

2019 Half year report

Building People



Naku te rourou nau te rourou ka ora ai te iwi
With your basket and my basket
the people will live.

We build the people who will build New Zealand.
We ensure the construction industry has the right people
with the right skills in the right place at the right time.

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Te Kōrero ō te Tumuaiki

Te Amorangi ki mua, te hāpai o ki muri

I am pleased to bring you this half-year report. It provides an interim view of how BCITO is performing and reports on our financial position. While the financial information included in this report is unaudited, we are confident we are on track to deliver our forecast outcomes at year end.¹

Well, what a first six months. It will be remembered for the Government's announcement of the reform of vocational education (RoVE) and its desire to create a single national body for on-job and off-job training - the New Zealand Institute of Skills and Technology (NZIST). It will do this by merging the sixteen Institutes of Technology and Polytechs, move on-job training from Industry Training Organisations (ITOs) to the NZIST, disestablish the ITOs and replace them with Workforce Development Councils (WDCs).

These are radical reforms. We held an industry summit and identified the critical things the construction sector said any vocational system had to deliver. While construction rejected the reforms based on the risk of these being compromised, we are determined to ensure the reforms are a success.

Many of the things we lobbied for in our briefing to the Minister have been addressed with RoVE. There is no doubt that if you were designing the vocational system today, you would not design it how it is currently – for instance, having construction split across five ITOs, competing for survival and not collaborating so that employers and apprentices are not as well served as they could be. One employer may have four ITOs to deal with, each having different ways of operating and interacting. That's the system simply responding to the environment Government has set up.

The WDCs will have greater reach and powers to ensure providers deliver what the sector wants. They will control the 'construction training ecosystem', be the 'hub of everything', and act as strategic bodies co-ordinating all interests to ensure the learning system is fit for purpose. WDCs are significantly more powerful than ITOs.

The NZIST is not a mega-poly. It is an entirely new entity whose vision is to be a body of national provision. The Government wants more work-based training but to achieve this under the current model is too hard, thus, the change.

We look forward to the challenge.

In the meantime, it has been business as usual for BCITO. We have been busier than ever. Construction needs as many skills today as it did yesterday – RoVE or no RoVE, so we march on.

Our achievements are highlighted in this report, but I want to tip my hat to my staff, who, through very uncertain times have not flinched in their desire to do the right thing, do their job and get on with it. I am very proud of our people, and our success reflects their effort.

We are again at record levels of apprentices – nearly 13,000 at the last count and continuing to grow.

We are in a strong financial position and on target to meet or exceed our KPIs for the year.

Our "Tricky Chat" advertising campaign has gone off like a rocket. It is talked about in all quarters, even other educationalists and marketers in Australia and the USA have commented on how fantastic it is. But, more importantly, it is having an impact, and we are seeing a positive change in attitude towards careers in building and construction by parents, caregivers and school kids.

Our work in promoting Women in Trades is also bearing fruit. We have more female apprentices today than ever before, and we are starting to see a groundswell of celebration, recognition and acceptance of women in trades.

Our submission on the New Zealand Qualification Framework has been well received. We have been vocal on our call for change to recognise the complexity of vocational qualifications more fairly when compared to academic ones. We are confident of a positive outcome and will continue to work with the Government on this.

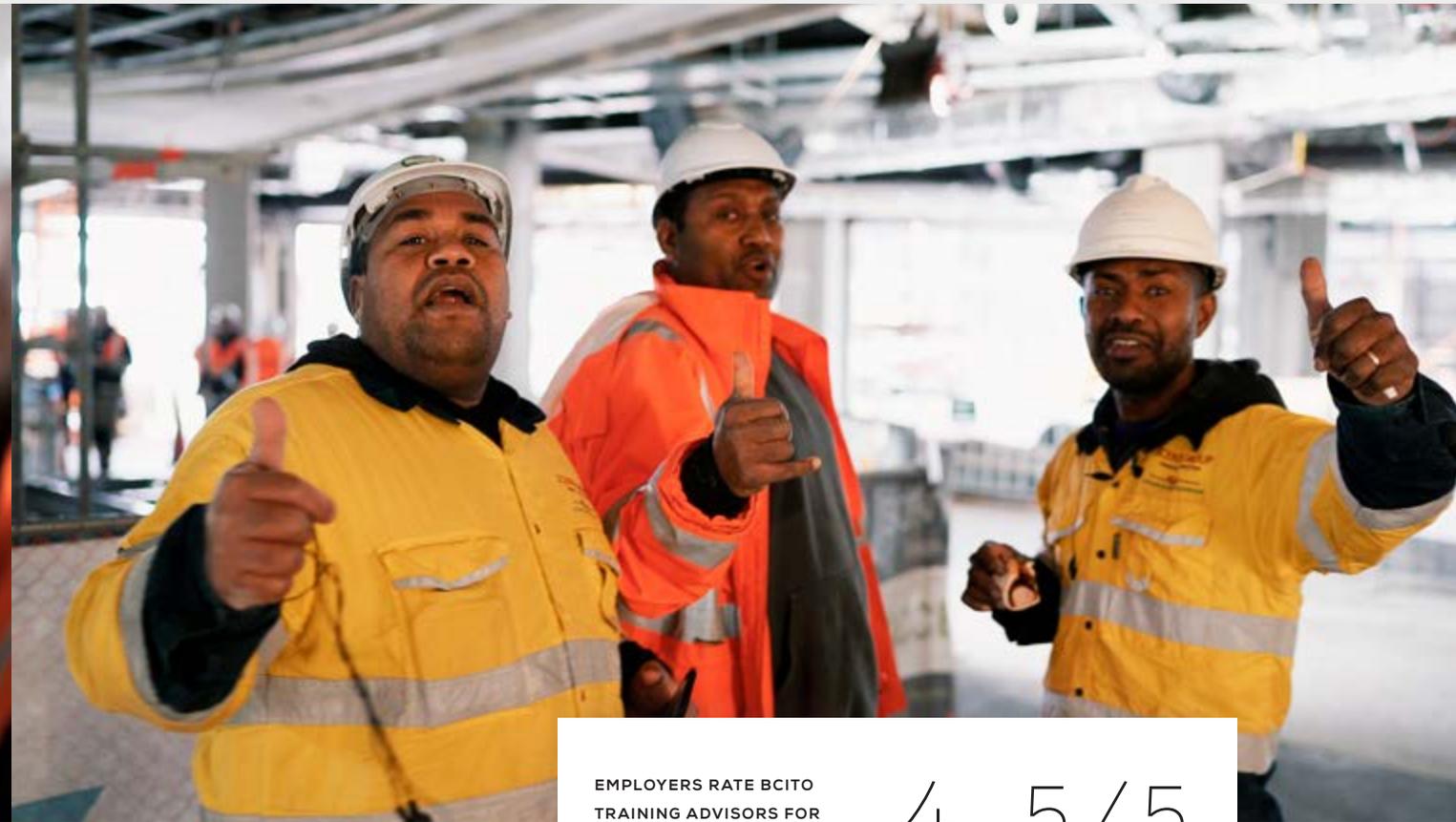
This year we have doubled the number of grants and scholarships available to over 110 and as always continue to be involved in celebrating the very best of the best along with our sector partners by awarding high performers as "Top Trainees" or "Apprentices of the Year".

