



# Make it



Competenz



# Trades

Set you and your whānau up for life



Competenz

# Haere mai Talofa Malo e lelei Hello



Ko nga mahi pai ka hanga I nga whanau kaha me nga hapori pai. Ko tenei aratohu he whakaaturanga ki a Competenz me pehea te āwhina i a koe kia pai ake ai te kei mua.

Ko nga korero enei mo tō tātou iwi. Tuari ki o hoa me tō whanau.

Ole tomai i so'o se matata eseeae au'a le atiinaeina o galuega lelei e fausia ma gaosia mai ai se lumanai manuia male matagofie mo aiga faapea foi nuu ma itumalo.

Ia avea lenei tusi e fai ma ta'iala e auala ma ofaina atu ai le tautua a lenei kamupagi o Competenz aua se galuega lelei mo oe mo lou lumanai manuia.

O nisi nei o tala ma faamaumauga mai nisi o alo ma tama fanau ole atunuu o'e ua faamanuiaina le taumafai mo galuega lelei ona ole fesoasoani a Competenz. Faitau ma faaali atu lenei tusi i au uo ma aiga.

Ko e ngaue lelei 'oku ne langa hake 'a e famili mo e ātakai lelei. 'Oku taumu'a 'a e tohi ni ke ne fakamatala 'a e founda oku ngaue fakataha ai 'a Competenz pea mo koe, ki hono langa ha kaha'u lelei. Ko 'etau ngaahi talanoa' eni. Vahevahe atu ki ho'o famili mo e kau maheni.

Good careers build strong families and vibrant communities. This guide is an introduction to Competenz and how we work with you to create a pathway for a better future.

These are our people's stories. Share them with your friends and family.



Ko Maungatautari, Moehau, Tauhara nga maunga  
Ko Waimakariri, Ohinemuri, Piako, Waihou, Waikato nga awa  
Ko Rangimarie, Kerepehi, Nukuhou, Pohara nga marae  
Ko Tainui, Tohora, Arawa nga waka  
Ko Ngati Hako, Ngati Ruingarangi, Ngati Koroki Kahukura nga hapu  
Ko Tainui, Tuwharetoa, Ngati Raukawa ki Waikato nga iwi  
Ko Caleb Paul Orotunga au

General Engineer

# Caleb

An engineering apprenticeship wasn’t Caleb’s first choice. He had moved from Gisborne to Christchurch to study engineering at university but when it came to student life, he found it financially tough. After trying out fun things like demolition and steel reinforcing, he applied for an apprenticeship as a maintenance engineer with Kraft Heinz, and hasn’t looked back.

In 2018 Caleb won the inaugural ATNZ Apprentice of the Year. During this time he had an income so was able to contribute to family bills. “I really want to get somewhere in life, to get a house and a dog. Having an apprenticeship has taken me from nowhere to getting a trade qualification. It’s setting me up for life. And I enjoy working with my hands and not being stuck in an office.”

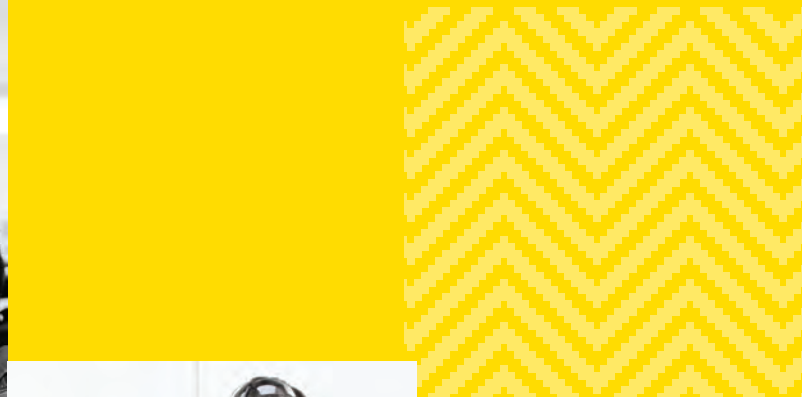






Opportunity

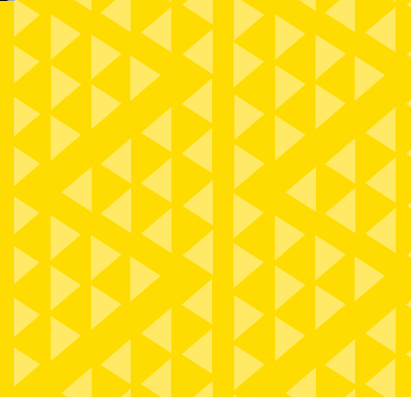




I am totally supported by my ATNZ account manager, he visits me ten times a year on-the-job, makes sure I am ok and takes me through my book work as well, which is a huge help.



