

THE CUTTING EDGE

OF PANZ CONFERENCE & TRADE EXPO

*TURNING THE ORDINARY
INTO EXTRAORDINARY*

30 June - 2 July 2022

Rutherford Hotel - Nelson



Supreme Award Winner 2021

Dave Giddens Sailmakers - Te Nukuao

2022 Conference & Trade Show to be held in Nelson

One thing we have learned in the nearly two years of being in this pandemic is that it's very important to have a Plan B just in case the original plan doesn't work out.

With all of the border closures and lockdowns the OFPANZ executive, after consultation with members, has made the decision to postpone the joint conference with the Specialised Textiles Association. We will revisit this possibility when international travel returns to some form of normalcy.

Because we wanted to have some certainty that we could proceed with having a conference, we are excited to announce that the 2022 conference and trade show will be held in Nelson at the Rutherford Hotel 30 June - 2 July. The conference will run across three days with with some very slight changes to our usual programme.

This year's theme is "Turning Ordinary into Extraordinary." We will have our 2nd Fabricators Workshop on Thursday 30th June starting at 10:00 am, giving people from out of town a chance to arrive on time. That night we will welcome our delegates with dinner and drinks.

The trade show will run for one day - Friday 1 July with a well known Nelson Local as our Keynote speaker. Saturday will be a day of learning followed by an evening of celebrating the extraordinary work our members do.

Issue Sponsored by:

RAINBOW SHADE



Issue Highlights

- 2022 Conference
- Covid Business Landscape
- New Members
- IFAI Member Events
- Cyber Attack Prevention
- Meet the Executive
- Apprentice of the Year
- MAST Academy
- Awards for Excellence
- Avoiding Staff Burnout
- Conference Details



OF PANZ

OUTDOOR FABRIC PRODUCTS
ASSOCIATION OF NEW ZEALAND

President's Corner

Kia Ora Everyone

Another year is coming to a close . I want to give a big thank you to all the fabricators and suppliers for being a part of this organisation. It's been another interesting year to say the least and all us non-Aucklanders are thinking about you guys up there during the latest lockdowns.

As many of you will know our industry training will be moving from MITO to MAST Academy at the end of the year. While this will come with a few changes in terms of the people you deal with for your learners, it should for the most part look and feel very much the same. We believe that MAST have the ability to lift our training up to the desired Apprenticeship level.

Dates have been set for the 2022 Conference in Nelson from the 30th of June to the 2nd of July. It has been 11 years since we were last in Nelson and I know many members are really looking forward to getting back down there. We will follow all procedures the government and the venue have in place for events to move forward. We are doing everything we can to make this affordable for all of our members and really hope you take the time to invest in your business and come along. There is a bit of funding available for small businesses, so if you have a few minutes spare it might be worth looking into seeing what might be available for your business.

The fabricators workshop was well received and will be held again at the next Conference in Nelson on the 30th of June 2022. Lots of work goes into organising equipment and facilities etc. so the more people that can make it to this, the better. Registrations will be open in the new year, so make sure you get tickets and make the most of the day.

With less than a month to go until Christmas many of you will be well and truly under the pump to try and complete everything. Make sure to take care of yourselves and your staff. Best of luck and here's hoping next year is a bit smoother!

- Daniel Taitoko, OFPANZ President 2019-22

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Introducing

CONNECT

by IFAI



[IFAI.com/Connect](https://www.ifai.com/Connect)

Ask questions, get answers. Real-life solutions at your fingertips.

An Online Community for Textile Professionals

We are excited to announce that IFAI has launched CONNECT by IFAI! Collaborate with peers to share strategic advice, solve today's challenges and develop new approaches.



DISCUSSIONS. Communicate and learn from others about important industry topics. Post a question, find an answer.



RESOURCE SHARING. All attachments posted to discussions are archived in a dedicated Resource Library.



MEMBER DIRECTORY SEARCH. Find members that can help you solve your most challenging problems. Search by name, location, company, or area of interest.

 **CONNECT**
by 

Current Covid Business Landscape



The long-awaited rules for the new Protection Framework (“Traffic Light”) system are still long-awaited, but more indications are being provided. The Government has announced businesses would have some legal protection to mandate a COVID-19 vaccination requirement for their workplace provided they followed some rules under the new My Vaccine Pass mandate and fair process.

