

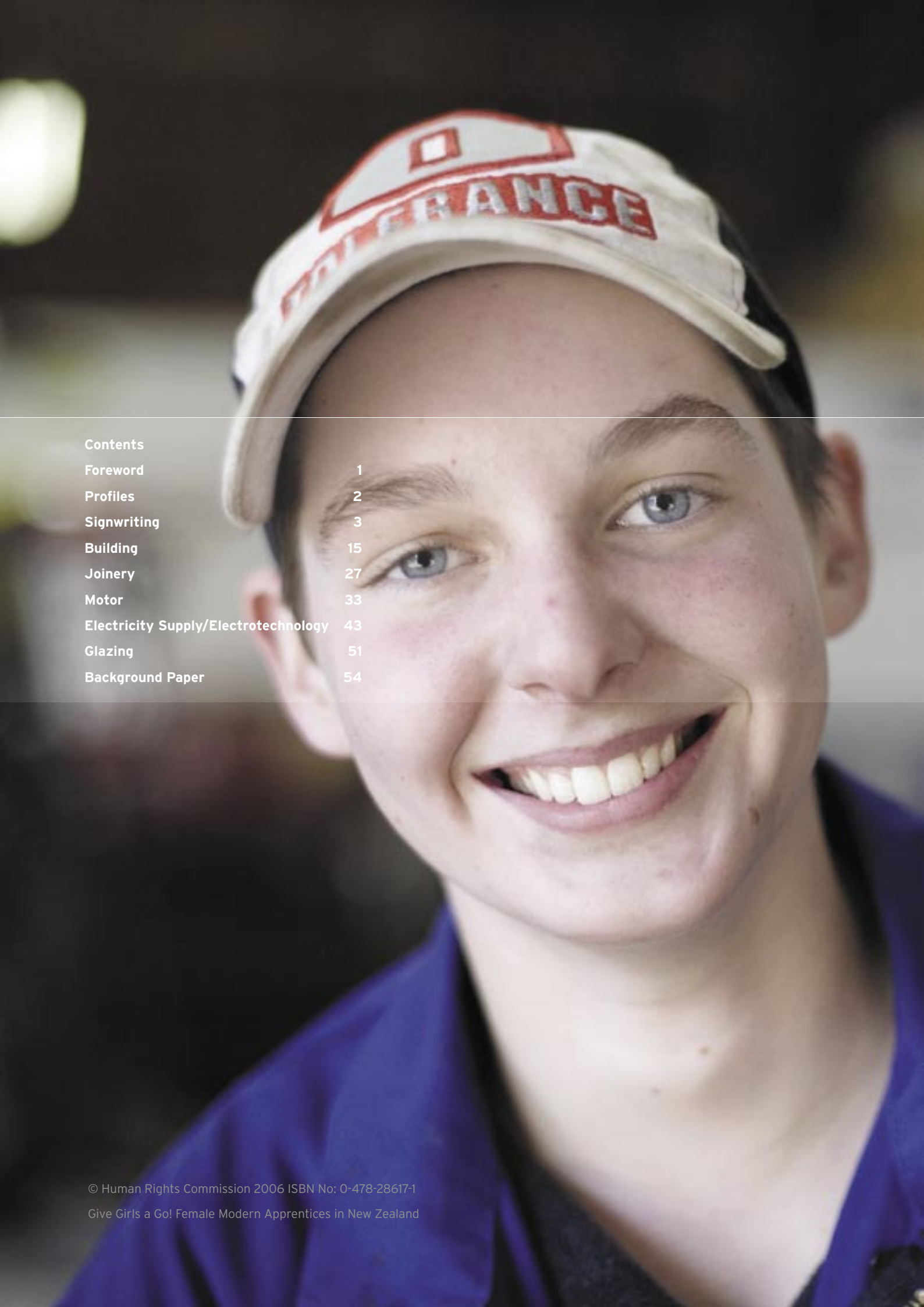
Give Girls A Go!

Female Modern Apprentices
in New Zealand



Human Rights
Commission

Te Kāhui Tika Tangata



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Female modern apprentices in New Zealand

Young women from different areas of New Zealand talk openly about their experiences of Modern Apprenticeships and trades training in this report published by the Human Rights Commission, Te Kāhui Tika Tangata. Their employers and others also speak about what motivated them to hire women as builders, joiners, glaziers, sign writers, electricians, motor cycle technicians and panel beaters.

New Zealand's current labour skills shortage and the Government's commitment to expand Modern Apprenticeship numbers to 14,000 by December 2008 make this report timely. An additional \$34.4 million was allocated in Budget 2006 over the next four years to expand the scheme. Two thousand Modern Apprentices have now completed their training and as at 31 March 2006, there were 8,838 Modern Apprentices. Employers will have to think laterally about the recruitment of apprentices to address the skill gaps. The traditional under-representation of women in non-traditional work represents a significant opportunity for improved female participation and increased diversity of the Modern Apprenticeships scheme. The female Modern Apprentices believe they have made the right choice even though some of them have faced difficulties in pursuing their vocational choices.

The report shows that the young women profiled believe that their Modern Apprenticeships will set them up for a secure, debt-free future, with a valued qualification, sought after skills and the prospect of owning their own businesses or of self employment. They also talk about the options of

combining work in their chosen areas with family life. The employers who were interviewed also dispel the myth that male employers are reluctant to "give girls a go". It is hoped that their voices and the benefits they have identified from employing women will be heard by other employers wanting to recruit apprentices.

A background paper discussing aspects of the Modern Apprenticeships scheme and its outcomes is included in this report and material on how much apprentices may earn has also been compiled. It is hoped the report will be widely used by young women, their parents, employers, schools, careers advisers, industry training organisations, Modern Apprenticeships coordinators, tertiary institutions, trade unions, employer's groups and the news media.

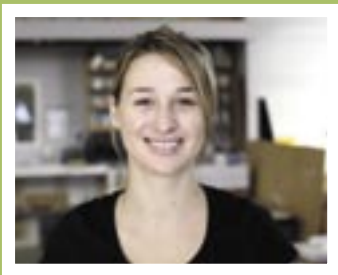
I would like to thank all of the Modern Apprentices, employers and others who agreed to be profiled, the industry training organisations in particular the Building and Construction ITO, the Joinery ITO and the Motor ITO that participated, and the Women and Modern Apprenticeships Reference Group who worked on this project with the Human Rights Commission. Erica Challis, a Commission staff member, conducted the interviews.

Dr Judy McGregor EEO COMMISSIONER
August 2006



Signwriting

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Sign of the times Brent Cullen & Ian Clarke

Falling for a stranger Lauren Berry

Pointing them in the right direction Willy Ransfield

If it makes them happy Sandra Berry

Give girls a go Melissa Watts

Sign of the times

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Hastings signwriting company CSM Signs has discovered the benefits of diversity without the benefit of good management textbooks. At the front desk is 90-year-old Jim Moran, who was apprenticed to the firm in 1940, owned it some years later, and still comes in part-time.

In the light, airy workshop, contract signwriter and mother of two, Melissa Watts, and 18-year-old Modern Apprentice, Lauren Berry, apply vinyl decals to a trade's truck, one of a fleet they will work on over the next few days.

Another previous owner, Ross, also comes in part-time, fitting the work around other things he wants to do.

The current owners, Brent Cullen and Ian Clarke, have found a formula that works for them and for their employees. It is quite

flexible, says Brent Cullen. "As work dictates, if we need staff, they are there." The diverse workforce has a range of advantages. Keeping older workers on in a part-time capacity retains institutional business knowledge within the company. In Jim Moran's case, that knowledge goes back nearly 70 years. Jim is a master of the dying art of hand-painting honours boards in tiny, precise gold leaf lettering. He also does the books.

At the other end of the scale is the youngest employee, Lauren Berry. Her apprenticeship means the firm's knowledge will be carried into the future. Lauren's Modern Apprenticeship has gone very smoothly so far and Brent says he has "no problem" with the scheme. "There's a guy that comes in and checks on her, asks a few questions, and away he goes."

For Ross and Melissa, the other part-timers, flexible work means they can fit around their other commitments. In Melissa's case, that means caring for her two children.

Brent says he hasn't had any problems with employing female staff, and rather than being surprised, clients seem "quite pleased" to see a woman turn up with their signs.

The physical aspect of the job hasn't caused concern either, although it involves lifting trestles and ladders as well as the signs themselves. "They're not that heavy, it's

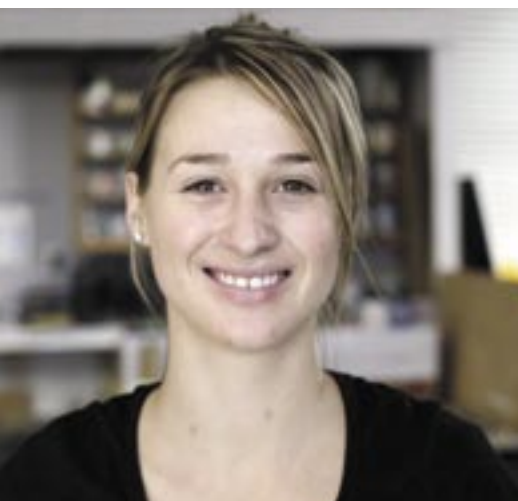
just a technique. Once you get used to the technique you can carry the weight. We've had no problems with the strength thing."

The partners running the business work to their own strengths too, with Ian preferring the finer details of running the business and Brent getting on with making the signs. He's never got sick of it, he says.

"I consider myself a lucky person because I enjoy my job. It's a little bit of everything. Job satisfaction: You can actually see what you've done."

Falling for a stranger

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Love at first sight can happen with jobs as well as people. Signwriting apprentice Lauren Berry found that, at a careers expo in the Hawke's Bay at the end of her sixth form year. An innovative display on signwriting sparked a blaze in the artistic teenager.

Lauren, 18, says even though she didn't know a thing about signwriting, she decided she'd give it a go. Now entering her second year as a Modern Apprentice signwriter, she says she's never regretted her choice for a moment.

"I love it. I don't wake up in the morning and think, "I've got to go into work".

At the expo, Lauren was inspired by Havelock North signwriter Willy Ransfield's presentation. She says his "into it" attitude was very motivational, and his signwriting display was artistic.

Lauren got a list of local signwriting firms from Willy and went to check them out in person, something she says impressed her employers, CSM Signs.

"I finished Sixth Form and got all my artwork. I did art at school and took my CV and references around all the signwriting places in the Hawke's Bay, and asked them to give me an apprenticeship."

Brent Cullen and Ian Clarke of CSM signs liked her attitude enough to try her out. "They said, 'you came to us, you were prepared to come in and put the effort in.'

