

Trades industries

– beyond construction

Ngā taiao mahi ā-rehe

– i tua atu o te mahi hangahanga



“Now’s the opportunity. I would just start calling local employers and try to find a job, because the building industry’s going to be booming for the foreseeable future at this stage. They need the workers so if you’re thinking about it now’s the time.”

Max Byl

Foreman, Battli-yon Builders Roofing Specialists, Wairarapa



**Manatū
Wāhine**

**Ministry
for Women**



"I'm really loving it, I would highly recommend it to all other girls. I think it's just a really great head start in life, to be able to be earning this money so young. For me, I really want to travel, and this job has also given me that opportunity to earn the money for that but then to go overseas and be able to work overseas too."

Haylee Lemon

Apprentice, Kevin Goodall Builders Ltd,
Tāmaki Makaurau

Trade worker shortages

Te kōpakatanga o ngā kaimahi ā-rehe

Infrastructure investment will play a pivotal role in New Zealand's post-COVID-19 pandemic economic recovery. New Zealand's construction and infrastructure industry has an acute skilled labour shortage and COVID-19 is likely to exacerbate that shortage.

Half the working age population are women but only about 13 percent of people in construction are women

and just 2.5 percent of construction tradespeople are women on the tools or in apprenticeships. The infrastructure industry has made more progress, from a female workforce of 3 percent in 2012 to 9 percent in 2020.

The COVID-19 recovery provides a great opportunity to look at traditionally male-dominated industries and workforces for your career.

Dispelling myths around the trades for women

Te kaupare i ngā pōhēhētanga o te mahi a ngā wāhine i ngā mahi ā-rehe

Women profiled in this booklet told us that:

- many employers are happy to support women and recognise that women bring diversity to the workplace, providing a broader range of perspectives, as well as a variety of skills and experience to the worksite.
- most workplaces are now much more friendly to women and wāhine Māori and Pasifika in their workplace culture.
- the variety of work, and changes in the methods used, means that many jobs don't require as much strength, and aren't as harsh on the body as some expect.
- employers will appreciate hard work and a great attitude.
- women are not 'too sensitive' for the work and are fully prepared to get 'down and dirty'!

Advantages of the trades

Ngā painga mō te taiao mahi ā-rehe

Women, employers, and industry groups we spoke to said that there are many benefits to the trades as a career option. Primary among them is the extent of opportunities available for women to work in these industries. In addition, those we consulted said benefits include:

- getting paid while you learn!
- no student debt! New Government funding in response to COVID-19 means that some trades training options for apprentices are currently free – for more information check out the Fees Free Tertiary Education and Training policy and Targeted Training and Apprenticeship Fund at www.tec.govt.nz/fees-free-information-for-teos
- the range of jobs within the trades, and range of skill-sets required
- opportunities overseas, making it easier to travel with working holidays
- many programmes and initiatives to assist apprentices in their training and into jobs, and are particularly keen to support women and wāhine Māori and Pasifika who are new to the industry
- learning practical skills that trainees can use on their own homes
- leaving a legacy – bragging rights every time you pass a building you have worked on
- extensive opportunities to establish your own business and work towards your own success.

Invest in your future

Taupuatia tō anamata

Create new opportunities for yourself, both on site and off site:

- Look for roles which use transferable skills, that will allow you to diversify your skills and move into many different industries.
- Get involved with networking organisations and events, such as Women in Trades.
- Apply for mentoring programmes, and at a later stage, get involved in mentoring your younger sisters in turn.
- Take on new challenges and find or create projects to lead off your own bat.
- Be prepared to work hard, have a vision of success and a great attitude!



“Once you get in there you just realise there’s so many cool things that might stem from your original passion. I think this industry offers a lot to women just getting in the know of how systems mechanically work and operate, learning skills that can be utilised around home.”

Marlane Harmer

(Ngāti Kahungunu, Tuwharetoa, Ngāti Maniapoto, Te Whānau-ā-Apanui),
Mechanical Engineer, Ravensdown, Hawke’s Bay

Advancement opportunities in the trades

Ngā whanaketanga i ngā mahi ā-rehe

Congratulations you've graduated! What do you do now?

