



**GRAEME DINGLE
FOUNDATION**

HAWKES BAY

FUTUREOPOLY REPORT JUNE 2022



Get connected - Be Inspired - Feel Empowered

Introduction

Here at Graeme Dingle Foundation Hawke's Bay, our kaupapa is single-minded: realising youth potential in Te Matau ā Māui | Hawke's Bay. This is why one of our key priorities is helping our region's rangatahi to follow a career pathway anchored in meaning, choice, opportunity and hope.

Futureopoly is a one-day event aimed at offering secondary students a real-world taste of career opportunities they wouldn't otherwise have the chance to experience, so they can build their confidence to make informed choices about their own career paths.

Futuopoly uses gamification to connect students face-to-face in a fun and interactive way with highly engaged local employers who are energised about sharing their insights and experiences from the world of work and inspiring students with their passion for their mahi.

Now in its third year, Futuopoly is an extension of our Career Navigator Programme which equips senior students for the world of work and grows their confidence to make career decisions.

This report evaluates the event held for students from across Hawke's Bay on 31st May, funded by the Ministry of Education.

The evaluation insights highlight opportunities for us to enhance the event experience for students and employers alike and, importantly, give us the opportunity to make recommendations for improving the impact of future career pathway events for Hawke's Bay rangatahi.

This report is based on the results of surveys of students, teachers/tutors and employers who participated in the Futuopoly event. The survey sought to understand their experiences and impressions, and to gauge value. The report is also informed by conversations, observations and our prior experience working with students in the careers space.

Insights

Authentic Engagement - connecting employers directly with students

Nothing beats the opportunity for students to connect directly with employers, workplaces and their people.

Students get a first-hand understanding of the working world, the work opportunities available to them and a hands-on experience with the sort of work they may be interested in pursuing. This provides the inspiration and motivation they need to both widen and focus their thinking around the career opportunities in front of them.

Equally, the employers who take part benefit from the face-to-face connection with the young people who are their future workforce and gain direct insight into the value that young people can bring to their workforce and workplace.

This helps employers to more successfully attract young people and be more receptive to offering them work opportunities.

Futuropoly's gamification element is the critical success factor in building this deeper, more mutually meaningful connection between the students and employers - having an icebreaker effect that provides a fun and engaging platform for conversation. The mix of activities and interviews caters to different learning styles and places the focus squarely on opening up the opportunity for the students and employers to make meaningful connections.



The interview booklet we provide creates the conversation starter for students, teachers and tutors, and employers alike. It allows employers to speak from their own experiences with authenticity and inspiration and it quickly allows students to draw out the 'real oil'.

This is at the core of what makes Futuropoly different and successful. We want students to connect with local people from local industry and business talking with authenticity about their work. This means the experience for students is vastly more engaging and relatable than speaking with training organisations or marketing/HR personnel promoting their industry. And for employers, they know they have a unique opportunity to 'sell' their workplace directly to young people keen for inspiration and insight.



Youth Centred

We deliberately design the event so it is youth-centered. This means participating rangatahi can, from the very outset, clearly relate to why this event is for and about them. For this particular event, schools were asked to select students who weren't on an academic pathway or were undecided about future careers; so would most benefit from exploring vocational pathways.

The design of the event was informed by our kaupapa, the needs of the students attending and our experience and understanding of the barriers to student engagement. We understand the importance of a variety of opportunities to suit different student preferences (meaning) and the need for authenticity (as explained earlier).

That is why Futuropoly meets a need not satisfied by other pathway events. Not all careers events have the needs of students at their centre. They often promote specific industries or tertiary education providers. Such events are helpful for students who have already indicated a preference for these industries or have chosen an academic pathway.

However, Futuropoly is deliberately designed for the many students who don't have the benefit of such certainty and may (to employers) appear less engaged or interested at other careers events where their needs are not so well met.

Amplifying Outcomes

There is clear evidence that for students without direction and motivation Futuropoly positively influences students to make career decisions and goals, better positioning themselves for success on leaving school.

Our survey of students shows that this Futuropoly event means they now have increased motivation to take steps towards their future careers and many have identified careers of interest.

We would like to see these outcomes being amplified with follow-up support and connections to employment and training opportunities.

Sharing student survey data with participating schools was intended to encourage this however there has been a poor rate of student surveys completed (17%) and we know that not all teachers/tutors are likely to follow up with ongoing discussion and/or support to help students continue their decision-making journey.

There are many environmental factors that could explain this. However, for future events, it would be helpful to understand the barriers to follow-up, how these can be overcome, and how schools can better leverage the event for improved student outcomes.

