

MĀEHE MARCH 2021



Ko Dean Pouwhare (taha matau rawa) te kaitiaki i te hōtaka ika tauhou a D&H Steel. Dean Pouwhare (far right) oversees D&H Steel's apprentice programme.

TE WHAKATIPU KANORAU I TE AHUMAHĪ MAIT BUILDING DIVERSITY IN THE STEEL INDUSTRY

Kua roa e noho whakahī ana a D&H Steel Construction i tana pūmau ki te whānau, te āheinga ōrite me te kanorau. He rekoata pakari tōna o te tautoko i ngā rangatahi mai i ngā horopaki kanorau ki te tipu, te whanake me te whakatutuki i ō rātou whāinga mā te ahunui me te arotahi.

D&H Steel Construction has long prided itself on its commitment to family, equal opportunity and diversity. It has a strong track record of supporting young people from diverse backgrounds to grow,

develop and achieve their goals through hard work and focus.

Nā, ko te whakahoahoa ki ngā rōpū whakahaere pēnei i a Unitec, Māori and Pasifika Trades Training (MPTT), me Gatewaytētahi hononga pai ki a D&H Steel. Ka whaihua hoki te kaikirimana hanganga maitai i ngā whāinga hanganga nei o te tō mai i ngā tāngata hou ki roto i te pakihī i te wā hoki e āwhina ana ki te whakarite matatū i te ahumahi mō te anamata, me te whaitake hoki i roto i te hapori.

So, partnerships with organisations like Unitec, Māori and Pasifika Trades Training (MPTT), and Gateway offer a good fit with D&H Steel. The structural steel contractor benefits from a structured approach to bringing new blood into the business while also enabling it to help futureproof the industry and make a difference in the community.

E mokorea ana ngā ringarehe whai pūkenga, whai tohu hoki i Aotearoa engari e piki haere ana te maha o ngā tūranga



Angela Adams

mahi ringa rehe, ina koa i te aho o te KOWHEORI-19 i te wā kua kore e taea te tiki atu i ngā pūkenga i tāwāhi. Ōrua hoki, he iti rawa te kitenga o te Māori, te Pasifika me ngā wāhine i roto i ngā tūranga ringa rehe whai pūkenga.

Qualified and skilled tradespeople are in short supply in New Zealand but there is an increasing number of trades jobs, particularly in light of COVID-19 when we can no longer access the skills offshore. At the same time, Māori and Pasifika, and women, are underrepresented in skilled trades positions.

E kite ana a Dean Pouwhare, Kaiwhakahaere Mahi, Kaitohutohu hoki o D&H Steel, e āia nuitia ana a Ngai Aotearoa ki te mātauranga whare wānanga i mua o ngā mahi ringa rehe, ā, he nui te pānga o tērā i runga i te ahumahi hanganga maitai.

Dean Pouwhare, D&H Steel Operations Manager and Director, notes that Kiwis have typically been steered towards a university education ahead of the trades, and the impact on the structural steel industry has been significant.

“Hei whakautu i tērā, kua kaha te mahi a ngā rōpū ringa rehe ki te whakapakepake i ngā kura he āheinga nui tēnei rāngai mahi, ā, he huarahi mahi utoka mā ā tātou tamariki. I roto i ngā tau tata, kua tipu te aro nui ki ngā mahi ringa rehe, e tautokona ana e te whakareatanga o ngā mahi hanganga me te arotahi hoki a te Kāwanatanga ake ki ngā mahi ringa rehe. Nā tēnei pahekotanga i māmā ake ai te mahi ki te whakawhiti i ngā hua o te huarahi ringa rehe. I runga i tērā kōrero, ko ngā mātua tonu ngā mea makiki ki te whakawhere,” hei tā Pouwhare.

“To counter that, the trades have been working hard to convince schools that the sector presents a great opportunity and a solid career path for our kids. In the last couple of years there has been a growing emphasis on trades, supported by the building boom and the Government’s own focus on trades. This combination has made the job of communicating the benefits of a trades pathway easier. That said, parents remain the hardest to convince,” says Pouwhare.

Kua roa a D&H Steel e mahi ana i tāna mahi ki te whakarite matatū i te anamata o te ahumahi hanganga maitai me te whakatipu i te kanorau o tōna pakihī.

D&H Steel has been playing its part to futureproof the structural steel industry and build the diversity of its business.

“Tāpiri atu ki te tautoko i te hōtaka Gateway mō tō mātou hapori ake, he nui te whakapetonga ngoi ki te tuitui i ngā hononga pakari ki te MPTT me Unitec,” hei tā Pouwhare.

