

CAREER NAVIGATOR – KAIWHAKATERE MAHI



Career Navigator is designed to provide young people with the work ready skills and confidence they need to transition successfully from school into higher education and/or employment.

Schools are supported to help students:

- Understand the importance of their schoolwork to their future lives
- Have confidence in their career choices
- Develop work readiness skills
- Develop positive attitudes toward work and job seeking.

Career Navigator has three components:

- Career Navigator mentoring
- Work ready experiential workshops
- Career Pathway events

WHY CAREER NAVIGATOR?

Career Navigator was developed in response to requests from employers and schools.

- Schools identified that many New Zealand youth are leaving school too soon and without being ready for employment. This combination puts them at risk for adding to the already high youth unemployment statistics
- Employers often do not have the time and resources to devote to workplace learning for young people
- The loss of 'stepping-stone' jobs (e.g. milk runs, paper delivery) means young people have fewer opportunities for work experiences prior to exiting school and may therefore lack experiences to interact with potential employers

In response Career Navigator was developed to support secondary students to become career ready.

CAREER NAVIGATOR OBJECTIVES

- Develop soft skills applicable to the workplace and relevant for the future workplace
- Develop practical employment specific skills such as writing a CV and interview techniques
- Provide a knowledge of workplace expectations and how this is different from the school environment
- Develop a greater understanding of employment pathways
- Create networks and connections through exposure to employers in the community
- Increase career self-efficacy, motivation and a sense of hope for the future
- Provide employers with a more realistic and positive view of youth.

“The Career Navigator programme has been very helpful with work visits allowing us to have a real insight in the different workplaces and possibilities out there, if we are willing to take that extra step, it can truly open our minds and see that anything’s possible, as long as you make it happen and not wait.”

Career Navigator Student

“Thanks so much for helping get me into the mentoring program. I’m really enjoying the opportunity and have been paired with three awesome students and really feel I will be able to add value to them and I’m sure I will also learn stuff from them.”

Career Navigator Mentor



Career Navigator is underpinned by this whakatauki (proverb):

Ka pu te ruha, ka hao te rangatahi

As an old net withers, another is remade.

THE PROGRAMME

Three components are available across four different years (Year 10 - Year 13).

Career Navigator Mentoring

Mentees and their Career Navigator mentor meet at least once a month to set goals, support the mentees personal development and career decision making, and enhance any learnings from workshops and shared experiences.

Career Navigator mentoring includes:

- Having a Career Navigator Mentor
- Being involved in Work Ready Experiential Workshops
- Attending Work Site Visits
- Participating in Industry Presentations

Work Ready Experiential Workshops

Workshops can be delivered to different year cohorts and supports students to obtain work ready skills valued by employers. Up to 21 workshops are available under the four categories of:

- Self-Awareness
- Opportunity Awareness
- Decision Making
- Transition Learning

Career Pathway Events

Career Pathway Day: Students are given a collective insight into possible career and employment opportunities. Workplaces from a variety of industries highlight their workplace/industry for students to learn about and consider during an organised event.

Industry Presentations: Employers are invited to the school to talk to students about their work or industry.

OUR EVALUATION SHOWS THAT:

- Students gain skills and confidence in their ability to make suitable career and subject choices
- Students have an awareness of what will be expected from them to be successful within the workplace
- Employers are given an opportunity to raise their profile and connect with future employees
- Students feel more confident about successfully completing job seeking tasks
- Increased levels of career self-efficacy that indicate an increase in their confidence to perform career related tasks.



Year 10

Career Pathway Day

Year 11

Career Pathway Day
Work Ready Experiential Workshops

Year 12

Career Pathway Day
Work Ready Experiential Workshops
Career Navigator Mentoring

Year 13

Career Pathway Day
Work Ready Experiential Workshops
Career Navigator Mentoring



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