Improvement Opportunities

Whilst the students, employers and teachers/tutors all said the event was a great experience there was some helpful feedback to improve future events.

- Time - giving more time to play the game to engage with more employers.
- Simplification - moving one space in the same direction from starting positions to make it easier for groups to stay together and go to the right place.
- Signage - investment in improved signage to bring the gameboard to life.
- Preparation - schools prepare students in school before the event to familiarise themselves with the game and the interview questions.
- Repetition - using the same concept again.
- Variety - continue to showcase a variety of opportunities and fill gaps (creative, technology, Māori business).



Conclusions

Students are interested in learning about different careers. They value learning about multiple / varied opportunities and relate well to local employers sharing authentic experiences. They engage well with career events designed around their needs.

Students' increased motivation and interest can and should be maintained and leveraged with follow-up support and employer connections.

Employers are motivated to engage with young people about careers with many facing short (tight labour market) and long-term (ageing workforce) talent shortages. They have more positive views of young people adding value to the workforce when they have been able to engage with them in a meaningful way.

This type of pathway event generates positive outcomes for students, however is costly to deliver in terms of time (schools, employers, organisers) and funding.

It is not sustainable to continue to run one-off events given the upfront investment required. Multiple pathway events are hosted in Hawke's Bay every year, there is little coordination and no clear strategy to align student, workforce and wider economic outcomes.

There would be considerable benefit in a longer-term strategic and coordinated approach to pathway events in the region with agreed outcomes. This would create efficiencies not least by addressing some of the current duplication of effort; and make it easier for employers and schools to engage and participate. This approach would better position the place of pathway events in the context of other career activities, and be better informed by the needs of students, schools and our regional economy.



Student Outcomes

94% Increased opportunities awareness - **Earn while you learn**

95% Increased opportunities awareness - **Local opportunities**

93% Increased opportunities awareness - **Within businesses**

70% **Licensing** - improved understanding of the importance

82% Increased **confidence talking to adults** you don't know

85% Increased **motivation** to take career steps

82% Increased **hope** to have a career of my own choosing

60% Identified **careers of interest** from the event



Schools were asked to select students who weren't on an academic pathway / undecided about future career and would benefit from exploring vocational pathways. Students self assessments are incredibly positive and indicate they are much better equipped to make career decisions. We saw many students increase confidence in their interactions during the course of the game, some had started off quite overwhelmed at the prospect of talking to adults they didn't know.

Student Outcomes: Work Ready Learnings

- 18%** Working conditions, pay, flexibility, enjoying your job & staying safe.
- 17%** Positive / can do attitude & work ethic.
- 17%** Self-management, time management & being organised.
- 7%** Passion - the importance of being passionate and interested in your career.
- 7%** Having good people skills.

Other themes include licensing, opportunities to progress in workplaces, ongoing learning, asking questions / for help.

“ 1. Being independent is good (e.g having a restricted license). 2. Most of the booths said they felt welcomed at their work, so no need to worry. 3. Having te reo when working with youth is a good skill to have.

Being ready to work long hours, to accept as many opportunities as you can, to always choose a job you know you will love so you can get everything out of it

that there are lots of different jobs available in sectors that i didnt even know about

You don't always need a degree. People skills are very important. Most places can give flexible work hours.

1) every job is different, 2) its not as scary as i thought, 3) have confidence to talk to others.

what you need to get , they actually like their job , etc

”



Student Engagement

BEST THING students identified about the event by theme (top 3)

- 31%** Learning about the number & variety of opportunities & careers.
- 25%** The interaction with employers. Interviews and how friendly & welcoming people were.
- 18%** The rewards & employer giveaways.

IMPROVEMENTS students identified about the event by theme (top 3)

- 34%** More time to spend with employers / visit more employers.
- 13%** Make the game easier to understand & navigate.
- 12%** More space / less people.

Interaction with employers and learning about opportunities were most valued. This is reinforced by the wish to spend more time interacting with employers.

The interviews and activities enabled positive interaction by 'breaking the ice' through playing the game together.

The rewards were certainly motivating but not identified as the 'best' thing for over 80% of students.

“ *Having the different opportunities right in front of me and having the knowledge to know what/how they do things on the job.*

seeing people enjoying what they do and the range of options, and the prizes

How interacted the workshops were and how you were rewarded at the end.

a purpose to ask questions and do activities

how nice all the workers and how welcoming they were

being hands on w the activities not j sitting there all boring yk

talking to people and see what they do on a day to day

the fun of it

”



95%
of the students
said the event
was
FUN

Teacher / Tutor Experience: Engagement

Views on student engagement (agree + strongly agree)

94% My students had fun at the event

94% My students engaged with the employers well

84% My students engaged with the game concept well

When comparing engagement to other career events they had attended **92%** said Futureopoly delivered better engagement.