There are various approaches to career development on the work site, whether you want to take a step-by-step process leading up to the highest level project management roles, or you want to own your business.

Alternatively, many options are also available within the construction, infrastructure, and trades industries

which do not involve picking up tools, if you prefer working in an office environment. If you have no experience with the trades, but are looking to transfer from an alternative career path – you could look into areas which closely reflect your skills and talents, perhaps smoothing your entry into the industry. Potential roles or career options include:

On-site pathways

- Leadership of a small teams, graduating onto larger teams
- Cadetship opportunities
- On-site mentoring roles
- Foreperson roles
- Site management
- Project management
- Self-employment – start your own business!

Off-site or 'off the tools' pathways

- BIM management
- Programme planning
- Estimators
- Quantity surveying
- Architectural technicians
- Building design, including 3-D modelling
- Structural engineering
- Services engineering
- Operations
- Commercial management
- Sales and retail
- Interior design
- Tutoring at a local training body

These are just some of the career paths you can explore once you've graduated your apprenticeship. Trades with strong career pathways include such roles as

excavator operators, line mechanics, and electricians. **The opportunities are endless!**



"I think [the course] is incredibly feasible for someone who doesn't have the time or even the money, because it's free now until 2022. So it's really feasible from that point of view, but [also as someone] without the industry and on the job-knowledge it's worth doing."

Jess Coleman

Quantity Surveyor Cadet, Harding Construction, Timaru

"Quantity surveyors are scarce as hens teeth in New Zealand, highly sought-after, coveted positions, offering great potential for development."

Heather Harding

General Manager,
Harding Construction, Timaru



“It’s all about teamwork and as a supervisor on-site, I plan and coordinate my trades to get their work completed to standard safely, as time is money. I am action focused and enjoy celebrating progress, victories and achievements.”

Roimata Maihi

(Tapuika, Te Arawa, Ngāpuhi), Foreperson, Hawkins Ltd, Tāmaki Makaurau



“Within my first year as an apprentice, I was given leadership opportunities with the other apprentices.

I have my own drive – everyone has to have their own drive to succeed, and I had a vision quite young. My vision is that one day, I will have my own family business.”

Diana Murray

Adult Electrical Apprentice, Caldwell and Levesque Electrical, Tāmaki Makaurau

Training in the Trades

Te whakangungu i ngā mahi ā-rehe

Apprenticeship programmes

Māori and Pasifika Trades Training (MPTT)

Māori and Pasifika people aged between 16 and 40 are eligible to apply for a scholarship from MPTT. The scholarship covers course fees and access to one-on-one mentoring, including help with finding work in your trade.

www.maoripasifikatrades.co.nz/trainees/

Masterlink

A mentored apprenticeship programme for plumbing, gas-fitting and drain-laying that organizes all details of the apprenticeship.

www.masterlink.co.nz/become-an-apprentice/how-it-works/

Cadetship programmes

Hawkins Graduate and Cadet Programme

This two-year Cadet programme covers the full construction process, including site operations, estimating and tendering, planning and programming, and commercial management. Cadets learn to work within multi-disciplinary project teams. It is open to those with a relevant tertiary qualification in construction, as well as qualified carpenters.

www.hawkins.co.nz/careers/training-and-development-pathways

Downer employment and training programmes

Downer offers a wide range of opportunities for entry into apprenticeships and cadetships throughout Aotearoa New Zealand; for those looking for a first time career and for those wanting to shift careers. Downer also supports leadership opportunities for women and has recently piloted Te Ara Whanake Wahine Toa, a leadership programme specifically designed for Māori women.

www.downergroup.com/people-and-careers

Further information on training programmes can be found at:

- Your branch of Te Pūkenga, industry training organisation, wānanga, or private training establishment
- Cad (Cadet) workshops
- Apprenticeship Training Trust: www.att.org.nz/start-an-apprenticeship
- New Zealand Welding Trades and Services: www.nzweldingschool.co.nz/programmes/



“I don’t think you necessarily have to have the building experience. I think everyone has their skill-set that they could bring to the role, and it could be beneficial for everyone.