“In addition to supporting the Gateway programme for our local community, we have invested considerable energy in building strong relationships with MPTT and Unitec,” says Pouwhare.

E whai hua ana tēnei whakapetonga ngoi.

The effort is paying off.

“E hiaia ana mātou ki te hunga e tino ngākaunui ana ki te mahi i roto i te rāngai hanganga maitai. E mōhio ana a MPTT me Unitec ki tō mātou pakihī me tō mātou ahurea. E mōhio ana rātou he aha ngā pūkenga, te waiaro me te tikanga mahi e hiahia ana mātou, ā, ka tukuna mai ki a mātou ngā tauria tika,” hei tā Pouwhare.

“We want people that are genuinely interested in a trade in the structural steel sector. MPTT and Unitec know our business and our culture. They know what skills, attitude and work ethic we require, and they match us with the right candidates,” says Pouwhare.

**“KO TĀ RĀTOU HUA PAI
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INA TUTUKI TĀ RĀTOU
TIWHIKETE. EHARA NOA I
NGĀ PŪKENGĀ RINGA REHE
TĀ TŌ TĀTOU AHUMĀHI
E NONOI ANA, ENGARI
KO TE MANAWAROA, TE
WHAKAMĀTUA ME TE
WAIARO HUANUI HOKI.
E ARO ANA A MPTT ME
UNITEC KI Ā MĀTOU HIAHIA
ME TE WHAKARATO I NGĀ
ĀKONGA PAI RAWA,”
HEI TĀ POUWHARE.**

“Part of the value that they bring is their ability to ensure their students are work ready when they complete their certificate. Our industry demands not just technical aptitude, but resilience, discipline and a positive attitude as well. MPTT and Unitec listen to our needs and provide the best-fit students,” says Pouwhare.

E ai ki a Hector Zinck, Pouako i te Kura Ringa Rehe me ngā Ratonga i Unitec,



Jarrod Tahī

he whāi take nui tonu kia tuia e ngā kura akoranga ngā taura here pakari ki te ahumahi.

Hector Zinck, Lecturer at the School of Trades and Services, Unitec, says that it's very important for training organisations to develop strong relationships with industry.

“Hei tauria, he ara a D&H Steel mō ngā ākonga kua whakaurua ki te Tiwhikete Pūrere Pūkaha o Aotearoa, ā, e whakarato ana i ngā wheako mahi whaiuara ki ngā ākonga hei wāhanga o tō rātou akoranga,” hei tā Zinck.

“D&H Steel, for example, is a pipeline for students enrolled in the NZ Certificate in Mechanical Engineering and provides valuable work experience to students as part of their coursework,” says Zinck.

Mō ngā ākonga, he āheinga mō rātou ki te kite i tētahi taiwhanga mahi hanganga maitai toi hou e mahi ana, me te mahi tahi ki ngā mema ringa rehe o te ahumahi nei. Mō D&H Steel, ka taea e rātou te ‘whakamātau’ i ngā ākonga, te mōhio ki ō rātou ihokiri, me te whakatau mēnā ka uru pai rātou ki tēnei pakihī. Mēnā āe,

tērā pea ka tāpaetia e D&H Steel tētahi tūranga ika tauhou.

For students, it's an opportunity to see a state-of-the-art steel construction workshop in action and work alongside highly skilled members of the industry. For D&H Steel, it gets to ‘road test’ the students, establish their character and determine if they are a good fit for the business. If so, D&H Steel may offer the student an apprenticeship.

Engari i te tuatahi, i mua o te tāpaetanga o tētahi tūranga ika tauhou, me oti i ngā kaitono tētahi wā whakamātau e mōhio ai mēnā i tutuki ngā whakaritenga taketake – ka tae ki te mahi ia rā, i te wā e tika ana, ā, me te mea nui hoki, he tōtika te waiaro.

But first, before an apprenticeship is offered, candidates complete a trial period to ensure the basic requirements are met – they turn up to work every day, on time and, importantly, they have the right attitude.

“Ko te uho, ko te mähunga, te manawa me ngā ringaringa,” hei tā Tu Nuualiitia, te Hoa Wheako Ākonga MPTT o Unitec. “Ehara te angitu i te mōhio anake ki ngā



Junior Faamausili

pūkenga ringa rehe; engari me whai hoki ngā ākonga i te ihokiri tōtika hei pou mō rātou.”

“It’s all about head, heart and hands,” says Tu Nuualitia, Unitec MPTT Student Experience Partner. “Success isn’t simply having the technical know-how; students also need to have the right character to sustain them.”