100% of teachers/tutors said they would attend Futureopoly event again. **58%** of these said they would bring more students.

The BEST thing about the event

Teachers/tutors commented on the number of local employers and the value of the game which enabled interaction as the best thing about the event.

IMPROVEMENTS Identified

Teachers/tutors main improvement suggestions related to simplification of the game / more time to prep and having more time to play. Different opportunities for next time would be creative industries and careers where you speak Te Reo Māori. Some would've liked access to coffee.



Teachers / Tutors overwhelmingly thought the event delivered an engaging experience.

It was challenging to manage the students and simplification of the game would be beneficial. Where there was confusion, it resulted in game time being wasted. Some noted that time in school before the event to brief students would have been helpful. Comprehensive information was sent out ahead of time and many groups were well prepared and navigated the event well. Other groups were less prepared, this could have been for a variety of reasons (too busy, access to students, absenteeism, alternate teachers bringing students).

There are ways to simplify the concept and retain engagement levels however there is a requirement for investment of time at the school level beforehand to maximise the opportunity. Repeated attendance by schools would also make it easier to plan ahead.

Teacher / Tutor Experience: Comments

“ *The game aspect, students really bought into this*

William Colenso College

We loved that it required our ākonga to ask in depth questions and spend time at each sector rather than just wander around.

Te Aho o te Kura Pounamu

The engagement, having guided questions allowed students to feel confident when asking questions. Group work allowed support from familiar face, prizes kept them working hard!

**Te Kura Kaupapa Māori
o Te Ara Hou**

Other than that it was an excellent day and very meaningful for our students who are actively focusing on finding employment. Many thanks that we could attend this awesome day! The fact that one of our students were offered her dream job made this experience very special and rewarding!!

The Development Hub

There was a variety of industries and they were all very engaging

Ignite Youth Employment Services

Well done to the team - it was a fantastic event! Now that our school have been and seen how Futureopoly is run they are keen to support it with larger numbers next year.

Hastings Boys High School

Making real contacts with industry people and learning about the pathways

Karamu High School

Great event, thank you as I really enjoyed it with our Rangatahi too

Doing the same for year 7 & 8s to prep them before entering the gates of high school.

And doing the same for year 9 & 10s before entering their NCEA gates, showing them the pathway to the businesses.

Te Aratika Academy



”

Teacher / Tutor Experience: Follow Up

Student Follow-Ups

We asked Teachers about how likely they would follow up with students, "We will return a summary of your student's survey's back to you which will highlight any sectors or businesses they are interested in working in. We are asking the school to follow up with each student to help them to make connections. How likely are you to do this?"

65% teachers said it was **highly likely** they would follow up

32% teachers said it was **somewhat likely** they would follow up

At time of writing this report only 83 student surveys had been completed (17% of students who attended). This means that many students will not have data we can share back with the schools.

This combined with the fact only two thirds of teachers are 'highly likely' to follow up means that a large majority of students attending the event may not get to capitalise on their higher levels of motivation and awareness.

It would be helpful to explore the barriers to follow ups. Turning the experience into longer term outcomes should be a goal for future events.



Ko nga pae tata whakamaua Kia Tina
The potential for tomorrow depends on what we do today

Here are some handy contacts if you need them to get ahead in mahi and in life.

Work Ready Development
Te Whakawhanaketanga mahi

Connected 029 921 3801

Ignite Youth Employment 022 099 8829

Lift Youth Employment 021 919 769

Mahi for Youth 0800 4 YOUTH

The Development Hub 0800 DEV HUB

Tupu Aotearoa 0800 736 948

Volunteering HB 022 503 9271

Community Chest / Rangatahi Services

Question: "How valuable were the community chest area and the rangatahi services cards?"

56% of teachers found these cards valuable and **31%** of teachers found them very valuable and these cards will be useful in future.

Community Chest / Rangatahi services cards were designed to raise awareness of services available if needed. Students can self refer or teachers can refer.

Employer Experience: Engagement

Interaction With Students

Employers have a more **positive view of young people** adding value to the workforce **95%** and are **more confident talking to young people 100%** since attending the event.

“

Was great to see the students so interested and taking it seriously

Mphosis

Chatting to eager and engaged students.

3R Group Ltd

Engaging with the attendees and getting there views, needs, wants on employment

Eric Wiig Ltd

The level of positivity about the students is reflected in the surveys and in multiple conversations with employers. Having a more positive view of young people in the workplace should help with positive experiences in the workforce for youth.