So, a great first six months for us in 2019. I thank you all for your ongoing commitment to BCITO and your interest in the work that we do.

Noreira, tēnā tātou katoa.

Warwick Quinn Chief Executive, BCITO.

¹In the past we have provided a full financial summary but with the recently announced Reforms of Vocational Education we need time to understand its financial implications before we report more expansively.



EMPLOYERS RATE BCITO
TRAINING ADVISORS FOR
PROFESSIONALISM

4.5/5

Building new relationships with industry

A benefit of face-to-face networking is that it starts ongoing relationships from friendly, helpful beginnings, and this type of engagement also builds trust and brand awareness. Our field teams go all out to get amongst the industry at opportune moments; to speak to large groups who may or may not have heard of BCITO before and to spread the word to employers about why to train apprentices. We also strive to talk to the many people working in the industry who have never thought about getting qualified.

One of the biggest challenges we face is filling in the knowledge gap. When we meet new people who haven't spoken to us before, they are often not aware of how straightforward it can be to get their existing skills recognised with a formal qualification. A lot of people don't know that all that is required to enter into an apprenticeship is to have a full time job within the industry.

Our office in Newmarket had a great view of the new Westfield Mall while it was getting a full makeover.

The build was budgeted at \$790M, and our team watched on as it literally 'sprung up' over eight months. How to seize the opportunity to engage with this captive audience was top-of-mind.

With between 700 to 1,000 workers on site each day, our team got in touch with senior site management and asked if we could provide a barbeque for the entire team for lunch one day soon before the project was completed. The idea was welcomed immediately, and ten days later around 25 of our people, with four barbeque trailers cooked 2,000 sausages and 150 vege patties, all delivered on 120 loaves of bread. We catered for approximately 900 workers from more than ten different trades. The largest BCITO cook-up ever was very well received. Some of the Auckland MBIE team joined in as well. The lines were long, the weather was not so good, but we got through with determination, military-like precision and organisation. With four serving stations, we fed everyone in a timely fashion.

Food is becoming more recognised and important in community engagement. It's not just a draw card to get a free feed; it's a major tool for enhancing opportunities and getting people to congregate and chat. Those that eat together, speak together and those that speak together, collaborate.

Our Business Development Team engaged with the workers to gather leads and to generate ongoing conversations throughout the three hours we were on site. This was one very successful event where we gathered around 40 leads, organised many personal follow-up visits, and already we have three confirmed apprentice sign-ups, one week later.

At this event, our Marketing team brought along a camera crew and spent time interviewing people.

The short film we produced can be viewed at [BCITO.org.nz/engage](https://bcito.org.nz/engage).

"Tricky chat" a game changer

In 2019 we commissioned IPSOS to research how New Zealanders really feel about apprenticeships and trade careers. We were surprised to learn that most parents were negative towards the idea of their kids doing a trade. To us at BCITO, the solution was obvious. We had to change their minds.

We set out to completely reframe what a smart education and successful career looks like; to debunk the myth that has crept into our society – that smart people go to university, and all successful careers start with a degree. We wanted to position a career in the trades as a clever career choice, and an apprenticeship with BCITO as the best way to start the journey to lifelong success. Our 'Tricky Chat' television advertisement and associated digital campaign were born.

We wanted to tell parents they should always be supporting and accepting of their kids' choices. We used humour to hold up a mirror to influencers around their current negative attitudes and highlight the angst this can cause for their kids. The content was executed in the style of an awkward family conversation; the kind no one wants to have but has to happen because there are things that need to be said.

Our objectives were to shift total positive perception about construction trade careers from 31% to 38% and to achieve 2,000 myBCITO registrations. Our key message to parents and others who influence young people was not to write-off a trade career for their kids' sake. Also, to show that a career in the trades is supported by an accredited and respected qualification, financial opportunity and a well-balanced lifestyle.

