



Wednesday Workshop 1 at 10.45 am

Making a difference – building people who build people.

Greg Durkin | BCITO

BCITO has a longstanding partnership with secondary schools to promote construction careers through programs like BCATS (Building & Construction Allied Trade Skills) and Gateway. Collaborating with career advisors, BCITO highlights the opportunities in construction, demonstrating that students who complete BCATS standards are three times more likely to pursue a construction career. To enhance support, BCITO offers comprehensive resources for Gateway programs and encourages familiarity with the apprenticeship model via the myBCITO learner system. In 2024, BCITO will launch an initiative providing fully funded driver license testing for Gateway students in partnership with VTNZ, addressing barriers to employment. This initiative, currently in trial, aims to increase student employability, with over 400 BCATS students expected to benefit.

Connecting with your Community - Helping you achieve NELP #4

Christina Rankin & Stuart Dillon-Roberts | Careerwise

CareerWise introduces the Connections feature to enhance educational collaboration and community engagement. A recent TEC report highlights that personal network, rather than online sources, significantly influence young people's career choices. CareerWise Connections provides schools access to a curated database of nationwide contacts, enabling them to create their own community connections through a unique sign-up form for parents. The platform allows tailored engagement based on preferences, supporting the school's career initiatives. With built-in reporting tools, schools can track their progress on NELP #4, promoting a collaborative approach that involves all staff members, not just career advisors.

Unlocking Potential: Navigating Career Exploration for Future Success

Hunter Sutter | Zeil

ZEIL's workshop, aligned with CATE 2024's "Seek" theme, equips career advisors and educators with data-driven strategies to guide students and job seekers toward meaningful careers. Key takeaways include insights on job market trends and skills in demand, innovative engagement methods for exploring diverse industries, and tools from ZEIL's platform for promoting career

curiosity. Attendees will also learn resilience-building strategies to help students adapt to a dynamic job market. With actionable insights and practical tools, this session empowers advisors to enhance young people's career development journeys with evidence-based support and resources.

Navigating the digital landscape; Build a strong personal & school brand

Nicola Lancaster | Chartered Accountants Australia + New Zealand

This workshop will equip career advisors with strategies to enhance their online presence and personal branding in the digital age. Focusing on the significance of a well-crafted social media strategy, participants will explore how to engage with Gen Z, who rely on these platforms for information and connection. Through a panel discussion analyzing online behaviors and communities, and a case study of the successful CA ANZ Epic campaign, attendees will gain insights into effectively connecting with younger generations. Roundtable discussions will allow participants to create tailored content for Gen Z, share best practices, and develop actionable plans to boost student engagement and career readiness.

Challenging the status quo to awaken and enable rangatahi transformation.

Zan Tuake | Oho Mauri Solutions

Oho Mauri delivers a 10-week Work Readiness Transitions Programme aimed at empowering vulnerable rangatahi in North Waikato. Grounded in cultural responsiveness and holistic wellbeing, the program incorporates work readiness, soft skills, and fitness training, transitioning participants into education, training, or employment with three years of pastoral support. It emphasizes hauora through interactive workshops that integrate rangatahi voices and vocational needs. The initiative challenges societal stereotypes, fosters resilience, and promotes self-determination, mentoring participants in a supportive environment. Ultimately, it equips rangatahi with the necessary tools and mindset for personal growth, overcoming adversity, and realizing their potential.

Milking, and more: Inspiring rangatahi to choose a Career in Dairy

Amy Young | Fonterra

The dairy industry in New Zealand faces significant talent shortages, exacerbated by many young people leaving school without qualifications and low interest in STEM subjects. To address this, we are developing the "Careers in Dairy" program aimed at engaging Generation Alpha—those born in the digital age—who will make up about 20% of the workforce by 2035. This initiative focuses on highlighting diverse career opportunities at Fonterra and fostering connections that resonate with young people's experiences. We invite career advisors to collaborate on strategies and tools to guide youth in their career planning and to promote Fonterra as a compelling employer.

Wednesday Workshop 2 at 1.45 pm

Do butchers, bakers and candlestick makers still matter?

Kevin Gilbert | Gilbert's Fine Food

The COVID-19 pandemic significantly impacted the global hospitality industry, leading to severe and lasting consequences. This presentation challenges misconceptions that hospitality and the food and beverage sectors are no longer viable career paths. Many potential future professionals, including winemakers, chefs, and hospitality leaders, face discouragement due to perceptions of insecurity, underutilization of talent, and limited career prospects. The presentation aims to debunk these myths by showcasing the diverse and rewarding opportunities within the industry. It emphasizes that trades and skills provide a respected, practical alternative to university education and seeks to inspire career advisors to guide new talent toward these fields.

