

Flooring



As part of the Government's Reform of Vocational Education (RoVE), announced in 2019, BCITO's current functions are being transferred to a new entity – NZ Institute of Skills and Technology T/A Te Pūkenga.

TEC required BCITO to approach other entities that may be interested acquiring the function of arranging training for a particular sector, or part thereof.

Allied Trades Institute (ATI) have expressed interest in taking on this function for the flooring sector.

Arranging training covers the activities needed to develop and maintain the arrangements for delivering work-based training for learners through employers for on-job components and providers for off-job components.



At a macro level, arranging training includes:

- Working with employers to understand and develop programmes to satisfy their needs
- Development and maintenance of learning resources
- Working with employers to sign up their employees into work-based training
- Working with employers and their apprentices to develop individual training plans
- Ensuring learner achievement and progression towards their qualifications



At a macro level, arranging training includes:

- Arranging for learners to be assessed against standards, reporting results to NZQA
- Working with providers and employers to organise delivery of any off-job training components
- Providing holistic support for learners
- Supporting the employer as a provider and their employees as the learner
- Recruiting industry employers into formal training
- Provide learner data to Tertiary Education Commission for funding purposes
- Development and maintenance of a learner management system (eg mybcito)



Due Diligence – BCITO / ATI

- Agreed to undertake due diligence
- Signed confidentiality agreement
- Includes all aspects of flooring except Resin Flooring
- Initial report completed
- ATI working though gaps
- BCITO / WDC make separate recommendations to TEC
- **Ultimate decision is up to TEC**



TEC Criteria

1. Is registered with NZQA
2. Has a current EER category of 1 or 2 (or hasn't yet had an EER)
3. Has accreditation to deliver programmes for qualifications developed by the relevant TITO
4. Meets TEC financial viability requirements
5. Has relevant industry support and relationships
6. Has a track record of working with the relevant industry
7. Has a track record of working with work-based learners
8. Is currently working with employers from the relevant industry
9. Has capability to take on arranging training in line with success factors identified by the relevant industry and employers
10. Has appropriate geographical coverage to deliver arranging training activities



Current scenario

- ATI completing work on gaps identified
- Current target date is 1st April 2023
 - Dependent on TEC process
- BCITO / ATI arranging consultation with Employers during December to measure support for move
- BCITO Flooring NAG supports transition
- Potential opportunity for BCITO TA's to move to ATI – To be explored
- Intention is to transfer apprentices in current qualification programme



Risk

- Te Pūkenga structure and operating model currently under consultation
- Aspects of ATI's progress on preparation to undertake arranging of training dependent on decision from TEC



Floor NZ / ATI



Introduction to Flooring Training 2023



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PRESENT

FUTURE

PAST

A Quick Review

Where it all started

A brief history...

- 1992 Industry Training Act - the start of Industry Training Organisations (ITO's) including the NZ Flooring Industry Training Organisation. The NZ Flooring Industry Training Organisation was formed in 1997.



- There were 42 ITO's with qualification training delivered by Private Training Establishments (PTE's) or Polytechnics approved by NZQA.

Initially off job training was run in Lower Hutt before it moved to training facility in Christchurch.

Off Job Training

"A change of government in 2008 resulted in the ITO numbers being reduced from 42 to 11"


- Flooring Training merged with the BCITO in 2014.
- Allied Trades Institute (ATI) formally the National Flooring School was set up and granted a license as a Private Training Establishment (PTE) to provide off job training for the BCITO.
- ATI is currently the only provider of flooring training and is owned by the Flooring Industry.



Current changes

"As a result of a Reform of Vocational Education (RoVE), the ITO & ITP model has now been transformed and will finish by December 2022"

Options for training are now provided by:

-  (New Zealand Institute of Skills and Technology) which is the overarching body responsible for all the Polytechnics. The BCITO becomes a business unit of Te Pūkenga.

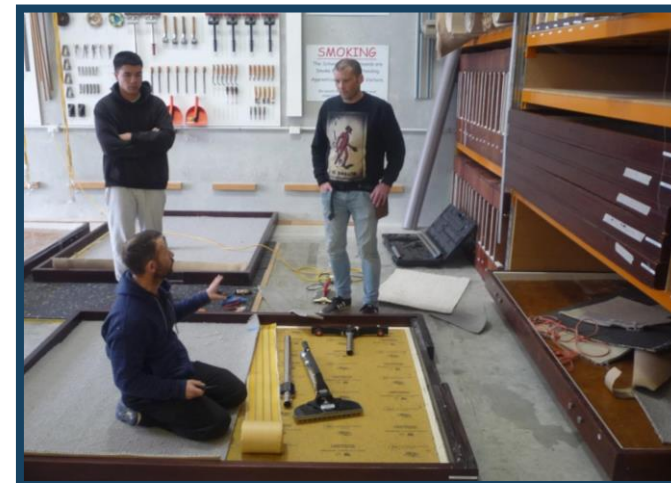
or

- Private Training Establishments (PTE's). ATI has applied for the transfer of arranging of training for the Flooring Industry which is expected to take place by 1 April 2023.



ATI Block Course Training

- ATI exists to provide off job training to the flooring trade.
- While employers provide apprentice training on job, ATI provides independent training and assessment by installer experienced tutors in areas that apprentices may not receive on the job.
- In total, the numbers attending training at ATI over the past three years has exceeded 1200.



ATI Block Course Training

- ATI designs learning and assessment material specific to flooring industry needs which is referenced to NZQA standards.
- Relevance is ensured through constant monitoring of trends from the industry and internationally.
- Training encourages compliance to industry standards.

