruitment Officer



Amanda King Human Resources Business Partner



Kasia Tapiki HR & Payroll Officer



# The Account Managers

Our Account Managers are passionate about seeing apprentices reach their full potential. They mentor and guide apprentices throughout their training, as well as helping seconding companies to manage all aspects of their apprentices' training programmes.



# Our Learners

This engineering apprentice is following his dream career - and so is his dad

Working in the engineering industry is 20-year-old Ben Norton's dream job. He's in the third year of his apprenticeship at Compac Sorting Equipment, Auckland, and loves every minute.

"By the end of each weekend I look forward to heading in to the engineering workshop on Monday. I get paid to pursue and learn more about my passion every day," says Ben.

His position within the industry also turned an unfortunate event for his family into an opportunity for Ben's father.

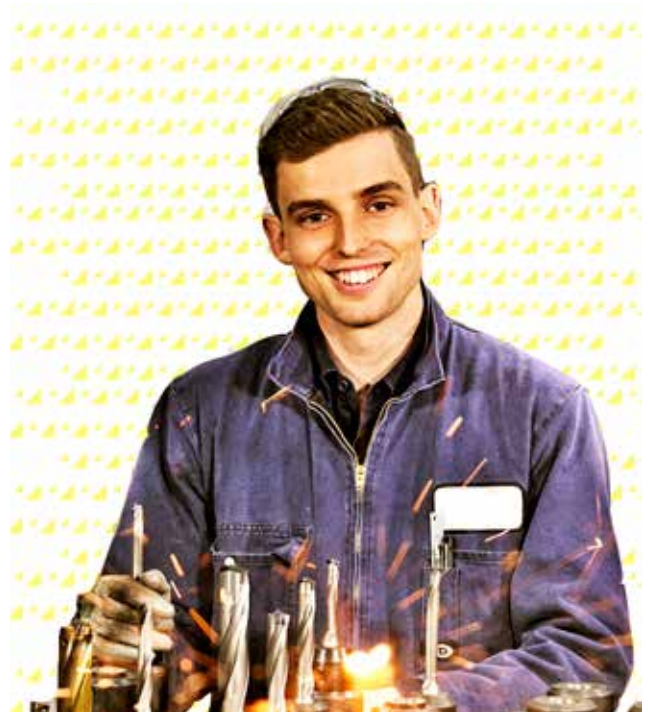
"My father was made redundant in late 2014. I was able to recommend him at work and organise a trial for him. Everyone admired his attitude and ability, and he was quickly made permanent as a factory assembler," he says.

"It's been almost two years and now he's the Sub-Assembly Coordinator, as well as being on our health and safety board. He's managed all this with no engineering background. My mum tells me she's never seen him so happy to go to work. It really feels good to be able to give back to my family after all the support they've shown me."

A former Macleans College student, Ben took engineering unit standards at school, which fuelled his passion for the industry.

"When I was picking my subjects for school, I was weighing up between computing and mechanical engineering. I listened to my mum who said, 'why not try engineering? You make something you can keep forever. You might find you don't want to be on a computer all day'. I thought - why not? And I'm certainly glad I did," he says.

**BENJAMIN NORTON** – fitting & machining apprentice, Compac Sorting, Auckland



"I achieved top marks in engineering two years in a row at Macleans College, and wasted no time in starting a trial for my apprenticeship the day after my last exam."

Ben is pleased he can use his skills and experience to inspire others.

"Towards the beginning of my apprenticeship, I was invited to give a presentation at Auckland University of Technology to share my story about how my time at school prepared me for my apprenticeship, as well as the benefits of doing an apprenticeship to an audience of teachers, lecturers and apprentice managers. I received a 'BBQ Award' from the owner of Compac Sorting Equipment for my efforts," he says.

Ben is thankful to the team at Compac for all their support.

"I'm grateful to Compac Sorting and my Production Manager Andrew Jackson for seeing the potential in me, and giving me this amazing start to my engineering career," he says.