Vaccination has been mandated for workers at businesses that must use the My Vaccine Pass to operate, or operate with fewer restrictions, at all levels of the COVID-19 Protection Framework. This covers the sectors of hospitality, events, close contact businesses and gyms.

Workers in these industries will need to have their first vaccination by the day that the COVID-19 Protection Framework comes into effect, which is expected to be 11.59 pm on 2 December 2021. They then need to be fully vaccinated by 17 January 2022 to continue in their role.

| Lower risk | Higher risk |
|--|----------------------------|
| Working environment | |
| Inside 100m ² + or outside | Inside < 100m ² |
| Proximity to others | |
| 1 metre + | < 1 metre |
| Time in close proximity to others | |
| < 15 min | 15 min + |
| Contact with people vulnerable* to COVID-19 | |
| No | Yes |

Other businesses will be able to make their own decisions around requiring staff (and customers) to be fully vaccinated by the use of a ‘tool’ to assist businesses perform a simplified risk assessment will be provided in the coming days. If businesses can reasonably prove they come under at least 3 of the four categories in the below matrix they could be justified in requiring workers (and customers) to be vaccinated, and terminate also on that basis.

Vulnerable people in this sense are considered:

- under the minimum age to be vaccinated;
- medically exempt from being vaccinated; or
- at higher risk of severe illness from COVID-19.

There would also be a mandatory 4 week paid notice period for terminations required in these circumstances.

The Government had said they would expect about 40% of industry to require mandatory vaccinations, but based on the simplistic risk assessment and what we are seeing overseas that figure would more likely be much much higher.

For those sectors covered by the mandate, or businesses which opt to operate under the My Vaccine Pass you still have to follow fair process should you need to terminate staff who wish to remain un-vaccinated.

We have updated our process and letter templates for this scenario. Please see the COVID-19 Employers Pack in the Library of your Employers Toolbox platform.

The Government are also pointing business to WorkSafe’s advice on assessing your risk exposure as a business to COVID-19: www.worksafe.govt.nz/managing-health-and-safety/novel-coronavirus-covid/how-to-decide-what-work-requires-a-vaccinated-employee/

The new Protection Framework “Traffic Light” system is planned to be taking effect from Friday December 3rd 2021.

New Zealand COVID-19 Protection Framework

Factors for considering a shift between levels: vaccination coverage; capacity of the health and disability system; testing, contact tracing and case management capacity; and the transmission of COVID-19 within the community, including its impact on key populations.

Localised lockdowns: will be used as part of the public health response in the new framework across all levels, and there may still be a need to use wider lockdowns (similar to the measures in Alert Level 3 or 4).

Vaccination certificates: Requiring vaccination certificates will be optional for many locations. There are some higher-risk settings where they will be a requirement in order to open to the public. Some places won't be able to introduce vaccination requirements, to ensure everyone can access basic services, including supermarkets and pharmacies.

GREEN

COVID-19 across New Zealand, including sporadic imported cases.

Limited community transmission.

COVID-19 hospitalisations are at a manageable level.

Whole of health system is ready to respond – primary care, public health, and hospitals.

General settings

- Record keeping/scanning required
- Face coverings mandatory on flights, encouraged indoors
- Public facilities – open

- Retail – open
- Workplaces – open
- Education (schools, ECE, tertiary) – open

- Specified outdoor community events – allowed

No limits if vaccination certificates are used for:

- Hospitality
- Gatherings (e.g. weddings, places of worship, marae)

- Events (indoor/outdoor)
- Close contact businesses

- Gyms

If vaccination certificates are not used, the following restrictions apply:

- Hospitality – up to 100 people, based on 1m distancing, seated and separated
- Gatherings (e.g. weddings, places of worship, marae) – up to 100 people, based on 1m distancing

- Events (indoor/outdoor) – up to 100 people based on 1m distancing, seated and separated
- Close contact businesses – face coverings for staff, 1m distancing between customers

- Gyms – up to 100 people, based on 1m distancing

General settings

- Record keeping/scanning required
- Face coverings mandatory on flights, public transport, taxis, retail, public venues, encouraged elsewhere

- Public facilities – open with capacity limits based on 1m distancing
- Retail – open with capacity limits based on 1m distancing

- Workplaces – open
- Education – open with public health measures in place
- Specified outdoor community events – allowed

No limits if vaccination certificates are used for:

- Hospitality
- Gatherings (e.g. weddings, places of worship, marae)

- Events (indoor/outdoor)
- Close contact businesses

- Gyms

If vaccination certificates are not used, the following restrictions apply:

- Hospitality – contactless only

- Gatherings (e.g. weddings, places of worship, marae) – up to 50 people, based on 1m distancing

- Close contact businesses, events (indoor/outdoor) and gyms are not able to operate

ORANGE

Increasing community transmission with increasing pressure on health system.

