

# BUILDING PEOPLE



2024

**BCITO**  
He Hunga Hanga Mātou  
buildingpeople



Te Pūkenga

"BCITO is a cornerstone of the Brick and Block industry. They do vital work by supporting learners with career-defining opportunities and assisting our employers to have the right people with the right skills. They support and build a skilled and adaptable workforce for the industry."

**CHRISTY THOMPSON**  
Firth Concrete Company.  
Chair of BCITO Brick & Block  
National Advisory Group



**EHARA TAKU TOA I TE TOA TAKITAHU,  
ENGARI HE TOA TAKITINI.**

**SUCCESS IS NOT THE WORK OF AN  
INDIVIDUAL, BUT THE WORK OF MANY.**



"They are such a great organisation. BCITO equips apprentices with hands-on skills and the confidence to succeed. Their tailored approach ensures our employer and learner needs are met at every level."

**KEN PRICE**  
Toop Aluminium.  
Chair of BCITO Architectural  
Aluminium Joinery National  
Advisory Group



# EXECUTIVE DIRECTOR'S REPORT

I am pleased to present BCITO's 2024 Building People report. In a year of challenging market conditions, I am proud of the performance of BCITO staff in supporting apprentices, employers, and industry.

## Construction training update

The construction sector is critical to the economic success and wellbeing of New Zealand. The firms that make up this vibrant sector are responsible for the homes that keep families safe and sound, and the vast array of commercial structures that enable our nation to prosper. With an annual turnover of \$100 billion, the sector employs 20% of New Zealand's workforce with over \$17 billion in salaries.

The value proposition of construction is straight forward. The industry takes raw products like timber, concrete, paint, bricks, etc and combines this with immense human talent to create structures that serve communities. BCITO specifically supports employers and employees to develop skills to make a difference for clients everyday.

Over the last two years commercial activity has declined following a five year period of significant growth. The market has now stabilised at a moderate level with areas of the country showing signs of growth. As you will see on the following pages, workplace training by industry has remained strong with employers conscious of the need to maintain high levels of skill and capability.

BCITO has a 34 year history of successfully partnering with industry and government to ensure construction training is straight forward and effective for all involved. In addition to a wide range of apprenticeships, we offer a range of leadership and specialist skills courses that allow employers to support their current workforce to continue to develop in their careers. This is a vital component of any workplace today—contributing to business growth, productivity, and team retention.

Skilled staff enable businesses to thrive in times of growth and adapt to changing market conditions. This is critical both to the industry and the wider economy. With existing high levels of demand for housing and buildings, our employers need even more trained people to meet demand.



## Vocational education update

The Government is in the final stages of determining future structures for vocational education and training in New Zealand to be rolled out during 2025<sup>1</sup>. Industry, employers, and learners deserve stability from the Government in respect to apprenticeships and work-based training.

On behalf of industry, BCITO is calling for effective and enduring solutions to apprentice training that recognises the value and uniqueness of the employer and apprentice relationship in workplace learning. Our stakeholders have told us that industry control and leadership over workplace-based training is pivotal for a thriving building and construction industry in New Zealand.

Thank you to the industries, employers, and learners who choose to train with BCITO. Your commitment to construction apprenticeships and training makes a real difference. To BCITO staff, your passion and commitment during 2024 has been exceptional. Your outstanding professional support for our stakeholders is reflected well in the following pages.

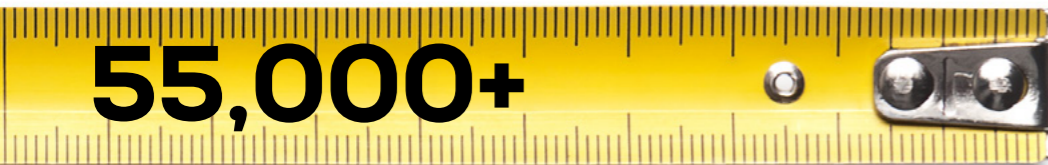
Ngā mihi

**Greg Durkin** - Executive Director BCITO, Te Pūkenga

<sup>1</sup> From 1991 to 2021 BCITO was industry owned and operated prior to incorporation into Te Pūkenga as a business division by the Labour Government. Under the National led coalition Te Pūkenga is being disestablished with new structures currently under consideration.

