



# Start your future career

Plumbing • Gasfitting • Drainlaying  
Mentored Apprenticeships



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Meet some Masterlink apprentices



## Masterlink

Kia ora!

We are Masterlink; New Zealand's only national mentored apprenticeship programme specialising in the plumbing trades.

We're passionate about training the next generation of Kiwi plumbers, gasfitters & drainlayers.

Established by Master Plumbers in 2002, Masterlink's mission has always been to advance the plumbing industry in Aotearoa.

Our network of Masterlink Regional Managers covers the country from the far North to the far South, and places in between.

Masterlink teams based in Wellington and Christchurch provide administrative support to all our apprentices ensuring they have the best possible experience.

Our Regional Managers mentor Masterlink apprentices towards successful completion of their qualifications, and our organisation collaborates with businesses representing best practice in our industry.

Masterlink apprentices gain the skills of the trade online and in the classroom, and practise those skills in real jobs, under the supervision of expert tradespeople.

Successfully qualified Masterlink apprentices become licensed tradespeople, consultants, project managers, sales managers, business owners — and so much more.

Embarking on a Masterlink apprenticeship is the first step towards a watertight career in plumbing.

Start your journey with us today.

Ngā mihi nui

*The Masterlink Team*



# Choose a plumbing career

## This skilled trade will take you far.

### A new challenge, every day

A qualified plumber, drainlayer and/or gasfitter carries out a huge variety of work in both domestic and commercial settings.

### Many career pathways

New technology and processes mean plumbing is not all about getting your hands dirty. As you progress in your qualifications, a world of opportunities will open up to you. You could specialise in a certain field; get into management, education, sustainability, design; and even run your own business.

### Money in your pocket

You earn as you learn as an apprentice, without student debt. Your wages go up as you gain experience and skills.

### Always in demand

Plumbing is in huge demand. It is a highly-skilled trade that is essential for public health, and to build New Zealand!

Visit the Masterlink website for more information: [www.masterlink.co.nz](http://www.masterlink.co.nz)



In one day, I could be working in all five trades we cover – roofing, gasfitting, plumbing, drainlaying and sheet-metal fabrication. I very rarely carry out the same tasks two days in a row.

**Valentino, Northland**

Reach out to us by email: [recruitment@masterlink.co.nz](mailto:recruitment@masterlink.co.nz)  
or phone **0800 502 102** to discuss your options.



## There's more to plumbing than you think!

### Plumbers, gasfitters and drainlayers do the following work:

- measure, cut and shape pipes.
- install, join, and seal pipes and fittings.
- install and maintain hot water and heating systems, such as hot water tanks, solar water heaters, central heating, gas heaters, heat pumps, underfloor heating, and wood burners.
- lay or repair drains, and get consents from local councils to do the work.
- install and repair roofing pipes and spouting.
- replace or repair damaged or blocked water, sewerage, and gas pipes.
- install fixtures in kitchens, bathrooms, and laundries.
- supervise, or run their own business.

### As an apprentice, you will learn:

- plumbing, gas and drainage materials and methods.
- safe, correct use of tools and how to maintain them.
- how to follow designs, plans and instructions.
- soldering and welding skills.
- good trade practice, including ensuring work complies with industry standards.
- building and safety regulations.
- the Building Code in relation to plumbing, gas, and drainage.
- building and safety regulations.

# Your new career path with



**1**  
Start your  
apprentice journey  
by applying to  
Masterlink

1



**2**  
We connect  
you with a  
Masterlink  
host business

2



**3**  
Training  
on-job with  
your host and  
off-job with  
providers

3



**4**  
Regular  
meetings  
with your  
mentor

4



**5**  
Gain your  
New Zealand  
Certificate(s)

5



**6**  
Get your  
licence!

6

Visit [www.masterlink.co.nz](http://www.masterlink.co.nz) to start your application today.

# Become a Masterlink apprentice

## Choose Masterlink because:

### You will train with the best

Masterlink is:

- a team of plumbing industry experts
- 100% owned by Master Plumbers
- New Zealand's only national mentored apprenticeship programme specialising in the plumbing trades.

### You are connected with industry

Masterlink Regional Managers cover all New Zealand. We know which businesses in your region are looking for an apprentice.

### Your job search is done for you

Once you pass the Masterlink recruitment process, we will promote you to local businesses and arrange job interviews for you.

### You start earning, right away

Your wages are paid from the first day of your apprenticeship. Masterlink is your employer; we pay you while you train.