"Because I didn't really know that much about it, I thought 'if I just go into the workplace and see what they do, then I'll see if this is what I really want.' And they weren't sure they wanted to take anyone on either."

In less than a week, Lauren knew this was the career for her. CSM took her on trial and after a couple of months they signed her up for the apprenticeship.

Lauren is amazed more women don't take to signwriting as a career. Although she needs to be quite strong and have a head for heights when she's climbing scaffolding or holding a sign in place, Lauren doesn't think that is a problem.

"There's no reason for females not to do it. In some ways we're more artsy than males, and pretty particular and exact with measurements."

Lauren thinks the job would be very accommodating of family demands. "I work 8 am to 4:30 pm and I never do overtime or weekends. And that's what all the boys do. I suppose you could do whatever you wanted, but it's just convenient for clients and it's convenient for us."

Since starting her apprenticeship she's met another female fully qualified signwriter,

Melissa Watts, who does contract work for CSM signs and another firm in Napier. Melissa is able to fit her work around her two children.

It's a career that lasts, too. CSM's oldest worker is 90, and all the other signwriters Lauren knows have done it their whole lives and say they're never bored.

"If you like the arts and you like getting outdoors and you like people, then you'll love it."

Lauren's signwriting apprenticeship will take her around five years, or 10,000 hours of on-the-job training. She will attend three three-week block courses in Wellington, during which the skills she has learned on the job will be assessed, and further training undertaken. The course covers aspects of design as well as showing her how to make and install signs, prepare different surfaces, handle different kinds of paints and tools, and techniques to safely handle and store the chemicals she uses. Apprentices all learn the art and craft of signmaking then select one, two or all three strands such as advanced hand lettering, computer graphics or electric signmaking.

Lauren's starting rate as an apprentice was \$8.50 an hour but this is reviewed every six months. After 18 months working with her company, she is on \$9.50 an hour. Although she says she "hadn't a clue" what signwriters made when she signed up for training, she is now aware that she could own her own business, and make good money. A trained signwriter working for a firm can expect to make between \$15 and \$20 per hour depending on experience.

Signwriting apprenticeships are administered by the Signwriting Industry Training Organisation, which is part of the Painting Contractors Association of Industry Training Organisation (PDITO). <http://www.paintingito.co.nz/home.htm>

Pointing them in the right direction

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Where do young people get their career ideas from? Sometimes it can depend on a chance meeting with someone who has a passion for their trade and a desire to nourish it with new talent.

Havelock North signwriter Willy Ransfield definitely inspired Lauren when he fronted a careers expo stand put together by the New Zealand Sign and Display Association. Willy could tell Lauren was one of the young people who was interested in the display, so he spoke out to persuade her of the benefits of his trade.

The multiple-award winning designer says he loves passing on knowledge, and events like careers expos are a way of “encouraging the young ones” to see what they can do with their talents.

"If young people are artistic, I say, 'Look, you can take that skill and get paid for it,' and that's something everyone enjoys."

Willy has a special interest in influencing young people because he would like to help them realise their options sooner than he did. "I was quite a good artist at school and I didn't realise I would be able to turn it into a career until later. So I kick myself for taking so long to identify that my passion at school was something I could turn into my career."

"I'm a strong believer in turning your hobby into your job because then you can't wait to get up and go to work. I'll try to motivate people who are interested in this, and I love it when they leave with their mind spinning around at the possibilities."

Willy says he "absolutely" supports trades training. When teenagers turn up at his studio with a promising portfolio, Willy will try to point them in the right direction if he can't do anything for them himself. Usually he sends them to Napier signwriter Murray Wilson. "He takes a lot of young ones under his wing, and he's producing fantastic artists. They had the skills, but he turned them into professional skills."

"I'm a strong believer in turning your hobby into your job because then you can't wait to get up and go to work. I'll try to motivate people who are interested in this, and I love it when they leave with their mind spinning around at the possibilities."

“If it makes them happy” - A mother’s perspective

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Sandra accompanied her daughter Lauren to a careers expo during Lauren’s fifth form year. Sandra says she didn’t push her daughter, but felt it was important that whatever became Lauren’s job - perhaps for life - should be something she could combine with her talents. She thought Lauren would enjoy her career more if it combined with her hobby, she says.

“ I look at the kids and I want them to be happy. When they know what they want to do and they have their heart set on it, I wouldn’t stop them,” Sandra says.
Did you influence Lauren’s career choice at all?

“It was a combined thing. Lauren did well at school. The only influence I had is that I wished that somebody had taken an interest and pushed me. At school she was very artistic, very creative. She’s never wanted to be in an office.

“Signwriting was one of the things on her list that she thought of to get into, so we went and talked with Havelock North Signwriter, Willy Ransfield, at the expo.”

Why did you go along to the expo?

“I suppose it comes from my own childhood. I never really had any backing, nobody ever really directed me and said ‘you could do this, you have these talents’. At the expo all the kids were more interested in getting free stuff and looking cool in front of their mates, but I was standing by taking notes and saying, ‘This is what we’re here for’.

“I enjoyed the expo because I never had that opportunity. I don’t want to control what she does, but I wanted to back her up.”

What do you think about Lauren’s pay and prospects as a Modern Apprentice?

“It’s a long course - five years, and the pay’s not great. But we encourage her. She’s paid off her own car. She’s still able to get little things for herself, nice clothes. Because it’s something she enjoys, she doesn’t moan too much about that.”

“An apprenticeship is great because we didn’t want her to come out with a huge debt from Uni.”

“An apprenticeship is great because we didn’t want her to come out with a huge debt from Uni.”

Give girls a go

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Contract signwriter Melissa Watts, 38, finds her trade allows her to fit her work around her life rather than the other way round. A signwriter for 22 years, Melissa has been able to take time off to have children and return to the workforce. Now that her son Sean is eleven years old and daughter Alice is aged four, Melissa works part-time at two Hawke's Bay companies to fit around family demands.

Most of her employers have been really fantastic about her working hours, Melissa says. "Generally speaking because I'm reliable and a competent signwriter, they've allowed me to dictate the terms to a certain degree."

She has tried a few different ways of fitting work and family. "Because I'm contracting now I don't have fixed hours. Whereas when I was in Auckland and had Sean I worked regular part time hours. I was on wages then but now I invoice the companies I contract to on a regular basis. I'm basically my own boss," she says.

Currently she contracts out for \$20 an hour, two days a week with CSM Signs in Hastings, and one or two days a week for Sign It Up in Napier.

Owning your own business is where the big money is for the signwriting trade, she says. She hasn't wanted to do that, saying she is focussing on her family for now. "I like the flexibility of working for someone, without too much stress. But there's nothing to stop women in the trade owning their own company, and several do. Certainly if they have a bit of 'nous', talent and managerial skills, then there's no reason why not!"

The mostly male work environment doesn't faze Melissa, though she cautions that it is no place for prudes. "You know, it's just, 'Be one of the boys' to a degree or not fit in. I'm probably as bad as the rest of them, as far as giving what I get." It's an environment where women have to learn to stand up for themselves, but once they do, it can be fun, she says.

Being female has never held Melissa back in her career. She started her apprenticeship 22 years ago, when female signwriters were even more of a rarity than they are now. Fresh out of school and with some good school reports and artwork to show for it, she applied for a signwriting apprenticeship in Feilding.

"My employer at the time said, 'You've got all the qualifications we want, the only difference is that you're a woman. I can't think of a reason why that should make a difference so I think we'll 'give a girl a go'."

"I like the flexibility of working for someone, without too much stress. But there's nothing to stop women in the trade owning their own company, and several do."



Building

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Hammering out some ground rules Nikki Kettle

My way or the highway Mike Pryor

Building a career Annette Maitland

Making a neat and tidy job of it Richard Gibb

Hammering out some ground rules

Give Girls A Go!



Third-year building apprentice Nikki Kettle, 19, had a tough road before finding an apprenticeship that would give her the training she wanted. But now she's working at Estate Builders in Hamilton and learning skills that could take her anywhere. She'll even be building herself her own home soon. During her apprenticeship she's discovered how to take charge of her learning and to think for herself. In her experience, the easy way out was a road to nowhere.

The Palmerston North teenager says she always knew she wanted to do something like building. "I'm really into my sport so I knew I wanted to do something that wasn't sitting down all day inside. I like having to use my brain," Nikki says.

Nikki grew up with a father and brothers who were all motor mechanics, and a mother who raced cars with her father. "So I've always been around a male environment," she says.

However, it took three apprenticeships and three moves before she found a workplace that would support her learning. Her first year was

spent on big commercial high rise buildings and apartment blocks in Wellington, which she says was “boring and cold”. As the only woman in a crew of 200, Nikki felt outnumbered.

“But I never really felt like quitting. I don’t know if that was because everyone said I would quit and I didn’t want to prove them right, or just that I had done a year and didn’t want to throw a year of my life away.”

Moving back to Palmerston North, she started a new apprenticeship with a crew of seven, still doing commercial work such as storage sheds. The smaller crew was an improvement, but the work was still repetitive. “I spent two solid weeks last year sealing panels, putting sealant in between panels. You just learn nothing, sealing panels, but that’s what had to be done.” Nikki felt the men didn’t appreciate having a woman in their workplace, though she was on good enough terms with some of them to have the occasional beer after work. “I was put to work by myself a lot because they couldn’t be bothered with me. And I don’t know if that was because I was a woman or because of my own personality, but I was cast aside a lot.”

But Nikki was not yet ready to give in. “I do think I have the attributes or whatever it takes to do it. I think I bring something else to the building trade. Like, organisation. I seem to be able to get to places on time.”

She moved to Hamilton and looked for work. Twelve builders she rang who were looking for apprentices wouldn’t even talk or meet with her. But her luck was about to change. After going back home again feeling “down as, because I had just been denied by all these people”, the Building and Construction Industry Training Organisation (BCITO) suddenly stepped into the rescue.

One of the BCITO Modern Apprenticeship Coordinators was looking out for her. He called Nikki to say that Mike Pryor, of Estate Builders, needed someone to start the next day. “So it just happened and fell into place.” And finally Nikki feels she’s in the right place to learn her trade, working in a small team of three where her boss is on hand to monitor her progress. Small teams and smaller jobs are the way to go, she says. “I think doing commercial, you can go through your apprenticeship and finish it and not know anything.”

The houses Nikki works on now require more detailed finishing, she says. “It’s got to be a lot tidier because it’s going to be seen.” Since Nikki hasn’t done a lot of housing before, she has some catching up to do. “Here I’m not exactly thrown in the deep end, but given a task to do and allowed to get on with it. They don’t care if I don’t know how, because I’ll just ask. I haven’t been made to feel stupid if I don’t know a lot of what they do.”

