



Gaining more than a win

ESITO's challenge – and our challenge as an industry – is to nurture and develop the expertise needed to ensure we have a skilled workforce to cope with demands now and in the future.

Industry competitions help support this as they highlight competitors' strengths and the areas they need to work on. Companies also get the opportunity to observe different work practices and benchmark their standards of workmanship.

"The competition helped my guys discover gaps in their knowledge and it definitely lifted their work habits."

"More of our line mechanics are now keen to participate which puts us in a bit of a quandary because we can't afford to enter two crews. The new competition for individuals could be a good way for us to involve one or two others."

Since 2001 ESITO has been running a team-based competition for line mechanics. A specific competition for cable jointers was introduced in 2007 and plans are now underway to make it possible for individuals to compete in the Line Mechanic Competition.

John Schofield, Brett Coradine and Regan Woodmass time to prepare for the event. But that didn't stop the motivated crew from putting together their own training programme, which they did out of work hours. The result was a good team spirit.

The competitions have become a showcase of the skills, knowledge and training required for the line mechanic and cable jointing trades. And an increasing number of families are attending the event. For many, it's a rare opportunity to see what their partner/father/brother does every day. ESITO also arranges for pre-trade students from Wintec to attend.

The Lines Company, based in the King Country region, is one company that is hoping to compete again this year.

Although they didn't make the finals, The Lines Company team was awarded the Dougie Award for displaying the highest levels of presentation, motivation, innovation and professionalism.

Registration forms and information about this year's competitions will be available from our website www.esito.org.nz/annual_connection/ in May. ■

Contracting manager Tony Bailey said participating in the team-based line mechanic competition was a big commitment for their company but the benefits balanced the cost.

Tony said the guys' team spirit and motivation has also spread within the company.

"The competition helped my guys discover gaps in their knowledge and it definitely lifted their work habits," he said.

"We included an article about the guys winning the Dougie Award in our customer newsletter and the community newspaper also ran a story. To our surprise, people started approaching the guys in the street to offer their congratulations and chat about their work, which created a positive momentum within our company," he said.



The Lines Company team – last year's winners of the Dougie Award (from left: Johnny Bowring, John Schofield, Brett Coradine and Regan Woodmass).

Competition now open to individuals

The ESITO Line Mechanic Competition tests the skills that are critical to the craft of being a line mechanic. An important component of this is teamwork and that's why the competition has always been a team event. But as indicated on the front cover, people will be able to enter this year's competition as a team or an individual.

As in previous years, the teams will compete in nine events over two days to earn a place in the finals on day three. Events include:

- Electrical Theory
- Earth Bank Installation
- Knots and Splices
- Teamwork Challenge
- Pole Installation
- Testing to Ensure Safety
- Pole Top Rescue
- Crane Operation
- Mystery Challenge.

People who enter as individuals will compete in five events over two days:

- Electrical Theory
- Testing to Ensure Safety
- Pole Top Rescue
- Faults Restoration
- First Aid.

Counties Power helps MIT switch on to training

Electricity Supply students in South Auckland can now train in the region's first simulated full-size electricity distribution set up.

The training facility at Manukau Institute of Technology (MIT) was established by electricity network company Counties Power.



Left to right: Jason Hazelwood, General Manager Counties Power Construction, Neel Pandey, Head of MIT's School of Electrical Engineering and Alwin Gordon, Customer Services Manager, ESITO. MIT student, Joel Patterson in background training on de-energised power lines.

As part of its commitment to forging greater links between industry and training providers, Counties Power has installed three power poles with an entire distribution simulation of 11kV and an overhead and underground 400V set up. It is anticipated that this facility will give future Line Mechanics a 'true-life' training experience to prepare them for the industry.

Jason Hazelwood, General Manager of Counties Power Construction said, "This new facility will enable MIT students to learn their trade in a simulated, safe training environment. Counties Power is proud to support MIT in this way. In doing so we are investing in our tradespeople of the future to ensure they help keep the lights on for Counties Manukau."

The new training facility will benefit students from MIT's National Certificate in Electricity Supply.

Neel Pandey, Head of MIT's School of Electrical Engineering and Trades said that this new training facility is a significant development in MIT's plans to become a first-class training provider for the electricity supply industry. "We're aiming to establish MIT as the leading training establishment in this field and this facility will help us realise our ambitions. This is as close to 'on the job training' as you can get. It will help our students acclimatise to working at heights and will teach them valuable safety awareness. We're grateful to Counties Power for their investment in our student's futures."

