

## Tertiary Education Report: Careers System Strategy Update

<b>Date:</b>	4 September 2018	<b>TEC priority:</b>	Medium
<b>Security level:</b>	In Confidence	<b>Report no:</b>	B/18/00590
		<b>Minister's office No:</b>	

ACTION SOUGHT		
	Action sought	Deadline
<b>Hon Chris Hipkins</b> Minister of Education	<p><b>note</b> this update on the design and implementation of the Careers System Strategy</p> <p><b>note</b> that we are working with our agency partners to inform reviews and business activities.</p> <p><b>agree</b> that the TEC release this briefing in full once it has been considered by you.</p>	
<b>Enclosure:</b> No	<b>Round Robin:</b> No	

CONTACT FOR TELEPHONE DISCUSSION (IF REQUIRED)				
Name	Position	Telephone		1st contact
Section 9(2)(a)	Programme Director	Section 9(2)(a)		✓
Brendan Kelly	Deputy Chief Executive Information	Section 9(2)(a)		

### THE FOLLOWING DEPARTMENTS/AGENCIES HAVE SEEN THIS REPORT

- DPMC   
  MPI   
  ENZ   
  ERO   
  MBIE   
  MoE   
  MFAT  
 MPP   
  MSD   
  NZQA   
  NZTE   
  TEC   
  TPK   
  Treasury

<b>Minister's Office to Complete:</b>	<input type="checkbox"/> Approved <input type="checkbox"/> Declined <input type="checkbox"/> Noted <input type="checkbox"/> Needs change <input type="checkbox"/> Seen <input type="checkbox"/> Overtaken by Events <input type="checkbox"/> See Minister's Notes <input type="checkbox"/> Withdrawn
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**Comments:**

## Recommendations

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**Hon Chris Hipkins**, Minister of Education

*It is recommended that you:*

1. **note** the content of this update and strategic alignment and how it supports education and employment priority areas.
2. **note** that the Careers System Strategy and implementation plan has been agreed by the Tertiary Education Commission's (TEC's) Board
3. **note** that we are working with our agency partners to inform reviews and business activities.
4. **note** to the actions and activities that will be taken to implement the Careers System Strategy.
5. **agree** that the TEC release this briefing in full once it has been considered by you.

**AGREED / NOT AGREED**



**Tim Fowler**

Chief Executive  
Tertiary Education Commission

4 September 2018

**Hon Chris Hipkins**

Minister of Education

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## Purpose

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1. This report provides you with an update on our work to design and implement a Careers System Strategy.

## The careers system needs to work better

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2. Effective career information and guidance are a key to making lifelong learning a reality for all. They support efficient skills matching in the labour market as well as informing educational choices that reflect the skills required as well as interests and opportunities for work and learning.
3. An effective careers system enables people to make good education and career decisions for themselves now and in their future. In the absence of reliable and trustworthy information and support, such decisions become more difficult, with personal and social costs often displayed in skills mismatches and unsatisfactory employment prospects.
4. To move the dial for all users of the careers system we need to:
  - › provide regular opportunities for people, from primary education onwards, to reflect on and discuss and plan for their prospective futures.
  - › allow users and influencers to consider the breadth of the labour market. In particular we need to build awareness of occupations which are of strategic economic importance, newly emerging and/or likely to be misunderstood, such as the skilled trades.
  - › provide easy access to trustworthy labour market information and advice/guidance from well-trained, independent and impartial professionals in advance of key decision and transition points.
  - › target people from the most disadvantaged backgrounds for the greatest levels of agency support and intervention.

## We're designing and implementing a Careers System Strategy

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5. The Careers System Strategy seeks to ensure that every New Zealander has the opportunity to acquire the capability to have a fulfilling career and sustainable income for as long as they choose. In a nutshell, we need to "turn on the light" for all New Zealanders to illuminate their pathway for lifelong learning.
6. The strategy is a collaborative approach, across many government agencies to ensure the New Zealand careers system is fit for all New Zealanders. This is an ambitious but critically important task.
7. Our focus is on all New Zealanders from ages 7 to 74 – starting in years 2-3 at primary school, ramping up in the 11-12 age bracket (Year 7), and providing appropriate advice and support all the way through the learning and working pathway – for young & old, employed & unemployed.

## Our Board has endorsed our Strategy

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8. In July the TEC Board endorsed a strategy with five areas of focus to deliver a fit for purpose careers system for New Zealanders. The key interventions are:
  - › Transform careers products and services
  - › Amplify literacy and numeracy provision in the workplace
  - › Engage and inform
  - › Build system capability
  - › Partner for success.