Things have gone well for me so my two brothers have also joined me in Christchurch to be ATNZ apprentices. This is my little brother Piri – he's at Kraft Heinz with me.



# At work

I've made some good mates here. Plenty of laughs.







Me and my whānau.



# At home



I won the ATNZ Apprentice of the Year award in 2018 and now my little bro has a goal. He wants to win it next. In his dreams! But then again, why not?





O lo’u igoa o Tautalafua Malologa Mata’afa.  
E faaigoa a’u e tagata ia Tau  
Ole igoa o le Tama o lo’u Tama lea oute igoa ai  
O o’u igoa matai o Mata’afa mai Lufilufi, Toleafoa mai Falelima ma Manusamoa mai Sapunaoa suafa matai ia ua faapaleina ai a’u mai alalafaga osi o’u Tina ma si o’u Tama  
Oute sau mai le nuu o Lufilufi, Falelima, Salesatele ma Sapunaoa  
Sa ou fanau i Aotearoa, Niu Sila ae sa ou ola ma tupu a’e i Niu Sila ma Samoa  
O lo’u Tina o Lealofisa Mata’afa e sau mai le nuu o Falelima  
O lo’u Tama o Logopati Mata’afa e sau mai le nuu o Lufilufi, Salesatele ma Sapunaoa  
O lo’u Tama ole Faifeau Metotisi o Samoa ile Matagaluega i Magele. Ole lotu lea o lo’o ou lotu ai nei ma avea ai a’u ma taitai ole autalavou.

General Engineer

# Tau

Taus’s advice to learners “Don’t be afraid to ask questions... don’t be nervous or scared – everyone’s there to help you – take advantage of that and learn as much as you can.” Tau loves that he’s on a path that leads to a qualification and it’s a path he highly recommends. “There are other learning pathways, other than university. I’m looking forward to qualifying and earning more to help my family. That will be the best feeling.” Tau has his eye firmly on the future, hoping to start his own business one day. And when that happens, he says he’ll definitely take on apprentices.







Skills  
for life





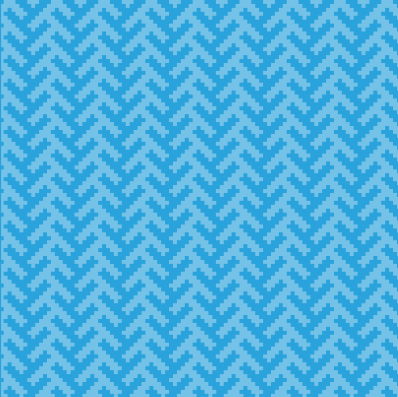
My ATNZ account manager comes into work once a month, gives me my training plan and lets me know if I'm on track. He's great and pushes me to complete all of my tasks.



# At work



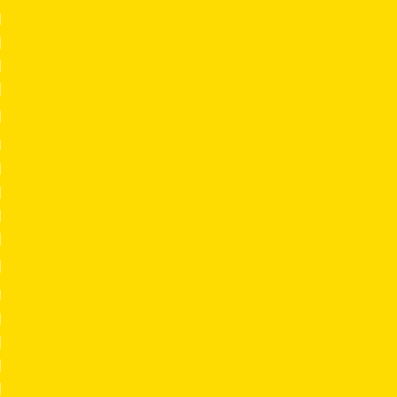
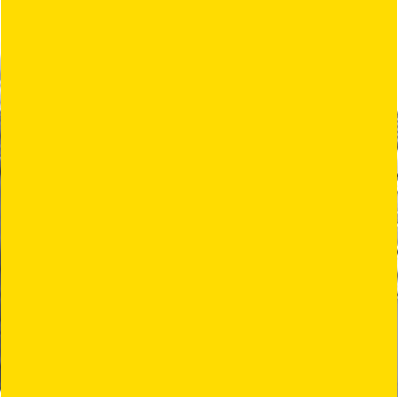
My team at Pacific Steel are really supportive, the older guys pass on their knowledge and there's always good banter between us.