### Your Health & Safety is our priority

Masterlink looks after you with PPE (Personal Protective Equipment), training courses, a Health & Safety app, and wellbeing support. Masterlink pays for a variety of H&S courses including Working at Heights, Working in Confined Spaces, First Aid, etc.

### We champion diversity

Masterlink employs the most female plumbing apprentices in New Zealand. Our apprentices come from a wide range of cultures and backgrounds.

### Age is no barrier

Our youngest apprentice is 16 and one qualified at 50. Some of our top apprentices are in their 30s, having decided to switch to a career in plumbing. If you have the right attitude and meet the requirements we look for in an apprentice, the only way is up.



There is always work no matter what trade you do. You just need a good attitude, to work hard and be willing to learn as much as you can in the first few years.

**Andrew, Wellington**

## Masterlink Apprentice recruitment process

Application  
received



Pre-recruitment  
checklist



Phone screen  
completed



Aptitude test  
completed



Reviewed  
by Regional  
Manager



Interview  
with Regional  
Manager



Candidate  
profile created



Reference  
check



Pre-employment  
checks



Welcome to  
Masterlink!

# What you get

## Host matching

Successfully complete our recruitment process and Masterlink will match you with a local business for your on-job training.

## Regular pay

Earn while you learn as a Masterlink apprentice. You will be paid whether working onsite or studying at block course.

## Mentoring

Your Masterlink mentor/Regional Manager will regularly meet with you and your host business throughout your apprenticeship. These check-ins ensure all is going well and your studies are on track.

## Logistics managed

Your block course training, travel and accommodation are organised by Masterlink.

## Regular check-ins

You will attend regular meetings with your Masterlink mentor/Regional Manager. They will help you set goals, keep your studies on track and check on your wellbeing.

## PPE gear and tools

You will be provided with Masterlink PPE gear and a starter toolkit to ensure that you are ready to start work with your new host business.

## Exclusive training

You will boost your skills with free Masterlink training courses designed for our apprentices.

## Recognition

You will be eligible to apply for Masterlink scholarships and awards to recognise your excellence and support your learning.

## Learning support

Your learning style is supported by Masterlink. Our apprentices with learning differences such as dyslexia and ADHD, receive extra help.

## Paperwork support

Your employment and study paperwork are managed by Masterlink.

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# Your essential skills

## What does it take to be a successful apprentice?

The right attitude is top of the list!

From Day One, you need to be:

- ✔ keen to learn new things and open to new experiences.
- ✔ motivated to succeed, and committed to completing the apprenticeship.
- ✔ a hands-on hard worker, who loves problem-solving and thrives on variety.
- ✔ a great communicator, who listens and asks questions.
- ✔ able to work independently, or in a team.
- ✔ organised, punctual, and able to follow instructions.
- ✔ practical and safety-conscious, with an eye for detail.
- ✔ fit to carry out physical work, sometimes in challenging environments.
- ✔ computer literate to complete your online training.

## Mandatory requirements

- ✔ New Zealand Citizenship or Permanent Residency.
- ✔ Proof of your commitment. This includes practical experience either:
  - working on construction sites, outdoors on farms or orchards, in the wider plumbing industry, or
  - Gateway or other trade work experience, including relevant holiday jobs if you are applying straight from school.
- ✔ A good level of numeracy and literacy skills.
- ✔ Good references.

## Good to have:

- ✔ A driver licence.
- ✔ NCEA Level 1, 2 or 3 results (especially in English, Maths, Science, or Technology).

Masterlink apprentice applicants are screened for criminal convictions and driving offences. These are assessed on a case-by-case basis. Applicants must also pass a medical check that includes alcohol and drug testing.

## Pre-trade courses

Before you start an apprenticeship, you are not required to complete a Level 3 pre-trade course.

Completing a pre-trade course does not automatically guarantee you an apprenticeship. We suggest you apply to us before you sign up for a course. We will assess your suitability to our trades.

Visit [www.masterlink.co.nz](http://www.masterlink.co.nz) for more information.



# Frequently asked questions

## What is an apprenticeship?

An apprenticeship is the only way to learn the plumbing, drainlaying and/or gasfitting trades.

Apprentices learn through a combination of:

- **on-job practical experience** (working on real jobsites with qualified tradespeople), and
- **off-job theory study** (online and in the classroom).

Apprentices must complete all their course modules (on-job and off-job) and reach levels of competency to attain their New Zealand Certificate — a Level 4 NZQA recognised qualification.

What our learners do after completing their apprenticeship is their choice!