Kua oti i a D&H Steel te whakatau i tōna whāinga mōkito ā-tau o te whakauru i ngā ika tauhou e whā, ā, he maha ōna whakaurunga i te roanga o te tau. Ka tiakina e Pouwhare te hōtaka nei, ā, e whakahī ana ia i ngā ika tauhou e whakaurua ana e te kamupene.

D&H Steel has set itself a minimum annual target of onboarding four apprentices and it has intakes throughout the year. Pouwhare oversees the programme and is proud of the apprentices the company takes on.

“Ka roa ake te wā ki ētahi o ngā ākonga ki te whakatutuki i te hōtaka, engari ka tautoko tonu mātou i a rātou puta noa. Ka awheawhetia rātou e mātou. I runga i tērā kōrero, kāore he aha ki a mātou o te whakahau i a rātou hei whakaohonga i ngā wā e hiahiatia ana,” hei tā Pouwhare.

“Some trainees take longer than others to complete the programme, but we support them all the way through. We cocoon them. That said, we’re also not shy to give them ultimatums should a little more motivation be required,” says Pouwhare.

Tuia ki tērā, kātahi anō a D&H Steel ka whakapakari ake i te anga whakangungu ika tauhou.

Furthermore, D&H Steel has recently strengthened its apprenticeship training framework.

“Kua toia mai e mātou tētahi atu umanga ō waho hei whakarato ki ā mātou ika tauhou ētahi atu whakangungu ahumahi

me ngā aroturuki ā-waho hei āwhina i tō rātou whakanaketanga,” hei tā Pouwhare.

“We’ve engaged an external agency, which provides our apprentices with some broader industry training and external mentoring to assist in their development,” says Pouwhare.

Ko tētahi atu meka tē tino mōhiotia, e whakarato ana a D&H Steel i tētahi papa whakangungu mā ngā kaiako. “Ka mahia e au taku PD [whanaketanga ngaio] i te D&H Steel. Mā tēnei e upane ai ahau ki ngā kōkiritanga o te mahi nei, ā, ka āwhina hoki i ahau ki te pupuru i tētahi marautanga hou, mātauranga ao tūroa,” hei tā Zinck.

A lesser-known fact is that D&H Steel provides a training ground for the teachers. “I do my annual PD [professional development] at D&H Steel. It keeps me up to speed with advances in the field and helps me to maintain a current and real-world curriculum,” says Zinck.

NGĀ KŌRERO A NGĀ IKA TAUHOU APPRENTICE STORIES

JUNIOR FAAMAUSILI, MPTT

Kātahi anō a Junior ka tīmata i tana tūranga ika tauhou i D&H Steel i muri mai o tētahi whakamātautau angitu mō te 10-wiki i te pakihi nei. I whiwhi a ia i tētahi karahipi mai i MPTT, ā, ka awhero atu ia ki a D&H Steel i muri i tētahi toronga wāhi mahi i tae atu ia mā roto i tētahi rōpū whakahaere whakangungu ringa rehe. I rikarika katoa ia ki te whakangungu, ā, me te kī anō, he kaihononon maitai tōna koroua.

Junior recently began his apprenticeship with D&H Steel following a successful 10-week trial at the business. He received a scholarship from MPTT and was drawn to D&H Steel following a site tour he attended through a trades training organisation. He was excited to start training, and notes that his grandfather was a welder.

“E kite ana au i te āheinga ki te whai pūkenga hou – kia oti taku tūranga ika tauhou ka taea e au te haere hei kaihononon maitai pērā i taku koroua, hei mema o tētahi tira mahi, tētahi kaiwhakahaere koununga mahi rānei.”

“I see opportunity to upscale – once I finish my apprenticeship I could move on to become a welder like my grandpa, or a member of a site crew or a quality controller.”

He kōrero whakahau ā Junior mō te hunga e whakaaro ana ki te whai i te huarahi ika tauhou: “Tirohia te huhua o ngā momo mahi ringa rehe e wātea ana i mua i tō kōwhiringa. He nui ake ngā kōwhiringa i ērā i whakaarotia e te tangata.”

Junior has some advice for those considering an apprenticeship pathway: “Look into the many different trades available before you make a choice. There are a lot more options than most people realise.”

ANGELA ADAMS, UNITEC

Kātahi anō ka oti i a Angela tana tūranga ika tauhou e whā tau te roa i D&H Steel. Engari ehara koinā tana mahere i te tuatahi. E rua tau a ia e mahi ana i te tohu Pūtaiao i Te Whare Wānanga o Tāmaki Makaurau ka ngākaurua ia, ā, ka tahuri ki te whakatutuki i tētahi Tiwhikete Pūrere Pūkaha o Aotearoa i Unitec. Mai i reira ka

tāpaetia ki a ia tētahi tūranga ika tauhou i D&H Steel.