MIT introduced its National Certificate in Electricity Supply to meet the growing demand for skilled Electrical Fitters and Line Mechanics to help counter the skills shortage in this area. ■




Photo competition on www.lineman.co.nz

This year's photographic competition is being run on the www.lineman.co.nz website. Simply post photographs of line mechanics or others associated with the trade at work and be in to win a Bradley Smoker valued at over \$1300.

Further details on how to enter can be found on the www.lineman.co.nz website. ■



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Electricity Supply Industry Training Organisation



APRIL 2009



Go on, nominate your best

ESITO would like all companies to nominate their best trainees for this year's Excellence Awards.

"While we were delighted with the calibre of last year's nominees, we know there are many more impressive trainees out there but we need people to tell us who they are," said ESITO's sales and marketing manager John McWilliam.

ABB is one company that makes a number of nominations every year.

"We see the awards as an opportunity to show our trainees we believe they are up there among the best, and it's a great motivator," human resources manager Karyn Willetts said.

"The trainees that are fortunate enough to win value the recognition it gives them within the wider industry. The company also gets some recognition, which is an added bonus."

Karyn believes people may be reluctant to make nominations because they think it takes a lot of time. "But once you've done the first one it's easy and can be relatively quick," she said.

This year, ESITO has introduced a new award category – the Training in Action award. This will be awarded to a trainee who used the skills learnt in their training to carry out an action, service or intervention that was outstanding, or above and beyond their normal work duties.

We have also changed the nomination criteria for the Business Support Trainee of the Year award to include trainees working in the retail sector.

The other award categories – Generation Trainee of the Year, Networks Trainee of the Year, Telecommunications Trainee of the Year, Advanced Trainee of the Year and Contribution to Industry Training – remain the same.

The three finalists for each of the five trainee of the year awards, and winners of the Contribution to Industry Training and Training in Action awards, will be invited to attend the awards dinner on 15 October at Mystery Creek Events Centre near Hamilton. Their travel, accommodation and meals will be covered by ESITO. Each winner will receive a certificate and cash prize of \$500.

The winners of the trainee of the year awards will also be considered for the Overall ESITO Trainee of the Year award.

Visit our website www.esito.org.nz/annual_connection/excellence_awards.aspx to find out how you can make nominations. ■



ABB's Jennifer Seaward was last year's Networks Trainee of the Year award winner.

The Excellence Awards is part of the three-day Annual Connection, which will run from October 13-15 at Mystery Creek Events Centre near Hamilton.

Other Annual Connection events include the:

- ESITO Line Mechanic Competition
- ESITO Cable Joints Competition
- Suppliers' Expo
- Industry Forum.

NEW INITIATIVE
Enter the ESITO Line Mechanic Competition as a team or individual.

More details inside this issue.



www.esito.org.nz

Update

APRIL 2009

Electricity Supply Industry Training Organisation



CEO Column

We need to keep training

To encourage the industry to keep training through this uncertain and difficult time, and to support ESI sustainability, the ESITO board has released up to \$1 million dollars of funds to provide financial support and assistance to trainees.

The funds target newly developed qualifications and programmes which encourage upskilling of existing staff for qualifications which have low national qualification penetration; therefore, are especially vulnerable in a tight economic environment.

The National Diploma in Engineering (Electro-technology) Level 6 (NDE) has been very well received by industry. An article in this edition reports on the first graduate of the programme and the latest uptake.

Given that the web and mobile phones have the potential to provide high quality and reduced cost training, ESITO is currently working with trainers to identify a series of key learning activities for the trial for m-learning. We will be contacting companies to identify those who are willing to help with the development of the download material and to identify trainees willing to participate in the trial. It is our intention to have the first version of downloads by the end of April and then to have the trial commence in November this year. We look forward to your cooperation and involvement in this project.

We have also completed research into the needs of skilled migrants and their integration into New Zealand's society and workplace. In-depth face to face interviews were conducted. The findings of the research are that most migrants have been well managed by their employers; however, it is easy for employers to under estimate the level of induction and community support needed. The ESITO Skilled Migrant Research Report is now available and can be downloaded from our website under Research and Projects/ Skilled Migrant Research.