# 2024 SUCCESS

# AT A GLANCE



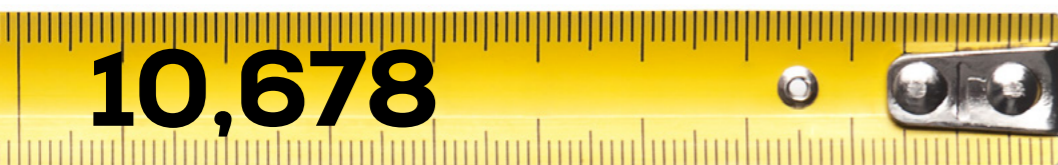
**55,000+**

TOTAL BCITO QUALIFIED  
TRADIES OVER THE PAST  
34 YEARS



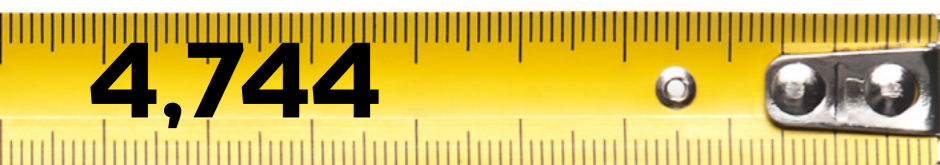
**15,006**

ACTIVE  
APPRENTICES



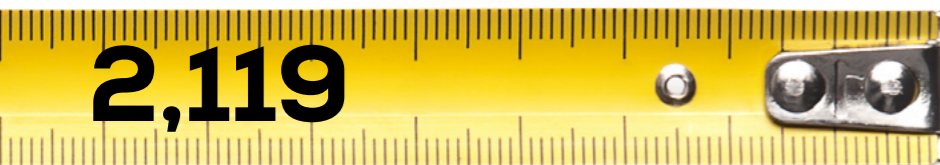
**10,678**

ACTIVE  
EMPLOYERS



**4,744**

PEOPLE QUALIFIED  
WITH BCITO IN 2024



**2,119**

ACTIVE LEARNERS  
IN THE SUPERVISOR  
QUALIFICATION



**8,000+**

INTERACTIONS WITH INDUSTRY,  
SCHOOLS AND TRADE SUPPLIERS

IMPRESSIONS/VIEWS  
ACROSS BCITO  
SOCIAL MEDIA



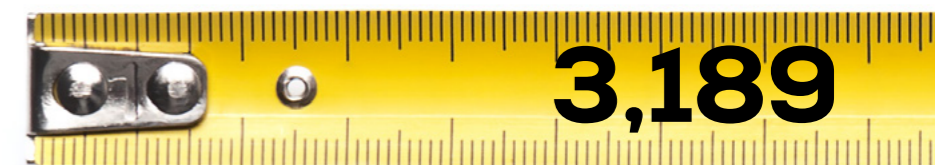
**10,628,401**

LEARNER  
CREDITS  
ACHIEVED



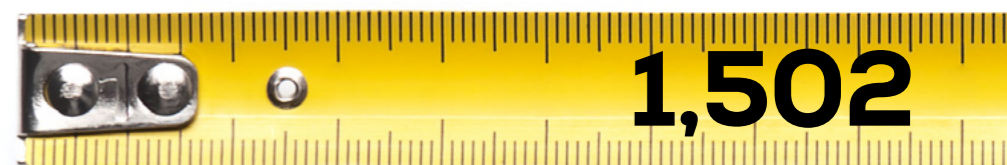
**989,462**

ACTIVE MĀORI  
APPRENTICES



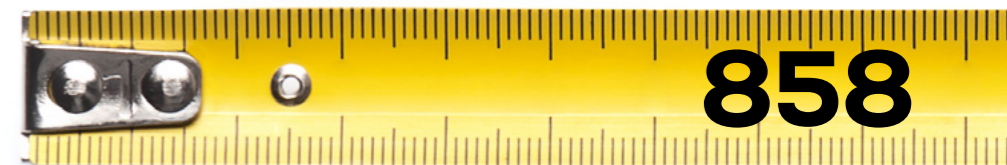
**3,189**

ACTIVE PASIFIKA  
APPRENTICES



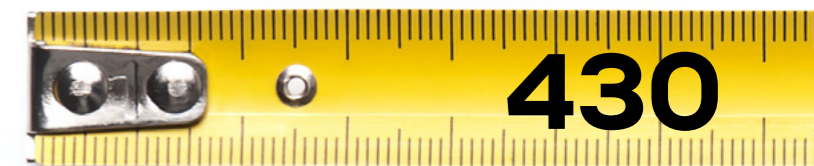
**1,502**

ACTIVE WOMEN  
APPRENTICES



**858**

BCITO STAFF



**430**

"BCITO's leadership in providing tailored, high-quality training is invaluable. Their hands-on approach ensures apprentices not only build technical skills but also develop the professional attributes required to thrive in our fast-paced commercial environment."

SEAN MCGUINNESS – Company Director, LT McGuinness



## TRAINING AND SUPPORT

15,006

ACTIVE APPRENTICES IN 2024

NUMBER OF EMPLOYERS IN 2024

10,678

QUALIFIED WITH BCITO IN 2024

4,744



APPRENTICES ASSISTED WITH BCITO FEES SUPPORT (1 MARCH TO 31 DECEMBER 2024)

7,895

BCITO LEARNERS WHO ACCESSED LEARNING SUPPORT E.G. LITERACY, NUMERACY, MENTAL HEALTH, HARDSHIP

1,000+

## NEW QUALIFICATIONS



NEW MICRO-CREDENTIAL QUALIFICATION COMPLETIONS

162



NUMBER OF NEW SUPERVISOR QUALIFICATION LEARNERS (CAREER PROGRESSION)

2,119

"The people at BCITO not only support apprentices but also champion the trades as essential careers. Their advocacy benefits both learners and the broader New Zealand economy. They are literally 'Building People!'"