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**We plan to train a new apprentice each year as the value in return is great and outweighs the cost. Our account manager, Dave Bond has done a brilliant job and always deliver the best results no matter how big or small.”**

**Michael Lock, Gavin Lowe Energy**

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## From school leaver to ATNZ apprentice - a bright engineering career ahead

A week's work experience at a local engineering company was all 18-year-old Anton Overy needed to convince him he wanted a career in engineering. But if you'd asked the ex-Auckland Grammar student at the beginning of last year 'what are you going to do when you leave school?' the answer would have been 'I'm not sure'.

"Right up to term three I didn't know what I wanted to do after school," he says.

"My granddad was a fitter and turner, so he got me some work experience at Aimecs Engineering. I really liked what they were doing in the workshop."

Thanks to his school's careers office, Anton started at L&M Engineering in Stanmore Bay, Auckland, in December 2015.

"The careers office was looking for students who were interested in doing an apprenticeship in mechanical engineering. I talked to Raoul Britow, who suggested L&M Engineering. I had a look around the workshop and talked to the team there, as well as talking to my dad and Raoul, before agreeing to do the apprenticeship."

Earning while he was learning played a big part in Anton's decision to take on an apprenticeship, as did the chance to do practical work.

"I like working with my hands, and working with tools. Engineering is what I want to do. There's a big difference between school and work. I enjoy working because you're constantly doing things. You're not just sitting in a classroom all day," he says.

"A lot of my friends have gone onto university to do law and commerce degrees. Uni just wasn't for me."

The team at L&M Engineering are supportive of the budding engineer.

**ANTON OVERY** – mechanical engineering apprentice, L&M Engineering, Auckland



"I'm enjoying working with the team. We have a bit of banter in the workshop. The guys have a lot of knowledge and are really helpful."

Owner-operator Leon Van der Walt says Anton is a great addition to the team.

"We went to ATNZ Account Manager, Raoul Britow last year, wanting an apprentice. We interviewed Anton and thought had a good attitude."

"He gets on well with the team. He picks things up quickly; you don't have to show him twice," Leon says.

And Anton's advice to students and school leavers thinking of doing an engineering apprenticeship?

"Definitely give it a shot. Do some work experience and see what you like."



**I'm enjoying working with the team.  
We have a bit banter in the workshop.  
The guys have a lot of knowledge and  
are really helpful."**

**LUKE BARRON** – heating and ventilation apprentice,  
Excel Mechanical Services, Auckland

## ‘Going places with an apprenticeship’ is the motivation that drives this New Plymouth-native

Luke always knew that working with his hands was his destiny. Before deciding that heating, ventilation and air conditioning (HVAC) was the right path for him, Luke tried out plumbing and electrical before finding his true calling. His favourite HVAC discipline is pipework and air-conditioning.

“I’ve always wanted to do an apprenticeship because I can’t imagine being stuck working in an office. I enjoy the variety working in HVAC. Every week I get to do something different, and it also gives me a chance to travel a bit.”

“Last year, I got the chance to live and work in Auckland for three months, and I really enjoyed it. My employer, Excel Mechanical Services, has always been supportive and helpful to me. Every month, our ATNZ Account Manager Angus Ryburn would come and sit with my supervisor and three other apprentices to make sure we’re on track with our apprenticeships. The help and support have really made the difference for me.”

Doing an apprenticeship was definitely a path that suited Luke.

“Going to uni is not for me, it’s too old-fashioned. I have a mate who just started his own apprenticeship after seeing how well it has worked out for me.”

Luke continues to prove himself and the value of his chosen career path. He won the Apprentice of the Year award (HVAC category) at the 2016 Engineering Taranaki Consortium Apprenticeship Awards. The award recognises excellence in learning.

Luke is looking forward to completing his apprenticeship, and owning his first home when he finishes.