The annual ESITO customer satisfaction survey was conducted in March and I want to thank you for your participation. We appreciate that surveys take up a considerable amount of your time; however, we value your feedback greatly. You will hear about the results and what we can do to improve. ■

Tim Densen

Tim Densen
Chief Executive Officer

First ESITO completion for the NDE

It was ESITO's pleasure to present to Warner Nicholl, Capital Projects Manager, of WEL Networks Hamilton, the first National Diploma in Engineering (NDE) accomplished through an ESITO training agreement the week before Christmas 2008. John McWilliam, ESITO Sales and Marketing Manager presented Warner with his certificate in the presence of WEL Networks' CEO, Julian Elder.

Receiving this certificate was the culmination of many years of hard work and frustrations for Warner. Like a lot of people in the industry, he started with studies towards the New Zealand Certificate of Engineering and then when that ceased to be offered had to transfer into a replacement diploma qualification offered by polytechnics. This proved difficult to get appropriate training for and it was not until the current NDE became

available in 2007 that Warner was able to complete his qualification.

ESITO was able to transfer credits from his previous training and within 12 months, Warner completed his NDE. So for those of you out there, it can be done!

Currently ESITO has 120 trainees listed in their records as doing Technician studies. This is either the Power Technician (Level 5), NDE (Level 6) or both. These qualifications can be achieved together as there is good cross-over from the Power Technician to NDE. In fact, by completing the Power Technician qualification, you can achieve 162 credits towards the NDE.

If you are interested, contact the ESITO Customer Service Manager in your area. ■

Qualification Update

Fault Man

ESITO has commenced development of a Fault Man qualification. We are in the very early stages of initial development and are seeking comment and involvement from industry in determining the content of the qualification. We envisage this Level 5 qualification as a continuation of the current Line Mechanic pathway for those who wish to further their career in line work but do not wish to go into glove and barrier work. If you have any comments or want to be involved in the development of this qualification please contact ESITO.

Vegetation Control

While a new Utility Arborist qualification has been drafted to replace the existing Vegetation Control qualifications, this is currently on hold until the revised Approved Code of Practice for Safety in Tree Work Part 2 has been published. In the meantime the existing Vegetation Control qualifications have been revised to reflect all changes to the unit standards in terms of title, level, and credit value which have occurred since these qualifications were originally registered in 2001. They are currently with the New Zealand Qualifications Authority for evaluation.

Field Switcher

The NCES Field Switcher [Ref: 1117] qualification is in the process of being reviewed to align it with Transpower competencies as detailed in TP:SS 06.21. However, ESITO is aware that this qualification is also utilised by the distribution sector, and will ensure the revised qualification is appropriate to both the transmission and distribution sectors. It is hoped that the revised Field Switcher qualification will be registered and available by the third quarter. If you have any comments or want to be involved in the review of this qualification please contact ESITO.

ESITO is in the process of reviewing many of our unit standards, and welcome industry comment. Details of the standards currently being reviewed can be found on the Review page of the ESITO website. We are especially interested in ensuring they are up-to-date and relevant, and that all terminology is current and correct. Any comment can be made directly to ESITO using the Feedback form on the website. ■



Left to right: Julian Elder, WEL Networks' CEO, Warner Nicholl and John McWilliam, ESITO's Sales and Marketing Manager

Responsiveness Project

This three-year pilot programme has been set up to assess trainee success rate of under-represented groups within the industry. In collaboration with other industry training organisations (ITOs), industry, iwi and training providers, the pilot will monitor two groups of new entrants, representing Maori, Pasifika peoples, migrants and women. These groups are traditionally under-represented in most industries.

The scoping document was presented to the advisory group at the end of January. Following this meeting it was decided that further work was required and we would look at contracting new researchers. Four research companies have been contacted and a tender process is underway.

The advisory group met on 1 April. It is expected that interviews of the participants will get back underway by the end of May / beginning of June.

For further information, please contact the Industry Standards and Development Manager dougp@esito.org.nz or Industry Standards and Development Coordinator natalies@esito.org.nz ■

M-Learning Project

ESITO is running a project that will build on our m-Learning pilot. It will recognise the full potential of this technology through augmented classroom trials over an eighteen month period. The purpose is to identify a sustainable just-in-time delivery option for trainees, driving uptake and completion of national qualifications. In conjunction with our partner Globalnet ICT we are entering into trials with trainees on our Line Mechanic and Cable Jointer Pathways.

Trainees that are part of the pilot will be provided with mobile phones which will enable them to access the following services.

Targeted learning

Targeted learning opportunities will be provided to trainees via site specific tags. This means that learning that is applicable for certain sites can be downloaded at that site and stored on trainees' phones simply by swiping their phones across a tag.

