

Marine Industry Apprentices

Become One

Everything you need to know about training in the New Zealand Marine Industry



www.NZMACITO.org.nz



More than just a job,
skilled for life.

Marine

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(NZ Marine ITO, previously Boating Industry Training Organisation) a division of NZ Marine

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Although every effort has been made to ensure that all information contained within this guide is accurate at the time of print, the NZMAC ITO is not responsible for any errors or omissions.

What we do

We provide leadership in the development of skills and training excellence to the marine and composites industries.

What we do as an Industry Training Organisation

Industry Training Organisations carry out the following statutory functions under the Industry Training Act (1992):

- Set national skill standards for their industries.
- Arrange for the delivery of on and off-job training.
- Arrange for the assessment of apprentices.
- Provide information and advice to apprentices and their employers.
- Provide leadership within the industry on matters relating to skill and training needs.

Who does what?

The NZ Marine and Composites ITO is responsible for managing the training of all Marine Industry Apprentices. When an employer wants to train an apprentice, a three-way training agreement is entered into between the employer, the new apprentice and the NZMAC ITO. On signing the training agreement, the three parties agree to do the following:

- The Employer:** Agrees to train the apprentice in accordance with the training requirements.
- Workplace Trainer:** Guides the apprentice in workplace training and verifies their competence in specific skills
- The Apprentice:** Agrees to master the skill and knowledge requirements of the apprenticeship while training on-job and agrees to supplement this skill-development by under-going off-job training.
- NZMAC ITO:** Agrees to support and provide training solutions, assessment and mentoring services to the apprentice and the employer throughout the term of the apprenticeship.

When you're done

Graduates of the NZMAC ITO are recognised as fully qualified trades-people by the New Zealand Marine Industry and the New Zealand Qualifications Authority (NZQA). In addition, thanks to the professional reputation of the New Zealand Marine Industry internationally and to the high standards of training, NZ Marine and Composites ITO graduates are highly regarded and sought after around the world.

“ The employer-apprentice relationship:
**It's my responsibility to teach you,
and it's your responsibility to learn.** ”

03 | Benefits

Benefits of the Industry Training Model:

- ▶ Training on the job with selected **specialised courses**.
- ▶ Training on the job leading to a **qualification** NZMAC ITO supports has many benefits.
- ▶ You're **earning** while you learn.
- ▶ **No student loan!** No long periods of time off work to train.
- ▶ You **finish your training with a job**.
- ▶ That job is one **you've chosen**.
- ▶ You're gaining **practical skills**.
- ▶ You can use these skills from **day one**.
- ▶ These skills are **nationally recognised**, show employers across New Zealand you've got what it takes.
- ▶ Those skills are **in demand** and **valued**.
- ▶ The skills you gain are **highly transferable to other industries**. Good investment on all accounts.



Have a goal. Those who aim for nothing always hit it.

Support for apprentices

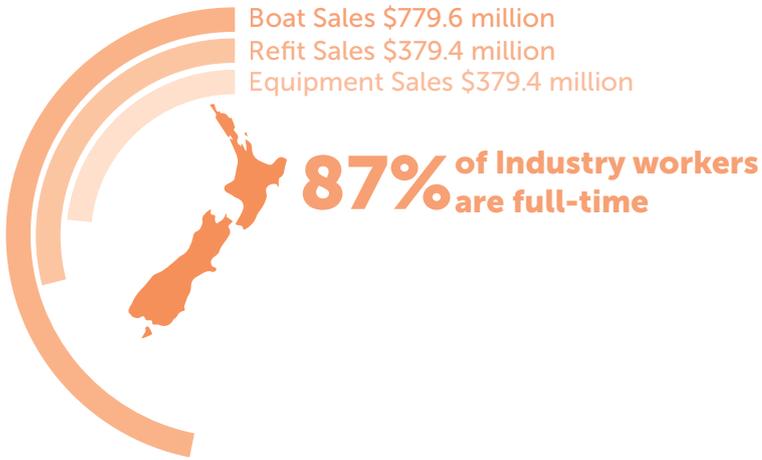
After a training agreement is signed, the NZ Marine ITO assigns a Field Officer to each new apprentice.

