



Successful partners through adversity

ATNZ, host companies and apprentices

2020 Annual Report



Contents

About ATNZ	1
ATNZ apprenticeships	3
Chairman's report	4
Trustees	5
General manager's report	6
People	8
Performance	9
Graduates	11
Host companies	12
Case studies and highlights	
Vault system	15
Apprentice of the Year	16
Case study: Erin Tong	18
Case study: Phillip Peters	20
Case study: Janis Baker	22
Apprentice Days	24
COVID-19 challenges and opportunities	28
Marketing campaign	30
Summary of financial statements	32

About ATNZ

Apprentice Training New Zealand (ATNZ) has been providing quality apprentices and service support to companies since 1999. We are New Zealand's largest employer of engineering and related trades apprentices, employing 342 apprentices.

ATNZ works in partnership with 179 host companies, where the apprentices are placed for the on-job component of their apprenticeship training. ATNZ is a registered charity that re-invests in its apprentices every year.

ABOUT ATNZ

We are passionate about developing quality tradespeople and significantly contributing to the sectors we work alongside.

We do this by:

- Targeted marketing campaigns and a robust recruitment process to attract quality apprentices
- High level coaching and support throughout the duration of their apprenticeship
- Ensuring the health and safety (both physical and mental wellbeing) of our apprentices is paramount
- Setting apprentices up for the future with a focus on skill development beyond 'technical'.

Our business model is highly effective and delivers results, offering the following benefits to host companies:

- **A faster return on investment**
Customised support ensures strong outcomes
- **Time savings**
The employment relationship is between ATNZ and the apprentice, so we look after all HR matters and coach apprentices through their training, ensuring experienced staff don't have to take time away from their jobs
- **Cost transparency**
Host companies pay for the hours worked only, there are no hidden costs
- **Low business risk**
If fluctuating business circumstances mean a company can no longer host the apprentice, ATNZ will find them another host company.

ATNZ apprenticeships

- General engineering
- Maintenance engineering
- Light fabrication
- Heavy fabrication
- Fitting and machining
- Steel construction
- Metal casting
- Machining
- Toolmaking
- Refrigeration and air conditioning
- Heating, ventilation and air conditioning
- Mechanical building services
- Light automotive engineering
- Heavy automotive engineering
- Automotive refinishing.

Chairman's report



John Blakey Chairman

Currently a professional director and executive coach, John is the former CEO of industry training organisation Competenz, with more than 20 years' experience in vocational education and training. He has played a pivotal role in the evolution of industry training in New Zealand during his career. Before joining Competenz, he was the CEO of FITEC, the forestry industry training organisation, for nine years. Other roles include Tertiary Education Commissioner and Board Member, and past Chair of the Industry Training Federation.

My review of 2020 must begin with an acknowledgement of the mahi of our ATNZ team – their commitment and dedication in the most trying and demanding of years was outstanding. In the face of such unique issues, we ended the year in good financial health, with most of our young apprentices still in work and making good progress in their training. That outcome was achieved through the resilience and professionalism of our employees.

The board thanks them, the businesses they work with, and our apprentices for the constructive way they faced the challenges of 2020. Our industry partnerships saw us standing strong together.

We must also acknowledge the swift response by government to provide support packages to help maintain apprentices' employment and benefit the businesses they work in. Subsequent government packages supporting Group Training Schemes and apprenticeship training in general, have made it easier for employers to continue with their current apprentices and to take on new ones.

Despite the Covid disruptions, the board continued to make progress on health and safety improvements. Board members again made annual visits to apprentice workplaces to check organisations are consistently implementing health and safety policies and that they are leading to improved outcomes. There is still work for us to do in this area and it remains a focus of the board at every meeting.

The board also devoted considerable time to working through the impact of the government's Reform of Vocational Education (RoVE). ATNZ is currently a subsidiary of Competenz but the two organisations will need to separate in 2021, as Competenz becomes part of the NZ Institute of Skills and Technology – Te Pūkenga. We are assured of sustained government funding through the Tertiary Education Commission (TEC) and will be able to offer the full range of training to apprentices that they currently enjoy.

Employers and apprentices should not experience any disruption to our services resulting from the change. In fact, it is our desire to seize the opportunity offered by the reforms to develop ATNZ into a vibrant and successful standalone organisation with growth and diversification strategies. In this process, ATNZ has received considerable support from Competenz. The board, CEO and senior management of Competenz have worked closely to assist ATNZ reposition itself strongly in the framework of the reforms.

We will update apprentices and employers more on the changes later in 2021.

It remains for me to thank our General Manager Susanne Martin, for her leadership in the unprecedented times of 2020 and to thank the board members for stepping up to add their assistance to the challenges we faced.

John Blakey
Chairman, ATNZ



Mike Lehan

Mike is the Contracts Manager for a local Tauranga-based construction company Bishop Building Ltd. Providing commercial overview and project management, he is also playing a strategic part in the company's growth. Prior to this, he was the General Manager of Page Macrae Engineering, also based in Tauranga, his tenure there spanning 20 years. He has over 30 years' experience in engineering and construction, and holds an engineering trade qualification as well a certificate in mechanical engineering (NZCE). Mike also sits on the HERA board and is a past chairman of the organisation.

Fiona Kingsford

Fiona is the CEO of Competenz. She holds an advanced diploma in Human Resources and an Executive MBA from the University of Auckland. Before joining Competenz in 2009, Fiona worked in the media, food manufacturing, emergency services and hospitality sectors.



General Manager's report



The challenges of 2020 were immense – the like of which none of us have previously experienced. However, the overriding feeling I am left with is pride in the resilience and perseverance of our ATNZ team, our apprentices and our host companies. This three-way partnership ensured the negative impacts of COVID-19 were contained as much as possible for our people.

The year began with preparations for the upcoming separation of ATNZ and our ITO Competenz under the Reform of Vocational Education (RoVE), alongside our ongoing business plan. That is to continue to grow the number of enrolled apprentices we employ, and support our industry sectors with high quality apprentices who become best-in-class tradespeople.

From the end of March, COVID lockdowns and alert level changes had the potential for large-scale layoffs in our industry. However, keeping apprentice job losses down to less than 10 per cent is a credit to our host companies and ATNZ account managers. They worked tirelessly to provide long term solutions, ably supported by the government wage support initiatives.

It was certainly a relief to see 86 per cent of all our apprentices returned to work to some degree following the return to level 3 restrictions at the end of April.

We continue to be heartened by the resilience of the industries we support as we experience such a positive post-lockdown return to business, with strong production and new business pipelines, and high levels of optimism and innovation for future business.

