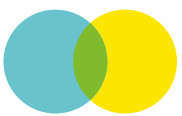




The Masterlink Difference



Masterlink

Mentored apprenticeships powered
by Master Plumbers

Benefits of being a Masterlink host

- Increase your productivity and bottom line
- Maintain and grow your staff levels
- Develop a succession plan for your business
- Secure high-quality apprentices
- Flexibility around your workload



When you need an apprentice

Masterlink makes it easy and hassle free for you to take on an apprentice.

Owned by Master Plumbers, Masterlink has a strong reputation for delivering high-quality training to the plumbers, gasfitters and drainlayers of the future.

When you place a Masterlink apprentice in your business, you are only charged for the hours they actually work for you – and it's fully tax deductible.

We take care of all the apprentice paperwork, including:

- Wages
- ACC
- PAYE
- HR obligations
- Block course arrangements

In return, you get a great apprentice who is ready to work – screened, interviewed and sorted for PPE and tools.

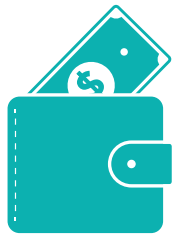
Why choose Masterlink?



Top quality apprentices with high success rates



No recruitment or paperwork hassles



Helps your cashflow



Apprentice starter tool kit and PPE



Support from our Regional Managers



Health and safety compliance



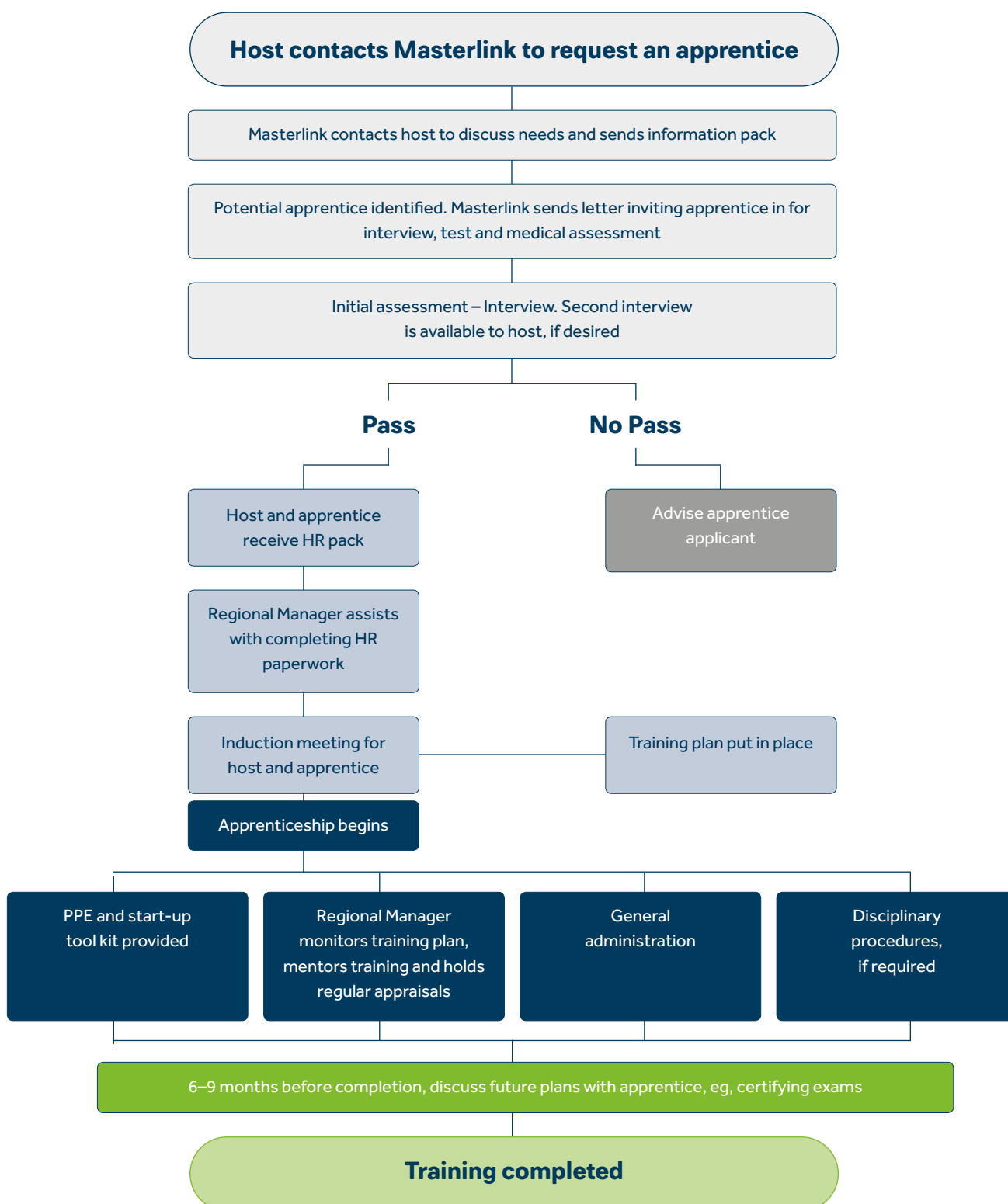
Flexibility around your workload

We hold regular appraisals with our apprentices to make sure they are on track – and we also provide support for you as a host.

All you need to do is pass on your expert skills and knowledge for their on-job training.