**Going to uni is not for me, it’s too old-fashioned. I have a mate who just started his own apprenticeship after seeing how well it has worked out for me.”**



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**It is always satisfying as an Account Manager to know that the culture and relationship has been established on the grounds of H&S in the first instance when working with a Seconding company, and that then flows onto the apprenticeship program and management itself which continues to support and focus on H&S throughout the apprentices journey.”**

**Janene Bang, ATNZ Account Manager, Nelson**

# Getting to know our Seconding Companies



Mark Wilson and Mitchell Spencer

Apprenticeship training is a dedicated project for husband-and-wife team Mark and Fiona Wilson, owners and operators of Myriad Engineering

They've built in the training of ATNZ apprentices as an important element of their business success. They believe that, with the current skills shortage in the engineering industry, it's crucial for companies to be proactive in developing talented young locals.

"When we contacted ATNZ to start training up our apprentices, we went in with the goal of developing great local talents, like Mitchell Spencer. There's a growing demand to fill vacancies, and as a business, we have to future-proof ourselves and make sure that we're planning ahead. It's also about supporting our local community by providing training and work to young school leavers."

Mark and Fiona have a great relationship with ATNZ Account Manager, Alan Lockett. He manages the apprentices' training programmes and keeps them on track with their book work. "Alan is such a good person. He's like a father figure to Mitchell, and visits often to make sure everything is on track."

As a qualified engineer and former apprentice, Mark is a strong supporter of and believer in apprenticeships.

"It was harder to get apprentices when we started the business 12 years ago. The ATNZ model has been a great help for our business... as we know that someone else is taking care of the qualifications and progress. We just don't need to worry about it."

Alan reckons that Myriad Engineering is a great example of how support and dedication has a positive influence on the outcome for both the apprentice and the seconding company.

"Both Mark and Fiona are very supportive of ATNZ. Over the years, they've done an outstanding job of supporting and training apprentices, treating them no differently than their employees. Myriad Engineering is a great place to get training, as the company has cutting edge machinery and nothing is too difficult for their apprentices. It's always a pleasure when I come to visit."



**When we contacted ATNZ to start training up our apprentices, we went in with the goal of developing great local talents."**



Apprentices Alistair Bagnall, Alex Single, Lory Anderson, Michael Bennett and installation manager, Michael Lock

Michael Lock started his own career as an apprentice at the age of 16, and is a firm believer in training young people

When Michael took up the position of Installation Manager with Gavin Lowe Energy in 2011, he was shocked by the lack of skilled tradespeople in Christchurch. With a very clear goal, and a determination to change things for the better, Gavin Lowe Energy developed a robust training programme with ATNZ.

“It’s very different in the UK, where I came from. In the UK, apprenticeships are common and massive. The first couple of years were difficult for us to find skilled workers, so we started ‘farming’ them ourselves.”

There are currently three apprentices with Gavin Lowe in their team of 20 people.

“We plan to train a new apprentice each year. The value in return is great, and outweighs the cost.”

Part of the success of their training programme is the incredible support they provide, ensuring that apprentices are always safe and learning something exciting at work.

At Gavin Lowe Energy, the programme runs like a well-oiled machine. Each apprentice spends three months with a team leader, and gets rotated around until they become full-stack engineers.

“They get to learn different aspects of the business and gain cross-functional skills. We’re training our guys up to know more than one principle of HVAC. When they complete their apprenticeship, we’ll pay for them to become electrical qualified.”

“Our ATNZ Account Manager, Dave Bond, is fantastic and is such a good bloke. We’re both from the UK and get along well, and the apprentices like him a lot too. Dave is super busy, but he always delivers. He’s doing such a great job, and we can’t ask for better.”

“As the country goes forward, you have to get more people trained up. There used to be apprenticeships in New Zealand, and it’s been dropped in favour of tertiary education. The system has failed. We need to get out there and promote the message of apprenticeships and learning skills that will future-proof us.”



**We plan to train a new apprentice each year. The value in return is great, and outweighs the cost.”**

# Summary financial statements

## Notes to the summary financial statements

The summary financial statements for ATNZ for the year ending 31 December 2016 were authorised for issue by the Trustees on 28 April 2017. 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 IPSAS 1: Presentation of 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](mailto:info@competenz.org.nz). The full financial statements for the year ended 31 December 2016 were authorised for issue by the Trustees on 28 April 2017.