It's been a challenge for Nikki to get the training she needs. Her previous work on commercial sites did not require her to learn how to read plans, because the site foremen took care of that. "It's easy to be lazy and not do it, and let someone else do it for you."

Nikki says she can keep up with the guys physically, as long as she's on top of her game. But she says there's a danger that, because a woman can ask for help more easily than a man, it's tempting to be lazy there too. "It's easier for me to go 'Oh someone, can you please do this for me, pretty please,' and they'll go 'Oh yeah, OK then,' and so I could slip through. But then you don't learn anything and you don't get anywhere."

The optional units of the Modern Apprenticeship can be skipped on commercial sites. Nikki says this means somebody can finish their apprenticeship and be a competent builder, but only on a specific type of building. "I could build a 14-storey building, but I couldn't do a soffit in it, a nice tongue-and-groove soffit." (A soffit is the underside of an overhanging structure such as a balcony or eave.)

Nikki loves what she is doing now. It involves a lot more thought. "You've got to put the effort in to make it look nice." Now she does more planning, working out the process and how things will look.

She likes the social aspect of the job, with all the interesting characters she gets to meet every day. And she loves the shared sense of achievement that goes with building. "Not all jobs you can see what you've achieved that day. Here we're about to pour the floor and...it's been such a struggle to get here. We've worked knee-deep in mud, been soaked through and shivering, and we've been out on hot days when you just want to find some shade. You've done it all, and at the end of the day you get to see what you've done."

Nikki says her friends think her job is really cool. "My friend's a builder, beat that!" Her family wasn't surprised by her career choice either. It was a good decision for her because she is not carrying a student loan. "I couldn't really just rack up debt and then spend the next ten years paying it back. I wanted to be able to do something that didn't cost me a million bucks, and actually come out with a good solid qualification that can take me anywhere. I can do it anywhere in the world."

My way or the highway

Give Girls
A Go!



Hamilton builder Mike Pryor, of Estate Builders Limited, reckons he is one of the fussiest guys around and that is one reason why he prefers to work with apprentices. He is willing to put the time into training them properly so he gets the benefit of a work crew that he has moulded to his standards. He has picked a diverse group too, including a long-established builder who is working towards a formal trade qualification, and female Modern Apprentice, Nikki Kettle.

Apprenticeships give Mike some control of the way his crew works, he says. "I prefer to train people up my way," Mike says. With apprentices, he has a better gauge of their abilities. "You know what you have to work on and what you don't have to work on."

He used the same philosophy employing Nikki as he would with any apprentice. "Give them a shot. It doesn't matter whether they're a boy or a girl. It's about the way you work with me, and if you listen and do it, then I'm happy."

With Nikki, it's so far so good, he says. "She can swing a hammer, mate. I don't care if she's black, white, green or orange, female or male, it doesn't bother me." Nikki brings an element of order to the site too. "What I've noticed so far is the cleanliness, the punctuality, pretty impeccable."

Mike says that generally apprentices respond to criticism better than qualified builders. "You'll tell qualified builders, 'That's not good enough, do it again,' and they'll spend the rest of the day sulking. Whereas an apprentice knows the standard from day one, so they just get annoyed with themselves and not with me."

Mike likes things done to a certain level, and prefers having a crew that expects the same level. "Like, I grizzle about a millimetre, when most people grizzle about 15 millimetres."

He tries to prepare his apprentices as well as possible for what they will be doing. "I want to know that any problem they're going to solve, they're going to have a couple of ways of looking at it, because I've shown them a couple of ways. I want to know what their capabilities are before I put them on a job. Otherwise I could leave them to it and have it turn to custard because they don't know what they're doing. That gets very expensive."

Because Mike takes training seriously, he puts a big time commitment into marking his

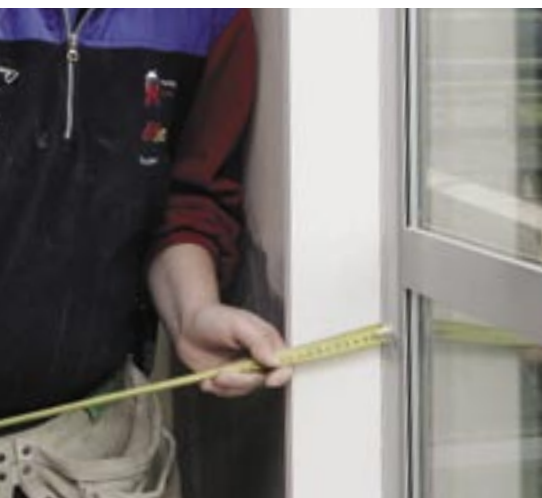
apprentices' books and making sure they're filling out their diaries. With three apprentices, that could work out to over \$500 of his time during the year. But that is easily offset by the savings he makes on wages. "You can be paying an apprentice \$13 an hour to do the same job a \$25 an hour man can be doing."

Mike says some people don't seem to get the variety of learning experiences they need during their apprenticeship, either because they don't pursue it or because their employers don't offer it. He disapproves of workplaces that employ apprentices without teaching them anything. "Most people I know are good tradesmen but there are some rogue guys out there who are just using Modern Apprentices. I've had guys come to me in the last year of their apprenticeship that I would have thought were in their first year. You could spend four years just doing skirting, and someone would sign you off as a tradesman. Whereas I really like to get people to do everything and not just make money off them."

Having Nikki on site hasn't changed things much, though Mike admits to having the question of political correctness at the back of his head sometimes. "I'd say I think about it a bit more than I would normally. It's a bit of a learning curve for both of us."

Building a career

Give Girls
A Go!



For a girl who always loved working with her hands, there is great satisfaction in looking at a finished building and thinking “I had something to do with that”. “Standing back and looking at the building once it’s done, that’s awesome,” says Annette Maitland, 19, who is a Modern Apprentice with Christchurch’s HRS Construction.

Her outdoor work can range from framing to putting up exterior linings to interior joinery. But the business side of the industry, tendering for contracts and beating the competition, is also a thrill. “Seeing the job come through and we get it, that’s a buzz,” she says.

Annette’s apprenticeship includes construction management as well as building, so one day she may find herself in her boss’s shoes.

“As long as I keep my apprenticeship up, I’ll end up as a trained builder and then with this construction management, it basically gives me qualifications to be a foreman and then

the next step up is quantity surveyor, which ties in with construction management," she says.

With quantity surveying jobs paying upwards of \$70,000, Annette would certainly be well rewarded for sticking out the four or five remaining years of her apprenticeship. She says her boss has an "optimum" lifestyle. He's worked hard and receives the benefits of it. Meanwhile, HRS is looking after her, with her own office where she builds her project management skills, and other benefits. "I get a tool allowance and study incentive plan, so it's a very good scheme."

Days can be long. As well as working, she has two night classes and one day class a week at the Christchurch Polytechnic Institute of Technology. And she doesn't look forward to cold mornings when there's concrete to pour. "But it's worth it. I can see what's going to happen at the end of it."

Already she is getting a feel for directing projects. "If I'm out on site, the foremen are really good because they realise I'm doing the construction management course. They get me looking at plans and deciding myself what needs to be done. I relay back to them and they give me an idea of where everything's at."

She calls the guys she works with "brilliant" and doesn't have a problem with the male

environment - and that extends to the toilets. Building sites provide Portaloos, which are unisex, and she has no qualms about sharing the facilities at the HRS office. "We have a lot of family guys and they leave the toilets rather clean."

The biggest challenge she finds is with the heavy lifting that is sometimes needed, but she says there are some men who also have problems with lifting things.

"Basically you just get more guys, because everybody has their own strength and ability, and once you've hit what you're capable of doing, you get somebody else to give you a hand. And all the guys are fine with that because it goes both ways.

"The main thing is you don't overdo it because you're going to injure yourself for the rest of your career. Everybody's in the same boat so you just help each other out. I find this company is really good with that."

Women's smaller strength is compensated by other skills, she says. "We're definitely better on the finer details, finishing work and bits and pieces like that. We do seem to have a better eye for that."

Annette probably got the building bug from her step-grandfather, who is a builder.

"He just took me under his wing and went, 'This is what we're doing today, do you want to come?' That was great."

She enjoyed practical subjects and did woodcraft at school. Since university didn't appeal she went to Polytech and found that trades were her "thing". Joinery was her first choice, but "it felt too much like factory work, pushing things through". Instead Annette capitalised on a work experience programme she had done during her Seventh Form year at Burnside High School. "Actually my old school helped me out and set me up with these guys and here I am, basically."

"I kept in contact with the company and they were happy with my work experience, and they took me on. Very few questions asked. They'd seen my performance. That's one thing I'd say to women looking to get into the trades - do work experience."

Annette said she would definitely encourage other women to try a building apprenticeship. "It's a great trade to get under your belt. You can do anything with it. It can take you round the world."

HRS Construction is a Christchurch firm employing between 20 and 30 people. It does light commercial work such as schools and is starting to move into civil work. Annette is the only woman and has been with them for 15 months. She did her pre-trade building courses at Polytech and is currently doing BCITO construction management courses. Annette sees her Modern Apprenticeships coordinator every three months, but she can phone him for advice if she has any problems or questions. Annette started her apprenticeship on \$11.11 an hour (around \$23,000 a year); which is 60% of a base carpenter's rate. Every six months she receives a review and her wage increases through one of eight steps that will take her up to a base carpenter's rate by the end of her training. Jobs for experienced quantity surveyors are advertised for between \$70,000 and \$90,000.

Making a neat and tidy job of it

Give Girls A Go!



Construction company director Richard Gibb has one word for Christchurch building firms looking to employ a female apprentice: “Don’t! – Then we can pick them up.”

Annette Maitland is the first female Modern Apprentice that HRS Construction has employed. When she approached the company for a job, Richard (then a site manager with the company) had reason to hope she might be good. He had already seen the work of another woman

apprentice. In his opinion she was one of the top five apprentices during the year he spent as a carpentry tutor. That woman had “outstanding trade skills”, he says.

“Annette is very much like her. I had Annette on my site at Papanui High School when she’d just started...doing architraves and skirting.

It didn't take long to realise that she knew what she was doing. She was making a very neat and tidy job. She was no different to some of the carpenters we had undertaking the same tasks. Annette has natural practical ability."

Annette came to HRS having already completed her pre-trade training, "which was an obvious benefit to us," Richard says. "But she's also taken on extra study that we offer to our staff. I believe she'll carry on hopefully and complete her Diploma in Quantity Surveying."

There haven't been any problems with having Annette as an apprentice, and he doesn't anticipate any in the future, he says.

The company has a history of being very pro-active about training. Richard says that philosophy comes from the directors of HRS Construction. They have a desire to keep the company and industry at large moving forward by "ensuring that supervision roles are catered for in the future".