Our field officers provide individual support by:

- ▶ Visiting each apprentice every 8 - 12 weeks, wherever they work in New Zealand.
- ▶ Acting as advisors, mentors, and coordinators for the apprentices.
- ▶ Liaising, advising, and supporting workplace trainers and verifiers.
- ▶ Negotiating customised on-going training plan goals and objectives for training delivery and assessment.
- ▶ Negotiating off-job training solutions.
- ▶ Evaluating training progress by conducting Unit Standard Assessments.
- ▶ All of our field officers are qualified and experienced in marine industry trades.

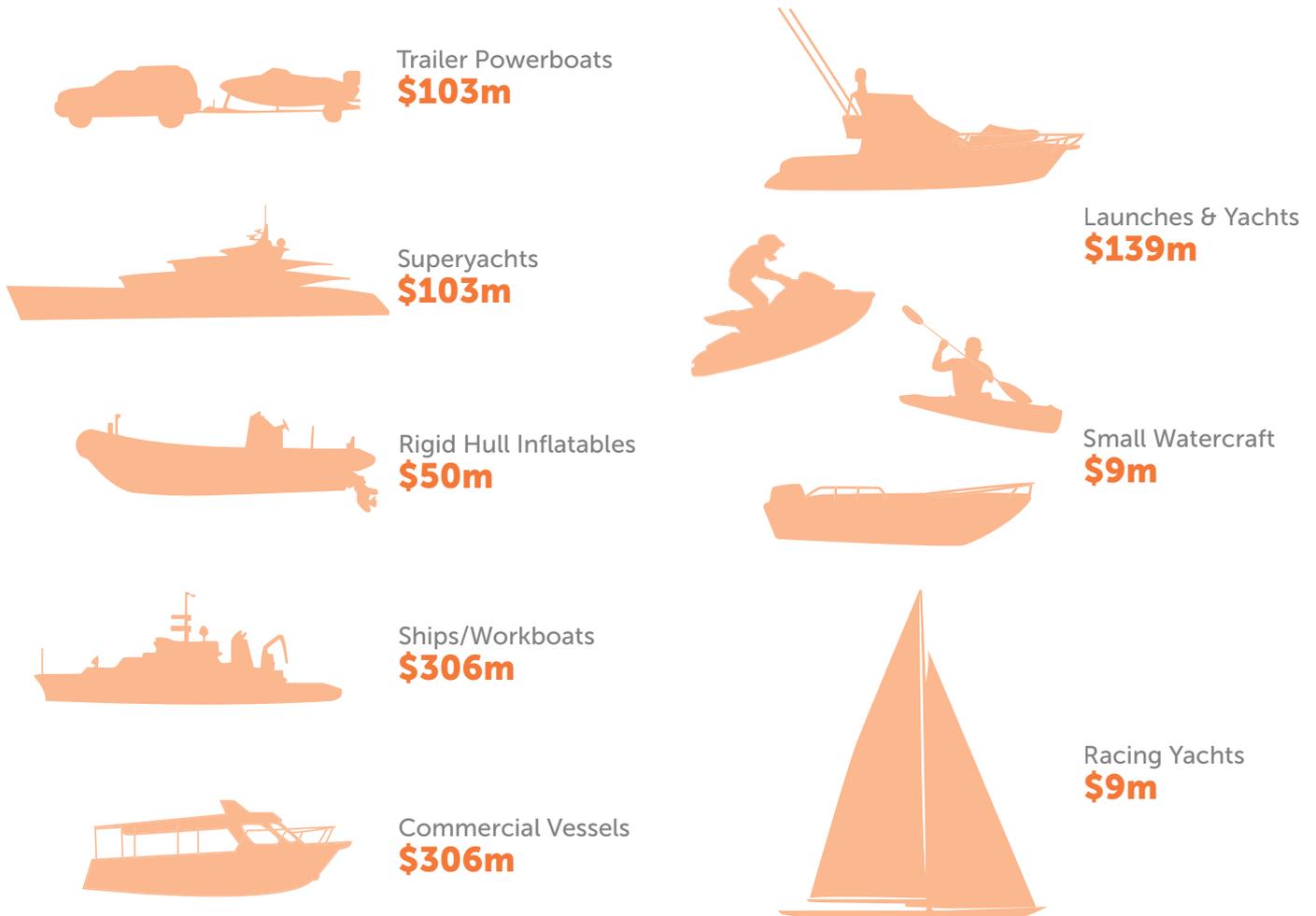
The Industry | 04

New Zealand Marine Industry Estimated Value: **\$1.6b**



The New Zealand Marine Industry is New Zealand's largest non-primary manufacturing based industry, consisting of over 1,000 companies. Highly regarded worldwide as a nation of boatbuilders of high quality boats including sailing and motor super yachts, trailer boats and launches as well as a supplier of marine related products and services.