We were also delighted to see our close collaboration with government agencies result in specific Group Training Organisation (GTO) funding announced in the July budget. This has enabled management-fee waivers and increased marketing and business development programmes.



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While we worked through the unique challenges of 2020, planned strategic developments also continued. ATNZ's ongoing commitment to our apprentice health and safety was, once again, demonstrated by Apprentice Days held in the Waikato/Bay of Plenty and Auckland regions, just prior to lockdown level 4. Our OCP counselling service also supported many of our apprentices, particularly in the most challenging moments of 2020.

In October, the successful roll out of the digital Vault Health and Safety Management system was wholeheartedly embraced by apprentices and support team. Many thanks to our Health and Safety Committee for their mahi on this project.

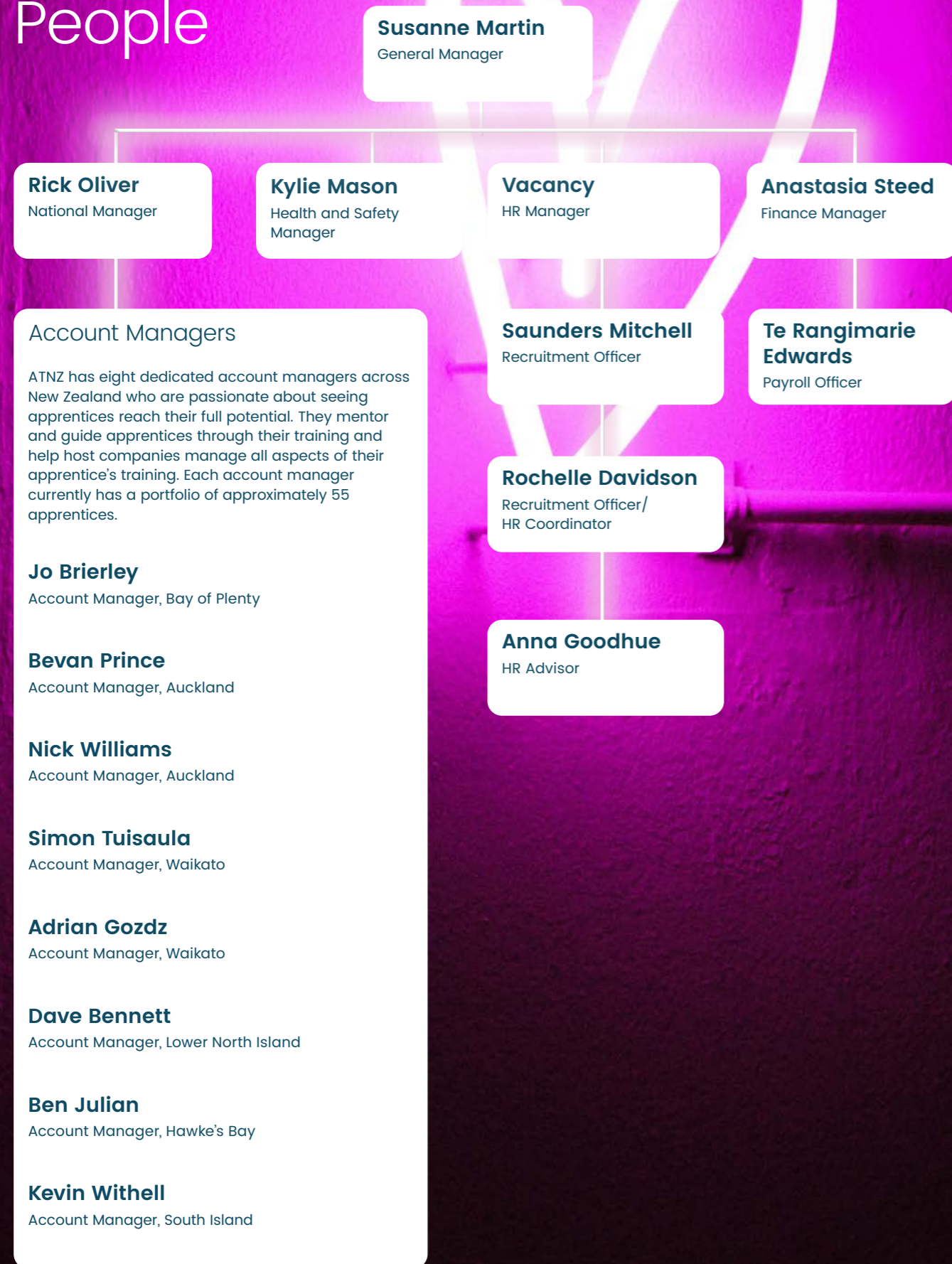
My thanks also go to my amazing ATNZ management team, account managers, head office support team and our fully-engaged Chairman John Blakey and ATNZ Board for their unwavering support throughout 2020.

Lastly, to all our host companies, enormous thanks for your patience and commitment to our apprentices and the GTO model – it has certainly proven its worth during these challenging times.

Ngā mihi

Susanne Martin
General Manager, ATNZ

People



Performance

As at 31 December 2020

342

Apprentices employed

94

New apprentices

179

Host companies

50

Apprentices graduated



Our 2020 graduates

- | | | |
|-------------------|------------------|----------------------|
| Ryan Abraham | Matt Harcourt | Jarrett Rameka |
| Jared Alkema | Josh Hay | David Randall-Leon |
| Michael Ashdown | Kaleb Jones | John Ross |
| Max Bayley | Jamie Kamper | Timothy Russell |
| Daniel Brown | Nasaire Karauria | Tyler Ryan |
| Reagan Carpenter | William Kitt | Jamie Scott |
| Matt Chalmers | Timothy Kleinjan | Stanley Simpson |
| Callum Clarke | Anthony Knight | Leon Smith |
| Vaughan Combrinck | Hai Lam | Hamiora Te Aramakutu |
| Jacob Connor | Troy Martin | Timothy Teesdale |
| Charles Corry | Kurtis Masters | Dale Thomson |
| Christopher Evans | Michael McLean | Tyrone Tonge |
| Shasa Evaroa | Josh Moore | Geoffrey Tran |
| Cody Hamilton | Whatu Moore | Joshua Trott |
| Zaine Hansen | Justin Oliver | Anrich Von Willigh |
| Connor Hansen | Caleb Orotunga | Gordon White |
| Kris Hanson | Jack Perkinson | |

Pictured top left: Jack Perkinson (right) receives his New Zealand Certificate in Engineering - Light Fabrication, with Managing Director of ATNZ host company Stafford Engineering Ltd - Kaleb James (left).