The industry's biggest shortfall is in the area of site managers, he says. Richard is currently finishing diplomas in construction management and quantity surveying himself. "During the company's history we have supported our site managers and junior quantity surveyors through these courses."

"Trainees don't always stay with the company that trains them but at the end of the day someone has to undertake staff training. We believe that trainees add value to our operation by way of innovative ideas and youthful enthusiasm."

HRS Construction employs around 30 people, and usually has five or six apprentices. Richard says the company does not have any gender bias when it comes to choosing apprentices. It just has to be somebody with the right skills and the right mental attitude and aptitude, he says. "That just happened to be a girl."

"Trainees don't always stay with the company that trains them but at the end of the day someone has to undertake staff training. We believe that trainees add value to our operation by way of innovative ideas and youthful enthusiasm."



Joinery

*Give Girls
A Go!*



A woman in the workshop Paul Murray

A step ahead Stuart Cowan

A woman in the workshop

Give Girls
A Go!



Christchurch joiner Paul Murray says the key to a successful apprenticeship relationship is finding the right person for the job – and gender has nothing to do with it.

“It doesn’t matter what the person is, whether it’s a boy or a girl, a man or an elderly person, they’ve got to have that initial thing for it,” he says.

Paul has run Paul Murray’s Joinery in New Brighton as a sole trader for 30 years. He suffered a massive heart attack three years ago and realised it was time to slow down and get some help. A friend of a friend said he knew of somebody looking for an apprenticeship.

Paul said, “Send him in,” and soon afterwards, much to his surprise, a young woman walked in the door.

For three years she learned and worked as a Modern Apprentice on the wide variety of tasks required in Paul’s workshop, which extends well beyond “assembly-line” joinery.

Though she has since moved on to finish her apprenticeship at another joinery, Paul sees no reason why female Modern Apprentices shouldn't succeed.

"It doesn't really matter. From the lifting aspect, that's the only thing, but the rest of the time they're fine, they seem to cope."

Since his heart attack Paul is careful about what he lifts too. "The size of things I do now, they turn out the same size but I try to break them into pieces that you can actually physically handle...We'll assemble it here with a few screws, then pull it apart and take it into the house in kitset form and assemble it in there."

Paul is a craftsman joiner whose skills extend beyond assembling kitchens - something he feels not all apprentices appreciate. He does aluminium doors and fly screens, caravan fit-outs, roller and security doors, and even the occasional bit of handcarving or tiling.

"I go out and measure it all up and price it, and then it all comes back here and we start some flat sheet forms, and it gets produced into whatever the client wants, and then we take it out and install it. So it's a complete job, we do the whole thing."

He says it's hard to find good people, as there is definitely a skills shortage in his trade. However, he recommends having a longer trial period of perhaps two months to make sure the apprentice is suited. Getting more women into trades training is a good thing, he says, "if they're interested in it, that's the crux of the matter."

"It doesn't really matter. From the lifting aspect, that's the only thing, but the rest of the time they're fine, they seem to cope."

A step ahead

Give Girls
A Go!



Christchurch joinery manager Stuart Cowan doesn't have time for outdated ideas around the business, so when the Christchurch Polytechnic Institute of Technology recommended a female Modern Apprentice to him, he didn't hesitate. "We had trouble getting boys with the right attitude in the past few years. To be honest, what did we have to lose?" Stuart says.

In fact the company, J.B. Joinery, had a lot to gain by employing Claire Symonds. Not only is she "very keen" but her presence in the workshop apparently pushes the other apprentices to do their best, he says.

"Whether she's male or female, the fact that she's reasonably good, means they don't want to be beaten. You've got that environment on the shop floor where they're all trying to be one step ahead of the other. As long as you're hiring good ones, they're pushing the person above to improve themselves."

The joinery, which employs around 35 people, usually has four or five apprentices. Asked whether employers are missing out on an opportunity if they don't look at hiring women, he says, "Very much so".

"Everybody's desperate for good staff these days. Unfortunately a lot of the joiners around the Christchurch area don't like apprentices. They think it's extra cost, extra hassle."

But Stuart says the Modern Apprenticeships scheme has made a big difference. "I don't have to worry about paperwork."

Benefits for the company flow on into the future, as most of the trainees stay on for at least a year or two after their apprenticeship. "We like to think we retain what we start."

Stuart says Claire "hired herself" from her attitude when she arrived. What counts is personality, enthusiasm and determination, not gender, he says.

But because of the scepticism from the other tradesmen when she walked in the door, he was careful at first about who she worked with until he could see what she was like. "To be honest she's pretty broad minded...the male working environment is not what it was 30 years ago, but that doesn't mean it's perfect either. There's a lot of stereotyping still to be sorted out."

Stuart says joiners tend to have a mentality that anything new is "a load of rubbish" until they've tried it. "It doesn't matter what it is, if it's change, it's negative until they see the positive."

"But then I was having the other tradesmen - who I'd expected to get the grief from - saying 'she's pretty good, you want to make sure you don't lose her'."

Claire is starting the second year of her apprenticeship with J.B. Joinery, a firm of around 35 employees doing mainly commercial work around Christchurch. She was taken on after a three week trial period that was extended to six weeks. J.B. Joinery paid for the first set of tools, which Claire pays back out of her tool allowance. The company also pays a percentage of her fees at Polytech and her wages while she is there. When she finishes, she expects to make between \$31,000 and \$52,000 a year.



Motor



A need for speed Samantha Rufus

Bike-minded Tony Jury

Getting off to a roaring start Maree Montgomery

A civilising influence Grant Lewis

A need for speed

*Give Girls
A Go!*



A love of speed drove Samantha Rufus's career choice. The 18-year-old moved to Pahiatua to take up a motor trades apprenticeship because she loves motorbikes.

It's all about speed, Samantha says. But she also likes "the whole concept of how they work". Her Modern Apprenticeship at Tony Jury Motorcycles could see the Australian-born teenager accelerating ahead of her former classmates too.

"A lot of people at high school you think are going to go on and be popular often get stuck working in New World and jobs like that.

Some of those jobs have no future, whereas this could really take you round the world," Samantha says.

Samantha's father, grandfather, uncles and brothers were all into playing around on bikes, she says. She bought her own first bike, an FXR 150, when she was 15.

Like many teenagers, Samantha was unsure what to do after she dropped out of school. She worked a number of different jobs around her hometown of Dannevirke, such as the supermarket, the meat works, and Hiremaster. Hiremaster had a motorbike division, and she could feel herself drawn to that. But they couldn't offer her an apprenticeship.

"I worked down at the meat works for a little while, and bought myself a motorbike, one that didn't go, to try and fix it up. I saw an ad in the paper for the job here and applied, not thinking too much of it, went back to work, and they gave me a call."

Samantha has been doing her apprenticeship for six months and has found good support for her studies in her workplace. She never felt as though she was treated differently because she was a woman. "No, I was just one of the guys as soon as I walked in. So that was never an issue."

Her boss is Motor Industry Training Organisation (MITO) registered and her workmate Robert is fully qualified. "Robert's out in the workshop and if we need studies as far as MITO goes, we've got Tony." The MITO Modern Apprenticeship coordinator comes around every six months and "basically does all the formalities".

She finds the course structure clear enough. "It's set out the same way as NCEA at school... I did a lot of correspondence school. It's exactly the same." She also likes the fact that the pace is self-set, "within reason. They do have a certain minimum. But as far as fast or slow goes, you can set your own pace."

"You can pretty much go as high as you want. My boss Tony started out being an apprentice and now he's got his own business."

Samantha's still on the first rung of her apprenticeship, but knows that won't be forever. "The more you learn, the more you're worth." If she wants to have children in the future, the job lends itself well to working from home, she says.

Bike-minded

Give Girls
A Go!



Tony Jury of Pahiatua's Tony Jury Motorcycles says the main thing an employer should look for in an apprentice is their desire, determination and application to prove themselves.

“I'm sure there'd be a lot of people that'd blindly say 'no' and wipe out 50 percent of applicants because they're female, but I think generally that's not so widespread now as it would have been 20 years ago,” Tony says.

When Samantha Rufus turned up seeking the advertised position of a Motorcycle Technician apprenticeship, Tony recognised a fellow motorcycle enthusiast. “She wanted to become a qualified motorcycle mechanic. I could actually empathise with that, so I decided to give her an opportunity,” he says.

Although he'd always felt the workshop was a man's domain "what with all the lifting and swearing and cursing", he saw that Samantha was strongly motivated towards her goal.

The workshop environment hasn't been a problem, he says. "She fits in pretty well. She likes to be treated like one of the boys, so that's exactly what happens. If I need something done I put my blinkers on as to whether she's male or female and just ask for the job to be done, and I expect it to be done."

Asked whether the heavy lifting of engines and engine parts is a challenge for her, he says there's always somebody around to help. "She's got no problem; she's just got to ask. But she probably wrestles away by herself. I just tell her to eat more Weetbix."

What she lacks in physical strength, she makes up for in other areas. "Well she's very thorough, especially the paperwork side of it - and some of the boys aren't!"

"I'd say she's probably been excelling through some areas of the apprenticeship system."

Tony has been in the industry for 29 years and owned Tony Jury Motorcycles for 16 years. The business employs 15 people including four apprentices, and provides sales and service for bikes, farmbikes, small power equipment, mowers, ride-on mowers, chainsaws and trimmers.

It is an important service for a rural town like Pahiatua. Tony says a fully qualified mechanic can earn \$20 an hour, which is pretty good considering the lower costs of living, and relaxed lifestyle. "In Auckland or Wellington they'd probably be earning more."

What she lacks in physical strength, she makes up for in other areas. "Well she's very thorough, especially the paperwork side of it - and some of the boys aren't!"

Getting off to a roaring start

*Give Girls
A Go!*



Maree Montgomery has grown up around the roar of hot rods, so a panelbeating apprenticeship seemed like a natural step for her. Her father, now a “muscle car” fan, used to race drag cars when he was little, and her mother used to race go-karts, Maree says. So when Maree started getting into trouble at school, a car-related job seemed like a better choice. “Do something you like, otherwise you’ll just find it boring,” is Maree’s advice.

The 16-year-old who admits she hates schoolwork and “doing stuff that’s sitting down” was already building her own drag car with the help of her father. “I’ve been driving since my feet could touch the pedals. But I’m more into my motorbikes now,” she says.

Maree could have a future in motocross. Suzuki New Zealand is considering sponsoring her motocross racing, she says.

Meanwhile Maree finds her panelbeating apprenticeship hard but fun. “It just started as an after-school job as I was more into trying to learn how to be an engineer, so I could fix my

own cars. But then I thought panelbeating my own cars and painting them would be better, and my dad could show me the engineering side of things. I like fixing them up. We get some nice cars in here!"