Students lacking confidence to interact or not knowing what to ask could be perceived as students lacking interest. Employers telling us about the high levels of interest from the students tells us it is critical to not make assumptions. The 'ice breaker' effect of the game makes it easier to interact in a meaningful way revealing students eager to learn.

Current Interaction

We asked employers "how do you usually engage with young people about careers in your business?"
(number of businesses responding to the survey).

- 6** Gateway Programme
- 9** Through an industry training provider
- 13** Direct relationships with schools/kura
- 4** We don't engage with young people
- 1** Other

Future Interaction

We asked employers "which of these careers engagement opportunities are you interested in finding more out about / being involved in?"

- 10** Futureopoly Events
- 1** Mentoring Programme
- 3** Student groups visiting your workplace
- 7** Offering work experience (paid or unpaid)



Employer Experience

Employers responded 'Yes' to the following statements.

- 100%** My team had **fun** at the event
- 100%** My team felt it was a **rewarding** experience
- 95%** It was a **valuable use of my team's time**

“Loved seeing so many people get involved for our youth

C3 Ltd

Please invite us back we are going to be bigger and better next year

St John NZ/Hato Hone Aotearoa

Interacting with students from a wide range of schools and increasing awareness of what opportunities the port has

Napier Port

A really great event and the team thoroughly enjoyed being part of it. We have been asked by schools to take our set up along at later dates as well.

Downer NZ

Likely to Recommend

When asked 'how likely was it they would recommend this event to other businesses' employers scored an average of **8.7 out of 10** (10 being extremely likely)

Employers noted the best thing about the event was the students and their high levels of engagement

The diversity of industries involved & being able to engage with students who might not have considered a career in manufacturing initially

Tumu Timbers Ltd

You guys put on a great event. It was awesome to hear students come up with their own interview questions and I could see a positive shift in how they engaged as they visited more businesses. You would have definitely hit many of the outcomes you aim to achieve with rangatahi.

Go With Tourism



Appendix 1: GAMEBOARD / EMPLOYERS



HAWKES BAY

Team Station	House	Sticker	House	Sticker	House	Sticker	House	Sticker
	Activity	Activity	Activity	Activity	Activity	Activity	Activity	Activity
Growing Future Farmers	Go Horticulture	Go Horticulture	Go Horticulture					
4 PRIMARY INDUSTRIES AG & HORT								
Team Station	House	Sticker	House	Sticker	House	Sticker	House	Sticker
	Activity	Activity	Activity	Activity	Activity	Activity	Activity	Activity
Unison	Downer NZ	Higgins Contractors						
3 INFRASTRUCTURE								

Team Station	6 PRIMARY INDUSTRIES		Team Station
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Progressive Meats Ltd		
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Pan Pac Forest Products Limited		
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	PGG Wrightson Wool		
Team Station	5 PRIMARY INDUSTRIES HORTICULTURE		Team Station
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Go Horticulture		
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Go Horticulture		
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Go Horticulture		

Go Horticulture is represented by Mr Apple, Bostock, TAG Global, Crognone, Bostock Global, Jobing Appliances, NZ Apples & Pears and NB Fruit Growers Association

Team Station	7 TOURISM & INNOVATION		Team Station
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Fingermark Limited		
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Robertson Lodges		
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	3R Group		
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Go Tourism		
Team Station	8 CONSTRUCTION & ENGINEERING		Team Station
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Eric Wigg Ltd OR Prgrammed Property		
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Rabbitte Joinery		
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Eastbridge Engineering		
Team Station	9 SOCIAL		Team Station
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Hōhepa		
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Ministry of Social Development		
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Enliven (PSEC)		
Team Station	10 CHILDREN & YOUTH		Team Station
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Te Kupenga Hauora-Ahuriri		
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Graeme Dingle Foundation		
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Rock My Baby		
Team Station	11 HAIR & BEAUTY		Team Station
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Andrea's Hair & Beauty		
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	MPhosis & HITO		
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Holy Moly		
Team Station	12 TRANSPORT & LOGISTICS		Team Station
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Napier Port		
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	C3 LTD		
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Bidfood		

Sector Supported by BCITO, ATNZ and Dulux

ADD UP YOUR PROPERTIES

TYPE OF PROPERTY	NUMBER	VALUE	TOTAL
		\$10.00	
		\$25.00	
		\$50.00	



Team Station	2 MANUFACTURING		Team Station
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Regal Furniture		
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Pan Pac Forest Products Limited		
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Tumu Timbers		
Team Station	1 HEALTH		Team Station
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Hawke's Bay District Health Board		
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	Whānau Āwhina Plunket		
House	Sticker	House	Sticker
Activity	Activity	Activity	Activity
	St Johns NZ Hato Hone Aotearoa		



ENTRY

FUTUREOPOLY
by Graeme Dingle Foundation Hawke's Bay

Te Kupenga Hauora-Ahuriri, Whānau Āwhina Plunket & Eastbridge Engineering were not able to attend on the way due to extenuating circumstances.