Pictured bottom left: Whatu Moore from ATNZ host company GW Davies Heating Engineers Limited with his Heating, Ventilation, and Air Conditioning (Mechanical Services) engineering certification.

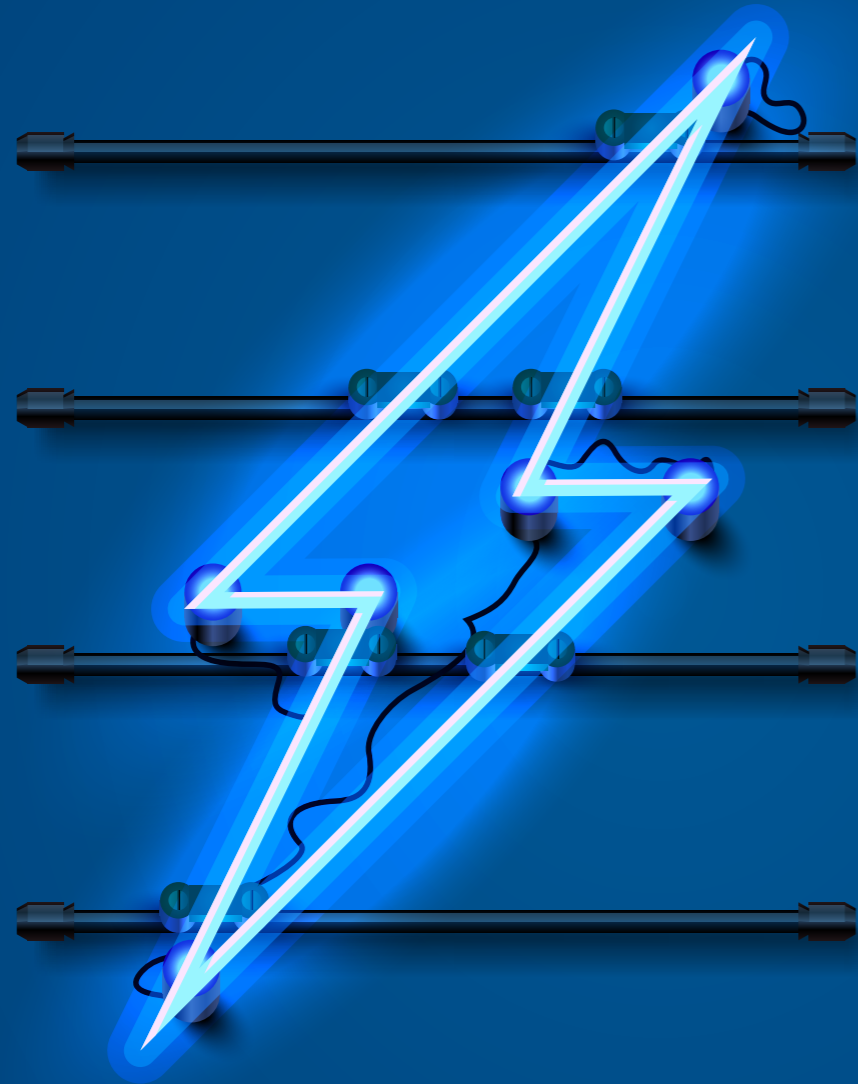
Our 2020 host companies

A & G Price
 A E Smith Ltd
 Access Automation Ltd
 Ace Air Conditioning Ltd
 Acme Engineering Ltd (Wellington)
 Active Engineering Ltd
 Advance Boiler Services NZ Ltd
 Advance Mechanical Service NZ Ltd
 AHI Carrier NZ Ltd (Christchurch)
 AHI Carrier NZ Ltd (Wellington)
 Air Dynamics Ltd
 Alfa Laval NZ Ltd
 Allied Industrial Engineering
 Amalgamated Pipe Fitters Ltd
 AMPT HVAC BOP Ltd
 Aquaheat Facility Services Ltd
 Asahi Ltd
 Asaleo Care NZ Ltd
 Autocraft Engineering Ltd
 Automac Engineering Ltd
 B & P Engineering
 Babcock NZ Ltd
 Baigent Motors Ltd
 Ballance Agri-Nutrients (Invercargill)
 Ballance Agri-Nutrients Ltd (Tauranga)
 Cambridge Welding Services
 Chillzone Ltd
 Clarkson Air Conditioning Ltd
 Coastal Refrigeration
 Color Communications Inc.
 Container Co (NZL) Ltd
 Cooke Industries Ltd
 Cool Cat Refrigeration
 Coollogic Refrigeration Ltd (CHCH)
 Coollogic Refrigeration Ltd (Nelson)
 Coollogic Refrigeration Ltd (Penrose)
 Coollogic Refrigeration Ltd (Te Puke)
 Croydon Industries Ltd - Gore
 Cullen Engineering Co Ltd
 Dana SAC New Zealand Ltd
 Dean Steel Ltd
 Donald Engineering Ltd
 Douglas B Foote Ltd
 East Coast Bays Engineering 2015 Ltd
 Eastbridge Ltd
 Eastbridge Services Ltd
 Economech Services Ltd
 Engineering Hi-Tech Ltd
 Engineering Services Rotorua
 Epic Engineering Ltd
 Fabrication & Pipe Services Ltd
 Fantail Services Ltd
 Finnco Pneumatics Ltd
 Fletcher Mechanical Ltd
 Flight Plastics Ltd
 Fonterra Brands (NZ) Ltd
 Fruehauf NZ Ltd (Feilding)
 G W Davies Heating Eng Ltd
 Gavin Lowe Air Conditioning Ltd
 Golden Bay Cement
 Grayson Engineering (2015) Ltd
 Griffins Foods Ltd - Papakura
 Griffins Foods Ltd - Wiri
 Guy Norris Engineering
 Hartnell Coolheat Ltd
 Hayes International
 Heattech Ltd
 Heatwave Mechanical Services
 Hendl & Murray Engineering Ltd
 Heslops Engineering Ltd
 Hill Engineering & Mechanical Ltd
 Horne Engineering Co Ltd
 Hornell Industries Ltd
 HotChilly Ltd
 IMG Contracting Engineering
 IMG Ltd - A
 Industrial Site Services Ltd
 ITSS Engineering
 J P Marshall & Co Ltd
 Kono NZ LP
 Kopine Maintenance
 Kopu Engineering
 Kraft Heinz Ltd (Christchurch - A)
 Kraft Heinz Ltd (King Street)
 Kraft Heinz Ltd (Tomoana - PF)
 Kraft Heinz Ltd (Tomoana - R)
 Leask Engineering Ltd
 LEP Engineering Plastics Ltd

We would like to acknowledge these ATNZ host companies who are investing in New Zealand's future by training and mentoring the next generation of highly skilled tradespeople.

