



MODERN APPRENTICESHIPS

A sound base for
building your company



InfraTrain
New Zealand



An InfraTrain Modern Apprenticeship is a good way to grow the skills your company needs to be productive and successful, now and in the future.

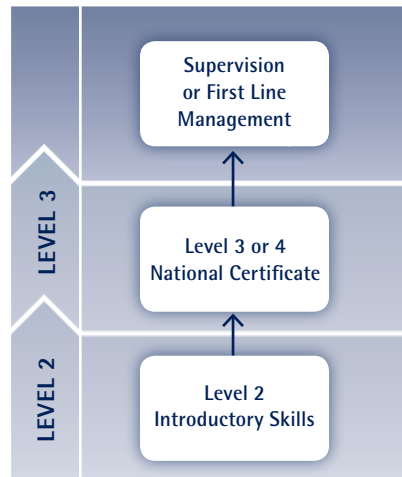
InfraTrain will work with you to help your Modern Apprentices gain relevant, well-rounded skills and reach their full potential. A Modern Apprenticeship programme provides a good start to a career for young people and a sound base for building your company.

WHAT IS A MODERN APPRENTICESHIP PROGRAMME?

Modern Apprenticeships are aimed at 16 to 21 years olds who are keen and motivated. InfraTrain offers a wide variety of Modern Apprenticeship programmes which are largely work-based and they can be tailored to meet both company and trainee needs.

An InfraTrain Modern Apprenticeship programme generally comprises compliance and introductory skills, followed by trade skills and knowledge gained while working towards a level 3 or level 4 national qualification. A typical Modern Apprenticeship programme takes 2 to 3 years to complete.

Modern Apprentices are eligible for InfraTrain's Outward Bound scholarships which provide the opportunity to attend a three week course where they are challenged to take personal responsibility and learn to be part of a successful team.



For information on InfraTrain's Modern Apprentice programmes, see Getting Started on www.infraTrain.co.nz



HOW DOES IT WORK?

SETTING GOALS

We work with employers and Modern Apprentices to identify the key skills needed and together we produce an Individual Training Plan. This sets out expectations and a structured plan for completing the Modern Apprenticeship, so all parties understand their part in achieving success.

The Training Plan also sets out the planned activity or training to be completed each quarter, so progress can be measured.

SUPPORT

We understand how it is not always easy managing your business operations and keeping young employees on track with training and qualifications. That's where we help, by providing on-going support to help Modern Apprentices complete their qualification.

Once every three months we will review their progress against the training plan and key milestones to ensure everything is progressing well.

We will make sure the Modern Apprentice has a Mentor who can provide advice and guidance. If you need off-job training for your Modern Apprentice, we will arrange that for you through an approved provider. And if you need advice at any time, we are always there.

LITERACY AND NUMERACY SKILLS

It is important that our Modern Apprentices have the literacy and numeracy skills to do well. When Modern Apprentices enroll they will complete an online literacy and/or numeracy assessment. If this identifies any skills that need developing, we will co-ordinate additional support.

SUBSIDY SUPPORT

Young people are the future of our industry, and government funding enables us to provide additional subsidy support to help you.

Completion subsidy

- A subsidy of \$1000 is paid on completion of each national certificate.

Off-job training subsidy

Where off-job training will help a Modern Apprentice reach their goals, we will subsidise training delivered by approved providers.

- A subsidy of \$400 is payable after completing 6 months of a Modern Apprenticeship
- A further \$400 is payable after completing 12 months and prior to completion of a Modern Apprenticeship



MODERN APPRENTICE PROFILE

Faalili Ah Lam, Russell Roads

Russell Roads is a Hastings company that actively supports training and the Modern Apprentice programme for younger staff. Faalili Ah Lam was interested in operating machinery and was attracted to the civil infrastructure industry. He has now recently completed a Modern Apprenticeship in Infrastructure Pipelaying.

"My Apprenticeship covered areas including plant operation, opening and closing road trenches and traffic control. One of the projects I worked on during my Apprenticeship was for Napier City Council, laying stormwater pipes.

"I'm really keen to progress in my career, and qualifications are the best way to get ahead. One day I'd like to do a Level 6 National Diploma."

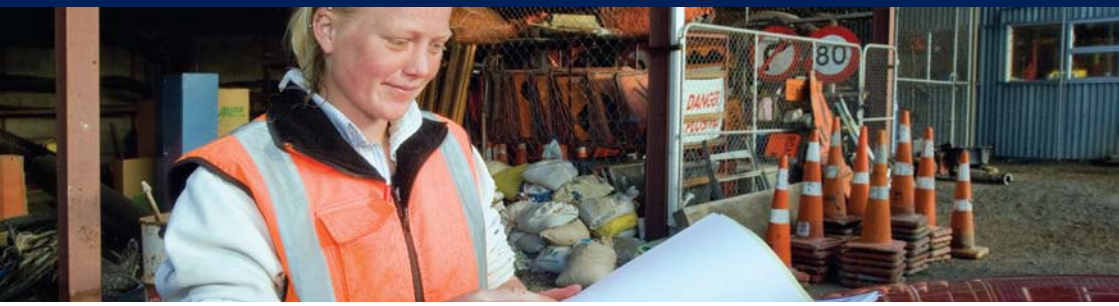
Faalili's achievements earned him a place on the InfraTrain Outward Bound Scholarship 2010.

MODERN APPRENTICE PROFILE

Laila West, Whitestone Contracting

Several younger employees of Oamaru-based Whitestone Contracting have successfully completed Modern Apprenticeships. One of these is Laila West who completed her programme in Infrastructure Pipelaying. Contracts manager Ofa Mafua says the Modern Apprenticeship enabled Laila to learn a wide range of skills and broaden her experience in areas such as surveying, working off plans and set out.

"The qualifications helped her prove she has the skills and can do the job. Training as part of a Modern Apprenticeship ensures their work is up to standard which means less rework is required. This leads to greater client confidence and the qualifications are part of our attributes when tendering for work."



A MODERN APPRENTICESHIP

MAKES GOOD BUSINESS SENSE:

- More competent and productive employees; reduced downtime and rework
- Less need for supervision, greater confidence to take on more responsibility
- Greater motivation, increased commitment and lower turnover of younger staff
- Competitive advantage - improved tender attributes
- More satisfied customers

A GREAT START TO A CAREER:

- Gain practical skills and qualifications while working and earning
- Learn from experienced people in the industry
- Receive guidance and support throughout the programme from an InfraTrain advisor
- Achieve recognition of skills with one or more level 3 or level 4 national qualifications (depending on the programme)





TALK TO US

If you would like more information please contact us.

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or email askus@infratrains.co.nz

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