How to use Inspire Me on Tahatū

Juli Paurini & Stephen Geddes | Tertiary Education Commission

The Tahatū initiative is a new interactive careers website developed by the Tertiary Education Commission (TEC) in New Zealand, designed to empower students and support careers practitioners. Currently in pilot phases across various secondary schools, Tahatū aims to provide quality, accessible careers information, aligning with the National Careers System Strategy's vision of helping individuals navigate career opportunities. This workshop will introduce the "Inspire me" tool, focusing on its purpose for self-discovery and careers planning. Participants will engage in activities, learn how to integrate the tool with existing resources, and discuss its application in guiding students' career choices.

Who the NZDF is after and how we recruit them.

CAPT Dougald Munro & LT Derek de Boorder | NZDF Recruiting

The New Zealand Defence Force (NZDF) recruits approximately 1,400 individuals annually for 97 diverse trades, including roles in the Navy, Army, and Air Force. Defence Careers aims to unlock the potential of candidates through engaging activities that ensure they meet entry requirements while learning about various career opportunities. The NZDF emphasizes professional growth, team collaboration, and leadership development. Participants gain world-class training and experience in challenging environments, empowering them to inspire and mentor others. Ultimately, the NZDF offers a fulfilling career that contributes to both national defence and community support, fostering personal and professional development.

Finding Gold - Good Youth Employer Relationships for Gateway Success

Emma Godwin & Bex Twenlow | Yea (youth Employability Aotearoa)

This interactive workshop aims to empower career advisors, particularly those new to the Gateway program, in effectively managing relationships with youth employers. Participants will explore

strategies to identify and engage potential employers using the Youth Employment Success (YES) platform, build confidence in onboarding, and navigate challenging conversations. The workshop will also cover exiting relationships diplomatically while maintaining reputations. Facilitators will share best practices and real-life examples, encouraging delegates to discuss their challenges in a supportive environment. Attendees will receive templates and an overview of the upcoming good youth employer framework, benefiting all CATE members by early 2025.

Using AI in Careers, using AI tools with students

Craig Dyason | Albany Senior High School

The presentation addresses the challenges and apprehensions surrounding generative AI, particularly in the context of career advising. It will explore fundamental questions about AI, its safe and responsible use, and how these concerns may hinder the adoption of AI tools. Through interactive audience participation, the session will provide an overview of AI and introduce several tools, including YouCanBook.me, ChatGPT, Fireflies, Career Explorer, and Diffit. The focus will be on demonstrating how these tools can be effectively integrated into practice to enhance student engagement and improve efficiency for career advisors. This presentation will be most effective to those participants who are new to the use of AI tools. Experienced practitioners will have covered these basics already

Thursday Workshop 1 at 10.30 am

"You've rewired my brain" improving literacy levels in farming students

Jan Johnstone | Retired. Previously SIT Telford Campus

At the SIT Telford campus, a significant proportion of Level 3 Farming Systems and Equipment students demonstrate poor reading skills despite achieving NCEA Level 2 Literacy. This inadequacy leads to high dropout and failure rates, even with tutors integrating literacy into their teaching. In response, a remedial reading program called Stride Ahead was implemented in 2009, focusing on phonetics to enhance fluency and comprehension. Results showed notable improvements in reading levels, course completions, graduation rates, and student confidence. The presentation will detail the program's implementation, supported by 14 years of data, highlighting its adaptability for various educational settings.

Handy tips from an Experienced Careers Advisor

Jane Thomas | Morrinsville College

Are you wanting some help with your Careers practice?

Where do you find "stuff"? How do you organise yourself? Who can you call?

Join Jane Thomas for this session where she will share with you some of her ways of managing a busy workload as LAL Career Pathways, Classical Studies teacher, Learning Coach (form teacher). With many years of experience, Jane will give you some useful tips and guides on how to store information, how to share it with your colleagues and students, and where to go to for help.

"Inspire Careers in Aquaculture: Drive Growth, Innovation and Sustainability"

Denise Hearn | NMIT

Denise Hearn and Kirsten Norfield will present a workshop emphasizing the importance of aquaculture in ensuring sustainable seafood production amid rising global food insecurity. They will explore Kaitiakitanga o te Moana, highlighting its cultural significance in Aotearoa's coastal management. Participants will engage in activities showcasing job diversity in aquaculture, the variety of aquaculture products, particularly seaweed, and the sustainable use of all parts of organisms like salmon. This interactive session aims to inspire career advisors to encourage the next generation to engage in this dynamic industry, shaping a sustainable future for our oceans.