The results are in. Parents and caregivers who viewed a trade career as a positive choice grew from 25% to 32% and students who are open to a career in a trade grew from 17% to 23%. We also saw a strong decline in the number of people giving a construction career a poor rating. So, on the face of things, we have improved overall positive ratings and reduced the strength of negative ratings. The percentage of parents who viewed a construction career as a poor choice diminished from 59% to 51%. The strongest result was in the Pasifika audience where those who rate a career in construction as a good choice now 16% higher than in March 2018.

We reached over 380,000 parents. We outperformed our secondary objective of collecting career seeker leads by 58% and generated 493 more leads than our 2018 recruitment campaign. Given this year's campaign was targeted more towards parents, we are very happy with this result. Changing entrenched attitudes is what the real job is, and this is a medium to long term challenge. With strong campaign awareness and encouraging attitude shifts, we have a great platform to build on.

We didn't just set out to create interest. We have educated and informed, and the results clearly show that we've created a positive shift in attitudes and successfully highlighted the trades as a viable career option to parents of the next generation of tradies.

Attitude change can be a slow process – we've made a good start but still have a long way to go. Our journey, along with that of our onscreen hero, has just begun.

POST-CAMPAIGN INCREASE IN POSITIVE ATTITUDES TOWARDS TRADE CAREERS

PARENTS



+7%

SCHOOL STUDENTS



+7%

MĀORI



+8%

PASIFIKA



+16%



The trades won't hold them back.

Will you?

Encourage your kids to trade up to a construction apprenticeship bcito.org.nz/tradeup

BCITO
buildingpeople

Preparing our workforce for the future

The construction workforce of the future will look remarkably different from how it is today. The better that we understand what that future state might look like, the more we can do now to ensure that the construction sector is best placed to be future-ready and future-proofed.

This year we began a major Workforce Development project that examines trends impacting the construction workforce. This project aims to develop a deeper understanding of the drivers of change in our workforce, and we will use the findings to inform education, training and workforce development in construction. In conjunction with the economics firm Infometrics, we identified twelve trends that will shape the future construction workforce. Together with industry, we then articulated the impacts each of these trends will have on:

- **who is in the workforce**
- **the way people will be working**
- **the skills people need**
- **how training can meet skill requirements.**

Although the project is still in progress, several strong messages are coming through from our employers.

The twelve trends are already having a big impact on the way people are working and the breadth of skills they need.

- 1. The impacts are different in each of our trades, in different regions, and for different businesses.**
- 2. Softer skills are becoming more critical. These include adaptability, being comfortable with continuous learning, customer service, design-thinking, working with diverse people and communication.**
- 3. The current education system delivers the right technical skills but needs to get better at delivering other skills.**
- 4. Roles are changing more rapidly than ever, and education needs to evolve to keep up.**
- 5. Well-being and mental health are increasingly important.**

Over the coming months, we are developing a plan for each trade sector, which will describe the impacts of the trends on that sector and identify things to focus on to drive change in the short term. We are also trialing engaging about workforce trends at a local level to understand regional differences.

Understanding more about the future workforce and skill needs of the construction sector will help us to transform construction education to meet those needs best. Our workforce trends projects will equip the industry with information about the forces shaping the future workforce, and provide tools to respond to these changes. This knowledge will enable the sector, and individual businesses, to develop successful futures for everyone working in construction.

WORK EXPECTATIONS WORKERS

The nature of work has changed significantly - people change jobs much more often, are more conscious of making decisions about training and work, and also place a stronger emphasis on work-life balance.

IMMIGRATION WORKERS

The tightening labour market throughout the last six years has meant that workers from overseas have become an increasingly important source of staffing for businesses.

SUBCONTRACTING INDUSTRY

There is increased prevalence of subcontracting within the construction industry. The narrowing scope of work undertaken by many people within the industry leads to greater fragmentation of the construction process.

TECHNOLOGY INDUSTRY

Technology changes are expected to have a significant effect on industry over the next 15-20 years, with machinery set to replace many workers in tasks that are repetitive, dangerous, or low-skilled.

SPECIALISATION INDUSTRY

Construction businesses are becoming increasingly specialised. Workers are therefore less likely to be exposed to a broad range of tasks, potentially leaving them with fewer transferable skills.

PREFABRICATION INDUSTRY

Modular construction and offsite prefabrication of buildings has attracted significant attention over the last couple of years. Prefabrication has been seen as a way to reduce building costs and improve productivity in the construction sector.

OLDER WORKERS WORKERS

NZ's workforce is aging. Being able to utilise the skills and experience of older workers will become more important given ongoing competition across the economy to attract workers.

DIVERSITY WORKERS

Population growth in NZ is concentrated among Asian, Pasifika, and Māori, who are under-represented in construction. Furthermore, women make up less than 3% of trades workers so significant gains can be made by employing more women.

REGIONAL SHIFT WORKERS

NZ's population growth has been strongest in the larger urban areas in the upper half of the North Island. This has implications on where demand for construction work will be centred and where the future workforce will come from.

CONSUMER PREFERENCE CONSUMERS

Changes in consumer preferences can necessitate different construction techniques as well as leading to adjustments in the mix of skills required in the building industry.

SUSTAINABILITY CONSUMERS

The environmental effects of business and consumer decisions have steadily gained more attention and building design is increasingly recognised as having a role in reducing the environmental effects of human activities.

MIX OF BUILDINGS CONSUMERS

High land prices are encouraging a shift towards more intensive dwelling types which require different construction techniques and skills to traditional standalone housing.





Innovative tools for modern learners

In our 2018 Annual Report we noted specifications-based qualifications were developed and launched for many of our trades during that year.