An unmodified 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 the International Public Sector Accounting Standards and other applicable Financial Reporting Standards, as appropriate for New Zealand not for profit entities. New Zealand not-for-profit entities.

Accounting policies have been applied on a consistent basis with the full financial statements.

### New Accounting Standards and Interpretations


The External Reporting Board (XRB) issued a new suite of accounting standards to be applied by not-for-profit public benefit entities (PBE's) for periods beginning on or after 1 April 2015. These summary financial statements and the full financial statements have been prepared in accordance with these standards. The new accounting standards did not require any significant or material changes to the accounting policies or interpretations adopted by ATNZ, nor was there a resulting requirement to significantly amend or restate the 31 December 2015 financial statements for comparative purposes.

## Summary Statement of financial position

For the year ended 31 December 2016

	ATNZ	
	2016	2015
	\$000	\$000
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash and cash equivalents	1,124	1,124
Trade and other receivables	1,262	1,262
Prepayments	24	24
<b>Total current assets</b>	<b>2,410</b>	<b>2,410</b>
<b>Non-current assets</b>		
Intangibles	-	-
<b>Total non-current assets</b>	<b>-</b>	<b>-</b>
<b>Total assets</b>	<b>2,410</b>	<b>2,410</b>
<b>LIABILITIES</b>		
<b>Current Liabilities</b>		
Trade and other payables	381	381
Goods and services tax payable	389	389
Employee leave benefits	692	692
Intergroup payable	141	141
<b>Total current liabilities</b>	<b>1,603</b>	<b>1,603</b>
<b>TOTAL LIABILITIES</b>	<b>1,603</b>	<b>1,603</b>
<b>NET ASSETS</b>	<b>807</b>	<b>807</b>
<b>ACCUMULATED FUNDS</b>		
Accumulated funds	807	807
<b>TOTAL ACCUMULATED FUNDS</b>	<b>807</b>	<b>807</b>

For and on behalf of the Trustees who authorise the issue of the financial statements on 28th April 2017



John Blakey (Trustee)



Fiona Kingsford (Trustee)



## Summary statement of comprehensive revenue and expenses

For the year ended 31 December 2016

	ATNZ	
	2016	2015
	\$000	\$000
<b>REVENUE</b>		
<b>Revenue from exchange transactions</b>	18,626	17,763
Rendering of services	17,842	18,626
Other revenue	15	51
<b>Total revenue</b>	<b>17,857</b>	<b>18,677</b>
<b>EXPENSES</b>		
Training expenses	730	806
Employee entitlements	15,386	16,027
Other expenses from ordinary activities	1,671	1,685
<b>Total expenses</b>	<b>17,787</b>	<b>18,518</b>
<b>Net Surplus / (Deficit)</b>	<b>70</b>	<b>159</b>
<b>Other comprehensive income</b>	-	-
<b>Total comprehensive income for the year</b>	<b>70</b>	<b>215</b>

## Summary Statement of changes in accumulated funds

For the year ended 31 December 2016

	ATNZ	
	2016	2015
	\$000	\$000
Opening Balance	737	578
Net Surplus for the year	70	159
Other comprehensive income for the year	-	-
<b>Closing balance</b>	<b>807</b>	<b>737</b>

## Summary cash flow statement

For the year ended 31 December 2016

	ATNZ	
	2016	2015
	\$000	\$000
Net cash flows from / (used in) operating activities	(42)	150
Net cash flows from / (used in) investing activities	-	-
Net cash flows from / (used in) financing activities	(400)	(450)
Net increase / (decrease) in cash and cash equivalents	(442)	(300)
Cash and cash equivalents at beginning of year	1,566	1,866
<b>Cash and cash equivalents at the end of year</b>	<b>1,124</b>	<b>1,566</b>



## **REPORT OF THE INDEPENDENT AUDITOR ON THE SUMMARY FINANCIAL STATEMENTS**

To the Trustees' of Apprentice Training New Zealand 2010 Trust

### **OPINION**

The summary financial statements, which comprise the summary statement of financial position as at 31 December 2016, the summary statement of comprehensive revenue and expense, summary statement of changes in accumulated funds and summary cash flow statement for the year then ended, and related notes, are derived from the audited financial statements of Apprentice Training New Zealand 2010 Trust ("ATNZ") for the year ended 31 December 2016. In our opinion, the accompanying summary financial statements are consistent, in all material respects, with the audited financial statements.