Seek and inspire the untapped potential of whaikaha (disabled) akonga

Eleanor Blakey | One Tree Hill College

This workshop aims to unlock the potential of whaikaha akonga (disabled students) in Aotearoa, equipping career advisors with practical strategies to support their journey toward meaningful careers. The session will cover key aspects of disability and neurodiversity, emphasizing relationship-building and understanding sensory processing. Participants will engage in exercises

designed to foster trust and learn about their statutory obligations regarding whaikaha tangeta in the New Zealand labor market. Eleanor will share her unique insights from lived experience and professional expertise, highlighting the value disabled individuals bring to the workplace and the importance of inclusive hiring practices.

Mātauranga Toi Māori as Taonga: A Pathway to Creative Careers

Rongomaiaia Te Whaiti & Rachael Rakena | Toi Rauwhārangī, College of Creative Arts, Massey University

This presentation at Toi Rauwhārangī – College of Creative Arts highlights the transformative role of Mātauranga Toi Māori in creative arts education, emphasizing its alignment with Te Tiriti o Waitangi. It showcases student and alumni experiences that demonstrate how deep engagement with Māori knowledge enriches career trajectories across various fields, including Music, Screen, and Fine Arts. The session will provide insights into integrating Mātauranga Māori into educational planning, nurturing future leaders to drive innovation in Aotearoa's creative sectors. Attendees will learn how this approach can create unique opportunities and positively impact both individuals and society.

Career navigation using a Skills Framework

Pip Direen | Muka Tangata & Nicky Murray | Food and Fibre Centre of Vocational Excellence Researcher

The presentation focuses on the Food and Fibre Skills Framework developed by Muka Tangata Workforce Development Council and the Food and Fibre Centre of Vocational Excellence to address the evolving needs of New Zealand's food and fibre sector. It aims to help learners and educators identify competencies and skill gaps, guiding career exploration beyond traditional roles. Attendees will engage in an interactive activity to assess their strengths and weaknesses in core transferable skills. Delegates will leave with resources and strategies to integrate the framework into their practices, equipping them to support learners in pursuing successful careers in this critical industry.

Thursday Workshop 2 at 1.30 pm

Careers Quality Framework – how to apply the criteria

Juli Paurini & Stephen Geddes | Tertiary Education Commission

The workshop aims to empower careers practitioners in New Zealand by introducing the National Careers System Strategy (NCSS) quality framework for Career Education Information Advice Guidance (CEIAG). Developed by Dr. Lynette Reid, this framework is underpinned by Te Tiriti o Waitangi and consists of five high-level criteria aimed at enhancing career services. Participants will engage in group activities to apply these criteria to their daily practices and strategies, fostering a collaborative environment to define what successful implementation looks like in schools. Attendees will leave with practical insights on developing quality career programs and supporting effective CEIAG practices.

Mapping out careers in infrastructure construction

Rebecca Fox | Civil Contractors New Zealand

This workshop, led by CCNZ Workforce Development Manager Rebecca Fox, introduces a new infrastructure careers roadmap designed to guide young people toward diverse opportunities in the civil infrastructure sector. The session aims to educate career advisors about various roles, from trades to planning and communication. Attendees will explore an innovative online tool that helps students identify essential skills and training for successful careers in New Zealand's infrastructure. The interactive workshop encourages discussion on how the industry can better assist career advisors and seekers, fostering a deeper understanding of the sector's potential for youth employment.

Ideas for Careers: Forestry, have you considered it?

Grace Perkins | Future Foresters

This presentation, titled "Ideas for Careers: Forestry, Have You Considered It?", highlights the forestry sector in New Zealand, which, as the fourth-largest export earner, generates about \$6 billion annually. Despite its economic importance, forestry remains an underappreciated career path. The session will explore diverse career opportunities within the industry, from entry-level roles with immediate earning potential to advanced positions requiring higher qualifications. Attendees will learn about the fulfilling work environment, competitive salaries, and comprehensive training programs available, aiming to inspire career advisors to promote forestry as a viable and exciting option for young individuals.

Navigating connections between ākongā and industry

Beth Nalter, Hayley Gray & Astrid Van Holten | Hanga-aro-rau

This workshop focuses on guiding young people (ākongā) through their employment journey, emphasizing resilience in the workplace. It presents a structured approach for students to engage

with industry, ensuring they acquire the necessary skills and knowledge for successful careers. The framework is based on Dave Turner's Continuum Model, which outlines a three-step process for effectively transitioning youth into work, informed by over 30 years of experience in youth employment and careers education. Participants will gain insights into the model, the significance of work shadowing, and practical implementation strategies for their schools using the Inspiring the Future platform.