**RICHARD STEPHENS**  
Waihi Pacific Ltd.  
Chair of BCITO Flooring  
National Advisory Group





# BCITO ACTIVE LEARNERS

AS AT DECEMBER 2024

	ARCHITECTURAL ALUMINIUM JOINERY	280
	BRICK AND BLOCK LAYING	194
	CARPENTRY	9,523
	CEMENT AND CONCRETE	417
	CONSTRUCTION MANAGEMENT	1,658
	FLOOR AND WALL TILING	145
	FLOORING (INCLUDES RESIN FLOORING)	274
	FRAME AND TRUSS	135
	GLASS & GLAZING	302
	INTERIOR CONSTRUCTION	354
	KITCHEN AND BATHROOM DESIGN	130
	PAINTING AND DECORATING	984
	EXTERIOR PLASTERING	157
	CONSTRUCTION STONEMASONRY	44
	TIMBER JOINERY	409

TOTAL

# 15,006

"BCITO works closely with industries to identify emerging trends and skill needs. Their sustained drive for excellence for the building industry is without equal. Through their forward-thinking approach to supporting apprentices, senior staff, and employers, they have been a vital part of shaping the sustainable future of construction trades."

**ROSS FAULKNER**

Faulkner Construction.

Chair of BCITO Carpentry  
National Advisory Group



# BCITO QUALIFIED LEARNERS



AS AT DECEMBER 2024

	ARCHITECTURAL ALUMINIUM JOINERY	148
	BRICK AND BLOCK LAYING	43
	CARPENTRY	2,943
	CEMENT AND CONCRETE	170
	CONSTRUCTION MANAGEMENT	158
	FLOOR AND WALL TILING	71
	FLOORING (INCLUDES RESIN FLOORING)	139
	FRAME AND TRUSS	32
	GLASS & GLAZING	125
	INTERIOR CONSTRUCTION	183
	KITCHEN AND BATHROOM DESIGN	56
	PAINTING AND DECORATING	433
	EXTERIOR PLASTERING	48
	CONSTRUCTION STONEMASONRY	20
	TIMBER JOINERY	175

TOTAL

# 4,744

"The team at BCITO have always put the needs of industry at the forefront of everything they do. They listen and respond to the concerns and challenges of our industry, and that really makes a difference for our learners. Commercial building in New Zealand simply cannot happen without skilled people – BCITO's work is pivotal to that."