To support growth the New Zealand Marine Industry will require the ongoing supply of skilled, qualified and talented people in a wide variety of specialised trades.

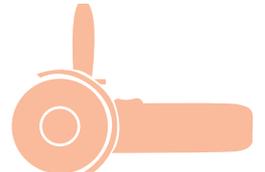
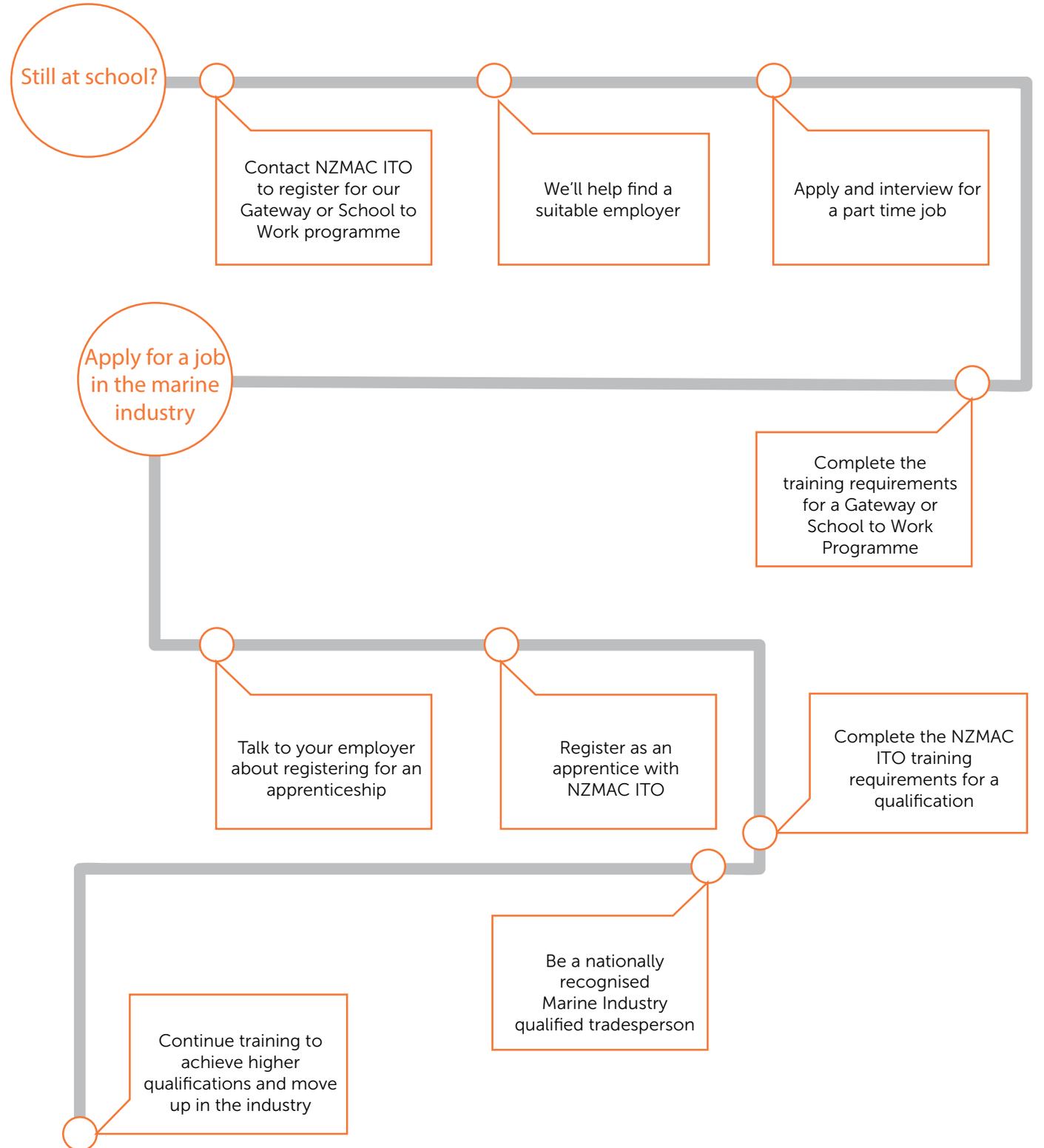