MacEwans Pumping Systems Ltd
 Mackenzie Welding 2013 Ltd
 Manukau Institute of Technology
 Masbros Engineering Ltd
 Masterchill Refrigeration
 McColl Engineering Co
 McKenzie & Ridley Ltd (Kawerau)
 McLaren - Smart Processing Ltd
 Metal Construction (1989) Ltd
 Metalworks Otago Ltd
 Metric Sheetmetals Ltd
 Metropolitan Air Conditioning & Refrigeration - Contracts
 MGE Engineering Ltd
 Mike Christie Sheetmetals Ltd
 MJH Engineering Ltd
 Modern Transport Engineers Ltd
 Monocrane 2010 Ltd
 Mount Maintenance Ltd
 Myriad Engineering Ltd
 Nelson Forests Ltd
 New Zealand Steel Ltd
 New Zealand Tube Mills
 Newdick Sheetmetals
 Newhaven Engineering Ltd
 Nexans NZ Ltd
 NTD Plastics Ltd
 Obtuse Ltd
 Ohakune Engineering Ltd
 Pacific Steel NZ Ltd - Rolling Mill
 Pacifica Air Solutions Ltd
 Page Macrae Ltd
 Pan Pac Forest Products Ltd
 Patton Engineering
 Perkinson Mechanical Ltd
 Phil Cowan Sheetmetals Limited
 Phoenix Steel Ltd
 Piako Transport Engineering
 Port of Tauranga Ltd
 Pro Steel Engineering Ltd
 Qualtex New Zealand Limited
 Quinn Engineering Ltd
 Rakaia Engineering Ltd
 Red Stag Timber
 Red Steel Ltd
 Reliance Worldwide Ltd
 Ritchies Murphy Transport
 Ross Engineering (2008) Ltd
 Sanford Ltd
 Sharland Engineering
 Sigma Sheetmetal Products Ltd
 Smooth Air Products
 Smythes Engineering Ltd
 So Cool Services Ltd
 Stafford Engineering
 Stainless Engineering Co Ltd
 Steel ED 2017 Ltd
 Stevensons Structural Engineering Ltd
 Stewart & Holland Ltd
 Tech Mechanical Services Ltd
 Temperature Solutions Ltd
 Thames Structural Welders
 The Heat Pump People
 Tip Top Bread (Auckland)
 Tip Top Bread (South Island)
 Total Hydraulic Solutions Ltd
 Tracgrip Hydraulics Ltd
 Transport & General Eng Co Ltd
 Trustpower Ltd
 Tubman Heating Ltd
 Turner Metal Fabrication Ltd
 Ullrich Aluminium (Henderson)
 Ullrich Aluminium (Manukau)
 Ullrich Aluminium (Wellington)
 Uniplas NZ Ltd
 United Sheetmetals Ltd
 VAE NZ Ltd - Christchurch
 VAE NZ Ltd - Waikeria
 W Crighton & Son Ltd
 Wasabi Air Ltd
 Watson Engineering
 We Can Precision Engineering Ltd
 West-Trak Equipment Ltd
 WFM Ltd
 Whakatane Mill Ltd
 Whakatiki Engineering
 Wilkinson Transport Engineers
 William Ross Engineering Ltd
 Williams Engineering Ltd
 Windsor Engineering Group Ltd
 Winiata & Anderson Sheetmetals
 WPI International Ltd

Case studies and highlights



HIGHLIGHTS

Vault system sees health and safety reach new heights

In line with ATNZ's ongoing commitment to keep our apprentices healthy and safe on the job, we successfully introduced a new health and safety management system in October 2020.

Implemented in just three months by ATNZ Health and Safety Manager Kylie Mason, the Vault system reports, manages and monitors all health and safety incidents, investigations and corrective actions.

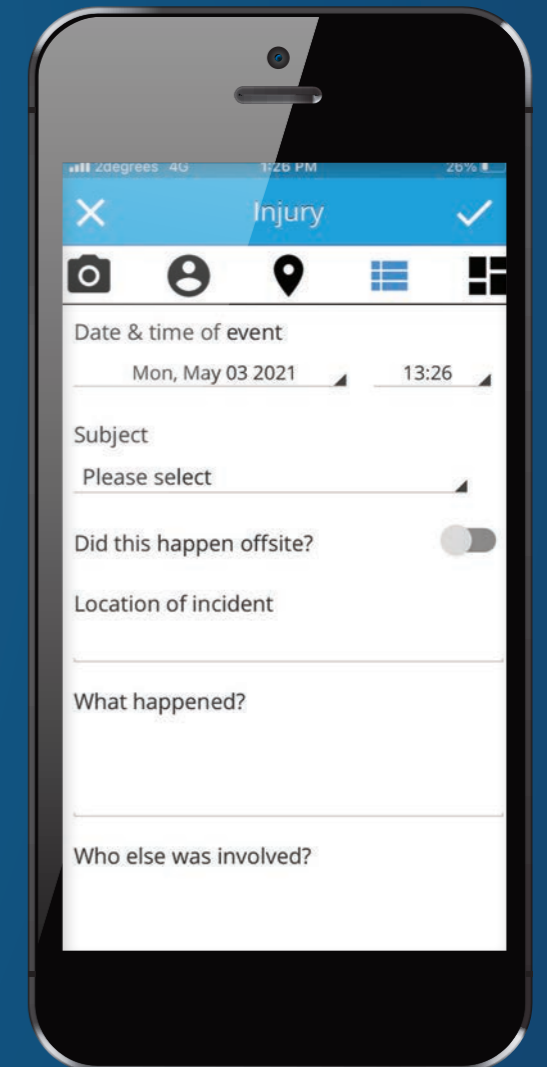
With the convenience of an easy-to-use app, apprentices have their own unique login. Now they can instantly report and capture information about incidents, risks and hazards from their phone or tablet while on-the-job – and they love using it!

The Vault project has seen health and safety reporting take a huge leap forward from our former paper-based systems, allowing faster, easier, and more efficient tracking of injuries and incidents.

In the short time the system has been up and running, Kylie Mason says the team are already seeing greater numbers of apprentices reporting incidents in their workplaces. More in depth reporting and greater visibility allows ATNZ to easily spot trends in incidents that can be addressed directly in Toolbox Talks, to raise awareness and mitigate future risks.

