

## Tertiary Education Report: Careers System Strategy alignment with Ministry of Education led Careers System Action Plan for Schools

<b>Date:</b>	18 October 2018	<b>TEC priority:</b>	Medium
<b>Security level:</b>	In Confidence	<b>Report no:</b>	B/18/00744
		<b>Minister's office No:</b>	

ACTION SOUGHT		
	Action sought	Deadline
<b>Hon Chris Hipkins</b> Minister of Education	<p><b>Note</b> the content of this update and strategic alignment and support for the Ministry of Education's Careers System Action Plan.</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> Yes	

CONTACT FOR TELEPHONE DISCUSSION (IF REQUIRED)				
Name	Position	Telephone		1st contact
s9(2)(a)	Programme Director	s9(2)(a)		✓
Brendan Kelly	Deputy Chief Executive Information	s9(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"/> Noted <input type="checkbox"/> Seen <input type="checkbox"/> See Minister's Notes	<input type="checkbox"/> Declined <input type="checkbox"/> Needs change <input type="checkbox"/> Overtaken by Events <input type="checkbox"/> Withdrawn
---	--

**Comments:**



## Recommendations

---

**Hon Chris Hipkins**, Minister of Education

*It is recommended that you:*

1. **note** the content of this paper and strategic alignment and support for the Ministry of Education's Careers System Action Plan.
2. **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

18 October 2018

**Hon Chris Hipkins**

Minister of Education

\_\_\_ / \_\_\_ / \_\_\_

## Purpose

---

1. Following our recent update to you (ref B/18/00590 and B/18/00611), you asked for an outline on what Careers System Strategy means for schools and careers advisors.
2. This paper provides you with information on the alignment of the Careers System Strategy with the Ministry of Education led Careers System Action plan.

## We are aligning with the Ministry of Education's Careers System Action Plan for Schools

---

3. Under the Education (Update) Amendment Act 2017, our career service function within TEC requires us to:
  - provide a publicly available careers information service that includes a database of information about occupations and tertiary education and training
  - facilitate and strengthen the connections between schools, employers and tertiary education organisations, to ensure students are better prepared for employment and further education and training
4. As part of the Education Work Programme, the Ministry of Education (MoE) is leading work on a Careers Action Plan, which will improve the quality and effectiveness of school-based careers systems, and have strong links to TEC's Career Systems Strategy. The Ministry has been working with schools and careers education peak bodies to develop the programme.
5. We understand that the MoE will provide you with a briefing on their suggested options for the Careers System Action Plan by 31 October 2018, including how the initiatives in the Action Plan and Careers System Strategy complement each other.
6. 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 resulting in skills mismatches and unsatisfactory employment prospects.
7. We need to strengthen the quality of information available to all learners and their influencers.

### What the strategy means for schools and careers advisors

8. Throughout 2018 we have provided professional development services to Careers Advisors and schools while the MoE undertake their Careers System Action Plan.
9. s9(2)(f)(iv) 
10. There are many careers practitioners, operating in both public and private capacities, who rely on government-provided information and tools to practice effectively. Many Careers Advisors report not having a view of the jobs available or being able to make good connections to employers.
11. We understand from our work with the MoE there are minimal incentives for individual Careers Advisors and educators to build the capacity and the capability necessary to integrate careers into the curriculum, programme and qualification design, or to engage meaningfully in their local employment market.

12. The MoE is developing proposals which will begin to create a 21<sup>st</sup> Century careers ‘ecosystem’ within schools, which will help prepare students for their future lives in the world of work, their communities and their whānau. MoE proposals are expected to draw upon and closely link with tools and information being developed by the TEC. Accordingly, the Careers System Strategy and the MoE Careers System Action Plan are designed to complement each other.
13. Our provision of high quality, timely, and relevant labour market, qualification and skills information will also contribute to addressing the myriad of careers education challenges present in our current system. To move the dial for all users of the careers system inclusive of schools and Careers Advisors we aim to:
- › provide regular opportunities for people, from primary education onwards, to reflect on and discuss 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 education and 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 will: transform our careers products and services**

---

14. Starting in the schooling sector, we will roll out three new tools:
- i. In 2019/2020 TEC will deliver a new **online learning pathway** system in secondary schools. The online system allows students to explore their interests and aptitudes and then map these through to potential careers, and the education pathways required to work in these careers.  
  
TEC will work closely with the Ministry of Education (MoE) to ensure this system reflects the National Curriculum context and is educationally sound, integrating 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 (MoE) and the review of NCEA.
  - 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 based on 16 persona types.
15. TEC and MOE are working together to ensure that the tools are fit for purpose for use in education settings and will meet the needs of careers staff and educators, as well as students. We will engage with these stakeholder groups through the remainder of 2018 to test with them our vision for the tools.
16. We will look where possible to have these tools translated into te reo Māori and five Pacific languages by the end of 2021. This is essential to ensure that family and whānau 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 build system capability**

---

17. Many of our key stakeholders such as employers and iwi are not well connected to the careers system. The TEC alongside the MoE will comprehensively build system capability at the business, school, iwi, TEO and regional levels.
18. 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.

## **Next Steps**

---

19. We will continue consolidating and aligning tools, products, services and resources, and improving and extending the underpinning data resources, to get new and improved products out in the market for New Zealanders starting December 2018.
20. We will continue to work alongside the MoE throughout the work on school-based careers education under the Careers System Action plan for schools, the NCEA review and the VET review to ensure information provision accurately reflects any changes as a result of these reviews.