So, for example, they might have really good management skills, or they may have really good computer knowledge. I think it’s important that women know that just because they don’t come from that industry, they still have a lot to give, from their previous jobs and experiences.”

Jess Anderson

Construction Co-ordinator, A1homes Wairarapa

“A trades apprenticeship opens up a range of jobs out there you can have within the industry. You can work your way up to it because you’ve got all that knowledge behind you and are quite well equipped.”

Pearl Baker

Apprentice, Battli-yon Builders Roofing Specialists, Wairarapa



“The opportunity is out there for heaps of learning for a start. For women too, I find that with one trade you can get into it and then see what other options are around. Definitely you can put yourself out there for lots of opportunities.”

Larena McGregor

(Waikato-Tainui), Painter/Decorator,
Jeff Dermott Painting and Decorating, Ōtautahi

What people in the industry say

Ngā korero a te hunga i te taiao ā-rehe

“We give all of our high-performing apprentices opportunities for leadership throughout their apprenticeships. We try and mentor them through it till they finish. Everyone is equal in our eyes, it’s all about attitude.”

Craig Black

Manager, Caldwell and Levesque Electrical, Tāmaki Makaurau

“Once upon a time you did your apprenticeship and then you were qualified and that was really the end of it. Now it’s much more than that. BCITO are getting apprentices and saying ‘OK, so in the first few years, yes you’ll achieve your apprenticeship and your qualification, but then what after that? Do you want to be self-employed? Do you want to start your own business? Do you want to go on to construction management?’ So there’s a much broader range that the apprentice can see right at the beginning of the apprenticeship.”

Kevin Goodall

Managing Director, Kevin Goodall Builders Ltd, Tāmaki Makaurau



“I just really love being out there. I love being on the different jobs. I love being able to work outdoors and I love working with the machines.

I’d definitely recommend it to others. There’s absolutely no reason girls can’t do it and, in the end, it’s really satisfying work to do. You can look back and see something you’ve created and feel really good about it.”

Pearl Jury

Project Manager and Excavator Operator, Gair Contracting, Napier

“What I’ve noticed is [women] come in and just see carpentry, they don’t see any of the other trades. They see the orange high-viz and they just think labourer, but they don’t know that they could be a project lead, or own their own businesses once you open that pathway.”

Yems Parsonage

Māori Pasifika Programme Lead, Hawkins Ltd, Tāmaki Makaurau

“You’re not just out there with your steel-capped boots on, there’s so many different roles, and often better paid than you can get in your ‘I went to university’-type role.”

Heather Harding

General Manager, Harding Construction, Timaru

Get more ideas from... *Me whai whakaaro anō i...*

Building and Construction Industry Training Organisation (BCITO)

New Zealand's largest provider of construction trade apprenticeships. The BCITO's training advisors develop training programmes specific to each trainee and their training environment.
www.bcito.org.nz

Connexis

Connexis is the infrastructure industry training organisation for civil, energy, telecommunications, and water offering nationally recognised qualifications. With an active Ultimit (Women in Infrastructure initiative), Connexis is available to support more women join the infrastructure industry.
www.connexis.org.nz www.ultimit.co.nz

Skills.org

Skills.org plays an active role in encouraging more women to enter the trades through initiatives with other ITOs and industry partners to promote successful careers for women in trades, and promote networking across various trades.
skills.org.nz/community/women-in-trades/

Māori and Pasifika Trades Training

A group of training and industry organisations working together to help Māori and Pasifika become leaders in the trades.
www.maoripasifikatrades.co.nz/

National Association of Women in Construction (NAWIC)

NAWIC informs and upskills women in construction and promotes networking and information sharing.
www.nawic.org.nz

Civil Contractors New Zealand (CCNZ)

Formerly the New Zealand Contractors' Federation, CCNZ members are engaged in civil engineering construction and general contracting.
www.civilcontractors.co.nz