Our account managers are pleased to now have up-to-date information and reporting about apprentices in their regions at their fingertips. The system also allows the senior management team and board to have greater oversight of all health and safety issues.

Health and safety remains the number one priority at ATNZ, and our continuous improvement philosophy will see us embrace further innovations like Vault in the future.



HIGHLIGHTS

A story of resilience

Perseverance and passion were rewarded for Lachlan Hamilton-Ralph, named the Apprentice of the Year 2020 at an Auckland awards ceremony in November 2020.

General engineering apprentice Lachlan was runner-up for the award in 2019, which celebrates an ATNZ apprentice who demonstrates outstanding performance in their work, a great attitude, is proactive on the job and demonstrates pride and enjoyment in what they do.

Following feedback from the judges that year, he and his workplace Obtuse Limited worked hard to prepare him for another shot at the coveted award, and he was delighted to walk away with the trophy.

"It feels amazing to have won after coming runner-up last year. I really wanted to win it because I'm nearly at the end of my apprenticeship and this would be my last opportunity to give it another go," Lachlan said.

"Last year they said the winner had more responsibilities. My boss heard that and over the year we've been working on changing the work atmosphere. Now, I help look after one of the other apprentices as well as being given more responsibility on my own and looking after others on jobs too."

Representing the judges, ATNZ General Manager Susanne Martin said they had a difficult time coming to their decision on the winner.

"I say it every year, but it's true: the calibre of applications and the passion for their work and studies exemplified in those submissions, continues to blow the minds of the judging panel."

Ms Martin described how they were impressed with Lachlan's thoughtful and thorough application and glowing supporter statements.

"Lachlan's exemplary references, particularly from Obtuse customers, his outstanding study performance, and the variety of extra responsibilities he has taken on, really wowed us. We were also inspired by his resilience, in the face of both a global pandemic and in coming back for a second crack at the award after being runner up last year."

Obtuse Director (and Lachlan's father) Clinton Hamilton-Ralph describes Lachlan as "an exceptional tradesman in the making" and "an absolute blessing in a fast-paced, busy company".



Along with the glass trophy, which now graces a shelf in the offices of Obtuse Limited, Lachlan received \$1,000 of power tools courtesy of sponsors NZ Safety Blackwoods, plus a \$1,000 gift card to spend at JB Hi-Fi.

This year, four finalists travelled to Auckland for the ceremony and BBQ breakfast for local tradies, finalists, and their supporters at NZ Safety Blackwoods' new flagship store in Penrose.

Pictured: Susanne Martin (ATNZ General Manager) congratulates Lachlan Hamilton-Ralph (Apprentice of the Year)

Erin Tong



Hastings trainee engineer becomes the

first female finalist

in ATNZ Apprentice of the Year

Erin Tong from the Hawke's Bay became the first and only female finalist in the history of the awards, narrowly missing out on the national award at the ceremony in Auckland.

Erin is employed by ATNZ and is working towards her apprenticeship in Mechanical Engineering – Machining at her host company We Can Precision Engineering.

We Can Managing Director Rickie Pike said Tong arrived at the Hastings-based machine shop on work experience while studying for an NZ Certificate in Engineering Trades at the Eastern Institute of Technology.

Rickie said the then-student impressed, leading to a scholarship and finishing top of her class.

"It was no surprise that we offered Erin an apprenticeship once she finished her certificate and we are proud to see her set a great example to all women out there that with the right attitude and willingness to learn, you can do anything," he said.

"We believe that New Zealand's shortage of skilled staff means we need to identify and train our own future engineers and then hold on to them so they become our most skilled employees.

"We are always looking for bright, motivated people to take up our trade and we put a lot of effort into our apprenticeship programme."

Erin's ATNZ Account Manager, Ben Julian echoes Rickie's enthusiasm about her commitment to her work and study. He says she constantly pushes herself to achieve her goals.

"A clear leader in her industry, Erin is an outstanding apprentice who outperforms most others in her field," says Ben.

A life-changing event

Bay of Plenty apprentice wins Stuart Tolhurst Award

“It’s not just a qualification, it’s a life skill for me. A life-changing event – something that’s going to back me for the rest of my life.”

PHILIP PETERS
MECHANICAL
ENGINEERING
APPRENTICE



He might be “the youngest guy on the team,” but engineering apprentice Phillip Peters’ outstanding attitude and dedication have seen the talented 21-year-old named the 2020 winner of the prestigious Stuart Tolhurst Memorial Award.

The award celebrates the achievements of an engineering apprentice who has shown good work ethic and initiative and is well-deserved by the Bay of Plenty-based learner.

Phillip is currently employed by ATNZ and is in the third year of his New Zealand Apprenticeship in Mechanical Engineering. Through ATNZ, he is placed into host company Ballance Agri-Nutrients, where he learns on-the-job alongside their experienced staff – some of whom forget he is still an apprentice, such is the calibre of his work.

“His performance is up there with the tradesmen – some of them don’t even consider him an apprentice anymore. Nothing’s a problem for him,” says Tony Clark, Maintenance Coordinator at the Ballance Mount Maunganui site.

“He’s a quiet achiever. His work can sometimes go unnoticed and he’s definitely doing more than we see.

“He’s a sound apprentice and has gone from strength to strength in his training and development. He likes to get stuck into the job and when he encounters problems, he thinks things through.”

His go-the-extra-mile attitude is evident in everything he does, including his 180km round trip commute to work.

Of the learning process, Phillip says, “It helps when you’ve got a lot of knowledge around you with your colleagues. The variety of the work involved helps too and learning on the job every day helps to familiarise me with paperwork.”

Through the course of his apprenticeship, Phillip has been faced with challenges that were both trying and rewarding. “Something I’m proud of would be leading quite a big area during our (COVID-19) shut down period this year,” says Phillip. “That involved looking after contractors, setting them tasks each day, chasing up parts and whatever else they needed.”

Jo Brierley, Phillip’s ATNZ Account Manager, nominated him for the award saying, “When talking to his host company, they are genuinely proud of him and think he is an outstanding young man and apprentice demonstrating great skill and attitude. He has proved to be a real asset to their team.”

The young apprentice is proud of what he has achieved and is game to help others do the same. Phillip says: “The future for me is handing on the skills I’ve learnt to someone like myself – a young apprentice. I put my all into my apprenticeship. It’s not just a qualification, it’s a life skill for me. A life-changing event – something that’s going to back me for the rest of my life.”