**TONY HOWARD**

CMP Construction.

Chair of BCITO Commercial  
Construction National  
Advisory Group Chair



**"BCITO's continued focus on elevating the standards of training in the building sector has been instrumental in ensuring a strong pipeline of skilled, work-ready professionals. Their close collaboration with our members and other industry partners has helped shape a training framework that aligns with real-world needs, ensuring apprentices gain both technical proficiency and practical experience. By championing innovation in education and fostering a diverse workforce, BCITO is helping to future-proof New Zealand's construction industry."**

**MALCOLM FLEMING** — CEO, New Zealand Certified Builders (NZCB)



**"Apprenticeships are the foundation of building a professional, skilled workforce ready to meet future demands. Master Builders is proud of the relationship we have built with BCITO over many years. They equip apprentices with the skills to fill critical gaps and grow into tomorrow's leaders. Together we continue to make sure industry needs are at the forefront of everything we do."**

**ANKIT SHARMA** – CEO, Registered Master Builders

"BCITO's partnerships extend beyond training, promoting pride, self-confidence, and professionalism in the trades. They have elevated the perception of vocational careers nationwide. BCITO's dedication to Exterior Plastering is greatly appreciated by all employers and learners."

**BARRY GALBRAITH**

Galbraith Plasterers.  
Exterior Plastering National  
Advisory Group Chair



"BCITO plays a vital role in developing the skilled professionals the concrete industry relies on. They have worked closely with the industry to raise performance standards through structured training. Their commitment to excellence ensures we're ready for the challenges of tomorrow."

**AARON LEWIS**

Clark Construction Services.  
Chair of BCITO Concrete  
National Advisory Group



"BCITO is more than an educator; they're a partner in shaping the future of our trade. Their initiatives directly address skill shortages and challenges in Painting and Decorating. They really understand what matters to a painting firm and deliver the skills we need."

**MARK SCAMMELL**

Scammell Painting.  
Chair of BCITO Painting  
& Decorating National  
Advisory Group



**GATEWAY AND BCATS**

Gateway and BCATS (Building and Construction Allied Trades Skills) programmes provide school students with opportunities to explore careers in the trades. BCITO collaborates closely with secondary schools to deliver these initiatives, offering practical experience and recognised learning in construction.

We provide highly valued support to secondary school associations, including the New Zealand Graphics & Technology Teachers Association (NZGTTA), the Secondary Principals Association of New Zealand (SPANZ), and the Careers & Transition Education Association of New Zealand (CATE).



SCHOOLS ENGAGING  
IN BCATS & GATEWAY

**396**

GATEWAY  
SIGN UPS

**539**

GATEWAY  
COMPLETIONS

**401**

SCHOOL VISITS TO  
SUPPORT TEACHERS  
AND STUDENTS

**1,767**

BCATS SCHOOL LEAVERS  
WHO ARE NOW IN BCITO  
APPRENTICESHIPS

**1,120**

"The partnership between BCITO and the Frame and Truss industry is a game-changer, delivering a pipeline of talented professionals that we simply could not manage on our own. Their focus on quality apprenticeships strengthens our workforce and future-proofs our trade. Well done team."

**PAUL MCKAY**

Pryda NZ.  
Chair of BCITO Frame & Truss  
National Advisory Group



"Through collaboration with BCITO, employers in the Glass industry have built an apprenticeship system that really meets industry needs. Their dedication to learners has shaped a stronger, more sustainable future for everyone in the industry."

**STU SMITH**  
Gisborne Glass.  
Chair of Glass & Glazing  
National Advisory Group



## WORKFORCE DEVELOPMENT



WOMEN IN  
TRADES

858

ACTIVE APPRENTICES

241

QUALIFIED



PASIFIKA

1,502

ACTIVE APPRENTICES

350

QUALIFIED



MĀORI

3,189

ACTIVE APPRENTICES

656

QUALIFIED



BUILDING  
ABILITIES

We collaborate with Deaf Aotearoa, All Together Autism, Dyslexia NZ, and Dyspraxia NZ to help individuals find trade career opportunities and promote their abilities to potential construction employers.

