

LASER PLUMBING AND ATT

APPRENTICES GROW BUSINESS

ATT (Apprenticeship Training Trust), based in Highbrook, is one of the construction industries success stories. ATT recruits, employs and places apprentices with host businesses in plumbing, gasfitting, drainlaying and electrical trades. Operating for over 25 years, they are now the largest employer of plumbing, gasfitting and drainlaying apprentices in New Zealand. After expanding into electrical apprentices two years ago, they are now a major employer of electrical apprentices too.

A managed apprenticeship takes the worry and hassle away from trade businesses who want to take on an apprentice. This allows them to focus on what they do best – working on providing trade solutions to their customers. The ATT mission is “To provide opportunities for New Zealanders to train and become successful tradespeople”, this has never been more important than now, as the New Zealand construction industry struggles with a shortage of trades people.

Laser Plumbing East Tamaki is one of Auckland’s most successful and awarded plumbing businesses. Operating for over 10 years and with 32 staff, they have a long association with ATT. Laser Plumbing East Tamaki currently host nine ATT apprentices and over the last 10 years have hosted more than 25 ATT apprentices.

Laser Plumbing East Tamaki offer a complete service, providing solutions in plumbing, gasfitting, drainlaying and roofing in all aspects of the construction industry – customers include light commercial fit-outs, cafés, resthomes, kindergartens and residential dwellings for some of New Zealand’s largest building companies. Laser Plumbing East Tamaki have won many business awards over the last 10 years and are one of the most recognized franchisees at the annual Laser Conference Awards. Their latest awards include – ‘Outstanding Growth Finalist 2017’, ‘Excellence in Software and Systems Finalist 2017’ and ‘Networking Excellence Finalist 2017’.

ATT have been impressed by the commitment and effort Laser have provided to grow their own staff and our ATT apprentices. They are a very people focused organization, providing ongoing



Laser Plumbing's
Roger and Gillian Westbrooke

leadership training, feedback and coaching to their people, including recognizing performance at regular tool box sessions. So we thought they were an outstanding company to ask about apprenticeships.

Why did you start employing your apprentices through ATT?

The trades industry is booming all over New Zealand especially in Auckland with all the growth, but it is still hard to find good calibre apprentices. ATT understands our business needs which help them select apprentices who are most suited to our company. Our aim is to have apprentices for the long term and a number of our current qualified tradesmen started with us as an ATT apprentice. ATT provide essential support and guidance throughout the apprentices training and take the hard work out of recruiting new apprentices.

Why does Laser Plumbing East Tamaki employ apprentices?

Apprentices are a business's future – without hiring apprentices your business won't grow. Apprentices do tend to cost the company for the first year of their training until you get them to a certain competency level, however, in year 2 they are a lot more productive and by year 3 they can usually work with limited supervision.

Once they are qualified Laser Plumbing East Tamaki still provides lots of guidance and training opportunities to keep upskilling their employees and grow the business.

How do the ATT Area Managers work with you to get the best out of the apprentices?

ATT works with plumbing businesses to place the right apprentice into the right host business. Not every apprentice is suited to each business – team dynamics, personalities and work types all play a big part of the decision-making process, for both the apprentice and the host. We have a dedicated Area Manager who visits the apprentices and our business regularly.

What have you found to be the main benefits of employing an ATT managed apprentice?

ATT have a thorough recruitment process and we know they are going to provide good apprentices that match our business. ATT provide essential support and guidance to both the apprentice and to us as a host business for the full training period of four years. They organize the apprentices block courses, monitor their progress making sure they are always on target with their learning, while providing feedback to both us as a host and the apprentice.

From the apprentice's perspective



JACOB

Jacob, a 3rd year apprentice with Laser Plumbing East Tamaki, became interested in training as a plumber after talking to tradesmen. For him the daily variety of work, with everyday being different was one of his biggest drivers to become a plumber. His most rewarding aspect of being an apprentice is learning something new and then next time coming across that problem being able to nail it.

What are the benefits of doing your apprenticeship through ATT?

“ATT are a great support network and someone to ask questions – as you inevitably have a lot when you first start your apprenticeship. They organize all training, and provide all your PPE so you don't have to waste time shopping around for a good price. The security of ATT and their opportunities are a nice safety net.”

Ciaran, also a third year apprentice with Laser Plumbing East Tamaki says he loves plumbing – it is a lot cleaner than people think – “it's not all toilets!”

What advice would you give others in the same situation wanting to become an apprentice?

“It is hard work, but it is only four years. No day is the same, and being able to go from little knowledge on a task or job to having the responsibility of looking after jobs is immensely satisfying. The hard work is all worth it and I wouldn't want to be anything else. ATT and Laser Plumbing East Tamaki have both helped me achieve my dream.”



CIARAN

HOW ATT SUPPORTS HOST BUSINESSES

- ATT recruits, employs and places apprentices with host businesses in electrical, plumbing, gasfitting and drainlaying trades.
- ATT provides a full service, value for money package including apprentice management, administration and recruitment.
- ATT makes training an apprentice hassle free so you can focus on growing your business.

ATT TAKES CARE OF APPRENTICE RECRUITMENT

ATT is committed to providing the industry with quality apprentices and specialises in a comprehensive recruitment and screening process.

ATT EMPLOYS THE APPRENTICE

ATT directly employs the apprentice, mitigating risk for the host business should circumstances change.

ATT IS THE LARGEST EMPLOYER IN THE SECTOR

ATT is the largest employer in the New Zealand PGD sector

ATT PROVIDES APPRENTICE MANAGEMENT SERVICES

An allocated ATT Area Manager will visit each apprentice every 10 weeks to mentor them through to completion.

ATT TAKES CARE OF ALL PAYMENTS

The host business only pays for the hours worked by their apprentice. ATT organises all payments such as ACC, Kiwisaver, PAYE, sick leave, wages whilst on block courses and holiday pay.

► att.org.nz

► easttamaki.laserplumbing.co.nz
P. 0800 12 13 12