A vital part of our specifications-based qualification work has involved the development of leading-edge solutions to support learning and assessment in the workplace. Included in that development is the major task of updating the supporting material we provide that helps apprentices cement their learning. In June, at a major industry conference, we launched new resources for carpentry apprentices that support businesses delivering the New Zealand Certificate in Carpentry.

The launch marked a key milestone for BCITO and our industry partners as enrolments in the New Zealand Certificate in Carpentry approach 2,500 since January. The new carpentry resource suite was the culmination of thousands of hours of in-house work to create modern, high-quality resources that we are proud to present to employers and apprentices.

The rapid growth in the number of apprentices we support has meant providing them with updated and comprehensive resource materials has never been more important. While the previous set of learning materials were very comprehensive, the overwhelming amount of information was often intimidating for many. The new materials have been completely rewritten and redesigned to ensure that they focus on delivering the most critical information to support practical learning on site in a way that is accessible, effective and visually appealing.

The development of these resources included the design of hundreds of illustrations that will help improve comprehension by making it easier for apprentices to relate what they see in a book to the practical application at work.

The resources have been intentionally written to minimise jargon and are supported by the extensive use of full-colour illustration and images that break down key construction concepts and techniques into manageable chunks of learning.

A modern workplace requires modern learning resources, so we've added value by giving apprentices guides to health and safety, environmental legislation, and consumer protection best practice, on top of the core skills, tools and planning materials they need. The resource design compliments our shift into the use of digital tools to enhance the experience of all of our learners.

This year is the first time the carpentry certificate is being delivered in the workplace with the full resourcing required to translate theory into practice. The programme allows apprentices to undertake at home review and represents the most up-to-date learning material for the modern workplace environment.

The input of many key industry stakeholders into the content of the resources is an example of the industry doing what it does best, consulting, engaging and contributing to the support we provide while training apprentices and providing them with the real world hands-on experience they need to become successful tradespeople at the same time. We value these relationships, which help us deliver what industry tells us they need.

A significant strength is our face-to-face relationships and contact with industry, involving approximately 55,000 site visits per year. We know what's important for apprentices to know in the workplace, and with the industry's help, we can provide the most relevant, modern learning resources appropriate for them to succeed.

While there is currently a level of uncertainty in the sector, our work establishing standards, developing resources and organising training continues strongly. We're simply doing what hundreds of thousands of businesses across New Zealand do every day – putting our head down and getting on with the job.

Workplace-based learning is the major component of our Vocational Education and Training system. The provision of these resources to carpentry apprentices is more proof of the vital role BCITO plays in providing the skilled workforce New Zealand needs now and in the future.

Improving gender equality



Employment forecasts predict there will be more than 80,000 new and replacement job openings in the construction sector in the next five years. That demand is nowhere near being fulfilled. The talent pool of school leavers is diminishing, and it's time for us to encourage more employers to take a broader view and look at hiring a more diverse workforce.

We are part of a foundation group of organisations participating in a three-year research project jointly funded by industry and education partners, the Ministry for Women and Ako Aotearoa. This research aims to increase the participation and success of women in trades where they are under-represented.

Part one of the research programme was to interview women working in construction and identify the significant characteristics of learning journeys where women qualify at level two to five in construction and engineering related trades.

The findings show that many women don't know about the opportunities within the construction sector. Women are more likely than men to look at advertisements for a position, so if employers advertised more that might help. People still consider that the physicality of a job will impact on a women's ability to do the mahi and some women who were interviewed reported that the physical side of things is hard initially, but that you get fit on the job.

Employers who were interviewed in part two of the research programme suggested that they don't have enough women seeking jobs and that they would employ more if they did. There is still a traditional way of thinking that women may get pregnant, need more suitable facilities and will change the work culture. This confirms what we already thought was true, but none of these facts are reasons why women can't do the job.

More employers now have flexible workplaces, so this makes their workplace more open to employing women. Men also value a flexible workplace. Something else we discovered is that not having prior exposure to, or work experience within, the sector can impact a women's views on whether getting into the sector is a good choice.

Alongside this research project, we have specific marketing and engagement activities in place to increase the number of women in training. So far this year we are up to around 400 women participating in training with BCITO, which is a 20% increase in just six months. The Carpentry and Painting & Decorating trades have both experienced phenomenal growth and we've reached a milestone with 100 women learning in each of these trades.

We also launched a Building Women closed Facebook group for women who are training or have trained through BCITO. This is providing a networking opportunity and supportive community engagement within the membership. For the first time, we have partnered with NAWIC for their Excellence Awards and nominations have increased by 10% in 2019.

We are also active in the school community, where we invite women who are apprentices into schools to talk specifically to young women about the wonderful opportunities available for successful future careers within the construction sector.

Awareness is growing and attitudes are slowly changing. Within the consortia the next phase of this research project is to make an impact on the under-representation of women in the construction workforce.