Maree is only one month into her apprenticeship, but has been working at Edwards Panel and Paint in Lyall Bay, Wellington, for eight months. Lifting things is the hard part of the job, but the boys in the workshop help. Maree says the work is worth it. "It's good seeing things finished. That's what I like."

The apprenticeship will take her two and a half to three years. In the end she hopes to move up to doing more hot-rods. At the moment Maree isn't interested in doing a qualification in automotive engineering, since she learns enough to fix her own cars from her dad.

Maree spends maybe two and a half hours a week on the writing part of the apprenticeship, which she doesn't enjoy. "I'd rather read about it and do it instead of writing the answer down."

But it's easier than sitting in school every day, although she envies her mates at school holiday time. She isn't alone, however. Several of her friends are doing apprenticeships in things like engineering. "All my friends are guys anyway."

Maree earns \$9 an hour, but like other apprentices her salary is reviewed as she learns more. Another apprentice in the workshop is earning \$12 an hour after fifteen months. Maree had some tools from her dad, and the workshop provides the rest. Once fully qualified, Maree expects to earn between \$20 and \$23 an hour.

... it's easier than sitting in school every day, although she envies her mates at school holiday time.

A civilising influence

*Give Girls
A Go!*



Business is booming for Wellington panelbeater Grant Lewis, and he has filled the need for extra hands at Edwards Panel and Paint in Lyall Bay with three apprentices. He credits his youngest apprentice, Maree Montgomery, with being a civilising influence. With Maree there, the guys aren't going to be so coarse, Grant says. "It's quite good having a woman around. It evens the balance a little," he says.

He takes her arrival as a sign that the industry is changing from the old days when apprenticeships could be really tough. "People were given a hard time with all sorts of nasty things," he says. "I don't think it happens now, or not that I know of."

"Everyone's pretty aware now these days of how to treat people, not only different genders. Everyone's the same really. She's fitted in quite easily."

Grant, who has been in the industry for 30 years, says he's always wanted to have a female apprentice, especially as a spraypainter, but he could never get one before. "I think they'd be good in the painting industry. Good at fine finishing and they're quite particular. Plus they compete against the guys. They like to do a good job."

Grant says the guys compete as well, and a certain amount of good-natured jibing goes on in the workshop.

Grant's business employs ten people in total including four panel and four paint workers. Usually it would be quite hard to find apprentices but he's been both lucky and pro-active. Rongotai College is not far away, and by talking to the school's careers advisor he found a boy who was thinking of leaving school who had potential as an apprentice. Matthew started as a car groomer and is now signed on as an apprentice.

Maree was introduced to Grant by her father, an engineer who works across the road.

Maree's father could see that she had had enough of school and he wanted her to have a job for the holidays. "She's always worked with her father on bikes in his garage, fixing stuff mechanically. He thought it'd be a good idea to get her a job in a workshop."

The holiday job never really finished. After a few months Grant got the Motor Industry Training Organisation (MITO) to interview Maree and her father, to see whether a Modern Apprenticeship would be suitable and Maree began her training.

"She likes working on cars. She doesn't want to sit in an office, she says. So, she's proving herself. She's great."



Electricity Supply / Electrotechnology



High powered woman Tracey Johnson

Cranking up the supply Alastair Borthwick

A life on the open road Kushla Chapman

High powered woman

Give Girls
A Go!



Forget manicures. Tracey Johnson, 26, is too busy keeping the Manawatu's power supply online to worry about perfect nails. The recently qualified electricity supply technician carries ladders, climbs power poles, checks faults and fixes fuse boxes as the only woman on the lower North Island team of power distribution company Tenix.

Any female that wanted to do it could do it, Tracey says. "But they'd have to be aware that it is quite a physical job and you do get dirty fingernails and stuff like that. You get cuts and scratches and you don't have very girly hands at all," she says.

Tracey doesn't find that a problem, as she's been non-traditional since school. "I did automotives, woodwork and metalwork. I played rugby, soccer, hockey and all that stuff... I've never really been a "girly girl" but I've been a tomboy the whole way through basically. I think that has a lot to do with where I am at the moment."

She loves working out in the environment, the challenges of the job, and “getting out there and showing people I can do it”, she says. She honed her attitude in the Army, where she relished the challenges of basic training. “It’s normally when you either break down in tears or you go ‘give me more!’” She opted for “more” and went on to serve for four years, saying it was the best thing she could have done. “It teaches you respect, it teaches you motivation. It’s a good stepping stone for any young person, and I truly believe that.”

During her Army years she started doing telecommunications work, which she found interesting. “We were running lines and connecting bits and pieces up to a line. I thought, ‘I really really like this work’.” Training as an electrician through the army would have taken too long, so she got out and started a pre-trades apprenticeship through UCOL. She has just finished a three-year Modern Apprenticeship at Tenix, which she was able to do although she was a year older than the usual cut-off age of 21 years when she started.

Tracey had to overcome some scepticism from her male workmates at first. “They thought, ‘Oh man, no, is she going to be able to carry the ladder when it’s cold?’ And things like that. But once again you just have to get out there and prove to them all that you can do it.”

Now Tracey has other apprentices under her “to boss around” but she would like to see other women join the industry.

Her Tolaga Bay family - many of them Ngāti Kahungunu - and her friends are very supportive. “My grandparents are so proud of me it’s not funny. And my hubby, he’s really proud of me and worries about me at the same time.”

At some point, Tracey wants to have children but stay in the trade. Meanwhile, she knows it is possible to earn over \$70,000 a year with overtime rates if she is willing and able to do callouts.

Although Tracey’s job is in the power lines and distribution side of the business, her apprenticeship has also equipped her to do domestic, commercial and industrial work. “I can go anywhere and do anything!” she says. “I definitely could set up my own business. It’s definitely something to look at further down the track.”

Cranking up the supply

Give Girls
A Go!



Tenix field services manager Alastair Borthwick credits Modern Apprentice Tracey Johnson with making a difference around the Palmerston North power distribution company. “She’s paved the way. She’s changed attitudes around here in some respects,” Alastair says.

She has “a fantastic attitude” and has performed extremely well in a male-dominated environment, he says.

Alastair sees no reason why women can’t be electricians, and says that after his experience with Tracey he would “absolutely” consider taking on another female apprentice. “Whether females choose to go down this vocational path or not is really up to them.

There's nothing really stopping them from doing so," he says.

Alastair is in charge of about 35 staff who manage electricity supply from Manawatu through to the Wairarapa. There are four apprentices at Tenix currently: two electrical fitters in the workshop and two line maintenance staff. "We don't have a huge number of trainees per year but we're trying to crank them up."

Alastair finds the apprenticeship schemes "a bit disjointed" compared to the way it used to be. "I much prefer the old way of doing things, with block courses and logbooks." But he concedes that a bigger problem is the shortage of skilled people to train the apprentices.

For those that finish the course, he says a qualified electrician can make between \$18 and \$21 per hour. But since Tenix has to be ready to repair the power supply at any time, there are always opportunities to earn extra by being rostered on standby. Callouts after hours earn time and a half, and there are extra allowances for live line work. Some employees are making over \$70,000 per year, he says.

"Whether females choose to go down this vocational path or not is really up to them. There's nothing really stopping them from doing so."

A life on the open road

Give Girls
A Go!



When Whangarei teenager Kushla Chapman looked for a career, she was sure of one thing - she didn't want to be stuck in an office every day. Now aged 24 years, and close to qualifying, her job as an electrician and metering technician for Hamilton firm Electrix takes her on the road from Taihape to Kaitaia.

Kushla says she “went hard-out” researching what to do, because she didn't want to put a lot of effort into something that she didn't like. “I'm a hands-on person and I couldn't picture myself in an office. I looked into all the different trades that I could do like building and engineering and electrical,” Kushla says.

In the end the money decided her - as a metering technician she expects to earn at least \$23 an hour, and the job has longevity. “I wanted a job I could do until I was 70 or something, and I can do that with this job,” she says.

She says it's a job with a lot of travel and a certain amount of fresh air, and she enjoys the fact that it's different and has variety. "If I was only in one office day in and day out I'd go mental. We've got dozens and dozens of different sites that we go to, and I really love the travelling. It's really cool." She has friends and family all over the country, so the job lets her visit them frequently.

Kushla fixes faults and checks equipment such as voltage and current transformers in the substations that transfer power around the top half of the North Island. It's very technical work, and she needs good maths skills to do it. It is also physically challenging. "I love physical stuff, because it's good for you."

It can be dangerous working with high voltage equipment, but she feels women have an advantage in this kind of work. "We're more thorough, I reckon."

She has already had the experience of watching one of the guys connect the earth lead for some test equipment to the wrong place after ignoring the clearly marked "safe" section. "He went and put it on something live. It was 33,000 volts, so it just went 'Boom!' and there was this big lightning bolt. The whole ground just sizzled and these stones went flying everywhere."

But Kushla feels sure she won't be making that mistake. "I reckon we're more careful than guys. I check all the time that something's safe."

There are a few other female electricians and line mechanics working at Electrix but it's a mainly male work environment. Kushla prefers that to an all-female workplace. "I have such a good time with all these guys, they're really cool. They're wicked!"

Because metering technicians and electricians are in high demand, Kushla expects to have considerable freedom to move around in the future. "The industry that we're in is so specialised that not many people do it."

In total, her training took three and a half years, starting with a six-month level two electrician course at the Waikato Institute of Technology. Kushla says she could have finished in a shorter time if she had wanted. "It's completely dependent on the person. It's not a set three years; it's when you get your butt into gear."

Kushla earned \$12 an hour when she started with Electrix, and the rate was increased every time she passed a level or got a credit. Near the end of her apprenticeship, she is on \$16.50. Kushla thinks she'll make around \$23 an hour once qualified. "Well, that's what I'm going to ask. I'm pretty confident. You never get anything if you don't ask."



Glazing

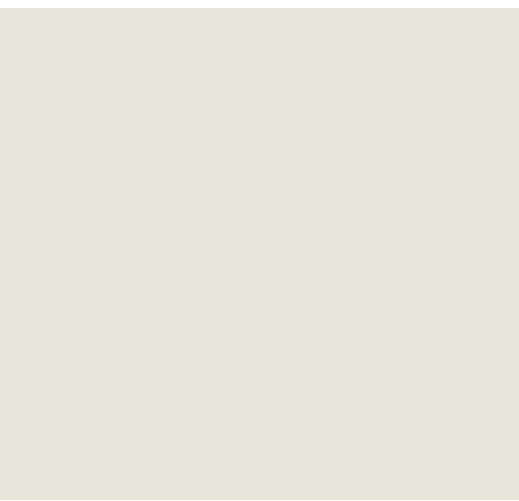
*Give Girls
A Go!*



Woman with windows Hannah McDowell

Woman with windows

*Give Girls
A Go!*



Hannah McDowell pretty much just fell into her glazing apprenticeship when the Ashburton Glassworks needed another glazier. But now it's everything she ever wanted, she says.