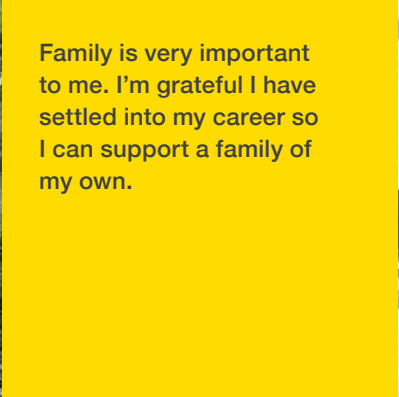
Rugby has been a big part of my life, when I finished playing professionally I didn't know what to do, until I met Emma from church, who steered me towards Competenz and a career in engineering.



My father is a Samoan church minister and I am involved as a youth group leader. I also play kilikiti (Samoan cricket) for the Methodist Samoan Youth Group in Auckland.



Holidaying in Fiji with my mates.



# At home



Ko Takitimu te waka  
Ko Tamatea Arikinui te tangata  
Ko Ngāi Te Rangikoianake te hapū  
Ko Kahuranaki te maunga  
Ko Ngaruroro rāua ko Tukituki ngā awa  
Ko Poukawa te waiu  
Ko te Hapuku te tangata  
Ko Tumapuhiarangi te tekoteko  
Ko Te Whatui-Apiti te Rangatira  
Ko Kahuranaki te marae  
Ko Marlane Matire Harmer toku ingoa

General Engineer

# Marlane

Marlene’s story is like a scene out of a movie. While working part-time, Marlane told a customer how she’d handed out her CV without much luck. That customer happened to be a manager who agreed to take the positive-minded worker’s very last CV and put in a good word for her. This led to an apprenticeship that Marlane committed to, all in. Even before she graduated, Marlane was recognised as one of the best in her trade. “I love my job... nothing is boring. There’s always something new to learn, even on the dirty jobs.”

Now with another bub on the way, the fact Marlane’s been earning while she’s been learning, has been very helpful. Her path has included winning a coveted prize that celebrated her hard work and initiative and Marlane knows she’s now set up for life.







Established





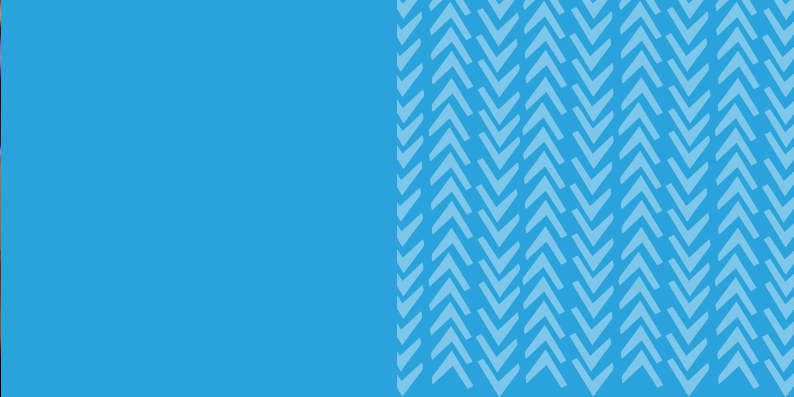
# At work

Now that I'm qualified, I can take on many of the maintenance jobs around Ravensdown. Being pregnant has not stopped me. As an ambassador for Competenz, I want girls to know they can be engineers too.

A major project I'm proud I've worked on has been to take this limestone pulveriser apart and recondition it. It was a huge job and I really enjoyed it.







We've bought a new car for our expanding family. My daughter likes it. I'm happy I can contribute to providing for my family. My partner and I soon hope to own the home we live in too.



I live in Hastings surrounded by family. I'm grateful I've not had to move to a big city to do the job I love. I can pick my daughter up from her cousins' after school and then we get to hang out. It's pretty ideal.