### **SUMMARY FINANCIAL STATEMENTS**

The summary financial statements do not contain all the disclosures required by PBE IPSAS. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements and the auditor's report thereon.

### **THE AUDITED FINANCIAL STATEMENTS AND OUR REPORT THEREON**

We expressed an unmodified audit opinion on the audited financial statements in our report dated TBC.

### **TRUSTEES' RESPONSIBILITY FOR THE SUMMARY FINANCIAL STATEMENTS**

Trustees are responsible for the preparation of a summary of the audited consolidated financial statements of Competenz Trust in accordance with PBE FRS-43: Summary Financial Statements.

### **AUDITOR'S RESPONSIBILITY**

Our responsibility is to express an opinion on whether the summary financial statements are consistent, in all material respects, with the audited financial statements based on our procedures, which were conducted in accordance with International Standard on Auditing (New Zealand) (ISA (NZ)) 810 (Revised), Engagements to Report on Summary Financial Statements. Other than in our capacity as auditor we have no relationship with, or interests in, ATNZ.

### **Grant Thornton New Zealand Audit Partnership**

Brayden Smith  
Partner  
Wellington

### **Audit**

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Chartered Accountants  
Member of Grant Thornton International Ltd

# Our 2016 Graduates

Congratulations to the 97 skilled graduates who completed their apprenticeships and trade qualifications in 2016!

Congratulations These graduates have received their official New Zealand Qualifications Authority certificates.

Craig Allan  
Kieran Andrews  
Timothy Atkins  
Benjamin Baker  
Hamuera Baker  
Sam Barnett  
Mitchell Batten  
Jeffrey Bennenbroek  
Luke Brocklebank  
Dylan Brooker  
Ethan Carrington  
Darren Cave  
Sam Chambers  
Daniel Christie  
Mark Collinson  
Keenan Combrinck  
Hamish Curd  
Juan Fourie  
Shayne Fraser  
Christopher Fraser  
Brayden Gardner  
William Hannon  
John Haynes  
Keegan Hemara  
Scott Holden  
Gregorio Honasan  
Kieran Houssenloge  
Chad Humby  
Cody Humphreys

Jake Ihaka  
Bjorn Janssen  
Shane Jennings  
Hywel Jensen-Jones  
David Keen  
Elliot Kidd  
Marcus King  
Jordan King  
Richard King  
Kyle Knight  
Steven Kooter  
Ethan Kuypers  
Jack Lange  
Jared Leathwick  
Campbell Linstrom  
Rommel Lopez  
Michael McCord  
Daniel McDonald  
Brian McPhail  
Maxwell Moore  
Daniel Murray  
Moritz Mutscheller  
Livingstone Ngarua  
Keegan Oxenham  
Donahue Paki  
Benjamin Peffer  
Christopher Posthuma  
Matiu Pritchard  
Jacky Rathsam

Christopher Ross  
Aaron Ruddle  
Warrick Ryan  
Sean Sanderson  
Raymondo Schilder  
Nathan Service  
Oliver Sharpe  
Jade Shortland-August  
Zachary Simmons  
Aaron Spellman  
Ashley Steyn  
Hayden Stuart  
Kurt Summerfield  
Jordan Sutherland  
Matthew Swanne  
Khe-Sahn Theodore  
Kyle Thompson  
Scott Thompson  
Daniel Thorburn  
Kyle Timmermans  
Apeni Tuu'u  
Jordan Waghorn  
Todd Walker  
James Willis  
Rapata Witehira  
Robert Wroe  
Nicholas Zawodny