Pictured L to R: Bruce Schollum, Asset and Reliability Manager at Ballance Agri-Nutrients, Phillip Peters, Stuart Tolhurst Memorial Award winner and Jo Brierley, ATNZ Account Manager.

CASE STUDY

DO WHAT YOU LOVE

ATNZ apprentice selected for prestigious Rotary leadership programme

For Taranaki engineering apprentice Janis Baker, attending the Rotary Youth Leadership Awards Programme (RYLA) in February 2020 gave her some “amazing leadership skills” that she hopes will help her achieve her dream of becoming a CEO in the coming years.

The 19-year-old, who grew up in Kaponga and now lives in New Plymouth, is in the second year of her apprenticeship with ATNZ. Janis has been seconded to Trustpower (Taranaki Generation) where she spends her days working on hydro power stations.

Janis was attracted to engineering when she was still at school. “In year 11 I had a choice of studying home economics or engineering and I thought ‘well you don’t always need to cook your food, but you will always have to service your car’ - and to this day I still service my car! I really enjoy the challenges and variety of work I get to do each day. Meeting new people through my job is also a highlight.”

Janis attended RYLA through sponsorship by the Ngāmotu Rotary Club, along with 23 other young people from around the lower North Island.

RYLA isn’t Janis’s first brush with Rotary, having attended the Innovative Young Minds (IYM) programme in 2017.

“I absolutely loved IYM and two years later I returned as a volunteer and general helper. Paul Newsome from Hutt Valley Rotary who helps run IYM was instrumental in getting me on the RYLA course and shoulder tapped me to see if I’d be interested. Paul and the IYM team have approached me to go back to IYM this year and help facilitate it!” says Janis.

RYLA is a week-long, live-in course based in Lower Hutt, designed to help young people develop their teamwork and communication skills and to discover their potential as leaders.

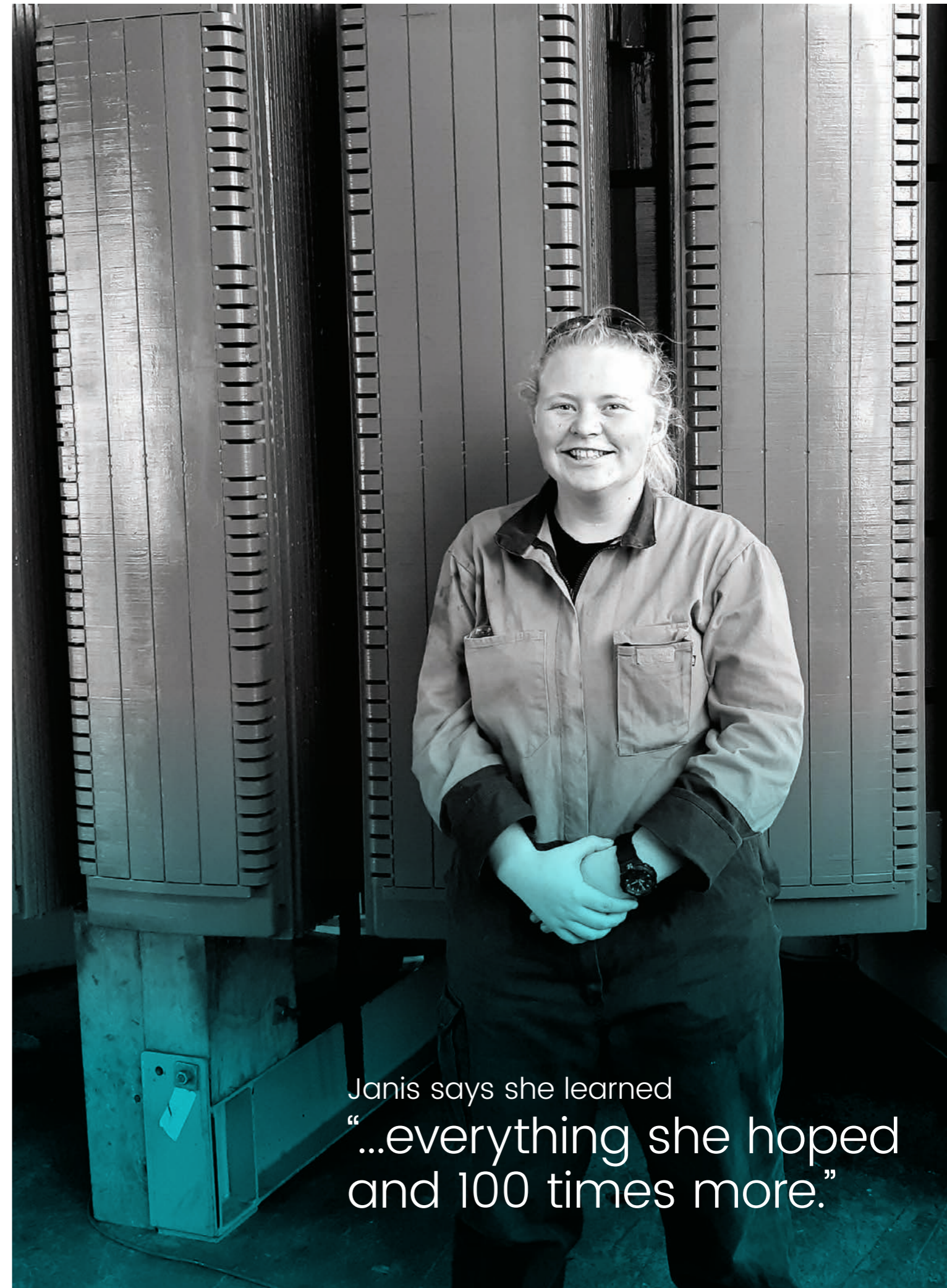
Janis says she learned “everything she hoped and 100 times more” and while she is only in the second year of her apprenticeship in an industry she loves, she has her sights firmly set on her future.

“I learned a lot about myself personally and picked up some amazing leadership skills that will definitely help me in the future. I am also in the process of initiating a Rotary satellite group that will be up and running soon.”

Her ATNZ Account Manager Angus Ryburn says Janis has a willingness to engage and is open to whatever learning possibilities come within her reach.

“She has lofty goals and backs herself. She’ll go far,” he says.

Once Janis has completed her engineering apprenticeship she is keen to travel and then return and study for an electrical qualification. She recommends engineering as a career and says while there are challenges along the way, they’re all a part of learning a trade.



Janis says she learned
“...everything she hoped
and 100 times more.”