Whole of health system is focusing resources but can manage – primary care, public health, and hospitals.

Increasing risk to at risk populations.

General settings

- Record keeping/scanning required
- Face coverings mandatory on flights, public transport, taxis, retail, public venues, recommended whenever leaving the house

- Public facilities – open with up to 100 people, based on 1m distancing
- Retail – open with capacity limits based on 1m distancing
- Workplaces – working from home encouraged

- Education – schools and ECE open with public health measures and controls
- Specified outdoor community events – allowed with capacity limits

With vaccination certificates, the following restrictions apply:

- Hospitality – up to 100 people, based on 1m distancing, seated and separated
- Gatherings (e.g. weddings, places of worship, marae) – up to 100 people, based on 1m distancing

- Events (indoor/outdoor) – up to 100 people based on 1m distancing, seated and separated
- Close contact businesses – public health requirements in place

- Gyms – up to 100 people, based on 1m distancing
- Tertiary education – vaccinations required for onsite delivery, with capacity based on 1m distancing

RED

Action needed to protect health system – system facing unsustainable number of hospitalisations. Action needed to protect at-risk populations.

If vaccination certificates are not used, the following restrictions apply:

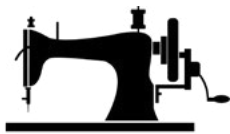
- Hospitality – contactless only
- Gatherings (e.g. weddings, places of worship, marae) – up to 10 people

- Close contact businesses, events (indoor/outdoor) and gyms are not able to operate
- Tertiary education – distance learning only

Membership News

NEW MEMBER

Petra's
UPHOLSTERY



Anyone attending the conference in Auckland this year, would have met Petra Bulger who was there promoting Foam Anchor. Petra has her own business, Petra's Upholstery and is based in Kerikeri. Petra has been involved in the upholstery industry for more than 20 years. She gained her qualification in the Czech Republic. Petra sees that our trade needs more recognition in New Zealand. To be part of OFPANZ means she will have the opportunity to network with people who have the same or similar passion to push the initiative of getting more recognition for our trade forward.

IFAI LAUNCHES FIRST PODCAST - IFAI TALKING TEXTILES



Industrial Fabrics Association (IFAI) recently launched IFAI Talking Textiles, a podcast hosted by the IFAI Canada and the Advanced Textiles Products divisions.

One episode will be available each month featuring interviews with members in the Canadian and advanced textile markets.

"The Canada division wanted to offer content specific to the Canadian textile market and the podcast allows us to achieve this goal, while at the same time it highlights our members" said Christine Gerard, Division Supervisor at the IFAI.

"The Advanced Textiles Products division has a goal of reaching students interested in the advanced textile industry and who are looking to it as a potential career path and the podcast offers an opportunity to expand our virtual reach" said Janelle Buerkley, Divisions Manager at the IFAI.

Episodes will include insider views, best practices, and tips from successful companies in the industrial fabric market. Listeners will also learn about the path to the fabric industry and gain insight from shared experiences.

HISTORY OF OUTDOOR CUSHIONS WEBINAR

You are never too old to learn. Come along to this webinar on 15th December at 7:00 am NZ TIME.

Join designer and inventor Lewis Mabon as he takes you on his journey of outdoor cushions. Learn how the cushions are made now, their challenges to comfort, and what led to a patent-pending invention. A detailed description of how Mabon was instrumental in developing outdoor cushions as breathable and comfortable as indoor cushions!

This content is brought to you by the National Upholstery Association and is an IFAI Members only webinar.

Go to the OFPANZ Members only Facebook group to find a link to register.



Peter May Outdoor Cushions

THANK YOU!

This year has taught us a lot about community, resilience,
and thinking beyond the status quo.

Are you taking stock in this way after 2021?