Appendix 2: EVENT ATTENDANCE

Kura / Organisation	Expected Students	Actual Students
Flaxmere College + TPU	100	72
Hastings Boys High School	45	40
Hastings Christian School	31	31
Hastings Girls High School	110	66
Havelock North High School	40	19
Hukarere College	11	7
Ignite	11	8
Karamu High School	50	24
Oranga Tamariki	2	2
Tamatea High School	65	45
Taradale High School	17	13
Te Aratika Academy	12	12
Te Kura	15	8
Te Kura Kaupapa Māori o Te Ara Hou	20	15
Te Kura Kaupapa Māori o Ngati Kahungunu ki Heretaunga	14	9
The Development Hub	15	15
Tū Te Wana – Fruition CHB	11	10
Tū Te Wana – Fruition NPE/HAS	13	9
William Colenso College	50	54
William Colenso TPU	12	10
Woodford House	10	8
Work Force Development	10	8
Totals	664	485

High levels of absenteeism relating to sickness in the region impacted attendance with 73% actual attendance vs expected attendance indicated by schools/ organisations.

Appendix 3: SURVEY DATA

Student Survey Data

83 surveys were returned at the time of writing this report. This was a return rate of 17%. Ethnicity and gender information is based on the surveys returned but may not accurately reflect attendance on the day.

Ethnicity

NZ European/Pākehā	63%
Māori	40%
Samoan	5%
Cook Island Māori	4%
Tongan	1%
Chinese	1%
Indian	1%
Other	8%

Year Group

9-10	1%
11	6%
12	46%
13	39%
Not in school/kura	8%

Gender

Male	24%
Female	76%

*ethnicities percentages add up to more than 100 due to selecting multiple ethnicities.

Teacher/Tutor Survey Data

32 surveys were returned.

Employer Survey Data

21 surveys were returned.

Appendix 4: RANGATAHI SERVICES

Rangatahi services cards were created with community partners. These were distributed on the day to raise awareness with students and teachers about the range of services available in the region. This initiative was to help remove barriers for students now and when they leave school.

The cards were credit card sized in an accordion format so they can be discreetly kept in a pocket/phone/wallet for student whakama about reaching out.



Ko nga pae tata whakamaua Kia Tina
The potential for tomorrow depends on what we do today

Here are some handy contacts if you need them to get ahead in mahi and in life.

Emotional Wellbeing Taha Hinengaro

CAFS - Child Adolescent & Family Service Te Harakeke
06 8341815

Napier Family Centre
06 843 7280

Te Taiwhenua o Heretaunga Trust - Heretaunga
0800 TAIWHENUA

Dove Services in Schools - Hawkes Bay
06 8435307

Kainga Pasifika Services - Promoting and Supporting Healthy & Safe Relationships
06 650 5106

Work Ready Development Te Whakawhanaketanga mahi

Connected 029 921 3801

Ignite Youth Employment 022 099 8829

Lift Youth Employment 021 919 769

Mahi for Youth 0800 4 YOUTH

The Development Hub 0800 DEV HUB

Tupu Aotearoa 0800 736 948

Volunteering HB 022 503 9271

Financial Support Pūtea tautoko

Work & Income 0800 559 009

Budget First 06 878 0530

Napier Family Centre 06 843 7280

Citizens Advice Bureau 0800 367 222

Dress For Success 027 4789 311

Health Hauora

FREE HEALTHCARE FOR UNDER 24S

Te Taiwhenua o Heretaunga Trust 0800 TAIWHENUA

Te Kupenga Hauora Ahuriri 06 835 1840

Roopu a Iwi Trust 06 843 1590

Know Your Rights Mōhio ō tikanga ture

Citizens Advice Bureau 0800 367 222

Hawke's Bay Community Law 06 878 4868

Driver Licencing Raihanatanga Kaitaraiwa

iHow 027 655 9886

Got Drive 027 943 2025

Axiom 0800 267 476

Whiti Forklift Training 027 233 5483

The Driving Hub 0800 338 482

Be empowered, get work ready through personal & professional development



SCAN ME

Ngā mihi nui to everyone involved in making this event so awesome for our rangatahi