Pictured L to R: Apprentice Days guest speaker Tawera Nikau, ATNZ National Manager Rick Oliver and ATNZ apprentice with host company NZ Steel Jayden Panchea.

HIGHLIGHTS – WELLBEING

Apprentice Days

Commitment to the mental and emotional wellbeing of our apprentices remains a top priority.

Wednesday 19 February – Waikato/Bay of Plenty
Thursday 20 February – Auckland

Held biennially in each region, ATNZ Apprentice Days see our apprentices gather together for a full day to strengthen networks and share experiences. As an important part of being an ATNZ apprentice, they also provide an opportunity for the ATNZ team to demonstrate the importance of following health and safety procedures, address any issues and focus on mental wellness.

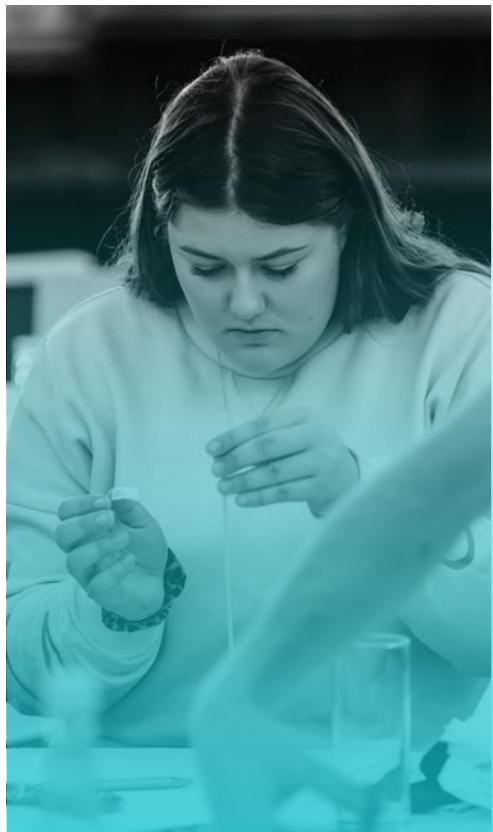
The theme for 2020 was, 'Beyond the number eight wire' with a holistic focus on health and safety encompassing physical and mental health and wellbeing. A particularly relevant focus due to New Zealand's high youth suicide rate and the majority of our apprentices falling in the most at-risk group, young men aged 20-24.

We were fortunate to have our truly inspirational guest speaker return again this year. Former New Zealand international and Melbourne Storm rugby league player, coach, motivational speaker and amputee, Tawera Nikau. His story of overcoming adversity and building personal resilience resonated well with our people and brought this theme to life.

Some of the key takeaways for our apprentices at each day were:

- You can be vulnerable – it's not a sign of weakness
- Ask for help
- Persevering pays off: the pursuit of qualifications may be challenging and, at times the easy option would be to give up, but the rewards are there for those who persevere.
- ATNZ has procedures in place to make sure you're looked after - from health and safety rules, through to an issue that is troubling you outside of work, the support is there to help you emotionally or physically.

It was fantastic to have so many apprentices join us across these two days and we extend a huge thank you to our host companies for their understanding of the importance of bringing our people together.



Responding to COVID-19 curveballs

As COVID-19 began forcing most of the world – and eventually New Zealand – to close down in early 2020, we had just completed our biennial Auckland and Waikato/Bay of Plenty Apprentice Days. No one could have predicted that it would be many months before we were able to contemplate holding events like this again, or the turmoil we would all soon face.

New normal

Thankfully, our leadership team had the foresight to instigate a work-from-home trial just before the first lockdown, so ATNZ was able to immediately pivot to this mode of mahi. We found new ways of working with our host companies and apprentices remotely to continue with a 'new normal'.

Supporting our apprentices

Our apprentices' wellbeing is always our number one priority but never more so than during the turbulent times of COVID-19 lockdowns and beyond. We put several support measures into place and communicated regularly to keep them up to date, and to provide the opportunity for them to update us about their experiences and that of their host companies. This involved significant work across our team – from health and safety to finance and HR/payroll, account managers to marketing/communications – and our people proudly stepped up to support our apprentices navigate the uncertainty with confidence and care.

We welcomed the government wage subsidies which allowed us to 'keep the lights on' in a monumentally challenging time for many sectors of New Zealand industry. Several of our apprentices were redeployed back to us during this uncertain period. While most were soon placed with a new host company, less than 10 per cent of our apprentices unfortunately lost their jobs.

We would also like to acknowledge our host companies who went above and beyond in their commitment to working with us and finding innovative solutions in keeping our apprentices on. Our industry partnerships with ATNZ host companies and our apprentices saw us stand strong together.

Fully prepared

While our people admirably rose to the challenge of the unprecedented events during the first lockdown, by the August lockdowns they resembled a well-oiled machine smoothing the way for our staff, learners and host companies without a second thought. With funding and response plans securely in place we are also well prepared for any similar events that may happen in the future.

Budget 2020 brings funding relief for trades training

As part of the Government's response to COVID-19, \$1.6 billion of funding announced for trades training in the 2020 budget saw ATNZ able to pass on several incentives to our host companies. This means right now is a great time for host companies to take on an apprentice. These include:

- No apprenticeship fees: The Targeted Training and Apprenticeship Fund (TTAF) brought Covid-19 relief and addressed skills shortages in targeted sectors, enabling ATNZ to waive annual fees on all apprenticeships. This support is available until 31 December 2022.
- No ATNZ management fees: Provided under the Group Training Scheme Funding, this fee waiver is available until further notice, subject to continued Government support.
- Apprenticeship Boost monthly payment: Covering eligible apprentices in their first 24 months of training, this payment assists employers like ATNZ to keep existing apprentices and employ new ones – and we pass the payment on to host companies. Access to this initiative ends in August 2022.

In addition, under the government's Technology Access Fund for Learners (TAFL), we were able to assist a number of our COVID-19-impacted apprentices gain access to the technology tools, such as laptops or related products like software, headsets, internet and/or data, they needed to continue to succeed in their learning.

New role

With the support of the Group Training Scheme Funding we were able to expand the ATNZ team with an additional role in 2020.

In August, we were delighted to appoint our first full-time finance manager to move towards managing our financial affairs independently of our ITO Competenz. This role is also responsible for our payroll systems, processes and staff, including overseeing the implementation of our new timesheet management system, TimeFiler, scheduled for go-live in early 2021.



Now's the right time.

There's never been a better time to host an ATNZ apprentice.