We'd like to publicly acknowledge the
efforts of our people and everyone in our network.

A **big cheers** goes to...



- » **Our customers & community** who have worked with us as we rise to new labour & supply challenges.
- » **Our three apprentices** who continue to hone their craft, including one just completed!
- » **Our women in trades - we now toast to 50% women in the biz**
- » **The creativity and resilience** within our customers and wider OFPANZ community
- » Everyone in our sphere who has **trained in a new skillset**, from first aid & tradecraft to new IT systems and sustainability.



Wishing you a great 2022!

Pete, Suzanne & the team

RAINBOW **SHADE**

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QUALITY SERVICE INTEGRITY

PROTECT YOUR BUSINESS FROM CYBER ATTACKS

Not only have businesses had to deal with a pandemic this year, but there have been many Cyber attacks happening as well. The government's Computer Emergency Response Team (CERT NZ) has put together top cyber security tips for your business. If you think there has been a cyber security attack on your business, contact CERT NZ immediately. Here are the Top 11 cyber security tips for your business. To read them in more detail visit cert.govt.nz/business/guides.






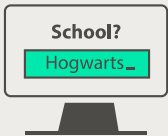



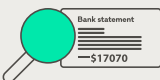

1. Install Software Updates
2. Implement two-factor authentication (2FA)
3. Back up your data
4. Set up logs
5. Create a plan for when things go wrong
6. Update your default credentials
7. Choose the right cloud services for your business
8. Only collect the data you really need from your customers
9. Secure your devices
10. Secure your network
11. Manually check financial details

Informational guides and details on how else you can protect your business online can be found throughout the CERT NZ website. Please take some time to check it out.

Top tips for cyber security



Online security is becoming more important than ever. While there's no bulletproof way to prevent a cyber attack, here are some easy tips to help you keep your personal information safe and secure.

| | | | | | |
|--|---|---|---|--|---|
| <p>Back up your data</p>  <p>Using an external hard drive or a cloud-based service, copy your data to another separate location so you can retrieve it if necessary.</p> | <p>Keep your operating system up to date</p>  <p>Updates often fix vulnerabilities that attackers can find and use to access your system. It's an effective way to help keep them out.</p> | <p>Install antivirus software</p>  <p>Free online antivirus software can be fake. Purchase antivirus software from a reputable company and run it regularly.</p> | <p>Choose unique passwords</p>  <p>Create unique passwords for each account – that way if an attacker gets hold of one of your passwords, they can't get access to all of your other accounts.</p> | <p>Set up two-factor authentication (2FA)</p>  <p>Choose to get a code sent to another device like your phone when logging in online – it helps stop hackers getting into your accounts.</p> | <p>Use creative recovery answers</p>  <p>Common security answers like your pets name or your school can be easy for an attacker to find out. Choose novel answers that aren't necessarily real.</p> |
| <p>Be cautious of free WiFi networks</p>  <p>Be careful using free Wifi and hot spots – they are untrusted networks so others could see what you are doing.</p> | <p>Be smart with social media</p>  <p>What you post on social media can give cyber criminals information that they can use against you. Set your privacy so only friends and family can see your details.</p> | <p>Don't give out personal info</p>  <p>Legitimate-looking emails are very clever at trying to trick us into giving away personal or financial information. Stop and check if you know who the email is from.</p> | <p>Check bank statements regularly</p>  <p>Keeping an eye on your bank statements could be the first tip-off that someone has accessed your accounts. Ring your bank immediately if you see something suspicious.</p> | <p>Get a regular credit check</p>  <p>An annual credit check will alert you if someone else is using your details to get loans or credit.</p> | <p>To report a cyber security problem, visit www.cert.govt.nz</p> |

MEET THE EXECUTIVE - GREG HILLS



The Executive team are here to be your voice in the organisation. If you have an idea or an issue that you need help with, please don't hesitate to reach out to your regional executive representative. In this issue we'd like you to learn more about our newest Executive member and Northern Representative, Greg Hills.

What OFPANZ member do you work for?

Interiors & Coverings

How long have you been in the industrial textile Industry?

I have been a marine trimmer since I left school which was 20 years ago

What drew your interest into the industry?

If I'm totally honest I wasn't. As a 16 year old I wanted to leave school. Dad said I could but not without an apprenticeship. As most young boys I was interested in cars, so I lended toward a mechanic or panelbeater but couldn't find an apprenticeship

for either of those thank god in hindsight. The only one I could find was a marine trimmer role. The rest is history and hard work.