Key performance indicators

For the six months ended 30 June 2019

1 Increase our reach and effectiveness within the construction industry

OBJECTIVES	KEY PERFORMANCE INDICATORS	2019 PROGRESS
1.1 Improve our engagement in the pre-apprenticeship area to grow the pipeline of potential learners.		
NATIONAL INDUSTRY GROWTH (SALES SIGN UPS):		
ACHIEVE PLANNED SIGN UPS.	ACHIEVEMENT OF SIGN UP GROWTH FORECASTS TARGET 6,500 NZA/IT.	AHEAD OF FORECAST AT 120%.
WORKFORCE DEVELOPMENT PHASE 2		
WORK WITH EACH INDUSTRY TO ENSURE ADOPTION OF GROWTH INITIATIVES IDENTIFIED IN EACH PLAN. 1. MĀORI 2. PASIFIKA 3. MIGRANTS/ASIAN 4. WOMEN (BUILDING ON INSIGHTS FROM AKO RESEARCH)	INDIVIDUAL MARKETING PLANS FOR EACH INDUSTRY DEVELOPED IN CONSULTATION WITH ASSOCIATIONS/EMPLOYERS/INDUSTRY.	INTERNAL MĀORI STRATEGY COMPLETE. EXTERNAL STRATEGIES FOR WOMEN AND MĀORI CONSULTATION UNDERTAKEN AND FINAL VERSIONS FOR NATIONAL ADVISORY GROUPS (NAG) ADOPTION IN NOVEMBER. ADVOCATE FOR WOMEN APPOINTED. EXTERNAL AND INTERNAL ENGAGEMENT ONGOING WITH A NUMBER OF ORGANISATIONS.
PRE-APPRENTICESHIP		
ACHIEVE MYBCITO ROOKIES AND STARTER SIGN UPS.	TARGET 3,000 ROOKIES AND 4,000 STARTERS.	CONVERSIONS ROOKIE TO STARTER:260 ROOKIE TO APPRENTICE:285 REGISTRATIONS ROOKIES:4,100 STARTERS:.....6,400 TEACHERS:.....485 SCHOOLS:160

OBJECTIVES	KEY PERFORMANCE INDICATORS	2019 PROGRESS
1.2 Provide flexible learning options that align with firm and individual needs across all levels.		
DEVELOP NEW LEARNING OPTIONS		
DEVELOP NEW MICRO-CREDENTIALS.	REVIEW WITH ALL OUR SECTORS POSSIBLE OPPORTUNITIES FOR MICRO-CREDENTIALS AND UNDERSTAND THE IMPACTS OF THESE ON OUR BUSINESS. WHERE APPROPRIATE SEEK APPROVAL FOR SUCH QUALIFICATIONS.	NEW OPPORTUNITIES HAVE BEEN IDENTIFIED AND BUSINESS CASES ARE BEING DEVELOPED.
BUILD DIRECT SUPERVISOR TRAINING OPTIONS FOR ENTERPRISES.	400 IN ENTERPRISE PROGRAMMES BY DECEMBER 2019.	CURRENTLY 204 ENROLLED.
1.3 Develop smooth transition pathways that make ongoing skill development easy for firms and individuals		
DEVELOP TRANSITION PATHWAYS		
RESEARCH BARRIERS TO COMPLETIONS.	INITIAL FINDINGS OF LEARNER SUCCESS MODEL BEING IMPLEMENTED.	INITIAL PROJECT FINDINGS HAS BEEN COMPLETED AND PROGRESS MADE TO IMPLEMENT THESE.

90%

OF EMPLOYERS WHO TRAIN SAY BCITO

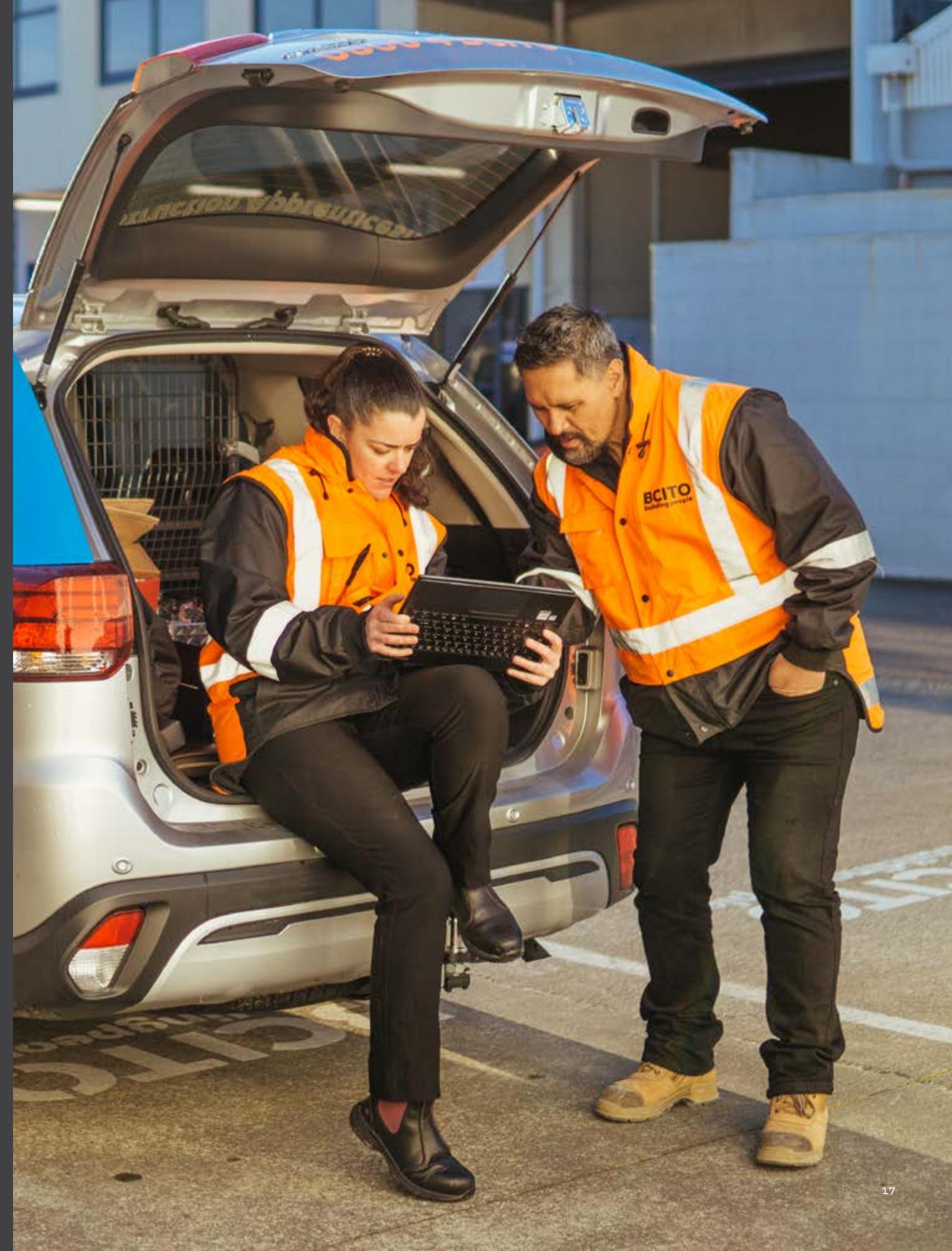
- IS A RELIABLE AND RESPECTED VOICE OF THE INDUSTRY
- DELIVERS RELEVANT QUALIFICATIONS
- IS A PROACTIVE ORGANISATION THAT WORKS FOR THE BENEFIT OF THEIR INDUSTRY

