

CAREER NAVIGATOR – KAIWHAKATERE MAHI



OVERVIEW

Career Navigator is a ready-for-work programme that helps secondary school students find a meaningful career pathway upon leaving school. It has three components:

1. Career mentoring
2. Participation in experiential workshops
3. Attendance at career pathway events

Career Navigator is designed for youth and is delivered in partnership with schools and workplace employees. It provides students with the real world information they need to make better informed decisions about their futures. Whilst also providing an effective platform for employers to offer mentoring and active learning opportunities. The Graeme Dingle Foundation has been successfully partnering with schools and communities for over 20 years.

OBJECTIVES

The goal is for Career Navigator students to positively transition into higher education and careers. The key objective is to provide a range of planned experiences that will challenge students so that they:

- Understand more about themselves, their skills, interests and aspirations
- Have the confidence to set challenging career pathway goals and are motivated to achieve them
- Have the ability to interact with adults to obtain the support they need
- Are connected to employers in their community and are aware of the resources available

WHY CAREER NAVIGATOR?

In the short term, this programme's aim is for students to:

- Be more informed and confident in their option selection and career decision making
- Have greater awareness of what is expected of them in the workplace
- Gain increased workplace support, knowledge and experience
- Have increased levels of school engagement
- Have greater connections with employers in their community

Other aims of the programme include:

- Enhanced academic performance
- Decreased truancy
- Improved school resource allocation
- Help students with their subject choices and encourage them to make purposeful pathways towards their future careers
- Offers group/career coaching/mentoring with industry employees
- Trusted partnerships
- Goal setting (SMART)
- Tool kit to support the goal setting journey
- Relationship building

“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

The Career Navigator programme structure encompasses three components:

ONE Career Coaching/ Mentoring	TWO Experiential Workshops	THREE Career Pathway Events
<p>Group Career Coaching/ Mentoring takes place in terms 1 to 3 (Year 12 and/ or 13). Career Coach/ Mentors will provide expertise to support the development of a group of young people in a specific vocational area of work. Ratio is no higher than one Career Coach/ Mentor to 3 or 4 students.</p> <p>At least once a term, the co-ordinator arranges an outing to build the Career Coach/Mentor-student relationship. These outings are 'side by side' time where interaction can occur freely between the Career Coach/ Mentor and students.</p> <p>Career Coach/ Mentors are fully screened, trained and supported by the Graeme Dingle Foundation throughout the Career Coaching/Mentoring relationship.</p>	<p>At least once a month, with the assistance of the Career Coach/Mentor, the coordinator will facilitate an experiential workshop for the selected vocational students. Some of these workshops may be open to other year 12 and 13 students. (Career Coach/Mentors do not necessarily attend these open workshops).</p> <p>Experiential workshops are intended to support students to obtain occupational and other work-ready skills valued by employers. Topics include: work ethics and attitude, CV writing and problem solving in the workplace.</p>	<p>Career pathway events offer opportunities for students to experience the workplace, enabling them to make informed decisions about their future.</p> <p>These events motivate students to plan their learning and provide reasons 'why', they must create their own pathway links toward the necessary NCEA or NZQA credits.</p> <p>Careers NZ are invited to facilitate the Year 10 event and workplaces are invited to participate in the Year 11-13 events.</p>



THE EVIDENCE

Research is an essential part of all our programmes. Each one is thoroughly evaluated and this allows us to ensure all of our programmes are working, and allows us to measure success and report outcomes.

Research shows that Career Navigator:

- helps students **gain skills** and **confidence** in their ability to make suitable career and subject choices
- creates an awareness of what will be expected from students, in order for them to be **successful within the workplace**
- offers an opportunity for employers to raise their profile and **connect with future employees**
- ultimately **benefits young people and communities**

THE RESEARCH

The research evaluations completed to date provide positive feedback that Career Navigator is 'hitting the mark', with students telling us:

- They had an increased awareness of what was expected from them in the workplace;
- They gained skills and confidence in their ability to make career and subject choices; and
- That 'Career Pathways Days' helped them to identify suitable career and subject choices, confirmed their current choices or encouraged them to carefully consider their future career path and relevant subjects
- Students look forward to a future of becoming economically and socially contributing members of their communities




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