Hannah used to do odd jobs such as vacuuming at the glassworks after school, and one school holiday they were short of a glazier so she started helping out full-time. When she finished school there was nothing else she especially wanted to do and her family were happy for her to take a job with the glassworks.

"I really love it. It's something different," Hannah says. "I like getting out there and meeting people, and not being stuck inside all day. I'm learning different things, there's heaps to do, and there's a variety of work."

She finds glass an interesting material to work with. “You can do so much with it compared to what it was. You can have completely glass walls suspended from the roof down to the floor.”

Lifting large sheets of glass can be a challenge, but Hannah says there are generally two people if something is too big. “It’s not so much the lifting that’s the hard part, it’s more the new systems you haven’t seen before that you struggle with, like aluminium frames. If you’ve never seen them before, you don’t know what to do and you don’t know if you’re doing them right or not.”

At 19, Hannah is in the third year of her apprenticeship. Her work gives her a truck and tools, and it takes her out and about for most of the day.

At building sites around Ashburton, Hannah is usually the only woman. Her advice to other women in trades is simple. “Don’t be afraid of all the guys when you go to building sites. Some people think ‘You’ll never be able to do the job,’ but just stand up for yourself.

“Sometimes people are like, ‘I’d like to speak to someone else.’ That puts you off, but don’t be offended by it. Some of the older generation are not willing to adjust for girls being in the trade.”

But Ashburton is a small place and the tradespeople all know Hannah’s work, so they have accepted her. “I’ve had no problems on building sites.”

Ashburton Glassworks is a small company with three people doing everything including windows, windscreens, showers, and mirrors. Hannah’s apprenticeship is mostly hands-on, without much paperwork, she says. Her boss mentors her through the sixteen unit standards in her apprenticeship, mostly by correspondence, and there are three block courses in Wellington.

Because she’s started so young, Hannah feels she’s got plenty of time to change career options later on if she wants. She knows she wants to take time out to travel, but once she’s qualified she won’t have any trouble picking up work. In the future she might work in an office where her knowledge of the glass trade would be an asset, she says.

Hannah’s apprenticeship started her on \$10.50 an hour and it has now gone up to \$12.50. She also gets a \$15 tool allowance every week. Fully qualified glaziers earn around \$17.50 an hour, and more in bigger cities where the going rate is from \$18 to \$20 an hour.

Background paper

Introduction

The Modern Apprenticeships (MA) scheme is a flagship Government initiative aimed at rebuilding trades training for young people in New Zealand. It provides young people with work-based training towards nationally-recognised qualifications. The 2006 Budget speech noted “the most important contributor to economic growth in a modern economy is human capital” and then detailed increased investments in education and training. One key component was \$34.4 million over 4 years allocated to expand MA numbers to 14,000 by December 2008.¹

The MA programme is intended to address skills shortages and equip young people with skills and qualifications. It is also aimed at improving employment outcomes for women (and other groups including young people, Māori, Pacific peoples, migrants and ethnic communities). This prioritisation, reflected in the rising level of public funding for the MA scheme, heightens the importance of ensuring the policy design meets both its equity and efficiency objectives.

Women remain very significantly under-represented in the MA scheme, comprising just over one in every twelve Modern Apprentices (MAs). Pacific peoples also continue to be under-represented, making up only 2.8% of all MAs. This is despite the requirement in section 17(c) of the Modern Apprenticeship Training Act 2000 that MA Coordinators “have particular regard to the needs of Māori, the Pacific Islands people of New Zealand, people with disabilities and women”. Māori comprise 14.1% of all MAs, which roughly equates with the proportion of the working age population that is Māori. There is no publicly available data on disabled people’s participation within the MA scheme.

The EEO Commissioner first raised concern about women’s low participation in the MA scheme in a 2003 discussion paper, *Modern Apprenticeships: Training for the boys?* published by the Human Rights Commission. At that time women comprised just 6.6% of all MAs. The 2003 report contained twelve recommendations covering actions required by industry, MA Coordinators, government agencies

and schools. As this report was published women were 8.5% of Modern Apprentices. Statistics on women’s participation across each MA industry are attached as Appendix 3. They provide some indication as to whether progress has been made since June 2003.

The rationale for change

There are both social justice and business case reasons for promoting the greater inclusion of women in the MA programme. The social justice argument respects the freedom of human beings to develop their capabilities and to choose and pursue their professional and personal aspirations to their best ability. If individuals are denied equal opportunities, they are restricted from developing their skills and competencies and from receiving the full rewards associated with paid work.

The social justice case is strongly linked to the current debate about pay equity and the gender pay gap in New Zealand. Of the eight major issues identified as contributing to the gender pay gap, one is particularly relevant to the lack of women’s representation in the Modern Apprenticeships scheme.² This is occupational segregation - the jobs that women do and how jobs are valued. In New Zealand, 20 to 40 percent of the gender pay gap has been attributed to occupational segregation, with women clustered in a relatively narrow range of traditionally female-intensive lower-paying occupations.³ Clearly increased opportunities for women in non-traditional work and greater uptake of work-based trades training would help reduce the high level of occupational segregation. This issue has been consistently raised by the New Zealand trade union movement. In a June 2006 speech CTU Secretary, Carol Beaumont told female fire fighters:

“There is an urgent need to transform the world of work. Measures of success must include the extent to which there is equality of participation and outcomes. The New Zealand Council of Trade Unions believes that a strong labour market cannot be built on foundations of structural

¹ <http://www.treasury.govt.nz/budget2006/speech/spch06.pdf> Budget Speech 18 May 2006, p21

² Report of the Taskforce on Pay and Employment Equity in the Public Service and the Public Health and Public Education Sectors, 1 March 2004.

³ Sylvia Dixon (2000) Pay inequality between men and women in New Zealand, Wellington: Labour Market Policy Group, Occasional Paper 2000/1.

disadvantage. The paid work that many women do is still undervalued - and workplace cultures and practices are often impervious to the diverse needs of women workers. We do need to get more women into non-traditional work which often provides better pay, conditions and career opportunities.”⁴

As noted in the 2003 ILO Global Report *Time for Equality at Work*, education and skills “act as a powerful device to overcome unproductive, volatile, low-paid and low-status work in which groups that are discriminated against are often clustered. From a society’s perspective, the benefits derived from more productive and more responsible citizens may surpass private returns”.⁵

The business case relates to the waste of human talent and resources which has negative effects on productivity, competitiveness and the economy in general. At a practical level the business case has recently attracted publicity through the release of a business report on the skills gap. Business NZ, representing 76,000 employers covering 80% of private sector employees, states that improving New Zealand’s skills deficit and addressing skills shortages are essential to economic performance relative to comparable countries.⁶ In relation to training and apprenticeships generally, Business NZ states that increasing the number of new skilled workers will help with skills shortages although the lead-in time is usually several years. It supports the Government’s commitment to a target of 250,000 people in industry training or apprenticeships as soon as possible but supports a different funding regime. It states:

One way of achieving the target in training and apprenticeship would be to remove or raise the funding cap for this part of the education system, since trades training is the only part of the higher education system that is not demand-driven. It does not make sense to limit the number of builders or plumbers that can be trained while allowing unlimited places in university arts courses. Funding for academic courses is through a formula called the EFTS/Student Component. Funding for trades course is through a formula called Standard Training Measure Funding. These two funding streams should be put on a more equitable basis.⁷

However, reforms announced by the Tertiary Education Minister on 27 July 2006 signal that tertiary education as a whole is moving away from being a demand-led system. Instead, from the

beginning of 2008, funding will be based on three-year plans agreed between education providers and the Tertiary Education Commission, with student numbers comprising just one component of the overall funding formula.⁸

Overseas Developments

In the United Kingdom, improving women’s access to MAs has been identified as necessary to address occupational segregation and its impact on the gender pay gap. In March 2005, after a two year investigation, the Equal Opportunities Commission produced a detailed report, *Free to Choose - tackling gender barriers to better jobs*.⁹ Phase 1 of that investigation verified acute skills shortages in traditional male-dominated trades. Phase 2 then established there is a broad UK consensus supporting wider occupational choices for girls and boy. That commitment is reflected in subsequent government research on pay rates for apprentices, which illustrated how the acute level of occupational segregation by gender reinforces the gender pay gap.¹⁰

These concerns are reiterated in the UK Women and Work Commission’s February 2006 report *Shaping a Fairer Future*.¹¹ The Commission was set up by government in 2004 to consider ways to close the gender pay and opportunities gap within a generation. Occupational segregation, alongside the impact of family responsibilities and unequal pay, were the three core issues identified. The Commission specifically noted the importance of removing barriers to women in occupations traditionally undertaken by men. Many of their recommendations are relevant to New Zealand’s MA scheme, for example:

- working with employers on providing and promoting apprenticeships for women in industries where there are skills shortages
- making reduction of gender segregation a component of plans for tackling skills shortages in relevant sectors such as construction (including those related to the 2012 Olympic games)
- ensuring young people have access to careers information which gives a real understanding of the pay, rewards and challenges of occupations, particularly those not traditionally taken up by their gender

⁴ Carol Beaumont, NZCTU Secretary to the Australasian Women in Fire Fighting Conference - “Same but Different”, June 2006

⁵ International Labour Office (2003) *Time for Equality at Work*. Geneva: ILO p70

⁶ Business NZ: Skills perspectives (2006)

⁷ Ibid, page 7.

⁸ <http://www.beehive.govt.nz/ViewDocument.aspx?DocumentID=26596>

⁹ <http://www.eoc.org.uk/Default.aspx?page=17332>

¹⁰ <http://www.eoc.org.uk/Default.aspx?page=18475&theme=print>

¹¹ <http://www.womenandequalityunit.gov.uk>

- Government information campaigns should show women in occupations not traditionally taken up by them, and men as parents and carers
- further pilots of adult apprenticeships, with a particular focus on women returning to paid employment
- the promotion of Young Apprenticeships to 14-16 year olds in occupations not traditionally taken up by their gender
- employer visits to schools and 'taster' days for primary school pupils
- work experience placements for pupils pre-14 years in an occupation not traditionally undertaken by their gender
- careers education coordinators in schools to organise the provision of group visits, 'taster days' and work experience

In Australia, publicity material for their New Apprenticeships (NA) scheme profiles success stories from female apprentices and their employers.¹² Australia has placed a higher priority on increasing women's participation by extending the breadth of industries covered by the NA scheme. As a result, while the number of women starting apprenticeships or industry training has risen significantly, there has only been a slight increase in the proportion of women within traditionally male industries and occupations.¹³

International Conventions

Since the inception of the MA scheme, there have been concerns that it may replicate the gender bias of the traditional apprenticeship system.¹⁴ This is despite both international and national obligations to ensure women have equal access to vocational training opportunities.

