



Group Training Initiative

An Update – March 2024

What does a Group Training Organisation do?

- The group employment model is where the apprentice is employed by the Group Training Organisation (GTO), removing risk from the host employer.
- Undertakes the full recruitment process and employs the apprentice for the duration of their apprenticeship.
- Apprentice is then 'contracted out' to a host employer who is invoiced weekly for the trainee's hours, including overtime.

Trainee/Apprentice Handback

- Model has the ability for trainees to be handed back under certain conditions e.g. work downturn, unsuitable fit etc.
- Less risk for the host employer if things change within their business at any time.
- Allows for secondments to be undertaken where host employers can't offer the full range of activities and tasks required during a training programme.

Pastoral Care & Mentoring

- GTO provides visit reports to both the trainee and host employer to keep parties informed of where the trainee is at, the goals they are setting and ensuring that their pay is reviewed in a timely manner as skills and experience are acquired.
- This allows host employers to consider:
 - Workforce planning
 - Capability
 - Engagement
 - Areas for concern
 - Areas for celebration

The background features a white central area with a subtle, light gray swirl pattern. This is framed by decorative elements: a woven bamboo texture in the top-left and bottom-right corners, and solid green triangular shapes on the left and right sides.

Training Management

The GTO manages and coordinates the booking of block courses through training providers, saving the host business time and effort.

Payroll and Human Resources

- The GTO runs a payroll service where host employers are invoiced directly based on the hours worked weekly by the trainee. Trainees are required to input their hours and/or leave online each week and the host employer will view the hours and approve them through the portal provided.
- As the trainee is employed by the GTO, they also manage any employment issues which may arise e.g. absenteeism, ACC, disciplinary meetings, counselling etc.

Health & Safety

- Each host employer is required to supply an up-to-date H&S Policy to ensure that they are meeting the current legislative requirements.
- A basic PPE kit is supplied to all trainees.

Apprentice Training Trust (ATT)

- Following expressions of interest being sort, ATT have been selected as the preferred organisation to conduct the Group Training for the pilot.
- More than 30 years' experience employing over 1000 employee apprentices/trainees.
- An independent Trust giving young Kiwis a step up into a career with long-term prospects.
- A not-for-profit, so are all about the outcomes.

Recruitment

- ATT provides trainee candidates who are selected, screened, interviewed, tested, followed by Ministry of Justice independent drug and alcohol testing and reference checking, before being offered an employment agreement.
- ATT has its own inhouse recruitment team who manage the candidate journey from first contact to placement.
- Trainees are required to pay an upfront fee to join ATT, which goes towards covering their initial tools (where required), PPE kit and recruitment costs.

Pastoral Care & Mentoring

ATT is enthusiastic about mentoring and supporting trainees as this is their area of expertise:

- Nationwide team on the road visiting trainees on a regular basis, ensuring that they are achieving their programme milestones.
- Unbiased, impartial visibility and support throughout the trainee and host journey.
- Understanding what is happening in any work force is critical to success.

The Pilot Initiative

We are currently negotiating and planning at least two pilots.

Why did we start with pilot groups?

- Imperative to understand each industry and host businesses needs and requirements to make this ongoing project successful.
- Important to research each industries gaps and develop a structure that is fit for purpose.
- Essential to work beside ATT during the pilots to customise operational and or training differences within each industry.

Evaluation of Pilot Groups

- An evaluation will be conducted during the pilots to prove/test the pilot outcomes.
- Food and Fibre CoVE is working on other projects that will also inform the project:
 - New Approach to Learner Pathways
 - 21st Century Delivery and Assessment
 - Quality Hosts and Training Employers
 - Growing Future Farmers

Opportunities

Could the group training model assist with retention of staff in your industry?

Yes, consider pathways within your industry as we are open to discussing industry requirements at all qualification levels including diploma and degree level apprenticeships.

- Chat to the team about your industry needs
- Ideas and questions welcome
- Let's keep the discussion going!

Thank you