BEST PRACTICE GUIDELINES FOR THE
NEW ZEALAND FLOORING INDUSTRY

RESILIENT FLOOR COVERINGS
PLANNING AND INSTALLATION

FLOOR_{NZ}
SUPPORT | LEAD | EDUCATE

First edition compiled in
2019 by Floor NZ, the
Flooring Association for
the flooring industry



ATI Block Course Training

- On-site facility is fully equipped to train across all aspects of floor coverings.
- Apprentices form bonds with others along with their tutors who are often called on for advice and assistance.
- ATI also provides introductory courses for installers and retailers plus bespoke upskill training where required.



Upskill in wool carpet installation

ATI Block Course Training

- Emphasizes the need to comply with health and safety guidelines.
- Co-ordinates suppliers to present the latest products and ensures latest trends and techniques are communicated.



Challenges facing the Flooring Industry

- Insufficient number of apprentices being recruited to fill the places left by an aging workforce.
- Flooring is similar to other sectors in that only 20% of businesses train for their industry.
- Promoting the Flooring Trade to school leavers as a career opportunity.
- Promoting the Flooring Trade as an option for a career change.
- Upskill existing installer base in technical skills and business efficiency.
- Improve industry health and safety awareness and practices.
- Digitising training methods for accessibility and relevance for future learning.

What could the transfer mean for FloorNZ and the ATI

- Higher degree of independence, we are flooring focused.
- Ability to increase funding and therefore enhance resources.
- Opportunity to market the Flooring Industry directly to school leavers.
- Ability to react and modify training requirements as needed by the industry.
- Ability to provide a pathway for training.



- Ability to control industry quality by ensuring competence is assessed consistently across NZ by industry experts.

What changes may be seen in 2023

Staffing will be increased at ATI to enable the new role of both organising and delivering training

- Qualifications are now separated into residential and commercial work so apprentices will be assessed and qualified only on the work they do in the workplace.
- Learners already enrolled in an apprenticeship program will be able to transition to the ATI in their current program.

Allied Trades Institute (ATI) will provide a blended learning approach

- In the second quarter Regional Floor NZ Field representatives will be visiting Employer/Apprentices.

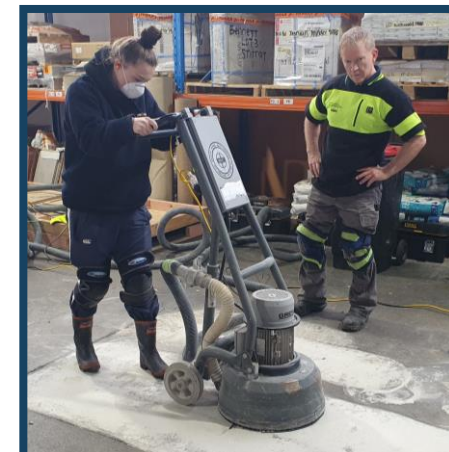
What changes may be seen in 2023

- Learners will be able to complete some of the knowledge learning on-line and will be supported by an online tutor.
- Field representatives will not be making assessments, their role is mentoring/support and make sure all onsite evidence needed for commercial competence is in order. Onsite evidence will be sent to ATI for assessing.
- Block course training will still apply with learners attending the ATI in Christchurch. A training facility in the North island will be in the long term planning.
- Block courses for carpet will be designated carpet only and not mixed with resilient courses.

ATI Activities 2022

Allied Trades Institute (ATI) has run the following training programs in 2022

- Apprenticeship block course training on contract to the BCITO.
- Floor Planning and Design on contract to the BCITO.
- Flooring Fundamentals; learners are registered through the ATI, as an introduction to flooring for new sales staff.
- Piloting upskill training courses for wool loop pile carpet installation.
- Introduction to Flooring Installation; learners are registered through the ATI, for people wishing to enter the flooring industry.
 - An additional program of Introduction to Flooring in Dunedin and Invercargill involved working with the Ministry of Social Development (MSD), Ministry of Health and Workforce Central Dunedin to build up the installer network for the upcoming Dunedin hospital. This involved a week of training skills before having 6 weeks of work place experience. 11 of the 14 trainees have been or are about to be signed into an apprenticeship.



Fees and Subsidy's

Changes to Government policy on tertiary training will provide employers with incentives to train

- Until December 2023 employers can apply for Apprenticeship Boost subsidy to take on and train an apprentice.
- Targeted Training and Apprenticeship Fund (TTAF; also known as free trades training) will end on 31 December 2022. Fees Free will be available for eligible learners.

ATI Activities 2023

Allied Trades Institute (ATI) will run the following training programs in 2023

- Flooring Fundamentals for new sales staff.
- Floor Planning and Design (retail qualification).
- Introduction to Flooring Installation for people wishing to enter the flooring industry.
- Apprenticeship for Resilient, Carpet, Timber, Floor sanding, Surface preparation (second half 2023).
- Upskill training course for experienced installers (second half of 2023).

FLOORNZ AND ATI PAVING THE WAY FOR THE NEW ZEALAND FLOORING INDUSTRY

Vision

To provide high quality professional services to the Flooring Industry of New Zealand today and tomorrow.

Mission

To build a strong flooring community through education, fostering collaboration, undertaking industry advocacy and providing added-value services to our members.

Values

- ▶ Respect - we are open minded and listen to our members' opinions and are prepared to represent their view
- ▶ Professional - we engage in behaviour that focuses on the issues rather than the people/organisations represented by those issues
- ▶ Quality - the services we provide to our members are appropriate, resourced and meet agreed standards