New Zealand is party to the 1995 *Beijing Declaration and Platform for Action* which sets goals for the global advancement of women.¹⁵ This covers women's access to vocational training, particularly in non-traditional fields. Strategic Objective B3 focuses on improving women's access to vocational training, science and technology and continuing education. Action 82 includes the recommendations to:

- "provide information to women and girls on the availability and benefits of vocational training" - Action 82 (c)
- "diversify vocational and technical training and improve access for and retention of girls and women" - Action 82(e) and
- "take positive measures to promote training for the full range of occupational choices of non-traditional careers for women and men" - Action 82(g)

ILO Convention 111 Discrimination (Employment and Occupation), which has been ratified by New Zealand, requires a national policy designed to promote equality of opportunity and treatment, including access to vocational training.

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is the principal international convention promoting equality for women. Article 11(1)(c) of this convention includes "the right to receive vocational training and retraining, including apprenticeships" on an equal basis with men. The EEO Commissioner's 2003 report cited questions raised by the United Nations Committee monitoring the New Zealand Government's fifth periodic CEDAW report.¹⁶ Specifically the Committee asked whether the Government had "considered an approach which would endeavour to make the sectors currently targeted by Modern Apprenticeships Coordinators more appealing to women"

In March 2006 the NZ Government submitted its sixth periodic CEDAW report to the United Nations. That follow-up report acknowledges that "women's uptake of Industry Training and Modern Apprenticeships continues to be considerably lower than men's" citing September 2005 data showing women comprised just 8% of all modern apprentices.

Appendix 4 of the Government's CEDAW report depicts the relationship between CEDAW and New Zealand's *Action Plan for New Zealand Women* (published in March 2004). It lists 'changes to the Modern Apprenticeships scheme' as one of the actions which will help to meet NZ's obligations under the Convention.¹⁷ The four key steps and related milestones set out in that Action Plan are attached as Appendix 2.

¹² <http://www.newapprenticeships.gov.au/stories/default.asp>

¹³ Bowman, Kaye (Ed.) (2004) *Equity in vocational education and training: Research readings*. Adelaide: National Centre for Vocational Education Research <http://www.ncver.edu.au/research/proj/nr2201.pdf>

¹⁴ Murray, N. (2003). *Girls can do anything? Women and Industry Training in New Zealand*. Paper presented to SAANZ 2003 Conference: 'Knowledge, Capitalism, Critique' 9-11 December Auckland University of Technology, Auckland

¹⁵ <http://www.mwa.govt.nz/news-and-pubs/publications/international>

¹⁶ Committee on the Elimination of Discrimination against Women (2002). *Consideration of reports submitted by States parties under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women. Fifth periodic report of States parties: New Zealand*. CEDAW - UN: New York, p 16

¹⁷ The report links Modern Apprenticeships' to Article 10 of CEDAW, which relates to equal rights to education. While vocational guidance is covered by Article 10, access to vocational training and apprenticeships are more appropriately addressed under Article 11 which deals with employment rights.

From December 2003 onwards, MA Coordinators' contracts were to contain a stronger emphasis on encouraging and supporting the participation of under-represented groups. A 2005 evaluation of the MA scheme by the Tertiary Education Commission (TEC) was also designed to identify what impact, if any, the programme has had on young Māori, Pacific peoples, and women pursuing a trades pathway.

The Ministry of Women's Affairs conducted interviews with MA Coordinators as part of the TEC evaluation of the scheme. In addition, they have commissioned some indicative data on pay rates and training costs for apprentices in male-intensive and female-intensive trades, to be completed in 2006.

Despite these efforts, updated TEC data shows there continues to be very slow progress in diversifying uptake of the MA scheme, particularly in expanding women's occupational choices.

Women's Participation - 2006

As at 31 March 2006, there were 8,838 MAs, a 14% increase in the year since 31 March 2005. Appendix 3 lists data on female and male participation in MAs, by industry, since the EEO Commissioner's 2003 report. Over that period the proportion of MAs who are female has increased from 6.6% to 8.5%.

Since June 2003, there has been some progress in increasing women's overall participation in MAs, with female apprenticeship numbers rising from 381 to 747. However, these 366 additional MAs comprised just 11.8% of the additional 3,099 MAs over this time period. If the five sectors where women currently make up at least a third of all MAs are omitted (tourism, public sector, retail, hospitality and seafood¹⁸) the slow progress for women becomes even clearer. Between June 2003 and March 2006, an extra 2,706 MAs were enrolled in those remaining 26 industries. Yet only 5.5% of those MAs were female.

Most Modern Apprenticeships remain concentrated in the traditionally male apprenticeship industries. In twenty five of the thirty two industries covered by the MA scheme, at least three quarters of the MAs are male.¹⁹ Only in two of the industries do women make up a significant majority of MAs (the public sector and tourism).

Occupational segregation persists, with female apprentices continuing to work in very different industries than men. Half of all MAs remain concentrated in four industries (engineering, building and construction, motor engineering and electro-technology).

Those industries employ 53.6% of male MAs yet only 6.8% of female MAs. In contrast, 55.3% (413) of all female MAs work in four other industries - the public sector, hospitality, horticulture and agriculture. Once tourism, retail and baking industry figures are added, these seven industries account for over three quarters of all female MAs. Occupational segregation is one of the major factors contributing to the gender pay gap. Overseas research also suggests that apprenticeship completion rates are often considerably lower in female-intensive service industries, partly due to the higher turnover and lower wages in these sectors.

There have been a few industries where there has been a sizeable increase in both the number and proportion of female MAs since June 2003. These are contracting, forest industries, road transport, seafood and tourism. In some cases these industries still have only a very small number of female apprentices.

Women and Modern Apprenticeships Reference Group

Given the slow rate of progress, the EEO Commissioner established a Women and Modern Apprenticeships Reference Group in 2005 which has met regularly since then. It includes qualified tradeswomen, educators, trade unionists and other women wanting to improve the diversity of the MA scheme.

The Reference Group aims to:

- persuade key stakeholders to develop and implement policy and practices that improve women's participation in the Modern Apprenticeships Scheme
- promote women as role models within the Modern Apprenticeships Scheme and to support current and potential female Modern Apprentices
- provide a forum for information-sharing about best practice initiatives and

¹⁸ While women are 42.9% of MAs in this industry, the numbers are very small with 6 female and eight male MAs.

¹⁹ There are no MAs working in one of these industries, Water. Therefore only 31 of the 32 MA industries are included in the table in Appendix 3.

- monitor and benchmark increased female participation in the Modern Apprenticeships scheme

The Reference Group has worked with Industry Training Organisations (ITOs) to interview female MAs and their employers in a range of male-intensive industries and occupations. A series of profiles with female Modern Apprentices and employers who have taken on young women, developed by the Human Rights Commission, are included in the front of this report.

These aim to:

- encourage young women to try different types of work and
- give voice to employers who have given women opportunities, acknowledging the benefits of female Modern Apprentices.

How much do apprentices earn?

There are no official statistics on the average pay rates that apprentices receive in different trades. This is because income and earnings data provide average rates covering everyone working in a particular occupation. These pay rates will be higher than apprentice starting rates, and lower than the pay received by experienced qualified tradespeople (especially in areas where there are skills shortages). Some indicative information on pay rates was obtained from:

- the employers and young women interviewed for this project
- phone calls to other employers in these industries
- the Kiwi Careers website²⁰ and
- some limited data from the Employer and Manufacturers Associations' annual wage and salary survey²¹

What young women are earning now

Pay rates for new apprentices range from the minimum training rate through to about \$15 an hour for someone who has already done a pre-trades training course or worked in the industry.²² Most apprentices tend to earn between \$8.50 and \$12.00 when they start, and the hourly pay rate then increases during their apprenticeship.

Typically an employer reviews their apprentice's progress every six months and they negotiate a salary increase. In some unionised industries and workplaces, wage rates for apprentices are covered by collective employment agreements. This may be set out in salary 'steps', which are regular pay increases an apprentice will earn as long as their work is satisfactory. Otherwise the pay rate depends upon individual negotiations between the apprentice and their employer.

Currently, most people nearing the end of their apprenticeship would be earning between \$14 and \$18 an hour. These rates vary across industries, sectors and regions. For example, a qualified builder in Auckland could be earning more than \$20 an hour before the end of their apprenticeship. Pay rates tend to be lower in provincial areas.

Employers usually pay for time off to attend block training courses and may also supply tools and pay for training costs. If the apprentice pays for their own hand tools, the employer may provide tool money.

What young women said about pay

Many of the women interviewed said pay rates depended on being able to speak up:

If you don't ask, you don't get.

You never get anything if you don't ask.

One interviewee suggested apprentices did not have a lot of say in negotiating their pay rates:

I guess it's just what your boss wants to put you on, really.

Another female MA linked wage increases to skills learnt during the apprenticeship:

Depending on your business, the more you learn, the more you're worth.

Many young women said that the way to get ahead was to go into business for themselves:

If they want to earn lots and lots of money, they'd need to have a big company or be the boss.

²⁰ www.kiwicareers.govt.nz/

²¹ The Employers and Manufacturers Association (EMA) conducts an annual survey of wages and salaries, including some trades occupations. The 2005 survey covered 668 employers. That material is provided to members for internal use only and is generally not publicly available. However, 29 occupations (including mechanics) were published on the EMA website. As an indication of their support for this project, EMA have allowed that figure to be reproduced here and have provided 2004 pay data for joiners.

²² <http://www.ers.dol.govt.nz/pay/minimum.html> The minimum training rate is reviewed each year and, since 2000, has increased annually. At the end of March 2006 it increased from \$7.60 to \$8.20 an hour.

What these young women can expect to earn

Table 1 lists approximately how much the women we interviewed could expect to earn if they were about to finish their apprenticeship. This information is only indicative, based on pay rates supplied by the sources already listed above. Hourly rates are often lower in regional areas. The higher annual incomes listed are likely to include overtime and callout rates, which can be significant in industries where there are labour shortages.