# Our 2016 seconding employers

In 2016, 208 companies across New Zealand trained an ATNZ apprentice

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

1st Mechanical Ltd	Doug's Engineering	Manukau Institute of Technology	Rakaia Engineering Ltd
A.G. Foley Ltd	East Coast Bays Eng 2015 Ltd	Mark Sutton Engineering Ltd	Ramage Sheetmetals Ltd
ABB Ltd Christchurch	Eastbridge Ltd	Masbros Engineering Ltd	Ravensdown - Hawkes Bay
Ace Airconditioning	Economech Services Ltd	Matt Burke Engineering	Red Stag Timber Ltd
Acme Engineering Ltd	Energy Recovery Systems Ltd	MB Century	Red Steel Ltd
Active Engineering Ltd	Engineering Plus 2005 Ltd	McAlpines Engineering Ltd	Regal Haulage
Advance Mechanical Services NZ Ltd	Engineering Services Rotorua	McCarten Engineering	Roadrunner Manufacturing (NZ) Ltd
Advanced Building Services Wgtn Ltd	Epic Engineering 1986 Ltd	McKenzie & Ridley (Kawerau)	Sanitarium Health & Wellbeing Co
Advanced Engineering Services Ltd	Eric Paton Ltd	McLaren Stainless Ltd	Schultz Engineering Ltd
AHI Carrier NZ Ltd (Auckland)	Excel Mechanical Services	Metal Doctor Ltd	Sharland Engineering Ltd
AHI Carrier NZ Ltd (Christchurch)	Expac Engineering Services	MGE Engineering Ltd	Sheetmetal Specialists 2001 Ltd
AHI Carrier NZ Ltd (New Plymouth)	Fire Security Services Ltd - WLG	Midland Electrical Services Ltd	Smooth Air Products
AHI Carrier NZ Ltd (Wellington)	Fletcher Mechanical Ltd	Mike Christie Sheetmetals Ltd	Southland Sheetmetal Ltd
Air Control Systems Ltd	Fluid & General Ltd	Modern Transport 2002 Ltd	Stafford Engineering
Air Dynamics Ltd	Fruehauf NZ Ltd	Morris Metal Products Ltd	Stainless Down Under NZ Ltd
Allied Industrial Engineering	G W Davies Heating Eng Ltd	Morrow Engineering Co Ltd	Steeline Industries Ltd
Amalgamated Pipe Fitters Ltd	Gamman Industrial Componentry	Mouats Engineering Ltd	Stevensons Structural Engineering Ltd
Aquaheat	Gavin Lowe Air Conditioning	Mount Maintenance Ltd	Stewart & Holland Ltd
Asaleo Care NZ Ltd	Geoff Flower Sheetmetals	MSME Ltd	Superior Stainless Ltd
Ashhurst Engineering & Construction	Golden Bay Cement	Myriad Engineering Ltd	Tairua Steelcraft Ltd
Autotech Panelbeaters Ltd	Gray Hydraulics & Eng Ltd	Napier Engineering & Contracting Ltd	Talus Industries Ltd
Aztech Engineering Ltd	Grayson Engineering (2015) Ltd	Nelmac Ltd	Tech Mechanical Services Ltd
B & P Engineering Ltd	Guy Norris Engineering	Nelson Forests Ltd	Tegel Foods Ltd - Christchurch
Babcock NZ Ltd	Hautapu Welders	New Zealand Steel Ltd	Thames Structural Welders
Bakels Edible Oil (NZ) Ltd	Hayes International	New Zealand Tube Mills	The Jet Boat Base Limited
Baker Engineering Ltd	Heatwave Mechanical Services	Newdick Sheetmetals	Tip Top Bakery - Auckland
Ballance Agri-Nutrients Ltd	Hellacious Enterprises Ltd	NTD Plastics Ltd	Tip Top Bread South Island
Barnhill Engineering	Heslops Engineering Services Ltd	NZ Steel Mining	Tracgrip Hydraulics & Equipment Ltd
Bay of Plenty Gearcutters 1996	Hi-Tech Engineering Services Ltd	OceanaGold Waihi	Transport & General Engineering Company Ltd
