

Clarification on HITO Changes: Message from the Chief Executive

Thank you for taking the time to read this update, I very much value your feedback, and if you would like to speak with me directly please don't hesitate to get in touch with me. kay.nelson@hito.org.nz. I would be delighted to call you and answer any queries, and listen to any feedback personally.

I wish firstly to apologise if our communications have either not made it through to our valued stakeholders, or some messages have been mixed. Please know that we have been listening to you and would like to clarify a couple of points.

Below are all the costs associated with an apprentice completing their qualification over a Three-year period.

If you are commencing an apprentice from year one the following approximate costs are included below which cover the entire apprenticeship.

One off sign on	Industry contribution	Off Job Training	Final Assessments	Other	Total Apprenticeship Costs
	(\$435.00 per year)	\$1500.00 over three years \$490.00 credits over three years \$600.00 materials over three years	\$135- 2759 In-salon assessment: \$275- 2757 final assessment:	\$55.00 HITO workbooks \$50.00 Training Record Book \$150.00 Transfer fees (up to 2x) \$110.00 Training manual	
\$355.00	\$1740.00	\$2590.00	\$410.00	\$365.00	\$5460

The new way forward at \$30-00 per week from EITHER the apprentice or the OWNER comes to a total of \$4620-00 and if the apprentice wishes to pay yearly an upfront fee of \$1560-00 there is a 10% discount. The rationale behind this is to remove some of the barriers from owners taking apprentices on and apprentices passing their final qualifications.

The \$4620-00 fee can actually be further reduced if the apprentice finishes their qualification in less than 3 years, thereby giving yet another opportunity to remove a barrier.

I really am sorry if our communication was in any way offensive and led any of you to think you had to be debt collectors, or pay anything extra. Many employers wished to pay for their apprentices, and a number wish their apprentice to pay themselves, either is fine, and my hope was by removing large lump sum payments that a barrier to completion would be removed.

SLM's versus STA's

I also understand that some of you believe the change in name from Sales and Liaison Manager to Sales and Training Advisor means no one will visit you anymore? This is not true, our STA's are to be fair all pretty brand new, and I appreciate that some of you feel we have been missing in action over the past few months, and for that I apologise. People move on from roles for a huge variety of reasons but I am confident that we have been able to put a great new team in place, but it will take them a little while to get up to speed, please bear with us.

We absolutely want to embrace technology going forward and will be introducing face brook groups for apprentices, and text messaging to check on how things are going, but we will also be visiting you to update you, and take on board any comments you have.

Once again Thank you for taking the time to read this update, I very much value your feedback, and if you would like to speak with me directly please don't hesitate to get in touch with me. kay.nelson@hito.org.nz. I would be delighted to call you and answer any queries, and listen to any feedback personally. We are running Forums across the country in the next month to capture valuable stakeholder feedback, please let me know as soon as possible if you would like to attend one of the meetings.