We also work with eleven education providers to offer support options for learners with language, literacy, or numeracy difficulties.

"Interior construction is an industry that not too many people know about but is vital for the creation of wall and ceiling surfaces. BCITO understands what we do and makes sure the quality of training in the industry is of a very high standard. BCITO listens and adapts to the changing needs of the 16 industries it supports, ensuring employers and apprentices stay ahead of the game. Their agility is key to building a resilient workforce for New Zealand."

**STUART PHELPS**  
Troake Industries.  
Chair of BCITO Interior Construction  
National Advisory Group



"BCITO's commitment to high-quality training, combined with a forward-thinking approach to workforce diversity and inclusion, is helping to create a more capable and resilient sector. By investing in people and maintaining strong industry relationships, BCITO is ensuring that New Zealand's future builders are equipped to meet growing demands."

**PAM BELL** — CEO, New Zealand Institute of Building (NZIOB)





## INDUSTRY ENGAGEMENT



### SUPPORTING LEARNERS AND EMPLOYERS

BCITO Training Advisors work closely with learners and employers, providing guidance and support to help them achieve success. These include onsite visits and support via our digital learning platform - myBCITO.

FACE TO FACE SITE VISITS AND ANNUAL REVIEWS BY TRAINING ADVISORS

66,000+

OFF-SITE SUPPORT  
E.G. PHONE CALLS,  
VIDEO CONFERENCING

44,219

LEARNER MILESTONES  
PROGRESSED TOWARDS UNIT  
STANDARD ACHIEVEMENTS

277,648

### PREPARING FOR THE FUTURE

BCITO Business Development Advisors actively promote the importance of a skilled construction workforce in their communities. This includes building the next generation of industry professionals through community and secondary school initiatives, as well as career progression opportunities for those currently working in construction.

8,000+

INTERACTIONS WITH INDUSTRY,  
SCHOOLS AND TRADE SUPPLIERS

## myBCITO - DIGITAL LEARNER PLATFORM

\*on average

% of apprentices who rated their experience as good or excellent\*

84%



Apprentices, Gateway and BCATS students who logged in one or more times a month\*

9,070



Files uploaded by apprentices as supporting information, images or videos

274,135



## PR/MEDIA

Our media storytelling successfully highlighted BCITO apprentices and employers making a difference in communities across the country. These inspiring stories gained widespread attention, on national platforms such as Breakfast TV, Seven Sharp, regional newspapers and radio broadcasts.



150+  
MEDIA STORIES

## BCITO DIGITAL MARKETING



FACEBOOK  
IMPRESSIONS

9,979,011



INSTAGRAM  
IMPRESSIONS

272,015



YOUTUBE  
VIEWS

235,320



LINKEDIN  
IMPRESSIONS

142,055

### TOTAL VIEWS/ IMPRESSIONS

Impressions measure how many times content is displayed to users. YouTube views count how many times people have watched or engaged with the content.

10,628,401

### BCITO NATIONAL CAMPAIGN:

The 2024 Building Leaders Awards celebrated outstanding BCITO employers who are helping build the future leaders of tomorrow's construction sector. Apprentices across the 16 industries BCITO supports, nominated employers who have shown dedication to passing on essential trade skills while also helping them achieve and grow as people.

**BUILDING LEADERS AWARDS**  
CELEBRATING LEADERSHIP EXCELLENCE

600+  
ENTRIES FOR 2024

"With BCITO, we're building more than an industry workforce—we're building professional careers. Their support for us is pivotal to the success of kitchen and bathroom designers across the country and the clients they serve."

**DAVINIA SUTTON**  
Detail by Davinia Sutton.  
Chair of BCITO Kitchen & Bathroom Design National Advisory Group



"The resources and support BCITO provides are high quality and tailored to meet diverse learning styles. The Stonemasonry industry is very diverse and BCITO has done very well to deliver wide-ranging training solutions that work for employers. They make apprenticeships accessible and rewarding for everyone involved. It's also good that the BCITO advocates for us and gives a specialty trade like stonemasonry a voice in the broader construction environment."