Table 1: Earning Power

OCCUPATION	EXPECT TO EARN ONCE QUALIFIED	
	Per Hour	Per Year
Panel-beater	\$18 to \$25	\$50,000
Electrician	\$18 to \$25	\$50,000
Metering Technician	\$18-\$25	\$40,000 - 50,000
Mechanic	\$18-\$25	\$40,000 - 50,000
		<i>EMA 2005 data: Basic pay \$38,589</i>
Sign-writer	\$18-\$25	\$40,000 - 50,000
Glazier	Up to \$20	\$40,000
Joiner	\$18-\$25	\$40,00 - 50,000
		<i>EMA 2004 data: Basic pay \$40,442</i>
Builder	\$18-\$35	\$50,000 - \$70,000

It's a good time to start an apprenticeship

There are skill shortages in many trades which means plenty of work. As the following news report shows, in some trades this has meant much higher pay rates for some apprentices, especially those with specialist skills.

Skills shortage sees apprentices earning up to \$100,000

Specialised building apprentices are starting work on wages of up to \$100,000 due to labour shortages says the Registered Master Builders Federation. Chief executive Pieter Burghout said wages are rising due to the shortage of highly skilled labour and builders who had just finished apprenticeships were earning up to \$60,000 for an average 50-hour week. One apprentice he knew of, just out of a four-year training programme, started on \$100,000. The trainees were often in their early 20s and the pay rates reflected the desperate skills shortage as well as the high demand for their time.

"The chippie has gone from being the lowest on the heap to the top." Burghout said builders who were asking \$35 an hour three years ago were now demanding \$60 or more.

NZ Herald, 14 June 2006

Interested in learning more about Modern Apprenticeships?

In order to qualify for a Modern Apprenticeship, you must be:

- Between 16 and 21 years old when you start your Modern Apprenticeship
 - Older people can sometimes be eligible if they are wanting to change their career
- Able to meet any entry requirements of the industry or business where you would like to work and train.
 - These entry level requirements vary from industry to industry.
 - For more information, contact a Modern Apprenticeships Coordinator in your area.
- Able to start working and studying towards an industry qualification.
 - An apprenticeship starts on level 1 and works towards a National Certificate at levels 3 and/or 4.

Appendix 1

Recommendations from 2003 HRC Discussion paper

Recommendations

1. Work with **Modern Apprenticeships Coordinators** in developing strategies to encourage the recruitment of young women, Māori, Pacific people and people with disabilities into Modern Apprenticeships as supported by Section 15 of the Modern Apprenticeship Training Act 2000.
2. Encourage the Government to promote Modern Apprenticeships to **parents** as a pathway for young women, Māori, Pacific people and people with disabilities in any industry.
3. Support current industry initiatives (Industry Training Organisations & industry representatives) regarding the recruitment of young women, Māori, Pacific people and people with disabilities through **secondary schools** for Modern Apprenticeships.
4. Encourage the Tertiary Education Commission to make **reporting against targets** for more diverse participation, a contractual requirement for Modern Apprenticeships Coordinators as supported by Section 13(1) of the Modern Apprenticeship Training Act 2000.
5. Ask the Tertiary Education Commission to ensure prospective Modern Apprenticeships Coordinators undertake **training** in diversity and gender awareness before undertaking coordinator roles.
6. Work with **"champions"** of equity issues within Industry Training Organisations to provide ideas, "role models" and best practice for reducing barriers to participation.
7. Support the provision of **incentives**, including financial incentives, for the recruitment of young women, Māori, Pacific people and people with disabilities, where particular Industry Training Organisations have made a commitment to diversity.
8. Support the Industry Training Federation (ITF) in its continued "show-casing" of **case studies** addressing equity issues.
9. Support a **review of the funding criteria** for Modern Apprenticeships so that it aligns with the intentions of the Industry Training Act 1992, Section 13b, which specifically encourages the promotion of training to people to whom such training has not traditionally been available.
10. Ensure that **information** and **marketing** of the Modern Apprenticeships scheme is relevant to community groups that focus on employment issues for women, Māori, Pacific Peoples, ethnic minorities and people with disabilities.
11. Encourage the Associate Minister for Education (Tertiary Education), who has responsibility for the Modern Apprenticeships scheme to lead initiatives to increase participation rates of diverse groups.
12. Encourage relevant **Government departments** to increase the number of **public sector** apprenticeships of women, Māori, Pacific people and people with disabilities.

Appendix 2

New Zealand's Action Plan for New Zealand Women (March, 2004)

ACTIONS	LEAD AGENCIES	MILESTONES
Explore ways to increase women's participation in Modern Apprenticeships in industries where women are not well represented	Tertiary Education Commission with the Department of Labour, Ministry of Education and Ministry of Women's Affairs	Contracts revised and in force by 2004
Strengthen the contract with Modern Apprenticeships coordinators to improve the promotion of apprenticeships to women		Review proposals from ITOs and report back to the Ministers of Women's Affairs, Māori Affairs, and Pacific Island Affairs by November 2005
Work with Industry Training Organisations (ITOs) to break down barriers to women's participation in Modern Apprenticeships		Access to information reviewed by June 2004
Review access to information on Modern Apprenticeships for members of the public to ensure the needs of under-represented groups are met		

Appendix 3

Industry by Gender June 2003 - March 2006 (based on TEC data)

INDUSTRY	AS AT END OF JUN-03				AS AT END OF MAR-06			
	Males		Females		Males		Females	
	No	%	No	%	No	%	No	%
Aeronautical engineering	28	100.0	0	0.0	73	96.1	3	3.9
Agriculture	320	85.3	55	14.7	395	86.2	63	13.8
Aluminium joinery (architectural)	6	100.0	0	0.0	4	100.0	0	0.0
Baking	136	74.3	47	25.7	158	75.2	52	24.8
Boat building	259	100.0	0	0.0	332	99.7	1	0.3
Building & construction	934	99.3	7	0.7	1309	99.5	6	0.5
Contracting	104	100.0	0	0.0	197	94.3	12	5.7
Dairy manufacturing	2	66.7	1	33.3	11	84.6	2	15.4
Electricity supply	165	92.2	14	7.8	343	94.5	20	5.5
Electrotechnology	437	98.0	9	2.0	634	98.4	10	1.6
Engineering	902	98.7	12	1.3	1420	99.3	10	0.7
Extractives	N/A	N/A	N/A	N/A	28	100.0	0	0.0
Flooring	122	99.2	1	0.8	212	99.1	2	0.9
Food processing	4	80.0	1	20.0	3	75.0	1	25.0
Forest industries	419	97.9	9	2.1	397	94.5	23	5.5
Furniture	80	98.8	1	1.2	68	94.4	4	5.6
Horticulture	279	81.6	63	18.4	467	80.4	114	19.6
Hospitality	82	63.1	48	36.9	208	63.8	118	36.2
Joinery	N/A	N/A	N/A	N/A	132	96.4	5	3.6
Motor engineering	783	97.6	19	2.4	971	97.5	25	2.5
Painting & decorating	N/A	N/A	N/A	N/A	124	95.4	6	4.6
Plastics	28	96.6	1	3.4	39	100.0	0	0.0
Plumbing	6	100.0	0	0.0	146	100.0	0	0.0
Printing	101	84.9	18	15.1	137	89.0	17	11.0
Public sector	13	23.2	43	76.8	32	21.3	118	78.7
Retail	13	48.1	14	51.9	48	53.9	41	46.1
Road transport	25	100.0	0	0.0	94	75.2	31	24.8
Seafood	13	92.9	1	7.1	8	57.1	6	42.9
Sports turf	58	100.0	0	0.0	90	97.8	2	2.2
Telecommunications	30	96.8	1	3.2	0	0.0	0	0.0
Tourism	9	36.0	16	64.0	11	16.7	55	83.3
TOTAL	5358	93.4	381	6.6	8091	91.5	747	8.5

Appendix 4

Background Information on MA Scheme

The Modern Apprenticeship Training Act 2000 came into effect on 1 January 2001, with Modern Apprenticeships (MAs) launched in July that year. The scheme was a government response to skill shortages and the low numbers of young people in industry training.

MAs are primarily designed for young people aged 16-21 years and combine a job and workplace training with mentoring and support. In some circumstances, a limited number of people aged over 21 years are able to access Modern Apprenticeships.

MA Coordinators recruit and place apprentices, develop an individual training plan and support the apprentice through their training. MA Coordinators

can be ITOs, tertiary education providers, community trusts or private individuals. MA qualifications typically take three to four years to complete and more than 2,000 Modern Apprentices have completed their qualification since 2001.

There are two funding components for Modern Apprenticeships. Like all forms of industry training, ITOs receive a quarterly payment based on the number of MAs that they are supporting. The additional funding available for MAs is the quarterly payment made to the MA Coordinator for each of their MAs.

By 2008/09 funding for Modern Apprenticeships will have increased to over \$50 million.

Table 2: Growth in Modern Apprenticeships Funding (all figures GST exclusive)

YEAR	FUNDING (GST EXCL.)	EXTRA NUMBERS AND TARGETS
2001/02	\$6.73m	
2002/03	\$20.38m	
2003/04	\$20.38m	
2004/05	\$26.26m	<i>Budget 05: +500 June 2005 Review: +2000</i>
2005/06	\$30.69m	
2006/07	\$40.29m	
2007/08	\$47.40m	<i>Dec 07 target: 11,000</i>
2008/09	\$50.96m	<i>Dec 08 target: 14,000</i>

The composition of the Women and Modern Apprenticeships Reference Group working with the Human Rights Commission was:

Eileen Brown	NZ Council of Trade Unions (NZCTU)
Sheryl Cadman	National Distribution Union (NDU)
Jane Cuming	Trade qualified builder, National Association of Women in Construction (NAWIC)
Kerry Dunning	Wellington Institute of Technology (WelTec)
Sarah McRae	NZ Amalgamated Engineering, Printing & Manufacturing Union (EPMU)
Cathy Tracey	Technology teacher, trade qualified carpenter and joiner
Tali Williams	Youth Union Movement (YUM)



Download this document at www.neon.org.nz

NEON is an EEO website

It is a partnership between the Human Rights Commission (HRC) and the Equal Employment Opportunities Trust (EEO Trust). It includes information about:

- equal employment opportunities • women at work • disabled people • Māori • Pasifika
 - Asian and other ethnic communities in the workplace • case studies
- links to the EEO Trust's work/life balance award winners • older workers
- employment discrimination issues • mental health and employment
 - resources • links to the Human Rights Commission

Where to find more information

The Modern Apprenticeships website

<http://www.modern-apprenticeships.govt.nz/>

This website has information about the industries offering apprenticeships, as well as contact details for Modern Apprenticeship Coordinators in each area.

0800 427773 or 0800 4 APPRENTICE

You can phone this number to talk to an advisor about Modern Apprenticeships. They will put you in contact with a Modern Apprenticeships Coordinator in your area.

Human Rights Commission

**Level 8, Vogel Building, 8 Aitken Street, PO Box 12411,
Thorndon, Wellington, www.hrc.co.nz**

Give Girls A Go!

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