Angela has just completed her four-year apprenticeship at D&H Steel. But it wasn’t always her plan. Two years into a Science degree at the University of Auckland she had a change of heart and pivoted to complete a NZ Certificate in Mechanical Engineering at Unitec. From there, she was offered an apprenticeship at D&H Steel.

E maumahara ana a ia ki te “hihiko” o tana whakaaetanga kia mahi takitahi i muri mai o te toru marama.

She remembers the “buzz” of being allowed to work on her own after about three months.

“He pānga pai i whakapono mai rātou ki a au,” hei tā Angela, e pārekareka ana hoki ki a ia ngā wero o te hanga i ngā hanganga uaua, ā, he nui tana wanea o te whakaoti. “Ko te mea pai katoa he rerekē ngā āhuetanga o ia rā, ka hanga koe i ngā mea hou ia rā.”

“It was a great feeling to have their confidence,” says Angela, who enjoys the challenge of making complex fabrications and completing them gives her a lot of satisfaction. “The best thing is that every day is different, you make new things every day.”

Mō ngā tau koroī, kāore anō kia whai mahere a Angela engari e mātau ana ia ki te huhua o ngā kōwhiringa e wātea ana ki a ia ina kua tutuki i a ia tana tūranga ika tauhou.

In terms of the future, Angela doesn’t yet have a plan but she’s aware of the multiple options available to her now that she has completed her apprenticeship.

Me te kī anō a Angela, he nui te tautoko a D&H Steel. “Ka mētia koe ki tētahi wāhi hei wero i a koe, engari ko tā rātou hiahia kia tutuki i a koe o whāinga.”

Angela notes that D&H Steel has been very supportive. “They put you places to challenge you, but they want you to achieve your goals.”

He kōrero āwhina ki ētahi atu? “Oke tonu, whakapātari i a koe anō, ā, kōtiro mā, whakawarea koe hei kōtiro noa, engari he mema koe o te tira,” hei tā Angela.

Advice to others? “Keep going, keep pushing yourself and, girls, forget you’re a girl, you’re just one of the team,” says Angela.

JARROD TAHI, GATEWAY

Kei te tau whakamutunga a Jarrod o tana tūranga ika tauhou i D&H Steel. I hono atu ia ki te pakihi mā roto i te hōtaka o Gateway mai i te Kāreti o Waitākere.

Jarrod is in the final year of his apprenticeship at D&H Steel. He joined the business through the Gateway programme from Waitākere College.

Ko te mahi uaua katoa ki a Jarrod ko te wāhanga ariā o te hōtaka. “Nō reira au e haere ai ki ngā kura pō ki te tiki āwhinatanga mai i ngā kaituruki.”

Jarrod found the biggest challenge to be the theory component of the programme. “So I go to the night classes and get help from the tutors.”

He nui hoki te tautoko mai i ngā ika tauhou o mua a D&H Steel. “He āwhinatanga nui te kōrero ki a rātou i te mea kua takahia e rātou tēnei huarahi i mua i au.”

He also gets a lot of support from former D&H Steel apprentices. “It’s really helpful to talk to them because they’ve been through it before me.”

Ko tētahi whakahiranga mō Jarrod ko te ako i ngā mea hou, me te āheinga ki te ako me pēhea te whakahaere i ngā pūrere o te papa mahi.

A highlight for Jarrod is learning new things, and the opportunity to learn how to operate all of the machines on the shop floor.

E whakamihia ana a Jarrod mō tēnei āheinga, ā, e ahu whakamua ana ia ki te whiwhi tohu kia oti tana tūranga ika tauhou.

Jarrod is grateful for the opportunity and is looking forward to having a qualification once he’s completed his apprenticeship.

➔ MŌ MPTT

He kaupapa nā te kāwanatanga o Aotearoa te MPTT. I Tāmaki Makaurau, ko te tōpūtanga MPTT he mea hanga mai i ngā rōpū whakangungu ahumahi (ITO) me ngā kura tini (ITP). Nā te tautoko o ngā pakihi, ka kotahi mai rātou ki te tautoko i te kōkiritanga o te Māori me te Pasifika mā te āwhina i a rātou kia angitu ai i roto i ngā mahi ringa rehe.