There's never been a better time to host an apprentice

In late 2020, the ATNZ team were delighted to launch our first major marketing and advertising campaign in several years. Based around the theme; 'There's never been a better time to host an apprentice', the campaign is designed to recruit host companies with a secondary focus on recruiting apprentices.

It promotes our exceptional level of service and pastoral care coupled with government funding initiatives for GTOs that have enabled no apprenticeship fees, no ATNZ management fees, and wage support for first and second-year apprentices.

We created a suite of videos to outline this value proposition and tell the story of who we are, what we do and what a GTO is. Starring roles were performed by Stafford Engineering staff and apprentices, Susanne Martin, ATNZ General Manager and Adrian Gozdz, ATNZ Account Manager.

ATNZ is grateful for the outstanding effort and time generously given by the Stafford Engineering team in creating this campaign. We couldn't have done it without you!

Key campaign components

Utilising the suite of videos we created, the campaign included:

- New Zealand Herald digital advertising
- Social media paid advertising
- Radio advertising across all NZME and Mediaworks channels and frequencies
- Google adwords advertising
- Campaign landing page, including an automated chatbot, to filter and qualify applicants, either potential host companies or apprentices, and start the conversation.
- An easy-to-digest brochure explaining government funding initiatives and ATNZ proposition.
- The campaign continues into 2021 with the addition of a PR push.

Campaign results

The advertising and marketing initiatives were very well received and created an immediate impact in driving well-qualified potential host company enquiries from around the country.

While the majority of the advertising was targeted at recruiting new host companies, with a lesser focus on recruiting apprentices, in December 2020 we reported a significant 32 per cent increase in applications from potential apprentices, when compared with December 2019.

32%

INCREASE IN APPLICATIONS FROM POTENTIAL APPRENTICES



New website

In November 2020 we launched our new website. This fantastic refreshed digital presence features significant backend improvements which lead to an enhanced user/customer experience, an updated and modern look and feel, sitewide implementation of the chatbot feature, and lots of new imagery starring our host company Stafford Engineering in Hamilton.



Summary of financial statements

Apprentice Training New Zealand 2010 Trust ('ATNZ')

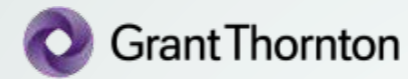
Notes to the summary financial statements

The summary financial statements for ATNZ for the year ending 31 December 2020 were authorised for issue by the Trustees on 20 April 2021. 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. The full financial statements for the year ended 31 December 2020 were authorised for issue by the Trustees on 20 April 2021.

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.

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



Independent Auditor's Report

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To the Trustees of the Apprentice Training New Zealand 2010 Trust

Report on the audit of the Summary Financial Statements

Opinion

The summary financial statements, which comprise the summary statement of financial position as at 31 December 2020, the summary statement of comprehensive revenue and expense, summary statement of changes in net assets 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 2020. 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 the Public Benefit Entity International Public Sector Accounting Standards ("PBE IPSAS") issued by the New Zealand Accounting Standards Board. 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 summary financial statements and the audited financial statements do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial statements.

The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated 23 April 2021.

Other Information than the Summary Financial Statements and Auditor's Report Thereon

The Trustees are responsible for the other information. The other information comprises the annual report (but does not include the summary financial statements and our auditor's report thereon), which is expected to be made available to us after the date of this auditor's report.

Our opinion on the summary financial statements does not cover the other information and we do not and will not express any form of audit opinion or assurance conclusion thereon.

In connection with our audit of the summary financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the summary financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

Chartered Accountants and Business Advisers
Member of Grant Thornton International Ltd

When we read the annual report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance and will request that such matters are addressed.

Trustees' Responsibility for the Summary Financial Statements

Trustees are responsible for the preparation of a summary of the audited financial statements of ATNZ 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.

Restricted Use

This report is made solely to the Trustees, as a body. Our audit work has been undertaken so that we might state to the Trustees, as a body, those matters which we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than ATNZ and the Trustees, as a body, for our audit work, for this report or for the opinion we have formed.

Grant Thornton New Zealand Audit Limited



Ryan Campbell
Partner
Auckland

23 April 2021

Summary statement of financial position

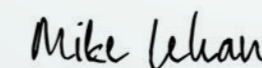
For the Year Ended 31 December 2020

	2020	2019
	\$000	\$000
ASSETS		
Current assets		
Cash and cash equivalents	2,634	1,220
Short term investments	750	-
Trade and other receivables	3,771	1,521
Prepayments	40	20
Total current assets	7,195	2,761
Non-current assets		
Intangibles	47	33
Total non-current assets	47	33
Total assets	7,242	2,794
LIABILITIES		
Current liabilities		
Trade and other payables	746	501
Goods and services tax payable	853	418
Income received in advance	2,935	-
Employee leave benefits	751	686
Intergroup payable	207	121
Total current liabilities	5,492	1,726
TOTAL LIABILITIES	5,492	1,726
NET ASSETS	1,750	1,068
ACCUMULATED FUNDS		
Accumulated funds	1,750	1,068
Total accumulated funds	1,750	1,068

For and on behalf of the Trustees who authorise the issue of the financial statements on 20th April 2021.



John Blakey (Trustee)



Mike Lehan (Trustee)

Summary statement of comprehensive revenue and expenses

For the Year Ended 31 December 2020

	2020	2019
	\$000	\$000
REVENUE		
Revenue from non-exchange transactions		
Government grants	4,313	-
Industry funding	409	-
	4,722	-
Revenue from exchange transactions		
Rendering of services	15,963	19,617
Other revenue	9	71
	15,972	19,688
Total revenue	20,694	19,688
EXPENSES		
Training expenses	982	876
Employee entitlements	16,476	16,839
Other expenses from ordinary activities	2,554	1,796
Total expenses	20,012	19,511
Net surplus	682	177
Other comprehensive income	-	-
Total comprehensive income for the year	682	177

Summary statement of changes in net assets

For the Year Ended 31 December 2020

	2020	2019
	\$000	\$000
Opening balance	1,068	891
Net surplus for the year	682	177
Other comprehensive income for the year	-	-
Closing balance	1,750	1,068

Summary cash flow statement

For the Year Ended 31 December 2020

	2020	2019
	\$000	\$000
Net cash flows from / (used in) operating activities	2,164	171
Net cash flows from / (used in) investing activities	-	-
Net cash flows from / (used in) financing activities	-	-
Net increase / (decrease) in cash and cash equivalents	2,164	171
Cash and cash equivalents at beginning of year	1,220	1,049
Cash and cash equivalents at the end of year	3,384	1,220

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