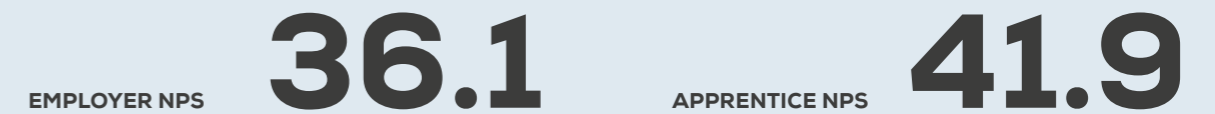
**MARK ROBERDS**  
Terraforma Stonework.  
Chair of BCITO Stonemasonry National Advisory Group



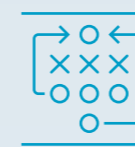
## NET PROMOTER SCORE (NPS)



A Net Promoter Score (NPS) measures how likely people are to recommend a product or service to others. The scale runs from -100 to +100 with zero being midpoint (anything above zero is positive).

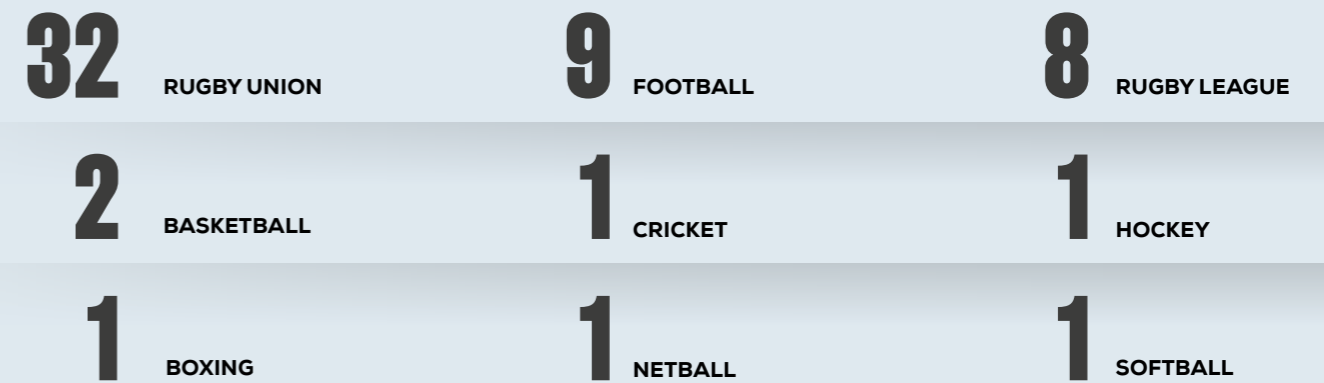


## BCITO SPORTS



BCITO partners with sporting associations to support career transitions from sport, connect school leavers with apprenticeships, and promote trade-positive attitudes by linking sports skills to trade success.

**Number of agreements with clubs to utilise BCITO Sports apprenticeship services and support:**



"The team at BCITO does a great job to build the focus on industry training and qualifications with our employers. They foster an inclusive environment where apprentices from all backgrounds can thrive. We have implemented a number of BCITO initiatives into our businesses using the learnings from our apprentices and their BCITO training. The BCITO system is used by us as a standard part of our employment process for all new employees wanting to get into a trade."

**BRAD SANDRI**  
Ranger Specialist Coatings.  
Chair of Resin Flooring National Advisory Group



"BCITO empowers learners to become valued professionals in our industry. Their programmes ensure we have the talent to lead our industry forward. The team's specific focus on promoting the industry has been very much appreciated – well done."

**PAUL HUNTER**  
Sika Ltd.  
Chair of BCITO Tiling National Advisory Group



"Timber Joinery is a high value component in any new build or house renovation which requires trades people with a high level of skill and knowledge of our industry. Our partnership and collaboration with BCITO ensures our next generation of trades people are trained at the highest level to ensure sustainable growth in our industry. Thanks to BCITO for all their hard work in 2024 and bring on 2025."