BOC (New Zealand) Ltd	Holcim NZ Ltd	Ohakune Engineering Ltd	Tubman Heating Limited
Bolli Fabricators Ltd	Home Engineering Co Ltd	O-I Glass NZ Ltd	Turner Metal Fabrication Ltd
Cambridge Welding Services	HotChilly Ltd	Onehunga Transport Engineering Ltd	Ullrich Aluminium Co Ltd
Canterbury Metal Works Ltd	Ikon Engineering Development	Otago Sheetmetal & Engineering Ltd	Uniplas NZ Ltd
Careford Mechanical Ltd	IMG Ltd	Pacific Steel NZ Ltd	United Mechanical Building Services Ltd
CentrePort Wellington Ltd	Independent Liquor Ltd	Page & Macrae Ltd	United Sheetmetals Ltd
CHB Engineering Services Ltd	Industrial Fittings NZ Ltd	Pan Pac Forest Products Ltd	Vega Industries Ltd
Chillzone Limited	Industrial Sheetmetals	Patton Engineering	Waitaki Refrigeration Ltd
Circle Line Engineering	Industrial Site Services Co Ltd	Pengelly Engineers NZ Ltd	Wallace Corporation Ltd
Cliff Scott Engineering Services Ltd	IT Air Ltd	Perkinson Mechanical Ltd	Warkworth Engineering Ltd
Coastal Refrigeration Ltd	ITW New Zealand	PFS Engineering Ltd	Wasabi Air Ltd
Compac Sorting Equipment Ltd	J C D Engineering Ltd	Phil Cowan Sheetmetals Limited	Watson Engineering
Compressed Air Controls Ltd	J P Marshall & Co Ltd	Phoenix Steel Ltd	We Can Precision Engineering Ltd
Container Co (NZL) Ltd	JMP Engineering Ltd	Piako Transport Engineering Ltd	Wellington Sheetmetal Ltd
Cooke Industries Ltd	Kraft Heinz Ltd	Port of Tauranga Ltd	West Trak Equipment
Coveair Solutions	Leach Print & Bindery Supplies	Powell Engineering Company Limited	Whakatane Mill Ltd
Cowley Electrical Dairy & Pumps Ltd	Leak Engineering Ltd	Pro Steel Engineering Ltd	Whakatiki Engineering (1984) Ltd
Croydon Industries Ltd - Gore	Leonard Products 2015 Ltd	Puma Dart Products	White Star Products Ltd
Damar Industries (NZ) Ltd (Rotorua)	LEP Engineering Plastics	Quality Bakers - Dunedin	Wilkinson Transport Engineers
Damon Collins Engineering Ltd	Lowes Industries Ltd	Qualtex New Zealand Ltd	William Ross Engineering Ltd
David Browne Contractors Ltd	M S Engineering Ltd	Quant New Zealand Ltd - Kinleith	Williams Engineering 2011 Ltd
Demac Metal Fabrications Ltd	Mackenzie Welding 2013 Ltd	Quinn Engineering Ltd	Windsor Engineering Group Ltd
Donald Engineering Ltd	Mainland Mechanical Services Ltd	R R Bramley & Co Ltd	WPI International Ltd

# About ATNZ

New Zealand's largest employer of  
mechanical engineering apprentices

## WE OFFER APPRENTICESHIPS IN TEN INDUSTRIES

Engineering  
Fabrication  
General engineering  
Mechanical engineering  
Toolmaking  
Machining  
Maintenance engineering

## TRADES

Fire protection  
Locksmithing  
Refrigeration and air-conditioning  
Heating, ventilation and air-conditioning

## 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 the 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.

### IN 2016

**439**

Apprentices  
employed

**107**

New apprentices  
signed up

**208**

seconding companies  
trained apprentices

**97**

Apprentices graduated  
as skilled trades people



# Annual Report



[atnz.org.nz](http://atnz.org.nz)