How VR can help anxious students pass their driving test

Claire Paterson | Codrivr

Driving remains a vital skill for Rangatahi, yet high anxiety and learning difficulties can hinder students from obtaining their driver's licenses, posing barriers to future employment opportunities—70% of jobs require a license. Claire, Director of Education and co-owner of CoDrivr, will discuss her experience piloting an in-school driving simulator in the Mid-South Canterbury region. This innovative approach leverages virtual technology to inspire and support students in their driving journeys. Attendees can expect valuable insights on integrating new technologies for career advancement, drawn from the challenges and successes of this project.

Friday Workshop 1 at 10.00 am

Potential to PossibleINSPIRING students to strive beyond the average

Marina Shearer & Prajesh Chhanabhai | Thrive for Life

This workshop focuses on equipping career advisors with tools to inspire students to unlock their full potential. Key topics include understanding the difference between potential and possibility, breaking barriers such as fear of failure and self-doubt, and cultivating a growth mindset for resilience and perseverance. Additionally, it offers a guide for setting ambitious yet achievable goals, emphasizing effective time management and motivation. The importance of mentorship and creating supportive environments will also be discussed. Attendees will learn strategies, including the Extended DISC tool, to help students transcend limitations and strive for excellence.

Towards an enhanced Māori career framework

Mohini Vidwans | Lincoln University & Dr Lynette Reid

This workshop presents an enhanced Māori career framework developed from research with wāhine Māori accountants in Aotearoa New Zealand, addressing the under-representation and discrimination faced by indigenous women in the accounting profession. Traditional career models are critiqued for their Eurocentric focus, lacking recognition of diverse life-career constructions. Emphasizing the importance of Māori knowledge, the framework incorporates concepts such as whānau (family), whakawhanaungatanga (relational practices), and Te Ao Hou (contemporary Māori perspectives). The workshop aims to engage career advisors in discussions about integrating this framework into their practice, fostering a more inclusive approach to career guidance that values indigenous experiences.

Using the 'flipped model' and chatGPT for targeted career exploration.

Sue Sachill | Career Central

This workshop will showcase two approaches for conducting career interviews using ChatGPT, sharing key insights from practical applications. The first method features a “flipped model,” integrating the UN Sustainable Development Goals for targeted career exploration. The second follows a traditional approach, aligning with students’ career interests and occupational types. Attendees will engage in hands-on activities, working in pairs and using a provided template to practice the interview techniques. This interactive session encourages participants to share their experiences with AI in career advising, discussing successes and challenges to foster collective learning and enhance AI integration in career education.

Exploring the untapped potential of perceptions in career advisory

Kelley Marra | Waihanga Ara Rau

This workshop focuses on the influence of knowledge and perception in guiding rangatahi (young people) toward informed career choices, particularly in the often-overlooked Construction and

Infrastructure (C&I) sectors. Using insights from Ipsos research, participants will uncover misconceptions that hinder young people's awareness of C&I careers. Through interactive activities, attendees will identify knowledge gaps and explore strategies to address them, revealing that only four C&I occupations are widely recognized. By employing videos, statistics, and case studies, the workshop equips career advisors with innovative tools to enhance advisory practices, helping young people align their skills with emerging job opportunities for greater employability and satisfaction.

Career Pathways Framework “Mata Ārahi Manomano” Face of innumerable Pathways

Hinewai Justine Quensell | Ringa Hora Workforce Development Council

In 2023, Ringa Hora developed the Mata Ārahi Manomano Careers Pathway Framework, which integrates with existing initiatives and aligns with Te Tiriti o Waitangi to support priority learners in vocational education. To enhance its impact, the project "We be who we see" was launched, featuring interviews with Māori, Pacific, and Tangata Whaikaha individuals across diverse industries such as aviation, hospitality, and retail. These narratives aim to inspire and guide these communities in their career journeys. This workshop will explore the kaitiaki and pou of the framework, serving as valuable tools for career advisors.

Inspiring excellence in Assessment Practice

Erin Lee | Ringa Hora

The Ringa Hora Services Workforce Development Council is focused on transforming vocational education to equip learners with vital skills for local and global community success. As the service sector evolves, the Council aims to address skills shortages through timely training and a robust quality assurance system, ensuring relevant qualifications and standards. This system supports fair and consistent assessment across various learning contexts, benefiting industries, education providers, and learners. The workshop will explore innovative approaches to quality assurance, share best practices in assessment, and encourage participants to engage in discussions to enhance their educational practices.