05 | Get Started

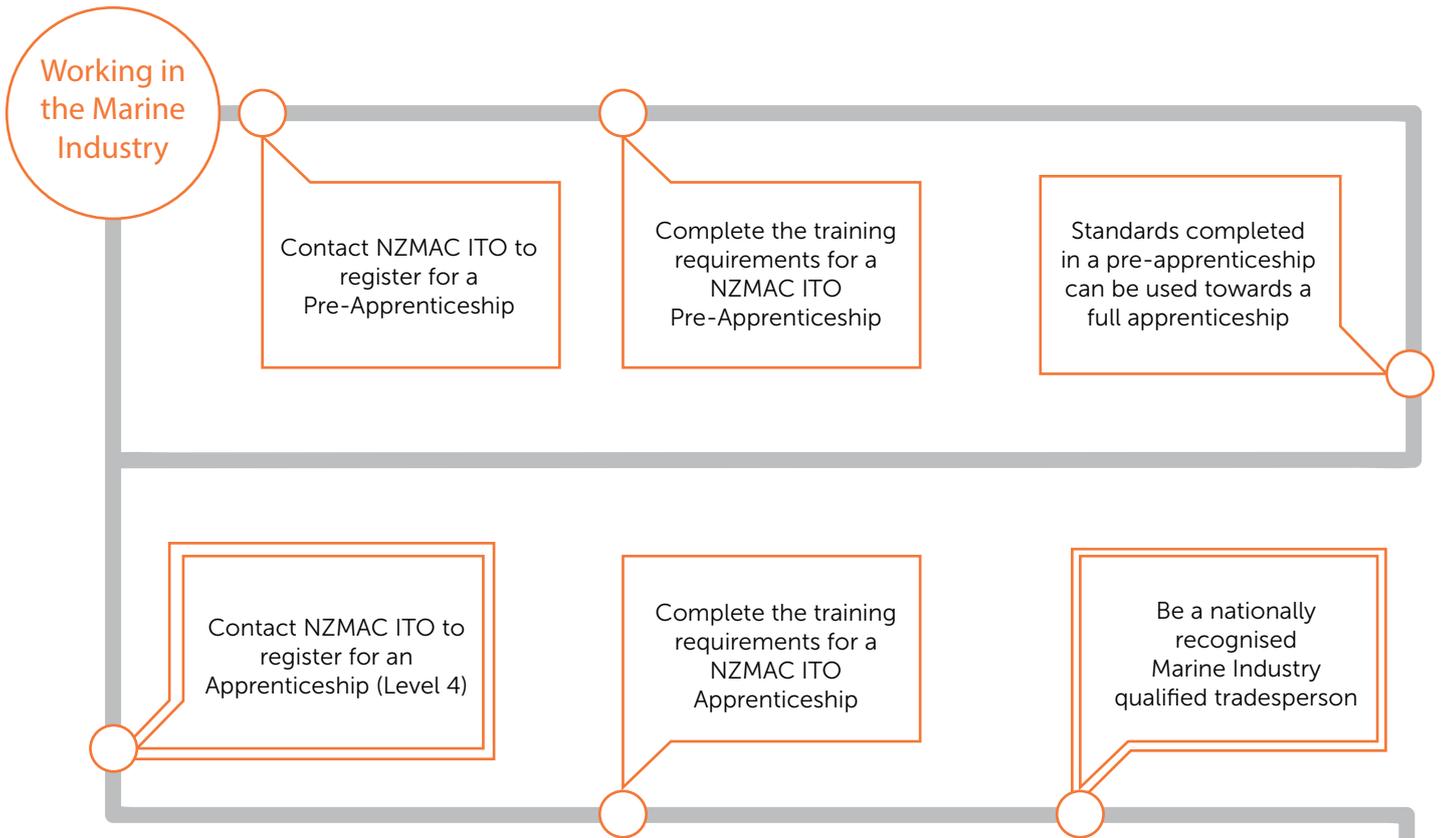
Schools

How to get started:

Whether you're still at school, or already in the workforce there's a pathway to get you into an apprenticeship. Marine Industry apprentices are highly regarded, they learn real world skills that are transferable across multiple industries.