**ANDREW REILLY**  
Reilly Joinery.  
Chair of BCITO Timber Joinery  
National Advisory Group



## BUILDING AND CONSTRUCTION INDUSTRY RESEARCH



With support from BCITO, the New Zealand Chinese Building Industry Association (NZCBIA) commissioned an independent report to better understand and articulate the role and key performance of the total construction sector and opportunities for progress.

### KEY FINDINGS FROM THE RESEARCH

ANNUAL SALES

**\$99,400,000,000**

TOTAL EMPLOYEES  
(DIRECT AND INDIRECT)

**576,000** % OF NZ  
WORKFORCE **20%**

ANNUAL  
SALARIES

**\$17,500,000,000**

ANNUAL SPEND  
WITH SUPPLIERS

**\$70,000,000,000**



"BCITO does an awesome job championing all the 16 trades it supports. Apprentices can choose the right career pathway for them, including options for ongoing learning. There's no doubt we've seen a slowdown in the industry over the past year, and I've always believed that's the perfect time to focus on professional development. BCITO has been active in championing the need for this, to ensure our sector has leadership and management skills as well as strong trade skills."

**PAUL HALLAHAN** – CEO, Master Painters NZ Association

# FIND US IN YOUR COMMUNITY

## Northern

### WHANGAREI

Northtech Campus, 51 Raumanga Valley Road, Whangarei, 0110

### AUCKLAND - HIGHBROOK

Level 2, 60 Highbrook Drive, Highbrook, Auckland, 2013

### AUCKLAND - PARNELL

Level 4, 125 Saint Georges Bay Road, Parnell, Auckland, 1052

### AUCKLAND - HUAPAI

1A Tapu Road, Building One, Huapai, Auckland, 0810

### AUCKLAND - ALBANY

Unit A, 8 Saturn Place, Albany, Auckland, 0632

### PUKEHOKE

10 Albert Street, Pukekohe, 2120

## Southern

### BLenheim

85 Budge Street, Blenheim, 7201

### NELSON

174A Queen Street, Richmond, Nelson, 7020

### GREYmOUTH

73-87 Tainui Street, Greymouth, 7805

### RANGIORA

Tenancy 4, 112 High Street, Rangiora, 7400

### CHRISTCHURCH

23 Sir William Pickering Drive, Burnside, Christchurch, 8051

### CHRISTCHURCH CBD

Ara, 18 Williams Street, Christchurch, 8011

### ASHBURTON

37 Alford Forest Road, Allenton, Ashburton, 7700

### TIMARU

32 Arthur Street, Timaru, 7910

### DUNEDIN

28 Strathallan Street, Dunedin, 9012

### QUEENSTOWN

42 Glenda Drive, Frankton, Queenstown, 9300

### INVERCARGILL

160 Forth Street, Invercargill, 9810

## Central

### HAMILTON

Level 2, Wintec House, Cnr Anglesea & Nisbet Streets, Hamilton, 3204

### TAURANGA

40 Tawa Street, Mount Maunganui, 3116

### ROTORUA

71 Pururu Street, Rotorua, 3015

### TAUPO

96 Titiraupenga Street, Taupo, 3330

### GISBORNE

21A Derby Street, Gisborne 4010

### NAPIER

7A Austin Street, Napier 4110

### NEW PLYMOUTH

20 Bell Street, New Plymouth, 4310

### PALMERSTON NORTH

32 Amesbury Street, Palmerston North, 4410

### WELLINGTON (HEAD OFFICE)

Level 5, 234 Wakefield Street, Wellington 6011

### LOWER HUTT

37 Marsden Street, Alicetown, Lower Hutt, 5010

### TAWA

Level 2, 210 Main Road, Tawa, Wellington, 5028

## HEAD OFFICE

w: [bcito.org.nz](http://bcito.org.nz)

e: [info@bcito.org.nz](mailto:info@bcito.org.nz)

a: Level 5, 234 Wakefield Street,  
Te Aro, Wellington 6011

t: 04 381 6430 / 0800 4 BCITO





**CALL BCITO TODAY**  
0800 4 BCITO (422 486)

[bcito.org.nz](http://bcito.org.nz)

**BCITO**  
*He Hunga Hanga Mātou*  
building people