# At home




Forester

# Jaz

Jaz has proudly followed in the footsteps of her dad and poppa who started Kuru Contracting in the Gisborne area. She is the team foreman and health and safety officer onsite, which means she is responsible for the safety of the team. A huge responsibility and not one she shies away from. Jaz is passionate about forestry and her role in it, having won numerous awards and qualifications. She works hard, with long hours and because of that she has been able to own her own home with Pauly – her partner whom she met at work.





A woman with long, curly brown hair is shown in profile, sitting in the operator's cab of a log processor. She is looking out the window at a log pile. The cab has a digital display and various controls. A blue and red bottle is in a holder. The background shows a wooded area with logs.

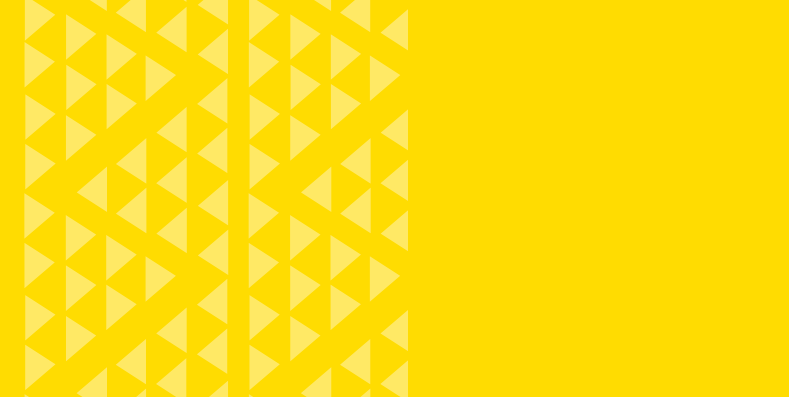
This is my office. My specialty is  
a mechanised processor operator.  
I spend my working day 8ft above  
ground, in this cab, processing  
logs on site.

# Success





I work for my pop and my dad who started Kuru Contracting. Dad left school when he was 14 years' old and they now own and operate 11 contracting teams. Times have changed since dad's day and now it's very important to have all our staff qualified onsite.



We all have a great relationship with our Competenz training advisor. He works to our hours, sometimes showing up here at 4 or 5am before our day starts, fitting in with our schedule.



Mum's hands-on as well and it's very cool to work with whānau. I'm lucky.



# At work



Pauly and I work some big hours, so most of our down time is spent at home. We earn good money, so we were able to buy our home in 2018, and it's comfortable. Pauly's daughter stays with us in the weekends. We have two dogs and a cat.



Check it out, Pauly got this forestry logging game on the computer – we love it – yeah, forestry mad!



We love living on the coast. My folks have a place in Kawhai, it's good to get to the beach after work.



# At home



I've won a few awards and gained a few qualifications over the years. New Zealand Apprentice of the Year was an awesome one. I'd like to see more women in forestry.





**I like what  
I've seen  
so far –  
but could I do it?**

You might not yet be aware of what you can achieve, but with a little guidance, Competenz can help you build the skills you need to develop a career (while you get paid for it).

We do this by supporting you throughout your traineeship or apprenticeship.

How cool is that?

**You are  
supported  
to earn while  
you learn**



# What do I need to succeed?

- ✓ A good attitude
- ✓ Timeliness
- ✓ Self motivation

**Every day**



# Tell me about on-the-job training

## Why train on-the-job?

- ✓ Earn while you learn – no student loan and you get paid from day one
- ✓ Gain practical skills that employers really want (for even more job opportunities)
- ✓ Finish your training with a job instead of needing to look for one
- ✓ Get a nationally recognised qualification.

## Three types of on-the-job training:

### 1. Gateway programmes

These are work placements for senior school students (Year 11 and above). It is an arrangement between a school, a student and an employer to provide learning in a workplace that can count towards your NCEA.

### 2. Apprenticeships

An arrangement between an employer, a learner and an organisation like Competenz. Apprenticeships are a three to four-year commitment. Apprenticeships teach you how to do a whole job and qualify you in a trade.

