

# Mighty River Power Apprenticeship Programme

A presentation by Mighty River Power

15 October 2009



# Outline

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- **Introduction**
- **Background**
- **Key Objectives for the Programme**
- **Apprenticeship Programme**
- **Highs and Lows**
- **Programme Looking Ahead**
- **Conclusions**

# Background

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- **2003, recognised shortage of electrical trades within NZ.**
- **Variable quality of applicants for operational roles at geothermal locations.**
- **Future concerns for operations staffing as the geothermal business grows and develops**
- **Seeking a mechanism to create opportunities for the next generation of our business partners.**
- **My involvement.**

# Key Objectives

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- **Inject electrical trades staff into the industry**
- **Provide ongoing training and development opportunities within Mighty River Power for apprentices once qualified in the areas of engineering and operations.**
- **Provide apprenticeship opportunities for the young adults of Mighty River Powers partners and stakeholders, so they may participate in the electrical industry.**

# The Apprenticeship Programme

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- **Approved by Mighty River Power Board mid-2005.**
- **Initial intake of 20 apprentices commenced February 2006.**
- **Conditions of engagement.**
- **Annual intake reduced to 12 in 2009.**
- **Apprentice numbers peaked at 72 in early 2009.**
- **On-site training via “host companies”.**
- **Currently 48 apprentices under training.**
- **Challenges**

# Highs and Lows

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- Programme is well recognised in the industry
- Strong supportive relationships with Waikato Institute of Technology and Host Companies.
- The original intake of 20 apprentices all completed the programme, and entered full time employment.
- Mighty River Power apprentice gained the 2008 ESITO Trainee of the year award.
- Four apprentices have been released from the programme.
- Host companies struggling for work in 2008.

# Programme Looking Ahead

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- **Next Intake 2010**
- **Electrical and Mechanical**
- **New Challenges**

# Conclusions

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- **All the key objectives of the programme are being met.**
- **External recognition that programme is a huge success.**
- **On going injection into the industry.**
- **Although successful programme is evaluated annually.**

**Are there any questions?**

