



toolbox

NEW ZEALAND CRAFTSMAN TRAINING FOUNDATION (INC)

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Two Overseas Training Awards to be Given Out this Year

The New Zealand Craftsman Training Foundation (NZCTF) will be awarding two Overseas Training Awards this year and is looking for two young trades people eager to advance their careers.

If you know someone suitable, with a positive attitude and a strong desire to learn – then please encourage them to apply.

This year the awards are open to all trades and applications will be accepted until Friday the 21st of May.

The NZCTF has been assisting young people trades people advance their careers for 45 years by offering industry-focused travel awards which enable them to gain overseas industry skills and experience without leaving their jobs in New Zealand.

The long-standing NZCTF Overseas Training Awards were modified three years ago to help New Zealand employers train, retain and develop good staff with a short-term overseas training placement that will have them back at work in New Zealand in only four to eight weeks.

Prior to 1992 The Foundation awarded 196 long-term overseas training placements of up to two-years duration, but employers began finding that a bit too long and it was increasingly difficult to get Visas. In 2006 the training period was reduced to a maximum of eight weeks to assist employers retain and look after their trades people in the most manageable way within the current work environment.

NZCTF Chairman, Owen Embling, says most of the previous awardees found the awards to be hugely beneficial to their trade careers by providing them with skills and experiences that they wouldn't otherwise have had. Owen was the recipient of a NZCTF Overseas Training award himself, in 1984, and has a first-hand understanding of how valuable they are.

He says, "In this current tough economic environment it is important to retain good staff and skill in New Zealand. One way to do this is to provide ambitious young people with the overseas experience they seek while still being employed in

New Zealand. The new shorter overseas training scholarships have been especially designed to assist employers retain and look after their trades people in the most manageable way possible, within their specific business environment."

Each Award is custom-designed with the employer to benefit the company and the trainee. Travel and some specified accommodation grants are included.

You can find out more about the award and how to apply by visiting www.craftsmantraining.co.nz



NZ Craftsman Training Foundation

2010 Conference

45th Anniversary/Award Presentation

When October 29-31 2010
Venue Holiday Inn on Avon, Oxford Terrace, Christchurch

Accommodation Booking Direct to Holiday Inn on Avon
Phone 03 3791180
Fax 03 3667590
Email conf@holidayinnonavon.co.nz
Web www.holidayinn.co.nz

Programme
Friday Evening 7 - 9pm Mix and Mingle
Saturday Morning Meeting and Morning Tea
Midday Punting/Tram followed by lunch
Afternoon Business Visit/Art Centre
Evening Award Presentation/Dinner
Sunday Morning Breakfast/Farewell/Sightseeing

Costs Accommodation \$125 per night (2 persons)
Functions and Activities \$170 per head



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Memorial

The New Zealand Craftsman Training Foundation owes a debt of gratitude to a number of Volunteer Board Members over the years and this is to record the contribution of Tony Manaton who passed away after a short illness in October 2009.

Tony was in charge of human resources in Fletcher Construction Auckland when he joined the Foundation Board in the 1980s. He was from England where he had held officer positions in the army for the training development of young recruits.

In 1987 he brought the proposal for the Board to consider sponsoring a New Zealand entry application to participate in the International Skill Olympics competitions to be held in Sydney in 1989. The peer competitions would be for young trained trade/skill people not exceeding the age of 21 years, selected from some 30 countries.

The Board agreed to investigate by having the Chairman Jack McCorquindale and Tony attend the 1987 International Skill Olympics in Japan. They successfully presented the formal request for New Zealand to participate in the competition and returned to set up a new foundation that is now World Skills New Zealand

Significantly - up to and including Japan - the Skill Olympics were held in training establishments without free access for any public viewing other than from the doorway to the rooms.

Australia changed that by holding the Skill Olympics in Darling Harbour as part of the bi-centennial celebrations, with freedom for close observation by the very interested thousands of public visitors—a change that has been adapted ever since. New Zealand has had a team at each successive competition, which is held every two years.

While we have not achieved Gold Medals, there have been Silver & Bronze medals and a number of Certificates of Merit. The experience has also motivated a number of our competitors to be self-employed and accept increased responsibility within their company.

Thanks to Jack and Tony World Skills New Zealand now challenges several hundred young people in some 20 plus skills every second year through regional and national competitions – and from that 12 to 15 are selected to attend the following year's International event.

Successful Trade Careers Built On 'Can Do' Attitudes



NZCTF Chairman, Owen Embling (left) and Morris Watson hold up a photo of Premier Plastics when it first started back in the early 70's

Morris Watson believes that the secret to experiencing a long and rewarding trade career is a 'Can Do' attitude and a willingness to listen, learn and work.

The recently retired founder and managing director of Auckland's Premier Plastics is well practiced in hiring and developing trades staff – and is a strong supporter of the NZCTF Overseas Training Awards.