2 Provide a service model that meets the individual needs of our clients

OBJECTIVES	KEY PERFORMANCE INDICATORS	2019 PROGRESS
2.1 Understand how an individualised service model should be structured so it balances the BCITO business requirements with clients' needs.		
DEVELOP AN INDIVIDUALISED SERVICE MODEL		
COMPLETE RESEARCH TO ESTABLISH THE NEEDS AND EXPECTATIONS OF OUR CLIENTS AND IMPLEMENT A NEW MODEL.	CUSTOMER EXPERIENCE GROUP FULLY OPERATIONAL AND CUSTOMER SERVICE MODEL BEING IMPLEMENTED.	RESEARCH WORK HAS BEEN COMPLETED AND PROGRESS BEING MADE TO IMPLEMENT RECOMMENDATIONS.

3 Equip our people to lead industry to develop the skilled people it requires

OBJECTIVES	KEY PERFORMANCE INDICATORS	2019 PROGRESS
3.1 Build a client centric service culture across all BCITO people.		
UNDERSTAND THE CHANGING NATURE OF THE CONSTRUCTION INDUSTRY AND ITS IMPACT ON SKILLS DEVELOPMENT SO THAT WE ARE RESPONSIVE TO INDUSTRY NEEDS.	CONTINUE TO REFINE WORKFORCE DEVELOPMENT PLANS.	FUTURE WORKFORCE INITIATIVES HAVE BEEN IDENTIFIED AND DEVELOPED AND WILL BE PRESENTED TO THE NEXT INDUSTRY FORUM.
IMPLEMENT A CUSTOMER CENTRIC STRATEGY, TO BUILD AN ORGANISATION WIDE CULTURE THAT IS CUSTOMER CENTRIC.	CULTURE SURVEY REFLECTS POSITIVE ATTITUDE TO NEW APPROACH. NET PROMOTER SCORES REFLECT A CUSTOMER CENTRIC ORGANISATION.	STRUCTURAL CHANGES HAVE BEEN COMPLETED, KEY CUSTOMER ISSUES HAVE BEEN IDENTIFIED AND PROGRESS IS BEING MADE TO MEET THESE ISSUES.
3.2 Develop our people to ensure our industry reach and effectiveness is maximised and our service model is exploited.		
DIVERSITY AND INCLUSIVENESS ARE EMBRACED WITHIN THE BCITO AND ROLE MODELLED TO OUR INDUSTRIES.	DIVERSITY & INCLUSIVENESS STRATEGY SHOWS POSITIVE OUTCOMES.	DIVERSITY COMMITTEE HAS BEEN APPOINTED AND PROGRESS UNDERWAY TO OPERATIONALIZE THE STRATEGIES.
PROMOTE A STRONG SAFETY & WELLBEING CULTURE BY ROLE MODELLING A POSITIVE ATTITUDE TOWARDS HEALTH AND WELLBEING AND ENSURING ADHERENCE TO WS POLICIES AND PROCEDURES.	MAINTAIN "PERFORMING" LEVEL RATING IN WORKSAFE'S SAFEPLUS PROGRAMME. WELLBEING FRAMEWORK IMPLEMENTED.	SELECTION OF SAFE+ ASSESSOR OCCURRING. WELLBEING FRAMEWORK INTRODUCED, GOODYARNS ROLLOUT COMPLETED ACROSS THE ORGANISATION.



12,680

LEARNERS ACROSS 15 SECTORS

ACTIVE TRAINEES AT 30 JUNE 2019

ARCHITECTURAL ALUMINIUM JOINERY	192
BRICK & BLOCK LAYING	199
CARPENTRY	9,785
CONCRETE	254
CONSTRUCTION SUPERVISION	215
EXTERIOR PLASTERING	139
FLOORING	331
FRAME & TRUSS	46
GLASS & GLAZING	236
INTERIOR SYSTEMS	193
KITCHEN & BATHROOM DESIGN	87
PAINTING & DECORATING	525
STONEMASONRY/MASONRY	35
TILING	97
TIMBER JOINERY	346
TOTAL	12,680