I te wā e tipu ana te hiahia mō ngā ringa rehe whaipūkenga, e tautoko ana ngā ākonga i te whakaoranga ā-ōhanga o Tāmaki Makaurau i te wā e tipu ana hoki te panonitanga ā-pāpori. Ko ngā pūkenga taketake ka ākona e rātou, he oranga hou mō rātou, ō rātou whānau me ngā hapori o Aotearoa.

I roto i te tōpūtanga, ka whakahaeretia e ia rōpū tāna ake hōtaka ika tauhou e whakarato ana i ngā kaupapa whakangungu kore utu mō te kotahi tau, e ōrite ana ki te kaupapa hou a te Kāwanatanga. Ko te rerekētanga, hei tā Tu Nuualiitia te Hoa Wheako Ākonga MPTT o Unitec, ko te tautoko ā-kāinga ka whakaratoa e MPTT ki āna ākonga.

“E tautoko ana a MPTT i ngā ākonga i roto i ngā mahi ako, te rapu āheinga wheako mahi, te whakarite i a rātou mō ngā uiui me te ārahi i tō rātou whitinga ki te wāhi mahi,” hei tā Nuualiitia. “E kore hoki e mutu i konā – kei konā anō hoki ngā ‘kaiurungi’ o MPTT ki te whakarato āwhinatanga, kōrero tohutohu, kōrero whakaohoho hoki ki ngā ākonga o mua ina whiwhi rātou i tētahi tūranga ika tauhou, otirā he mea nui tēnei i te tau tuatahi.”

Ko tōna rautaki me tōna moemoeā ko te whakamahi hoki i kaupapa ringa rehe hei panonitanga pāpori, ōhanga hoki, ā, panoni ana hoki i ngā oranga o ngā tāngata. I ahu mai i ngā horopaki mārō ētahi o ngā ākonga i whai tūranga ika tauhou i D&H Steel, ā, nā te āheinga i te taha o te kaikirimana hanganga maitai nei i āhei ai rātou ki te panoni i ō rātou oranga.

➔ ABOUT MPTT

MPTT is a New Zealand-wide government initiative. In Auckland, the MPTT consortia is comprised of industry training organisations (ITOs) and institutes of technology and polytechnics (ITPs). With the support of business, they all come together to support the advancement of Māori and Pasifika by helping them to succeed in the trades.

As demand for skilled tradespeople grows, trainees are supporting Auckland’s economic recovery while creating social change. The practical skills they learn are life changing for them, their whānau and Kiwi communities.

Within the consortia, each organisation runs its own scholarship programme that provides fees-free training for one year, similar to the Government’s new scheme. Where it differs, says Tu Nuualiitia, Unitec MPTT Student Experience Partner, is the pastoral care that MPTT provides its students.

“MPTT supports students with their study, finds work experience opportunities, prepares them for interviews and guides their transition to the workplace,” says Nuualiitia. “And it doesn’t stop there – MPTT ‘navigators’ are on hand to provide assistance, advice and motivation to former students once they have secured an apprenticeship, which is particularly important in the first year.”

Its strategy and vision are to utilise trades for social and economic transformation, and the initiative is changing lives. Some of the students who have secured apprenticeships with D&H Steel have come from tough backgrounds and the opportunity with the structural steel contractor has allowed them to turn their lives around.

➔ MŌ GATEWAY

E aro nui ana te hōtaka Gateway ki ngā ākonga Tau 11 ki te 13 e hīkaka ana ki te toro haere i ngā whiringa umanga mahi i a rātou e whai ana i te huarahi ako ki te Taumata Mātauranga ā-Motu ka Taea (NCEA). Mā te tahua a Gateway e mana ai ngā kura tuarua ki te tuku āheinga ki ā rātou ākonga tuākana o te akoranga i tētahi wāhi mahi whai raupapa, e tāuke ana ki ngā mahi ako i te kura. Ka whai āheinga ngā ākonga ki te whakamātau i tētahi tūranga mahi i te taiao mahi tūturu. I konei ka ako rātou, ā, ka aromatawaitia rātou mō ngā mātauranga me ngā pūkenga mahi motuhake, ā, ka taea hoki te whai i ngā whiwhinga e hāngai ana ki te ringa rehe.

➔ ABOUT GATEWAY

The Gateway programme targets Year 11 to 13 students keen to explore career options while studying towards their National Certificate of Educational Achievement (NCEA). Gateway funding enables secondary schools to give senior students access to structured workplace learning that is integrated with school-based learning. Students have the opportunity to try out a job in a real work environment. Here, they learn about and are assessed for specific work knowledge and skills, and they can study for trades-related credits.

All conversations with interviewees quoted in this case study were conducted in English. For the purposes of this bilingual document, their words have also be translated into te reo Māori.