A past awardee himself, Morris encourages young people starting out in their careers to grab every opportunity to learn new skills and says the overseas training awards are a great way to do this.

Morris credits his own NZCTF Overseas Training experience for helping kick start his own career, which history shows was extremely successful.

Morris says the opportunity to learn more about plastics in Melbourne exposed him to what was then the leading technology in his industry, and gave him the skills and knowledge he needed to build a successful business, which he ran for almost 38 years.

"The scholarship was very beneficial for my career," Morris says. "It helped me really understand the workings of my industry, which in those days was very new."

Morris is a strong believer that the main success factor that young trades people should strive to develop, and prospective employees should focus their recruitment decisions on – is a 'Can Do' attitude.

"There are people managing whole companies today who started with little else than a willingness to learn, work and listen," Morris says.

"In my 38 years of running a business I based most of my employment decisions on attitude and some of my best employees were tradesmen who learnt on the job. All the people running Premier Plastics now for the new Australian owners are all trades people who started as young apprentices and worked their way up through the company into management."

Developing his own career with a 'Can Do' attitude has certainly paid off for Morris. He is now enjoying a rewarding retirement with trips to the Yukon and Alaska planned this year, along with lots and lots of sailing.

Overseas Training Award Leads to Management Promotion

Mechanical engineer Evan Bradley is absolutely convinced that winning a New Zealand Craftsman Training Foundation (NZCTF) Overseas Training Award in 2007 has helped him move into management.

Evan was appointed to manage Convex Plastics' engineering team last year, just six months after returning from a five-week NZCTF overseas training trip to visit three of his employer's key international suppliers in Kuala Lumpur and Germany. The trip also included a two-day visit to DRUPA, the world's largest printing trade fair in Dusseldorf.

Evan believes the motivation he got from the trip to expand his skills combined with the new ideas he brought back with him played a large part in him getting the promotion.

He says, "The trip really inspired me. It was a great experience seeing everything on such a huge scale. The engineering skills of our German suppliers were absolutely amazing and I was blown away by what they could produce – but they're only people so I should be able to achieve that too. What I've seen really fired me up to do things differently here and the personal contacts, particularly at our printing

suppliers Windmüller and Hölscher, have been hugely beneficial."

Evan says the experience of the NZCTF overseas training trip was well worth it and he encourages all young trades people to aspire to it.

He says, "It broadens your horizons. When you see what can be done you start to see what you are actually capable of, that will motivate you to do a whole lot more."

Another benefit of the NZCTF overseas training trip, according to Evan, is that it opens doors to places that regular travelers would ordinarily never be able to access. "Because of the award I was given access to the design floor in Windmüller and Hölscher, which only one other non-employee had ever been allowed into – and he was a customer who refused to buy a printing press until he saw it! That experience was invaluable and I would never have been able to make that happen myself."

Convex Operations Manager, Dean Renner, says Evan's overseas experience and resulting resolve to advance his craft is exactly what the training award was seeking to achieve.



Evan Bradley (pictured here) with the Renzmann solvent recovery machine, which he installed after his NZCTF overseas training trip. The new machine is enabling the Convex printing department to clean, recycle and reuse solvents with minimal mess and downtime. It is also allowing Convex to do all their solvent recovery on site and has significantly reduced the team's exposure to solvents.

Dean says, "One of the award's primary objectives is to help promising young people in trade careers expand their own ambitions and experience, and then add value to their employer's business in New Zealand by bringing back and applying

their new found knowledge and ideas. Convex has definitely benefited from Evan's time away and it's exciting watching him stepping up to meet new challenges."

River Estate olive oil 'From Tree to Table'

River Estate is a boutique producer of premium New Zealand extra virgin olive oil and is a 'single estate' olive oil producer. We grow the olives and press them on site, at our grove in Whitford, thereby maintaining fresh high quality olive oil. No other olives from other groves are purchased or are introduced into our selection of olive oils.

Olives are cold pressed on same day as harvesting whenever practical, with a maximum period of 24 hours between harvesting to pressing, to maintain the extra freshness of the olive oil. Our grove is pesticide and herbicide free, closely following organic farming principles.

Oil flavours range from mild to semi-fruity to fruity. These are delicate oils, rather than intense, as we choose to harvest the olives in a ripe condition, as opposed to picking green.

We are located approximately 30 minutes from both central Auckland city and Auckland International Airport, on the tranquil banks of the Turanga River, Whitford.

-  2009 Frantoio **Gold medal OlivesNZ Awards 'Best in Class'** Tuscan blend
-  **Silver medal OlivesNZ Awards** Leccino **Silver medal New Zealand Gourmet Oil Competition**



River Estate

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For all enquiries phone 09 530 9180
Fax 09 530 9182
email: oliveoil@ihug.co.nz

www.RiverEstate.co.nz

For more information please visit our website www.craftsmantraining.co.nz