Working

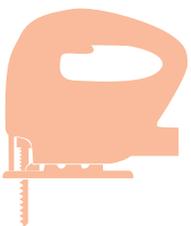
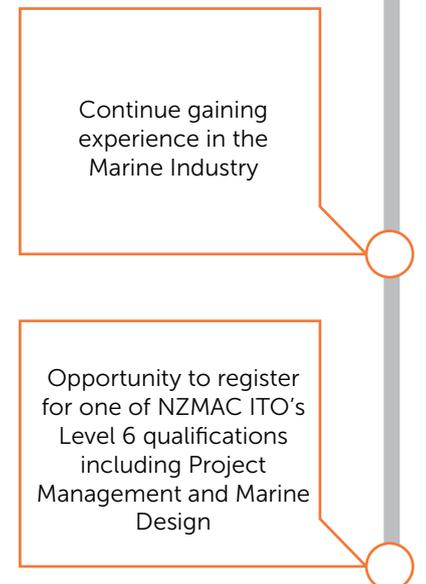


The key parts of an apprenticeship:

- ▶ Off-job training
- ▶ Online Learning
- ▶ Workplace training

No doubling up on standards:

Credits earned throughout your journey (through the Gateway Programme, School to Work Programme, or a pre-apprenticeship) can be used towards Level 4 Qualifications (Full apprenticeships).



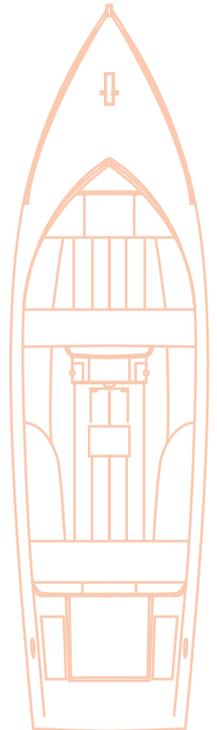
07 | Programmes

Schools

If you're still at school, we have programmes for you

The School to Work initiative is a project co-funded by the Tertiary Education Commission (TEC) and has been designed to create a career pathway for Year 12 and 13 students. This allows students to experience the marine or composites industries while still earning credits towards completion of NCEA qualifications. NZMAC ITO matches a learner with a marine or composites employer and typically, selected students will be employed on a part-time basis (usually 2 days per week – or as agreed by the school and employer) for the duration of the school year. Students will work towards earning unit standard credits at Level 2 or 3 that will be awarded towards NCEA Level 2 or 3 and will attend school for the remaining 3 days per week working towards NCEA credits. NZMAC ITO will develop an individualised learning plan (ILP) for each student and will assess and report credits gained in the workplace.

School to Work is designed to assist students with a genuine interest in a career in the marine or composites industries to gain industry experience while completing Level 2 or 3 NCEA qualifications.



Sample Learning Plan

A student attending school for 4 days and on placement for 1 day per week, completing 20 days of employment, could be assessed for 10 credits.

Or

A student attending school for 3 days and on placement for 2 days per week, completing 50 days of employment, could be assessed for 30 credits.



Gateway

Gateway programmes are structured workplace learning programmes offered to senior secondary school students. NZMAC ITO Gateway programmes are focussed on giving students a taster of the Marine Industry. Programmes balance practical real-world skills and theoretical work counting towards NCEA credits.

Our programmes provide students with interesting, challenging opportunities to work in a highly regarded industry while getting a head start on industry qualifications.

In Work

NZMAC ITO's programmes available

NZMAC ITO works with Industry leading experts to develop the best programmes for our apprentices. Our trainees learn skills that are relevant and in demand in the Marine Industry. For more details regarding our programmes check out our website or contact us for a programme brochure. These programmes will be available from 2017/18:

Marine Cabinet Making

Production Boat Building

Marine Painting

Rigging

Spar-making

Boat Building (Wood, Composite, Steel, Alloy)

Marine Retail and Distribution

Sail-making

Systems Engineering

Electrical/Electronics

Boatyard Operations

Marina Facilities

Trailerboat Rigging

“The best way of learning about anything is by doing”