What is your favourite thing about the industry?

I like the ability to do something no one else can do. A lot of people want to be able to do what we can do and just can't. We have the skills to make things look unreal with enough time and detail and dollars. I just want to be the best at everything I do and work is no different.

What do you find the most challenging?

It's always been a challenge to get clients to appreciate how long things take. I feel that people associate the cheapness of today's furniture with what we do. Unfortunately things don't work like that. Well not in NZ anyway.

Why did you join OFPANZ?

I only joined this year to be honest. I initially was very hesitant to join OFPANZ as I felt it didn't really cater for marine and automotive side of the industry very well. I think this has changed in the past couple of years with the 1st fabricators workshop this year at conference and I think that's a good thing. We can not lose the craft. It's where the industry started and we are quickly running out of talent.

What would you say the main benefit is of being a member of OFPANZ?

Networking is probably the biggest benefit of being a member of OFPANZ for me. In the short amount of time I have been a member I have met some really smart people in the industry and shared quite a few ideas which have helped my business out.

Why did you join the Executive?

I wanted to have a voice (for the marine and automotive side) at the table for any big decisions that needed to be made. I'm not one to stand around and see this trade fall by the way side to your regular trades. You can't really whinge if you haven't tried to contribute.

Is there anything else you would like to share with our members?

I think we need to encourage other businesses and people in the industry to get in touch with each other. Whether or not you are/they are a member of OFPANZ. Stop in to another company when you are out and about and say hi and just chew the fat with them. You never know what can come of a friendly chat.

Greg was a guest speaker at the Inaugural Fabricator Workshop and has been helping plan for the second one. We are glad to have him as part of our executive team.

TALENTED APPRENTICE WOWS

Despite only learning about the industrial textile With a background in the fashion industry and a family passion for cars, Tessa Paaymans has finally found a career that satisfies both her love of sewing and restoring classic cars.



Tessa clearly has a talent for industrial textile fabrication. This year she was awarded the Outdoor Fabric Products Association of New Zealand (OFPANZ) 2021 Apprentice of the Year (Tier 1) and also took out the 2021 Overall Apprentice of the Year award with an entry that wowed the judges. Open to apprentices who have been enrolled in MITO's textile fabrication programme for less than 15 months, entrants are tasked with making a messenger bag to certain specifications. With judges' comments like "I'm trying to find anything to fault" and "That bag would sell for hundreds!", it's clear that Tessa's hard work definitely paid off.

Napier Auto Upholstery owner Malcolm Wilkie agrees, "her attention to detail amazed me," he says. Tessa spent a lot of time thinking about how she would design her bag and spent several weekends working alongside colleague and Outdoor Fabric Products Association of New Zealand (OFPANZ) 2021 Apprentice of the Year (Tier Two) awardee, Bobbi-jo Wilkie. "It was quite fun actually, going in on the weekend, hanging out and working. Bobbi-jo and I match up really well because she's come from the same background as me."



Tessa accepting award from Apprentice of the Year Sponsors, W Wiggins, Carr NZ and MITO

Tessa is currently completing a New Zealand Certificate in Industrial Textile Fabrication (Level 3) through MITO. New to the industry, it has surprised her with the breadth of career possibilities. "If one area doesn't suit you, there's bound to be something else within this industry."

Tessa's skills and talent in the industry began at an early age. "I started at age 13 in Hawke's Bay doing the Edible Fashion Awards and I ended up winning it my first time entering and it sort of exploded from there basically. I've pretty much been dedicated to sewing since I was about 13 years old!"

After working in the film industry designing costumes, Tessa made the decision to move home to work in the family business restoring classic cars. She says finding the role at Napier Auto Upholstery was a perfect fit as the business specialises in classic car interiors.

It's a sentiment echoed by business owner Malcolm, "She's amazing. She's keen to learn and picks up things so easily!"

Having a background in costume design has given Tessa a unique skill set, something she wanted to incorporate into her winning bag. "I wanted to use techniques that aren't traditionally seen in upholstery," she explains. Tessa was inspired by luxury design and used techniques learnt in her costume design career. "I used leather stamping which is used quite a bit in handbags but it's something that's not really utilised in upholstery."