How the Masterlink programme works

The first step is to decide you want to commit to industry training and become a host with Masterlink.



FAQs

Is it OK if I already have someone in mind?

Yes, that is absolutely fine. Hosts sometimes have a team member who wants to start a formal apprenticeship, or know someone they want to take on. We still put the candidate through our screening and induction process. If this highlights issues, we work with you to support the apprentice as needed.

How long does a plumbing/drainlaying and gasfitting apprenticeship take?

The Masterlink programme requires a minimum of 9,000 hours on tools and on block courses – about five years. Because of the extra support we offer, apprentices generally complete well within this timeframe.

How much does it cost?

There is a \$3,000 upfront fee, followed by a further \$4,000 through weekly wage deductions. This is generally paid by the apprentice as a sign of their commitment. You are charged by Masterlink for the actual hours the apprentice works for you. The rate varies, depending on how much you choose to pay your apprentice. You don't have to pay your apprentice when they are on block courses, on sick leave or on holiday.

What if my apprentice is eligible for fees-free?

If a new apprentice is eligible for the government's 2-year fees-free training, Masterlink passes on the savings by reducing the apprentice's sign-up fee and supplying them with extra tools.

How do I get value from a first-year apprentice?

Learning skills takes time, but your apprentice can be an asset from day one. In the first year, apprentices must be directly supervised for restricted work, but there are plenty of other jobs they can do on their own by keeping in touch on their mobiles and sending photos of their work (eg, size holes and prepare for a pipe out or dig a trench). Your Regional Manager can discuss this with you to ensure you're getting the best value from your apprentice.

My work levels vary. What if I can't commit to the full five years?

Your Masterlink Regional Manager can organise to transfer your apprentice to other jobs according to your workload needs.

Can you tell me more about the PGDB registration exams?

Yes – contact the Masterlink head office or one of our Regional Managers (details on our website) for the most up-to-date information.

How do I learn about current candidates?

We regularly email candidate profiles. To receive these, contact admin@masterlink.co.nz or ask your Regional Manager.



Train the best

We're proud to say that Masterlink apprentices regularly win competitions and awards, including the prestigious James Douglas Medallion for the top newly-qualified plumbing, gasfitting or drainlaying apprentice. Just the kind of apprentice you want in your business!

Invest in your future

Your business doesn't need to retire when you do. By taking on a Masterlink apprentice, you secure the future of the industry and your business.

Good financial sense

Smart businesses take on apprentices through the Masterlink programme.

Admin & wages	Annual and sick leave, block courses and statutory holidays	\$45,000
ITO fees	Over the period of apprenticeship	\$14,000
Tools	Masterlink provides a start up tool kit including protective clothing. Annual allowance for basic safety gear	\$2,000
H&S courses	First Aid refresher, Site Safe and refresher (optional)	\$414
Medical check	Full medical examination, pre-employment drug test, baseline hearing and lung tests, plus tetanus and hepatitis A/B inoculations	\$400
Office & compliance work	Masterlink arranges calculation and payment of wages, tax and ACC levy	\$12,400
Mentoring	Day-to-day apprenticeship management and general enquiries. All HR management and disciplinary procedures	Priceless
Approximate total costs by Masterlink during 5 year apprenticeship		\$74,214

* Breakdown of wages (as at March 2018)

- Annual leave (4 weeks per year for 5 years @ \$16.50 p/hr av.)
- Sick leave (1 week per year for 5 years)
- Statutory holidays (11 days av. per year)
- Payment of accommodation and travel for block courses
- ACC & KiwiSaver
- Block courses (16 weeks average)

What our hosts say

“By screening and interviewing candidates at the recruitment stage, Masterlink ensures a good match for my business. I look for apprentices with a good attitude – as long as they’re willing to learn, I can teach them the skills.”

Bruce Trenwith
BT Plumbing, Auckland

“I like the fact that there is someone else supporting the apprentice in the background – someone you can fall back on if there are any issues.”

Richard Graves
Inside Systems, Invercargill

“Masterlink has access to better quality apprentices and their pre-employment criteria is stringent. It’s much easier, too, as they are involved in interviewing, training, organising block courses and sorting tools and PPE gear. With the regular appraisals, you always know where your apprentice is at in their training and skill levels. In the big picture, taking on a Masterlink apprentice costs less than we would have to allow for if we were employing the apprentice direct.”

Dale Lovell
Heron Plumbing, Auckland

“Using Masterlink has gone really well for us. They offer good support and communication. It takes the stress off you because they do the vetting and pre-employment testing.”

Aaron Jamieson
BOP Plumbing & Gas, Rotorua

“It is nice to know all the boring admin is done for you, like holiday pay, sick leave, block courses, Site Safe courses, getting PPE gear and such. More than that, though, we like having a third party involved in getting good messages across to the trainees. If the trainee has any problems, or wants to bring up a particular subject, the Masterlink mentor is always there to lend a neutral ear. Having Masterlink on the team also keeps us up to date with trends and technology, like the new online payroll and timesheet app.”

Mike Gooch
EG Glennie & Co Ltd, Wellington

“We were recommended Masterlink by Nelson members of Master Plumbers. The biggest advantage for us is that everything is taken care of and we are invoiced weekly for the service – no fuss. This includes organising of all block courses, wages etc. We appreciate the regular visits from the Masterlink Regional Manager, ensuring we are all on the right track.”

Bridget & Henny Russon
Henbridge Plumbing & Gas, Nelson





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