

Workstream 1: Establish leadership function

Action	Status	Details	Agency lead
1.1	Complete	Established the cross-agency Careers System Steering Group.	TEC
1.2	Complete	Established reporting arrangements.	
1.3	Complete	Collaborated and aligned across government. Integrated careers into Government Going for Growth agenda and papers.	
1.4	Complete	Released the Careers Quality Framework to guide system quality.	
1.5	Complete	Launched Career Practice Hub to enable resources and knowledge sharing.	
1.6	Complete	Reviewed the original NCSS Action plan.	

Workstream 2: Develop and share good practice, insights and resources

2.1	Complete	Completed a gap analysis against existing careers information, including a quality assessment. Informed MVP Career Practice Hub.	TEC, MBIE
2.2	Complete	Identified career information needed by users through research, UX and engagement.	
2.3	Complete	Improved the quality and accessibility of careers information via Tahatū Career Navigator. Developed onboarding modules and engagement for schools, kura and youth services to better access Tahatū. Developed e-learning modules for MSD and Corrections frontline staff to better integrate Tahatū into employment support.	

Workstream 3: Support awareness and usage of the careers system

3.1	Complete	Map and Gap analysis of the careers system for the Labour Market Ministers.	TEC, MSD
3.2	Complete	Connected priority groups and other system stakeholders to careers support including through Tahatū, Job Hunters Workbook; and through engagement with stakeholder partners.	
3.3	Complete	Developed marketing and communications approach to support people to access careers information. Developed a news function on Tahatū, and wider outreach via e-newsletters, social media and targeted marketing campaigns.	

Workstream 4: Support Māori and Pacific peoples to develop and deliver community-led careers programmes

4.1	BAU	Co-designed and refreshed community resources including Rangatahi Futures (with Hāpai Tūhono), Job Hunters workbook (with MSD), and Career Malaga for Pacific students and communities (TEC, MSD, TPK, MPP).	
4.2	BAU	Identified initiatives and programmes that are accessible to community and whānau, and successfully delivering careers information and support, to highlight growth opportunities. For example, resources from Whaikaha, Ministry for Women, Tohu Careers etc. Improved access to Career Practice Hub for communities and whānau including upcoming design changes.	MSD, MPP, TPK, MoE, TEC
4.3	BAU	Identified critical success factors and key learnings of community led careers programmes.	

Workstream 5: Increase access to face-to-face career supports

5.1	Shift in focus to Going for Growth agenda	Understand the availability, effectiveness of local and international models, and technology used in the delivery of kanohi ki te kanohi services. Early literature review complete but shift in focus to Going for Growth agenda.	MSD, MBIE, TEC
5.2	BAU	Expanded Inspiring the Future formats into secondary schools, with three new event opportunities.	

Workstream 6: Supporting the capability building of the career workforce (actions are consolidated and folded into the new action plan)

6.1 – 6.8	Ongoing in the 2026/2027 Action Plan	Early analysis of professional careers workforce using IDI data. Completed Māori, Pacific and indigenous career approach webpages for Career Practice Hub. Developed e-learning modules for MSD and Corrections frontline staff to better integrate Tahatū with clients. Developed Job Hunters workbook <i>guide</i> for best practice use by practitioners and community.	TEC, MoE, MBIE, TPK, MPP
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Workstream 7: Develop options for careers support in secondary schools

7.1	Complete	The Ministry of Education developed advice for the Minister of Education on options for career education in school. Refreshed Careers.govt classroom activities and resources for Career Practice Hub. Developed Tahatū Career Map to support integration of Tahatū and Inspiring the Future. Developed Student Action Plans and Career Expo support material for schools and communities.	MoE, TEC
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Workstream 8: Build on the Tahatū platform

8.1	Complete	Completed customer journey mapping to inform future development of Tahatū.	
8.2	Complete	Informed Tahatū work programme by working with industry, employers, agencies.	
8.3	Complete	Provided onboarding to Iwi, Māori, Pacific and disabled communities to support user access to Tahatū.	TEC
8.4	Complete	Expanded Kaupapa Māori Occupations to enable communities to have more access to, and help grow, cultural career pathways.	
8.5	Complete	Informed government and industry with Low Paid Workers research and insights to strengthen information and career tools. Worked with (former) Workforce Development Councils, advocacy groups (eg. YEA) and employer groups to better understand transition needs.	