SIGN UPS

NEW SIGN UPS TOTAL

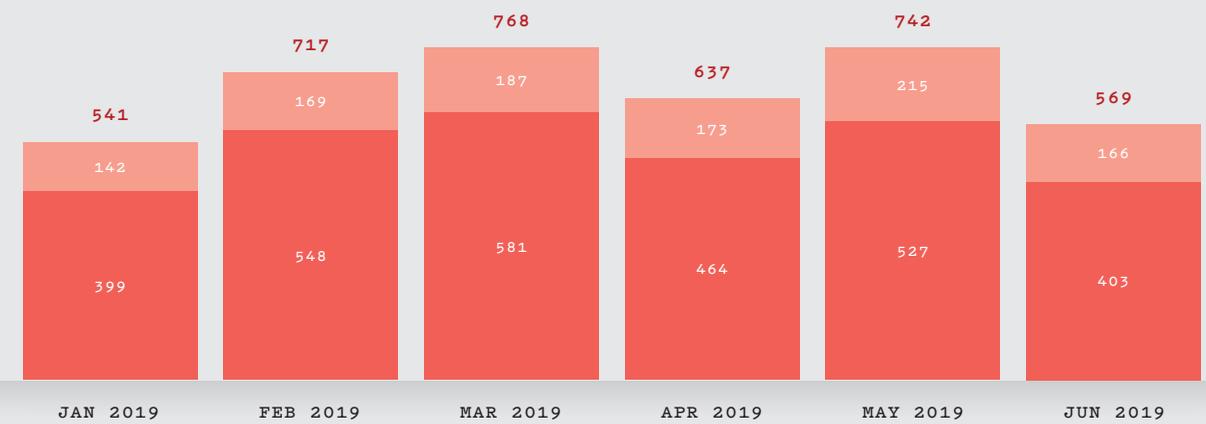
● 2,922

RE-SIGNS TOTAL

● 1,052

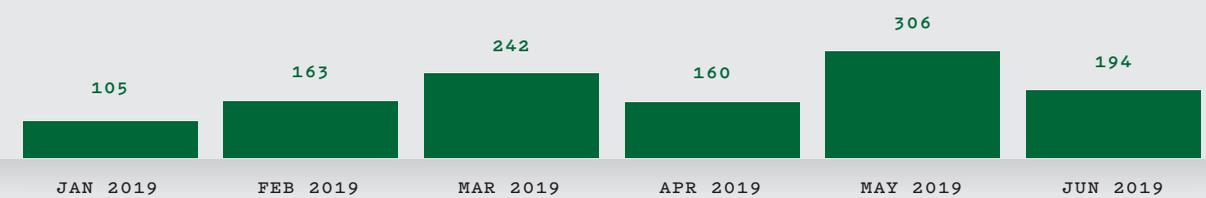
TOTAL SIGN UPS

● 3,974



COMPLETIONS

TOTAL COMPLETIONS: 1,170

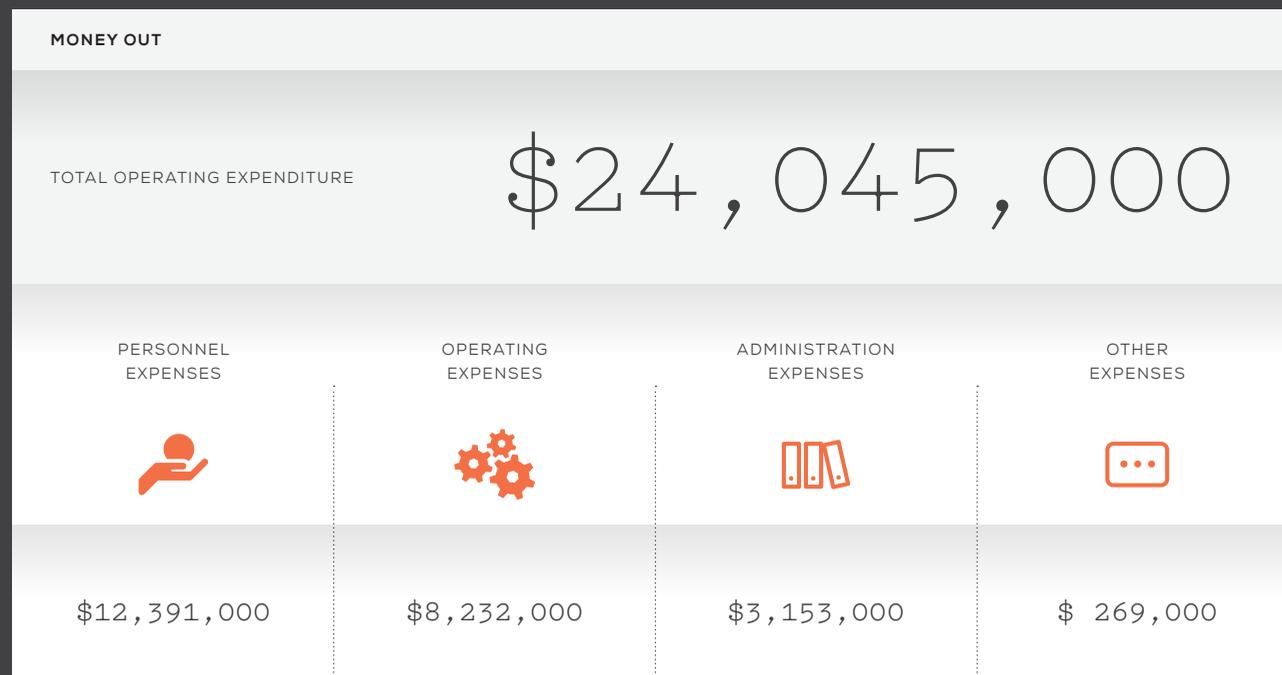
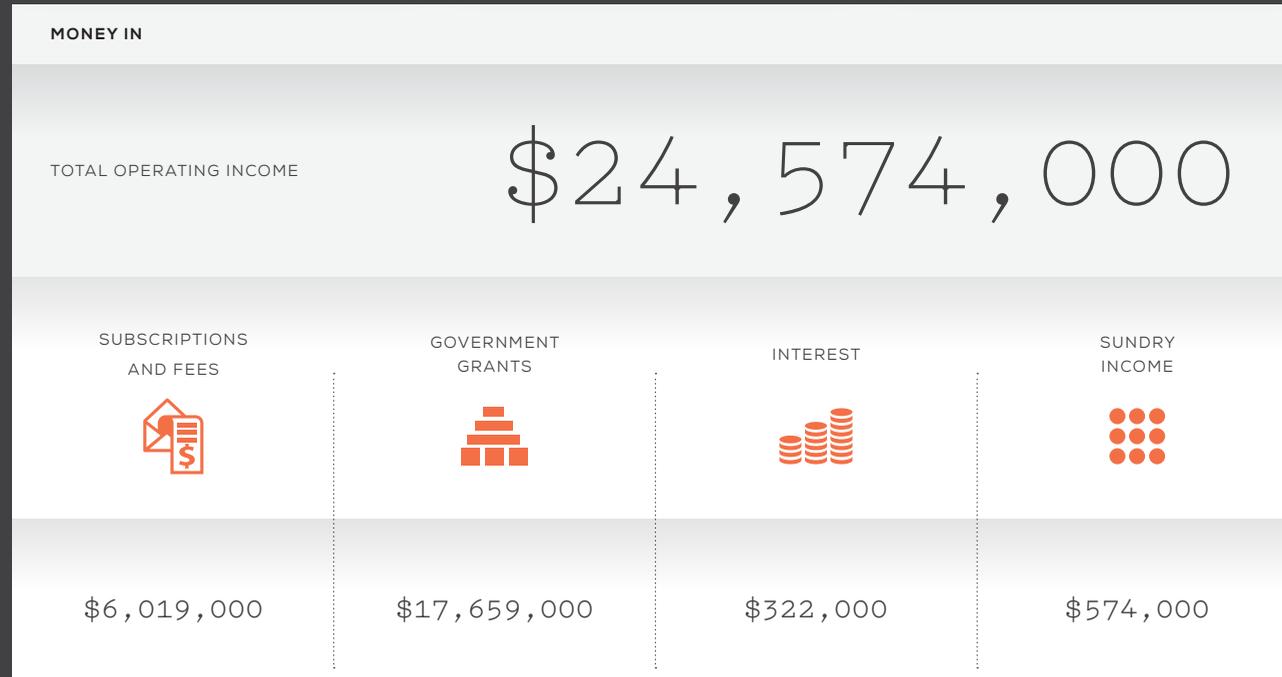


