

An employer's guide to Gateway programmes



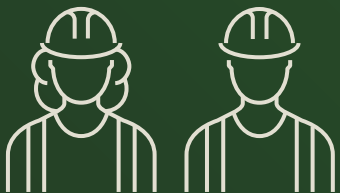
BCITO
He Hunga Hanga Mātou
building people



Te Pūkenga



A Gateway programme is your entry to finding potential apprentices, while they're still at school. You get to see if they're for you, and they get to see if the trades are for them. All while helping the next generation, get into the trades.





This is your gateway

The Gateway programme is a way of finding future apprentices for your company. It allows employers to trial school students Years 11, 12 and 13 who enjoy the trades, to see if they'd make good apprentices before employing them. It also gives them a foot in the door.

✓ Get to see what they're like

See what a student's made of, how keen they are and how they work with others.

✓ Get to try before you hire

See if they're the right person to take on as an apprentice when they finish school.

✓ Get extra hands on the tools

Enjoy another set of hands on a job site and some fresh enthusiasm.

✓ Get to help youth enter the trades

Help young people get inspired to work in the trades by giving them a foot in the door.

A simple way

At the heart of Gateway coordination are school Gateway Coordinators. **They connect potential students with you, our Gateway employers.**



The process of being a Gateway employer

- 01** **Employers** register interest with school Gateway Coordinators or BCITO.
- 02** **Employers** sign agreement between school and student.
- 03** BCITO Training Advisor discusses expectations with student.
- 04** BCITO Training Advisor discusses expectations with **employers**.
- 05** BCITO Training Advisor assesses student on site and at school.
- 06** Student receives a Certificate of Completion. And a handshake from **you**.

Support all the way

**As a Gateway employer,
you'll be supported by BCITO
Training Advisors and your local
school Gateway Coordinator.**

What's expected of you

As an employer, you're responsible for looking after your Gateway student for the days they are with you. This may be one day per week for a term, or all together during a school holiday. If it goes well for all parties, this may be extended.

Your responsibilities include providing:

- ✓ exposure to a range of work experience,
- ✓ supervision,
- ✓ a safe working environment.

What you can expect from us

Your school Gateway Coordinator and BCITO Training Advisor will ensure you have an appropriate student show up to work with you, as requested by you.

We will take care of:

- ✓ all assessments,
- ✓ all communications.

The employer way



There's nothing like hearing it from the horse's mouth. Faulkner Construction has been a Gateway employer for over a decade, and is reaping the benefits with students who became apprentices, who then became foremen.

“I believe in giving something back to the industry, and am passionate about getting young people into training. It's a bit of commitment on staff, but it's offset by the help we gain from these students.

One of my original Gateway students from about ten years ago is now my foreman. Actually, I've had four come through Gateway and become foremen. I tell all my apprentices; one day I want you to be the leaders of my business with crew under you. It's really coming into fruition now.

What you give, you get back threefold.”

Ross Faulkner, Faulkner Construction

BCITO
He Hunga Hanga Mātou
building people



Te Pūkenga

BCITO is part of **Te Pūkenga**
New Zealand Institute of Skills and Technology

BCITO.org.nz | 0800 4 BCITO