Tessa plans to continue applying her unique way of thinking to her upholstery work. "I'm excited about the chance to make some really unusual stuff with seats that people haven't seen before."

Now working in two family run businesses, Tessa is enjoying the work and hopes to someday have her own upholstery space to complement the family business. "I'd love to do custom upholstery for classic cars." With an award already under her belt, Tessa is sure to have a successful career ahead of her.



Tessa with her mum and dad at the Awards For Excellence

INDUSTRIAL TEXTILE FABRICATION TRAINING MOVES FROM MITO TO MAST ACADEMY



MITO's Transition Plan, as part of the Reform of Vocational Education, has reached its final milestone with approval received from the Tertiary Education Commission's Board of Commissioners to transfer its arranging training functions.

On 1 January 2022 MITO's arranging training functions for the industrial textile fabrication industry will transfer to MAST Academy.

MITO Chief Executive Janet Lane says there was strong support from industrial textile fabrication stakeholders, which includes OFPANZ and employers with current MITO learners, to transition to MAST Academy.

"Through engagement with our industry partners, it was clear that there was significant alignment to the marine and composites industry and the bespoke service that MAST Academy provides."

MAST Academy is a new private training establishment formed by NZ Marine and Composites ITO.

Chris van der Hor, CEO of MAST Academy, sees a natural alignment with the industrial textile fabrication industry to the marine and composites industry. "We are looking forward to welcoming our newest sector on 1 January 2022 with the opportunity to provide our niche, high level of services and support to learners and employers undertaking on-job training."

"We will continue the good work and build on the long-standing relationships already established by MITO in advising the sector on all aspects of training and qualifications, to ensure the ongoing supply of qualified and skilled individuals to meet the growing needs of this diverse sector."

As well as facilitating the New Zealand Certificate in Industrial Textile Fabrication (Level 3), MAST Academy will also offer TrimUp®, the Industrial Textile Fabrication Micro-credential (Level 2), developed by MITO, which offers a pathway for secondary school students to the industry.

MITO and MAST Academy will work together to ensure a seamless transition for all learners and employers with the associated systems and processes transferred to MAST Academy to take effect from 1 January 2022. Now working in two family run businesses, Tessa is enjoying the work and hopes to someday have her own upholstery space to complement the family business. "I'd love to do custom upholstery for classic cars." With an award already under her belt, Tessa is sure to have a successful career ahead of her.

MITO TO FAREWELL CHIEF EXECUTIVE JANET LANE

After 22 years working across the vocational education sector, MITO Chief Executive Janet Lane will be stepping aside when MITO transitions to Te Pūkenga Work Based Learning Limited on 1 January 2022.

MITO Group Manager Workforce Development, Verna Niao, has been appointed to the new role of Director to lead MITO through the next stages of the Reform of Vocational Education.



Janet has been a huge advocate for the Industrial Textile Fabrics Industry and has also served as Executive Officer to OFPANZ from 2010-2012. If you would like to reach out to Janet before she leaves, please get in touch with Amanda and she will provide her contact details. I'm sure she would love to hear from those of you she has connected with over the years.

APPRENTICE OF THE YEAR LOVING HER CREATIVE CAREER

From a young age, Bobbi Wilkie always knew what she wanted to do. With a natural creative flair, her goal was a career in fashion design. After completing a fashion design qualification and entering the industry, Bobbi realised that it wasn't quite what she had imagined and began looking for similar work elsewhere.

Bobbi's dad, Malcolm Wilkie, had always been in the industrial textile fabrication industry, and Bobbi's first ever job was helping with odd jobs around his business, Napier Auto Upholstery.



Still keen to work in a role that allowed her to be creative, Bobbi began working with her dad, and has completed a New Zealand Certificate in Industrial Textile Fabrication (Level 3) through MITO.

Napier Auto Upholstery work on a wide variety of jobs, but specialise in hot rods, muscle cars, vintage and classic car interiors, so Bobbi gets the chance to work on some pretty spectacular vehicles. This can involve repairing or replacing upholstery from seats, ceilings and door panels in vehicles, as well as convertible tops. She loves that she has a lot of variety in her role – “I get a lot of creative freedom here which I really enjoy,” she says.