09 | Achievements

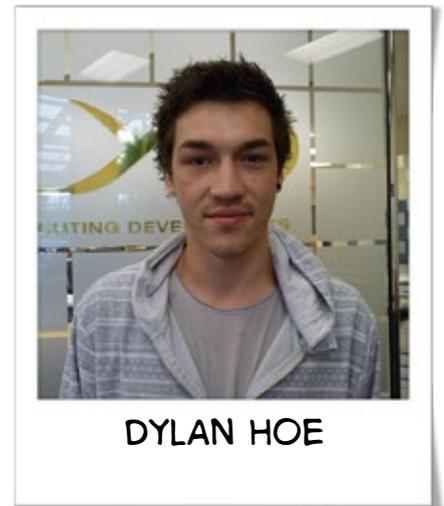
**Don't just take our word for it,
See what past apprentices have to say:**

Dylan got into his apprenticeship after being offered a boatbuilding job by a family friend. After day one he was sold on pursuing a career in the marine industry. Dylan has completed Composite Boatbuilding Level 4 and is working towards his ideal job as a team leader of boatbuilding projects.

His favourite part of his apprenticeship included learning boatbuilding skills and techniques, boat launchings, and block courses. He appreciated the opportunity to work alongside other apprentices from other companies within the Marine industry.

Throughout his apprenticeship Dylan showed great determination and work ethic and was awarded the NZMAC ITO award "Apprentice of the Year".

'I would definitely advise anyone who is interested to go for it. I found the NZ Marine and Composites apprenticeship to be 100% beneficial and enjoyable' - Dylan Hoe



Steven Reynolds originally wanted to do an apprenticeship in plumbing, However after securing a General Hand role at Yachting Developments, Steven completed a programme in Boatbuilding Foundation Skills, and is working towards his ideal job working for himself in Marine Engineering.

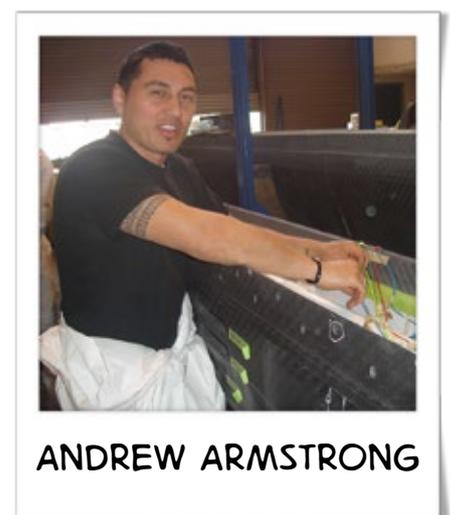
Steven's favourite part of his apprenticeship was learning to weld. Steven also enjoys the variety in his work - from plumbing to fabrication. Every day is different.

'If you're interested give it a shot. It's a good industry to work in and it can take you all over the world.' - Steven Reynolds

Andrew Armstrong completed his National Certificate in Boatbuilding (Composite Sparmaking) Level 4 at Marten Spars followed by a National Certificate in Business (First Line Management) Level 4 at Southern Spars.

Completing the First Line Management qualification has been good for Andrew's career development and given him the confidence to take on more responsibility. It has also helped him accumulate good life skills and work skills.

Andrew plans to continue developing his skills and experience, then move from middle management to a senior role.





SHAUN ALEXANDER

Shaun completed his National Certificate in Boatbuilding (Composite) Level 4. As a keen sailor who had studied technical drawing and graphic design he developed a strong interest in boat design.

He started spending time with the design team and this developed into a full time role. Combining his designing and boatbuilding skills he designed the forepeak on the superyacht 'Bristolian' and then worked with the team to build it.

In the future Shaun would like to develop boat design skills and gain more experience in this boat design.

'It's great seeing a project finished, a show piece that you worked on, and then later friends ring you up and say "I saw your boat in a magazine"' - Shaun Alexander

Aaron decided to become a boatbuilder after he and his parents talked to one of the NZMAC ITO Field Officers at a boat show. He started off studying Composite Boatbuilding, but changed over to the National Certificate in Boatbuilding (Steel) after his company McMullen and Wing, received orders for two steel boats.

He enjoys learning and using the different welding techniques and the feeling of accomplishment on seeing a large piece of steel that he has worked on fitted into place.

In the future Aaron wants to do the Alloy Boatbuilding qualification and then a level 6 Qualification

'You are only as hard as the material you work with' - Aaron Malfait



AARON MALFAIT

Scott Randell is in the process of completing his National Certificate in Boatbuilding, Level 4 in two strands, metal sparmaking and marine rigging.