Women in Road Transport

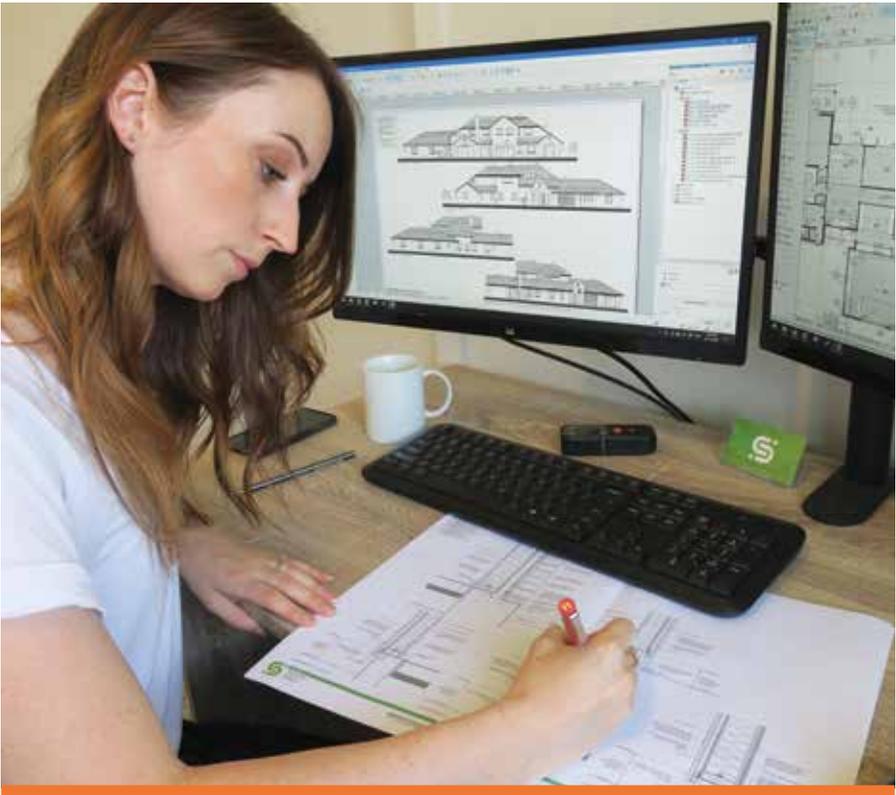
This group was created in 2014 and provides success stories and networking opportunities for women.
www.rtfnz.co.nz/women_in_road_transport

Women in Engineering

A programme for women in engineering which works to improve the gender disparity and pay gap in the engineering industry.
www.engineeringnz.org/resources/women-engineering/

Women in Roofing

This is a volunteer-based organisation that provides networking, mentoring, education, and recruitment opportunities to support the careers of woman roofing professionals.
www.nzwomeninroofing.org.nz/



“Because it’s such a diverse role, there’s always something to learn, I never feel bored in what I do. The things that I’m doing today I feel are completely different to what I was doing this time last year.”

Caitlin Gregory

Architectural Technician, Splice Design Limited,
Ōtautahi

“If you’re looking for a flexible career alternative, the option’s there, once you get your LBP licence, that you can start your own firm and in that case you can do your own hours. You can contract yourself as someone temporary and finish up when you’re done.”

Ellen Burgess

Architectural Technician, Splice Design Ltd, Ōtautahi

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- Building and Construction Industry Training Organisation (BCITO)
- Connexis Infrastructure Industry Training Organisation
- Skills.org
- Master Builders
- Women in Trades
- Hawkins
- Stuff.co.nz

Reference group:

Haylee Lemon, Kevin Goodall, Kevin Goodall Builders Ltd; Jess Anderson, Paul Southey, A1Homes; Pearl Baker, Max Byl, Battli-yon Builders; Larena McGregor, Jeff Dermott Painting and Decorating; Caitlin Gregory, Ellen Burgess, Splice Design Limited; Marlane Harmer, Ravensdown Fertiliser Works; Jess Coleman, Heather Harding, Harding Construction; Diana Murray, Craig Black, Caldwell and Levesque Electrical; Roimata Maihi, Yems Parsonage, Hawkins; Pearl Jury, Gair Contracting.



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