

2026/2027 National Careers System Strategy Action Plan



The Action Plan supports delivery of the NCSS, whose vision is that people are empowered to understand themselves and their aspirations and can navigate careers opportunities that fit throughout their lives. Each workstream is designed to strengthen the system as a whole, with the needs and perspectives of disadvantaged or underrepresented groups embedded across all workstreams.

PRIORITY WORKSTREAMS		ACTIONS					SYSTEM IMPACT
	Lead	Q2 (Apr-June 2026)	Q3 (July-Sep 2026)	Q4 (Oct-Dec 2026)	Q1 (Jan-Mar2027)	Q2 (Apr-June 2027)	System impact
1. Understand tertiary education-to-employment pathways	TEC (MoE, MSD, MBIE)	1.1 Map the tertiary careers ecosystem and its contribution to learner achievement, access, participation and outcomes.		1.2 Deliver an insight briefing on how careers support can shape tertiary achievement, access and participation. 1.3 Use insights to inform TEC's careers and learner success initiatives, including Workstream 2.			Improved understanding of the impact of careers information and guidance in tertiary education, informing TES and learner success priorities, and supporting quality career resources.
2. Develop and share good practice, insights and resources	TEC (System stakeholders)	2.1 Develop a 12-month Tahatū content strategy to support and strengthen tertiary pathways. 2.2 Expand existing products to support alignment between school, tertiary, education and employment pathways.	2.3 Work with stakeholders to improve access to high quality and up-to-date labour market information, industry snapshots and job insights.	2.4 Work across agencies and organisations to develop and share new and existing resources and best practice to support tertiary learners, including underserved learners.			Improved access to high-quality careers information, tools and resources.
3. Build career workforce capability and leadership	TEC, CATE, CDANZ, System stakeholders (MSD, MoE, MBIE)	3.1 Develop and expand onboarding resources for MSD, MoE and other agencies/ system stakeholders to effectively use and promote Tahatū and related career products.		3.2 Develop and share baseline analysis of the career workforce to identify capability gaps and opportunities to build quality. 3.3 Improve access to existing professional development through the Career Practice Hub and partner organisations. 3.4 Co-develop learning opportunities and practical resources with peak careers organisations to strengthen workforce capability and diversity.	3.5 Publish Workforce Capability insights report to baseline sector practice and inform future decisions.		A more capable and confident careers workforce delivering consistent, high-quality support across education, employment and community settings.
4. Understand what works	TEC (System stakeholders)		4.1 Evaluation of TEC's Inspiring the Future.	4.2 Year one evaluation of Tahatū Career Navigator. 4.3 Contribute evidence and insights to an international audience at the ICCDPP international symposium/IAEVG conference.	4.4 Apply evaluation insights to inform improvements to Tahatū, Inspiring the Future, and the wider system. 4.5 Support researchers to develop careers knowledge specific to New Zealand.		Stronger evidence to guide continuous improvement and system leadership.