Scott works at Mast and Spar Services. A unique on-the-water facility in the centre of Auckland's marine precinct.

Scott owns and races his own 9m yacht, 'Overload', and he has set records in the 2009 Coastal Classic.

'The diversity of skills and knowledge I have learnt provides me with the opportunity to turn my hand to most metal-based aspects of the industry.'
- Scott Randell



SCOTT RANDELL

11 | Events

Marine Trades Challenge

Build a Boat and Sail It



The annual Marine Trades Challenge is designed as a celebration of the skills of apprentice tradespeople working in the Marine Industry.

Teams compete to build a boat in three hours. The team then races the boat around a course rowing, sailing and using outboard motors. Teams are judged on teamwork, presentation, safety, standard of build, and how they race and place on the water. The on-water race shows their skills and teamwork under real conditions.

This is an eagerly anticipated day for the marine industry, where Apprentices can demonstrate their knowledge and skills to their supporters, community and others in the marine industry. This is a fun event and is highly competitive.



How we celebrate success

The annual NZ Marine and Composites Industry Training Organisation Graduation is a high profile industry event to acknowledge the success of each graduate. Following a formal dinner, a guest speaker presents every graduating apprentice with his or her Certificate or Diploma.



We think it's a pretty big deal.

Parents and managers are invited to share in the achievements of the apprentices and to recognise them as valued and qualified industry employees. Most apprenticeships take between three to five years to complete and their graduations mark a major milestone in the careers of these graduates.



From here, some of the graduates will be considering the next stage in their career plan, perhaps taking on more responsibility in their current job, or undergoing further training.

13 | Off-Job Training

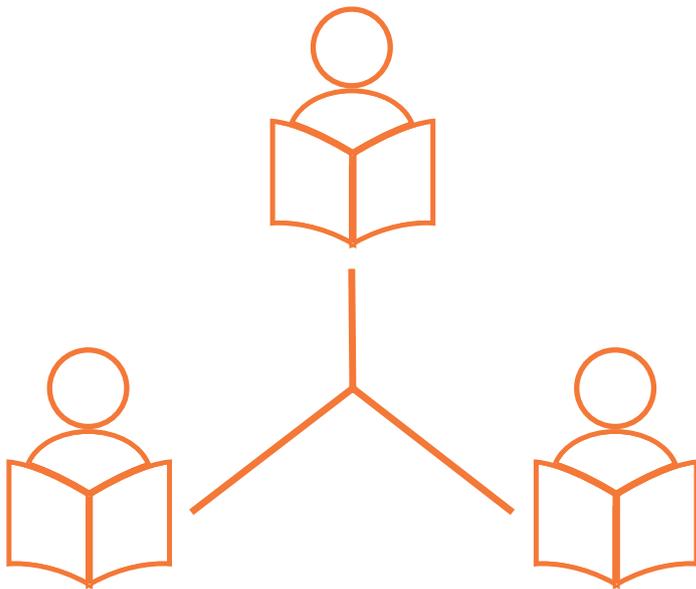
We'll sort out the off-job training

While the focus of apprenticeship training is based in the workplace, employers do not always have the time and resources to provide specialised skills-based training and the theoretical knowledge that underpins their skills. This is why the NZMAC ITO arranges Polytechnics or Private Training Establishments to deliver off-job training in the form of block courses. Off-job training may be scale drawing, welding, marine painting, first line management and more.

Travel and accommodation subsidies are available for those apprentices that need to leave home to attend block courses (conditions apply).

Study Groups

With the support of their employers and NZMAC ITO, some apprentices engage in study groups with an external tutor to boost their knowledge and skill-base. The aim of study groups is to supplement learning already taking place in the workplace.



RudderLive

Rudder stands for “Review, Understand, Detect, Develop, Engage, Recall”. The NZMAC ITO has an online Learning Management System (LMS) called RudderLive. Apprentices can log on anytime, download their programme material and study at times convenient for them. This gives them control of their learning.

RudderLive gives apprentices a platform to help them to ‘steer their training to success’. Field Officers can use the system to manage the individual learning plans and to provide mentoring and other support services.

RudderLive has a range of features designed to appeal to apprentices including embedded videos, self-marking online quizzes, interactive 3D modelling, and lectures from industry experts. These features capture the interest and engage the apprentices.

You can access RudderLive at rudderlive.nzmarine.com

Anytime, anywhere access





Contact Us

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