### 3. Traineeships

An arrangement between an employer, a learner and an organisation like Competenz. Traineeships are shorter than apprenticeships, between six and 18 months. You learn important skills to do the job with structured training and you gain a qualification.

## How does on-the-job training work?

People in your workplace will teach you skills everyday. You may also attend classes at polytechnics or do some online learning. You will be assessed by your bosses and industry experts, who will sign off that you have achieved the required standard in your work. The good thing is that you will be assessed on things you have already learned.



# How can Competenz and ATNZ help me become an apprentice?

## Step 1

### **Find a job.**

**Go to [atzn.org.nz/become-an-apprentice](https://atzn.org.nz/become-an-apprentice)**

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To enter an apprenticeship or traineeship you will need to have a job.

ATNZ can help with this. They recruit apprentices for the engineering, plastics, printing and engineering sectors. They then manage, coach and assess the apprentice as their employee throughout their entire apprenticeship. ATNZ works closely with the industry training organisation Competenz and is the biggest employer of engineering apprentices in New Zealand.

For jobs in other industries check out the Competenz job board at [competenz.org.nz/jobseekers/finding-a-job/](https://competenz.org.nz/jobseekers/finding-a-job/)

## Step 2

### **Get agreement from your employer to begin an apprenticeship**

You will need the support of your employer to enter into a training agreement.

## Step 3

### **Sign into a training agreement**

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When you have a job and are ready to start an apprenticeship or traineeship give Competenz a call on 0800 526 1800 or email [info@competenz.org.nz](mailto:info@competenz.org.nz). We can get your training agreement all sorted.

Competenz is an industry training organisation which means we design and arrange on-the-job training for people just like you. We work with schools, trainees, apprentices and employers in 36 industries all over New Zealand helping Kiwis earn while they learn.

## Step 4

### **Get qualified**

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Once you have completed your apprenticeship or traineeship you can enjoy the benefits of a New Zealand Qualifications Authority (NZQA) recognised qualification.



Competenz industries

Engineering and related trades

Fabrication  
Mechanical Engineering  
General Engineering  
Fitting and Machining  
Maintenance Engineering  
Toolmaking  
Fire Protection  
Mechanical Building Services  
Refrigeration and Air Conditioning  
Locksmithing  
Dairy Systems  
Protective Coatings

Food and Beverage

Bakery  
Butchery  
Food and Beverage Manufacturing  
Winery Cellar Operations

Forestry

Harvesting  
Silviculture

Laundry and Drycleaning

Laundry  
Drycleaning

Manufacturing

General Manufacturing  
Steel Manufacturing  
Wood Manufacturing  
Glass Manufacturing  
Furniture  
Pulp and Paper  
Solid Wood  
Wood Panels  
Plastics and Materials Manufacturing  
Paint and Coatings  
Apparel  
Textiles

Print, Packaging and Signmaking

Print  
Packaging  
Signmaking

Transport

Maritime  
Rail

ATNZ industries

Automotive

Light Automotive Engineering  
Heavy Automotive Engineering  
Collision Repair  
Automotive Refinishing

Engineering and related trades

Fabrication  
Mechanical Engineering  
General Engineering  
Fitting and Machining  
Maintenance Engineering  
Toolmaking  
Fire Protection  
Mechanical Building Services  
Refrigeration and Air Conditioning  
Locksmithing  
Dairy Systems  
Metal Casting Engineering

Manufacturing

Plastics Manufacturing

Print and Signmaking

Print  
Signmaking

Did you know?

Research confirms by the age of 28 years an apprentice has earned

\$165k more

than a Bachelor of Arts, Bachelor of Commerce or Bachelor of Science graduate, and a mechanical engineer has earned \$185k more than an accountant.\*

\*Scarlati Research 2018





# I'm interested.

## What do I do now?



To learn more, talk to our team  
to get on board the Competenz  
or ATNZ waka today.

### Competenz

Call 0800 526 1800  
[info@competenz.org.nz](mailto:info@competenz.org.nz)  
[www.competenz.org.nz](http://www.competenz.org.nz)

Competenz 

### ATNZ

Call 0800 692 869  
[info@atnz.org.nz](mailto:info@atnz.org.nz)  
[www.atnz.org.nz](http://www.atnz.org.nz)

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