Bobbi accepting award from MITO

Bobbi sees a lot of similarities between fashion design and her current job – if anything, she says, she enjoys automotive upholstery more. “I've always said that what I do is like fashion design for cars,” laughs Bobbi. “There's definitely a lot of crossover between the two careers – there's designing, pattern making, sewing, and the whole creative side of it like choosing colours and fabrics.”

Malcolm says people often don't realise the full breadth of the industry, and all the avenues one can go down. “Here we specialise in cars and aircrafts, but there's loads of different things you can do,” he says. “There's outdoor shade sails, bouncy castles, motorcycle seats, boats – really anything you can think of!”

The best part of an industrial textile fabrication qualification, Malcolm explains, is that it sets you up with a variety of valuable transferable skills. “I know people who have got qualified and then gone on to work for places like Weta Workshop. You learn design, sewing, welding and fitting skills – all of which are useful in a variety of jobs.”

Malcolm has trained seven apprentices during his career, and when hiring employees, looks for a few main qualities. “Some basic maths skills are always important,” he says. “You need to be able to measure, divide, and work out circles, so it's important that you have the maths skills to help with those tasks.” Malcolm also adds that a bit of creative flair helps too. “Being able to have a vision of what you want to make always comes in handy,” he says. “That way you can work closely with customers to work out exactly what they're after.”



Bobbi with her family at the Awards for Excellence

In 2020, Bobbi was named the Outdoor Fabrics and Products Association of New Zealand (OPFANZ) 2020 Apprentice of the Year (Tier 1). In 2021, she came out top in the Tier 2 category, with her winning Triton seat cover. “We swap out a few Triton seat bases under warranty where the foam and trim have worn out,” Bobbi explains. “So, I decided to enhance the seat design and use a more durable material for my entry.”

The judges were thoroughly impressed with Bobbi's workmanship, noting her neat stitching and great attention to detail. They praised her on her “beautiful work”, particularly the bag she constructed to present her seat in.

Now, with a MITO qualification and two OFPANZ awards under her belt, there's no doubt that Bobbi's career in the industry will definitely be one to watch. **12**



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TIPS FOR ENTERING THE AWARDS FOR EXCELLENCE

Everyone in our organisation produces extraordinary work. That's why when you get the judges for the Awards for Excellence in a room together it is very difficult to decide the winners. Some award winners only win with 1/100th of a point. So what is the difference that gets the winning project over the line? Past winners, Cool Awnings and Fresco Shades have provided us with some tips that they use when entering their projects in the awards.

- 1) Throughout the Year, take photos of finished jobs and put them in a folder titled 2022 (or whatever the year) Award Entries. Jot some notes into a word document about the project that will jog your memory when it comes time to filling out the form.
2. Take detailed photos. We are allowing xx photos now so that you can provide a few photos of detail
3. When you take photos, ensure that ladders, tools and of course any branding is not in the picture.
4. Get the installers to take photos of special details and a really nice overall photo. Photos are very important aspect of the Awards as they paint 1000 words. DO NOT wait until the last minute to drive all around town taking photos of your projects.
5. Always start your entry as a Word document. That way all you have to do is copy and paste the text into the form you are completing. And if anything goes wrong with your submission, you will still have access to it and you won't feel defeated typig it all out again.
6. Talk to various sources - e.g. the sales rep, the installer , the designer This will give you the most balanced view of the product.
7. Enter in as many categories as you can. You can only enter thre projects per category but the more projects you enter, the higher your chances of winning.
7. DON'T FORGET to take the best photos you can, including up close photos of the tricky areas. This gives the judges a chance to really understand the difficulty of the project.
8. DON'T WAIT until the last minute to enter the awards. There is nothing worse than feeling rushed to complete a task. In fact, Entries are open on the OFPANZ website now. All you have to do is go to <https://www.ofpanz.co.nz/annual-conference/awards-for-excellence/enter/>.

This year, we have separated out the Recreational and Other categories so that they are their own individual categories. Entries will be judged on Appearance/Workmanship, Complexity, Design/Innovation, Quality of the Entry, Function and Environmental Awareness.

If you have an interest in judging the 2022 Awards for Excellence, please contact Amanda on info@ofpanz.co.nz.

All entries are due by 2nd May 2022.



