Completed	Underway and on track	Early progress	Scheduled to commence later	Delayed

NCSS Action Plan quarterly progress reporting: Q3 2024/2025 (January to March 2025)

Outcome	Workstream and deliverables	Status	Progress in the last 3 months	Progress in the next 3 months	RAG
Strengthen connections	**Workstream 1: Establish leadership function**				
	1.1 Establish a governance framework, advisory groups, and key roles and responsibilities to support the delivery of the strategy	Completed	The cross-agency careers system steering group (CSSG) has been established with key roles and responsibilities. Agencies include MoE, MSD, MBIE, TPK, MPP and MfW with career peak bodies (CATE and CDANZ).	The CSSG meets 6-weekly, and works collaboratively to manage priorities and implementation of the workstreams.	✓
	1.2 Develop a monitoring framework and implement regular, targeted insights and reporting	Underway	Developed the mechanisms for quarterly reporting to the LMMG. Building the evidence base for annual system insights and reporting.	Develop draft framework for system insights and reporting. Continue quarterly LMM reporting and EAP reporting.	
	1.3 Lead a whole of government approach to ensure alignment with agencies' strategies and policies.	Completed	This work is now built into the Government's Employment Action Plan Action 11: Provide transparent, future-focused careers information and advice aligning work and learning pathways to skills, supporting students and workers to make informed decisions/		✓
	1.4 Determine the criteria for quality career education, information, advice and guidance	Completed	The careers quality framework is complete and provides 5 high-level guiding criteria to ensure high quality careers information, education, advice and guidance.	A series of best practice documents for the careers sector will complement this framework	✓
	1.5 Identify and establish communication platforms to enable resource and knowledge sharing	Underway	TEC's Tahatū Resource Hub is currently in development and will be the key resource platform for careers information. This includes outreach via newsletters, social media and other communication channels to share careers knowledge and best practices.	Launch of MVP Tahatū Resouce Hub ~October 2025.	
	Workstream 2: Develop and share quality careers information				
	2.1 Complete a map and gap analysis of existing careers information, including quality assessment	Underway	A stocktake of careers information that is currently freely available in New Zealand.	Identify gaps in current information.	
	2.2 Identify career information required by users	Underway	A review of user insights, including new research on low paid workers.	Apply user insights and gaps from action 2.1 to support initial tranche of careers information on the Tahatū Resource Hub.	
	2.3 Improve the quality and accessibility of careers information	Early progress		Reliant on Action 2.1, 2.2. Finalise communications strategy to support.	
	Workstream 3: Support awareness and usage of the careers system				
	3.1 Complete a map and gap analysis of careers support (services and programmes) and access points, including quality assessment	Underway	A stocktake of careers programmes and services that are currently freely available in New Zealand.	Complete careers services/support analysis including reach, access, and whether evaluations have been undertaken. Apply quality lens + user insights. Identify gaps to support Action 3.2	
	3.2 Develop and share best practice approaches to connect groups and stakeholders to careers support	Early progress		Reliant on Action 3.1. Finalise communications strategy to support.	
Ensure equitable access	**Workstream 4: Support community-led careers programmes**				
	4.1 Explore and support community-led careers programmes by building on and maintaining relationships with Māori and Pacific peoples	Early progress	TEC is working with Hapai Tuhono, Māori career development specialists, who are refreshing Rangatahi Futures - a community/school-based programme to build employability skills and labour market knowledge for rangatahi Māori.	Completion of the refreshed resource with stakeholder engagement rollout to coincide with Action 1.5. Exploring further opportunities to expand action 4.1 with CSSG members.	
	4.2 Identify initiatives and programmes that are accessible to community and whānau, and successfully delivering careers support.	Early progress	Initially support through Action 3.1 and collaboration with TPK, MPP and MSD.	Exploring further opportunities to expand action 4.2 with CSSG members.	
	Workstream 5: Explore ways to increase access to face to face careers support				
	5.1 Understand the availability, effectiveness of local and internal models, including technology, in the delivery of face to face services.	Not scheduled to commence		Will commence with CSSG members Q1 2025/2026	
Grow quality careers support	**Workstream 6: Support the capability building of the workforce**				
	6.1 Develop and agree a research and insights programme of work to inform the development of the careers system	Underway	The TEC is developing a small research programme to improve insights into access and activation of careers information and support for targeted groups of New Zealanders.	Delivery of supplementary research project to improve connection to careers support.	
	6.4 Identify capability gaps across the careers workforce and roles which support others to make careers decisions and transitions.	Not scheduled to commence		Will commence with CSSG members Q1/Q2 2025/2026	
	6.5 Work with industry groups, unions and employers to improve access to existing frameworks, resources, learning opportunities and qualification pathways.	Early progress	Stocktake of existing career qualification pathways and engagement with industry and employment groups who have developed careers modules eg EMA	Will commence with CSSG members Q1/Q2 2025/2026	
	Workstream 7: Develop options for career support in secondary schools				
	7.1 Scope and develop options that support the delivery of careers services in schools	Delayed			
	Workstream 8: Build on the Tahatū platform				
	8.1 Complete customer journey mapping to inform future development of Tahatū Career Navigator	Underway	Work has commenced on prioritisation of adult audiences for Tahatū national rollout.	Continues	
	8.2 Inform the Tahatū work programme and shape future iterations by working with industry, employers, agencies, education providers and other stakeholders	Underway	Work has commenced on user experience testing with non-school careers workforce.	Continues	
	8.3 Provide information to Iwi, Māori, Pacific and disabled communities to support user access to Tahatū	Underway	Tahatū Career Navigator national rollout will be supported with engagement and capability building activities for key stakeholder groups	Tahatū engagement and capability building webinars/information sessions will initially target groups working with youth/NEET	
	8.4 Grow Kaupapa Māori occupation information to enable Māori communities to have more access to, and help grow cultural career pathways	Underway	Currently Tahatū career navigator has 10 Kaupapa Māori occupations – the first of their kind on a careers website.	Work in progress includes 4 new KMOs. Continue building engagement with iwi to support diverse and engaging career information, advice and guidance for Māori.	
	8.5 Ensure workers have access to careers resources, information, knowledge and pathways to succeed in work	Underway	Completed work identifying career needs of people in low paid work has been presented to the LMM (March 2025). Building on this via 6.1.	The Tahatū resource hub will build careers development opportunities for users.	

Immediate CSSG focus Q3/Q4