



# ATNZ Managed Apprenticeships

# ATNZ

# Managed Engineering Apprenticeships

## ABOUT ATNZ

ATNZ have been providing top quality managed apprenticeships for the engineering and manufacturing sectors since 1999. We are a nationwide organisation with Account Managers located throughout the country to support the apprentices whose development we manage.

We are a registered Private Training Establishment (PTE) focussed on providing training for apprentices across:

- Mechanical Engineering
- Engineering Fabrication
- Refrigeration and Airconditioning
- Mechanical Building Services

Our recent PTE registration allows us to provide the industry with the flexibility of non-employed apprenticeships for an annual fee as well as our long established and highly successful hosting model under which we employ close to 400 apprentices. This makes us New Zealand's largest employer of engineering apprentices.

**"The ATNZ Account Manager is great for our apprentices. He acts as a mentor, coach and friend. This allows them to develop and grow not only helping the apprentices but proving invaluable to our business."**

**Kaleb James, Managing Director  
Stafford Engineering**

## ATNZ TRAINING

Whether you host an ATNZ apprentice or ask us to manage the development of your team, there are many reasons why partnering with ATNZ is the best way to develop your workforce for the future.

### Workplace training and support

Our apprentice training and workplace support include at least ten visits yearly from a dedicated Account Manager. These visits bring a breath of support to companies, provide pastoral care, coaching and mentoring to apprentices, and improve workplace relations, work productivity and completion rates.

All our apprentices are enrolled in ATNZ, and in turn enrolled in an NZQA approved programme of industry training. Our learners are all given access to our e-learning portal, study groups and online tutorial support and are given access to counselling/wellbeing support services.

### Completion and employment outcomes

ATNZ deliver a higher success rate than non-ATNZ engineering and manufacturing apprentices. Apprenticeships are a surefire way to provide a pipeline for your future skilled workforce.

### Supervisor mentoring and support

We recognise that, while many great tradespeople are passionate about passing on their knowledge, they often need guidance on the best way to become an inspiring mentor. ATNZ Account Managers are vastly experienced within the engineering sector and are available as required to guide and coach supervisors.







# Host an **ATNZ** Apprentice

## In a nutshell

Under this arrangement, ATNZ provide a full suite of expert services from recruitment through to completion at a price which reflects standard employee oncosts. Our fee is only charged on ordinary hours and covers all training fees and costs.

The apprentice is employed and managed by ATNZ, allowing hosts to focus on developing their businesses.

## Why choose this option?

ATNZ has access to a large pool of quality candidates from which we draw and find the right apprentice for the right company. However, the right fit, preparation and support are vital to attracting the right people and reducing attrition.

ATNZ employ the apprentice, which de-risks the employment relationship for the host company. As a result, we give host employers the advantage of fit-for-purpose staffing without the concern of long-term contracts. Management of the Apprentice remains the responsibility of ATNZ, yet after the training, the host company are free to employ the apprentice directly.

ATNZ creates genuine efficiencies for our host companies in recruitment, payroll and health and safety management. For example, a hosting company only pays for the hours an apprentice works in or on their business.

Of major benefit is that the host company fees are spread throughout the year, avoiding large training cost payments at the start of the year and at the time of block course attendance.

“We currently have five ATNZ apprentices who are all doing fantastically. They are achieving their goals and gaining valuable life skills. An ATNZ apprenticeship is a great opportunity for them.”

**Tim Browne – Manager**  
David Browne Contractors, Christchurch



# Let **ATNZ** train the Apprentice you employ

## In a nutshell

Where engineering and manufacturing companies prefer to maintain their employment relationships with apprentices, the mentoring and support provided in an ATNZ-managed apprenticeship still add significant value for the employing company and the apprentice.

## Why choose this option?

Where companies are structured to manage employment relationships with their staff well, it may be preferable for them to employ them directly. However, even in this situation, an ATNZ-managed apprenticeship can still give you the best outcome for your business.

While you maintain the employment relationship, we manage the apprentice's development and training. In addition, your apprentice will receive an unparalleled ten visits from a dedicated Account Manager in your workplace each year.

Many engineering companies report that these high levels of support result in superior outcomes regarding apprentice completion rates, productivity, and workplace harmony.

"It's easy. By having the apprentices managed by ATNZ, it leaves me to focus on my job. ATNZ takes care of the hard bits, ensuring the apprentice stays on track and providing the support required. We are left to focus with 'on-the-job' training."

**Eddie Green – Maintenance Superintendent  
Pacific Steel, Auckland**



# Comparison of Service Models

The table below demonstrates what the fees cover when hosting an ATNZ apprentice and when ATNZ train an apprentice you employ yourself.

Service Provision	Hosting an ATNZ Apprentice	Employing your own Apprentice
<b>LEARNING PROGRAMME (APPRENTICESHIP)</b>		
Enrolment in ATNZ as an NZQA Registered PTE.	✓	✓
Enrolment in NZQA-approved programme of industry training.	✓	✓
Access to our e-learning portal.	✓	✓
10 Visits* per year from an Account Manager to provide academic and pastoral support, monitor progress and undertake assessment.	✓	✓
Reporting of unit and qualification. achievement to NZQA including payment of related fees.	✓	✓
Provision of Study Groups and online tutorial support.	✓	✓
Provision of Textbooks.	✓	✓
Arranging Block Courses with a training provider.	✓	✓
Provision of access to counselling/well-being support services.	✓	✓
Provision of Welding Training using augmented reality welding.	✓	✓
Annual Tuition fee (Invoiced in January and pro rata on sign up).	✓	
Block course tuition fees (\$2,700-\$3,720 plus GST payable at the time of attendance).	✓	
<b>EMPLOYMENT COSTS</b>		
Advertising and recruitment for new apprentices.	✓	
Recruitment drives and promotion of engineering and apprenticeships in schools and communities.	✓	
Managing Pre-employment process including aptitude, MoJ, medical and drug testing.	✓	
Management of leave and payroll.	✓	
Statutory leave entitlements.	✓	
ACC premiums and managing ACC claims/levies/return to work.	✓	

\*May be varied under specific conditions

Employment and enrolment are subject to the terms and conditions stated in the Service Level Agreement, the ATNZ Academic Regulations 2023 and the ATNZ Learner Regulations 2023.



	Hosting an ATNZ Apprentice	Employing your own Apprentice
<b>EMPLOYMENT COSTS</b>		
Wages whenever the apprentice cannot work, including jury service, block course attendance, the first week of work accident-related injury, suspensions, lockdowns or any other time that apprentice is unable to work.	✓	
Covering wage costs in case of paid suspensions from disciplinary issues.	✓	
Provision and maintenance of PPE.	✓	
Provision of Employee Assistance Programme (EAP).	✓	
Provision of a tool allowance.	✓	
Provision and management of interest-free tool loans and repayments.	✓	
<b>ASSISTANCE WITH WORKPLACE HEALTH AND SAFETY</b>		
Provision of H&S inductions and monthly Toolbox briefings.	✓	✓
Site visits and checks to ensure that the Host Company is aware of and fulfilling PCBU responsibility in the workplace.	✓	✓
Providing H&S support to Host Companies, including incident/accident investigation.	✓	
<b>OTHER VALUE-ADDED BENEFITS</b>		
Carrying excess experience rating risk/cost for apprentices (with a higher injury rate than other employees).	✓	
Managing employment-related investigations, suspensions and disciplinary events.	✓	
A host company can cease company placement on four weeks' notice.	✓	
Provision of free cash flow between worked week and payment of ATNZ wage invoice.	✓	





# Contact us

Please contact your local Account Manager or:

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**atnz**   
apprentice training