CHANGES TO APPRENTICE OF THE YEAR

TIER 1 PROJECT

We are going to try something slightly different in 2022 for the Apprentice of the Year Tier 1 Entries. Anyone wishing to participate in the Tier 1 project, will register their interest on our website by the 1st of February. W Wiggins is putting together Tier 1 kits that will be posted out to the interested apprentices. They all will still make the messenger bag to spec as we have done in the years past. Judges will be looking at Accuracy of Measurements, Neatness of Cutting, Neatness of Stitching, Accuracy of Fittings, The Finish of the product and how it is presented.

The hope here is to put all beginner apprentices on the same playing field and really pay attention to the skills they are learning. We have a total of 43 apprentices and 23 of those have been training for less than 12 months. We hope to see many entries for this project. All entries will be due on 1st May 2022. To register your interest now, go to <https://www.ofpanz.co.nz/2022-apprentice-of-the-year-awards/>



TIER 2 PROJECT

The Tier 2 Projects will be business as usual with a slight twist. Your entry must be Innovative – either solving a problem or an enhancement to an existing product. Your entry must use no more than 1.8sq metres (10% allowance) of outdoor fabric material (ie: canvas, PVC, vinyl, leather, shade cloth etc). Please note this does not include webbing, binding, velcro tape or zipping. The finished article must include, but not be limited to, at least three of the following – an eyelet, dome, buckle (metal or plastic), zip, hook and loop.

Here's the twist. All entries will also be requested to submit a portfolio of two projects they have been involved with at work. Please submit a minimum of 3 photos for each project and describe in detail your involvement with the project.

IFAI AWARD WINNERS

2021 marks the 75th anniversary of the International Achievement Awards (IAA). For exactly 75 years, the IAA's have recognized technical skill and design excellence in projects across the industry that incorporate specialty fabrics into their design. Entries are judged by industry experts and design professionals who are individually selected for their expertise in a particular field of study or product area. All projects entered are automatically listed on this gallery website, which is promoted year-round.

Congratulations to both Fresco Shades and Matt's Motortrimming for their winning entries in the IAA Awards through IFAI. This year two OFPANZ Members won IAA Awards in the Residential Awnings & Canopies Category and the Marine Interior Upholstery award.

Fresco Shades - DeBeer

Matts Motortrimming
Dickey Boats Semifly 45

Fresco Shades DeBeer Hadwin



Outstanding Achievement

Outstanding Achievement

Award of Excellence

HOW TO AVOID STAFF BURNOUT BEFORE THE HOLIDAYS

The last two years have had ups and downs both personally and professionally for many of us. It's important, as employers, that we understand that staff and managers might be feeling overwhelmed with their pre-Christmas workload. Especially with the year that our industry has had. Some signs of burnout include:

- Frustration and irritability with other co-workers
- Forgetfulness or not being able to concentrate
- Negativity in a normally positive person

So what can you do to help?

- Set expectations and make it clear that they aren't expected to work a trillion hours a day. Ask them directly what sort of support they need.
- Remind the employee to delegate when they can. Foster a relationship where staff members feel they can admit when they need more time and support.
- Talk to staff and ask them directly what support they need to prepare for the holiday break.

Remember employees who suffer from burnouts are the types who put a lot of pressure on themselves. Help them by taking some of the pressure off.

2022 CONFERENCE - 30 JUNE - 2 JULY 2022 - NELSON NZ

We cannot wait to get together in Nelson next year. Registration information will be available in the new year. But if you'd like to book your accommodation now, here are some details:

Fabricators Workshop will start at 10:00 am Thursday 30th June 2022
The Trade Show, including a fabulous guest speaker, will be all day on Friday 1st July 2022.

There will be business sessions you won't want to miss on Saturday 2nd July followed by our AGM in the afternoon.

We will end the conference with our Awards for Excellence Gala Dinner. There will be plenty of good food, entertainment and education throughout the weekend.

To book accommodation, you can either contact The Rutherford Hotel reservations team under 03 546 3000 (Monday to Friday 9:00 - 17:00) or with an email to reservations@rutherfordhotel.co.nz.

The block code for accommodation is 665950. We have secured a rate of \$185/night for our delegates.

So what are you waiting for? Mark it in your diary, book your accommodation and flights and we will see you at the end of June.

The health and safety of our members is important to us. We will be following the guidelines that the government and venues set out for us at the time of conference. We will let you know as soon as we know whether vaccines will be required at the trade show and conference.