## How long does it take to complete an apprenticeship?

An apprenticeship requires years of training. The exact time it takes depends on the effort the apprentice puts into completing their studies.

Apprenticeships generally take:

- Drainlaying only = 2 years
- Plumbing & Drainlaying = 4 years
- Plumbing, Drainlaying & Gasfitting = 5 years

Masterlink apprentices generally complete their qualifications well within these timeframes.



## How much will I learn as a Masterlink apprentice?

You are paid more than the minimum Training Wage (set by the NZ government) through Masterlink. Our host businesses decide how much an apprentice is paid based on their experience, and their value to the business.

We work to secure fair rates for Masterlink apprentices, and wages usually increase every 12 months as experience builds and skills are gained.

It is important to remember that you are being paid to learn. Do the mahi in your apprenticeship and you will reap the rewards on your career journey.

## How much does a Masterlink apprenticeship cost?

There is an upfront payment to Masterlink to go towards the initial costs of starting an apprenticeship. Training fees may also apply. Visit [www.masterlink.co.nz](http://www.masterlink.co.nz) for the latest information.

We are open to discussions about financial assistance, which is decided on a case-by-case basis. Masterlink scholarships and awards are also available to support apprentice learning.

## What are the advantages of training through Masterlink?

Support! The Masterlink Team is a phone call or email away.

- **Practical support includes** overseeing training, scheduling block courses at local training providers, and arranging travel and accommodation (if you have to travel out of town to attend block course).
- We **pay wages** from day one of the apprenticeship, and manage all employment details including PAYE, ACC, and HR.
- Masterlink Regional Managers provide **mentoring** to our apprentices, which is supported by free Masterlink Training and our exclusive Wellbeing programme.
- Our Regional Managers do **regular check-ins** with apprentices and hosts. A lot can happen over the years of an apprenticeship. If something unexpected happens, Masterlink works to get the best outcome for everyone involved.
- We keep everyone updated with the **latest industry news** and available government funding.



Masterlink takes the pressure off the host company and the apprentice. They do a lot of organising for block courses we take and they do a lot of organisation of training.

**Sam, Taranaki**

# Your future opportunities



The choice is yours.

# True or false

**Plumbing is all about toilets.  
It's the same thing every day.**

✗ **FALSE**

You've read our booklet and you know all about the variety of work carried out and future career possibilities! The more you learn, the more opportunities are unlocked.

**Plumbing is an essential job.**

✓ **TRUE**

Imagine a world without plumbers. No clean drinking water, no safe disposal of wastewater and no heating or hot water. Plumbers are essential guardians of public health and our environment. People will always need plumbers.

**Smart people go to university.  
They don't learn trades.**

✗ **FALSE**

University is not the only education choice once you leave school. Not everyone learns the same way. Apprenticeships suit practical learners who thrive on learning from experience and applying theory in the real world. Plumbing requires practical thinkers with problem solving skills, and a strong desire for continuous learning. You must be smart and agile to be a good plumber.



**Women make excellent tradespeople.**

✓ **TRUE**

Masterlink has twice as many female apprentices as we did five years ago — and more applying each month! Businesses benefit from the different approach women on the tools bring, such as great communication and attention to detail. Customers often request women plumbers.

**Plumbers earn a lot of money.**

✓ **TRUE**

Qualified plumbers, gasfitters and drainlayers frequently earn more than university graduates, and they are never short of work.

Apprentice wages start small, as you're being paid to learn. But your wages increase as your skills progress. You will have no student loan to repay.





PHOTO: www.leavingsschool.co.nz



I think being thrown into the deep end of learning something new, exciting and hands-on is a really good way for us dyslexics to get out of our own heads and really get stuck into something.

**Ben, Hastings**



I'd nearly completed a degree, when I realised I was going to be much happier working with my hands out in the field rather than in an office.

I enjoy the critical thinking, the problem solving and the variety of jobs. That's what I love about plumbing.

**Basil, Auckland**



PHOTO: www.leavingsschool.co.nz



There is no barrier for females within the industry. It is really good. I can do the same job that the boys do. I'm treated with respect. There is nothing to stop you achieving your end goal.

**Bayley, Bay of Plenty**



PHOTO: www.leavingsschool.co.nz



# Start your career today with Masterlink!

[www.masterlink.co.nz](http://www.masterlink.co.nz)





# Masterlink®

Mentored apprenticeships powered  
by Master Plumbers

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**Master  
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Representing Excellence



## The preferred choice for mentored plumbing, gasfitting & drainlaying apprenticeships