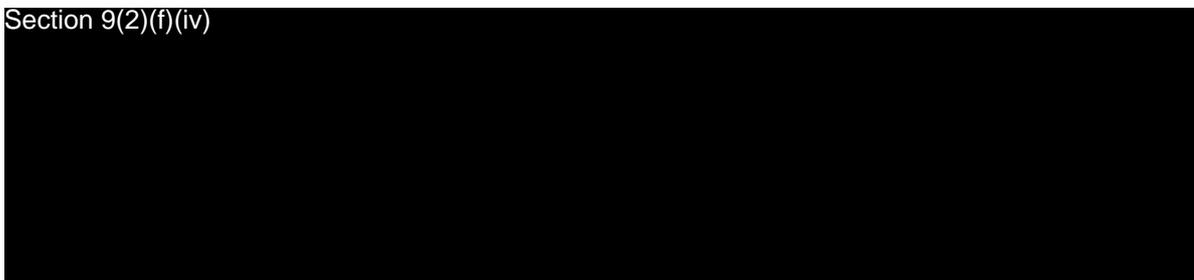
9. Most of the products, services and approaches that we currently utilise are rapidly reaching their “use-by date”. To provide the support and advice New Zealanders need we need to deliver a range of new or revamped products and services that are both easy to find and use, and which deliver real value for stakeholders.

## **We will: transform our careers products and services**

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10. Starting in the schooling sector, we will roll out three new tools:

i. Section 9(2)(f)(iv)



We will work closely with MoE to ensure this system reflects the National Curriculum context in both English and Māori medium schooling, is educationally sound and integrates with the wider education system digital landscape. Any roll-out will be supported with appropriate professional learning and development for school leaders, careers practitioners, and general teaching staff. It will also be aligned with any proposals arising from the Careers Action Plan and the review of NCEA.

We will also need additional funding to roll out this tool, and will be developing a Budget bid for your consideration.

- ii. We will deliver across New Zealand, a **work aspiration** programme ‘*Inspiring the Future*’ currently widely and successfully used in the UK, Australia and Singapore.

These two tools effectively establish us as a delivery agent in schools for MoE. Together they provide the first system-wide coordinated approach to careers education and advice in New Zealand schools and will underpin the transformation of school-based careers education.

- iii. A new **careers website** inclusive of revised and new products and consolidated career products from TEC and other agencies (e.g. Occupation Outlook) based on 16 persona types.

11. We will look to have these tools translated into te reo Māori and five Pacific languages by the end of 2021. This will ensure that family, whānau and aiga are able to participate in students’ pathways discussions and choices. The tools will be accessible for children, young people, and whānau with disabilities or learning support needs.

## **We will: amplify literacy and numeracy provision in the workplace**

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12. We will focus on both Employer- and TEO-led workplace literacy and numeracy provision as these funds get the best outcomes. Currently this provision supports around 6,800 learners each year, and we want to at least double the level of provision. We will develop a new Literacy and Numeracy strategy by December 2018, reprioritise funding and complete a budget bid in 2019 to fund the increase needed in workplace and employer led literacy and numeracy support.

13. We will work with MoE to ensure that this work aligns with any consideration of the literacy and numeracy requirements for NCEA, and support provided for foundational literacy and numeracy education for young people in school and tertiary settings.

## **We will: engage and inform participants and influencers in the careers system**

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14. S 9(2)(f)(iv) and S 9(2)(g)(i)

15. This work will be undertaken in a way that builds upon, rather than repeats, the conversations already taking place as part of the Education Conversation | Kōrero Mātauranga, ITP Roadmap and the VET review.
16. This work in part will be underpinned by our “Hidden Links, New Opportunities” discussion paper (our companion paper B/18/00611 refers).

## **We will: build system capability**

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17. Many of our key stakeholders, such as employers and iwi, are not well connected to the careers system. We will comprehensively build system capability at the business, school, iwi, TEO and regional levels. From early 2019, our new relationship roles, national office functions and MoE regional teams will build relationships to ensure the new tools we generate are fit for purpose, meet the needs of these groups, are understood and most importantly, are used.

## **We will: partner for success**

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18. We are ensuring alignment with the broader education system. Aligning our work to the transformation of schools based careers education, the NCEA review and the VET review is critical.
19. There are opportunities to ensure that the most common cross-cutting skills required by employers are embedded in NCEA. The current review of NCEA provides an opportunity to ensure that NCEA encourages, through the appropriate design of credentials and incentives, the development of skills which are cross-cutting and useful for a range of pathways. Our skills work could support this by providing an opportunity for MoE, as part of the process and outcomes of the NCEA review, to consider ways to strengthen the Vocational Pathways.
20. We are deepening our relationships with MSD to ensure our work is aligned to the advice and services it provides to those in unemployment or not engaged in education, learning or employment.
21. We are also working with MBIE to ensure the careers system supports regional economic development. Workers choosing new roles and pathways will have an understanding of jobs and skills clusters that are transferrable creating options of promising pathways for an individual worker who might want to switch jobs.
22. We have formed two international partnerships to support our understanding and collaboration efforts. The Foundation for Young Australians (FYA) and the UK Education and Employers are both widely recognised and will have invaluable input into our careers system.

## **Conclusion / Next Report**

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23. We will continue consolidating and aligning tools, products, services and resources, and improving and extending the underpinning data resources, so we can get new and improved products out in the market for New Zealanders starting December 2018.
24. We will continue to work alongside the MoE throughout the work on school-based careers education, the NCEA review and the VET review to ensure information provision accurately reflects any changes as a result of these reviews.
25. We will continue to work alongside MBIE throughout the Future of Work and Provisional Growth Fund.
26. We will provide you with a further update in November prior to the release of the improved products to the market.