PARTICIPATION AND CREDIT ACHIEVEMENT RATES

(Apprentices enrolled in qualifications at Level 4 and above)

	PARTICIPATION	CREDIT ACHIEVEMENT	
	ACTUAL AT 30 JUNE 2019	ACTUAL AT 30 JUNE 2019	ACTUAL AT 30 JUNE 2019
NON-MĀORI & NON-PASIFIKA	76%	NON-MĀORI & NON-PASIFIKA	85%
MĀORI	17%	MĀORI	74%
PASIFIKA	7%	PASIFIKA	57%
UNDER 25 YEARS	54%	UNDER 25 YEARS	66%

Financials clear and simple



How to find us

Northern

- WHANGAREI**
260 Port Road, Whangarei 0178
- AUCKLAND - NORTH**
Unit A, 8 Saturn Place, Rosedale, Auckland 0632
- AUCKLAND - CENTRAL**
Unit 1.1, 27 Gillies Avenue, Newmarket, Auckland 1023
- AUCKLAND - WEST**
1A Tapu Road, Huapai, Kumeu 0810
- AUCKLAND - SOUTH**
38C Highbrook Drive, East Tamaki, Auckland 2013

Central

- HAMILTON**
8C Maui Street, Pukete, Hamilton 3200
- TAURANGA**
40 Tawa Street, Mt Maunganui 3116
- WHAKATANE**
11 Te Tahi Street, Whakatane 3120
- ROTORUA**
71 Pururu Street, Rotorua 3015
- GISBORNE**
21A Derby Street, Gisborne 4010
- NAPIER**
7A Austin Street, Napier 4110
- NEW PLYMOUTH**
46 Currie Street, New Plymouth 4310
- PALMERSTON NORTH**
Ground Floor, BDO Building, 32 Amesbury Street, Palmerston North 4410
- WELLINGTON (NATIONAL OFFICE)**
Level 5, 234 Wakefield Street, Wellington 6011
- LOWER HUTT**
37 Marsden Street, Alicetown, Lower Hutt 5010
- MASTERTON**
316 Queen Street, Masterton 5842

Southern

- NELSON**
6/72 Oxford Street, Richmond, Nelson 7020
- CHRISTCHURCH**
Unit 13 Barry Hogan Place, Riccarton, Christchurch 8041
- TIMARU**
156-158 Stafford Street, Timaru 7910
- DUNEDIN**
30 Portsmouth Drive, Dunedin 9012
- QUEENSTOWN**
Unit 12, 193 Glenda Dr, Frankton, Queenstown 9300
- INVERCARGILL**
Unit 3, 41 Leet Street, Invercargill 9810



w: bcito.org.nz
 e: info@bcito.org.nz
 a: Level 5, 234 Wakefield Street, Te Aro, Wellington 6011, New Zealand
 t: 04 381 6430 / 0800 422 486



bcito.org.nz

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