Just in Time (JIT) learning

Once the trainee has downloaded the learning files, these can be accessed at anytime. This enables the trainee to have an element of control over their learning environment and access the training on demand.

Reinforcement of "key learning points"

Whether the trainee has completed a block course or on job training, we can provide downloads of key learning points to reinforce the learning.

Mixed mode of delivery

Learning will be provided in a variety of ways. Trainees can access video files, sound files and text files. This consolidates our commitment to our literacy and numeracy strategy.

We will be contacting companies to identify those that are willing to help with the development of the download material and to identify trainees willing to participate in the trial. The trial will commence in November 2009.

For further information on this project, contact natalies@esito.org.nz ■



INZONE Careers Bus coming to a school near you

With 22 multimedia pods showing film clips on flat screen plasma TVs, the Inzone Careers Bus is bound to make an impact in schools around New Zealand. ESITO's film clip on the bus gives a big picture overview of the industry and features trades career pathways such as Electricity Supply Electrician, Line Mechanic, Mechanical Fitter and Operator as well as professional engineering.

If you'd like to see the Inzone Bus in action, the following are the towns being visited between now and August. Why not take some time to visit a school when the bus is in town and see how it all works?

Check out the Career Centre section of the ESITO website for a full itinerary with schools and dates at http://www.esito.org.nz/career_centre/career_advisors/ ■

Regions being visited between April and August

27 April – 6 May
Manukau City

7 – 29 May
Waikato

1 – 4 June
Rotorua

5 –15 June
Tauranga

16 –17 June
Whakatane

18 June – 20 July
Hawkes Bay and Gisborne

21 July
Taupo

22 – 31 July
Manawatu

3 – 10 August
Taranaki

Professional Development Programme

Take advantage of Government study grants and Step UP with ESITO



ESITO encourages all industry tutors, workplace trainers and managers to take advantage of government study grants to gain a national qualification in Adult Literacy Education.

The 2009 ESITO Step UP Professional Development Programme coordinates training towards achievement of the National Certificate in Adult Literacy Education (Vocational) (NCALE) which is a Level 5, 40-credit qualification. The programme also offers a range of stand alone Literacy Workshops and Projects which are separately funded by ESITO.

Joe Beale, manager of Coast Power, Opoitiki, feels that gaining expertise in Adult Literacy Education has provided him with broad potential. He says "It will be useful for evaluating my trainees. Having some quick and easy methods of evaluating [literacy and numeracy] is also beneficial for getting a better understanding going with some of the older line mechanics. But this is something I can take into the future when working with young people as well".

What's in it for tutors and trainers?

Training outcomes include giving you the confidence, tools and increased skills you need in order to:

- Identify the literacy demands of your programme and the literacy strengths and needs of your learners
- Evaluate the effectiveness of literacy teaching strategies
- Develop embedded literacy programmes that are quality assured and underpinned by project management principles.

What's in it for employers?

Employers can expect to develop their staff so that they can improve the literacy and numeracy skills of the workforce – a national priority for Government. Advantages for industry include:

- More confident and competent staff
- Higher quality outputs, increased productivity and safety
- Reduction in wastage and re-work

Gaining expertise in adult literacy education will contribute to the improvement of the literacy and numeracy skills of workers within the Electricity Supply Industry. To find out how you can upskill in this exciting area of adult education, contact Kate Duggan on 0800 4 ESITO or visit our website for all course information at http://www.esito.org.nz/research_and_projects/Literacy/Professional_Development_Programme.aspx ■

Staff Update



1 Vanessa Goodchild

Vanessa commenced in March as Administrator, Industry Standards and Development. She has a strong administration background as well as having an interest in web design. Vanessa will assist the IS&D team with, amongst other things, database maintenance for trainees within the Literacy & Numeracy project and be involved in the consultation process of the Strategic Training Process.



2 Brian Fawdray

Brian joined ESITO as project manager for the Sustainable Energy in the Domestic and Commercial Environment (SEDCE) Project. The three-year project will see a consortium of ITOs including ESITO working collaboratively to establish qualifications and unit standards on the National Qualifications Framework which are related to sustainable energy generation and conservation in building environments. Brian is a professional engineer with New Zealand and international registrations and has several years experience working in telecommunications and other industries. He has held several senior management positions and was working as an Academic Manager and Principal at an Auckland Private Training Establishment (PTE) before coming to ESITO. He looks forward to working in this exciting project because of its significance in contributing to the future training of an environmentally aware workforce in New Zealand.