



Secondary School Employer Partnerships



Smart Waikato's Secondary School Employer Partnerships (SSEP) is an award-winning initiative raising student aspirations, resulting in higher achievement, retention and better transitions.

Winner!

Economic Development NZ
2018 Excellence Awards

Best Practice in Collaboration
(business, iwi, community)



SSEPs are formal relationships between secondary schools and local employers from a range of industries. Employers work with teachers to contextualise student learning at a year 9 and 10 level across the whole cohort. SSEP provides a "real world" application of the curriculum and exposes students to a wide range of career pathways. SSEP involves learning both inside and outside of the classroom.

SSEP is a framework adapted to fit each school's kaupapa, local employers and curriculum strategies. Secondary schools across the region are successfully integrating SSEP into a variety of pedagogical approaches including traditional, cross-curricula and project-based learning. Due to its flexibility, SSEP has been incorporated across the full range of state schools, integrated schools and kura kaupapa Māori.

Join the movement today!

For more information visit:

www.smartwaikato.co.nz

Watch SSEP videos and
Case Studies on YouTube

Smart Waikato Trust

SSEP to date



8000
STUDENTS



36 WAIKATO
SECONDARY SCHOOLS



200
TEACHERS



200
EMPLOYERS



CELEBRATING
5 YEARS IN 2020

“
Students are significantly less likely to become NEET (not in education, employment or training) if they experience four or more contacts with employers before they leave school.
(Education and Employers Taskforce, 2012).”

Thank you to our sponsors



IMPACT OF SSEP

Schools are describing SSEP as creating transformational changes in the way that students are learning.

In 2020, 33 schools across the Waikato region are participating in SSEP. Almost 40 percent of students are Māori (38% of 2069 students in the 2020 cohort).

62% Non Māori 38% Māori



Huntly College students and teachers at Mercury's Hamilton Head Office

“

SSEP has exposed students to opportunities they might not otherwise have seen. More importantly, it has given them the confidence to see themselves in an industry setting. They now have different career ambitions and have been exposed to careers they never knew existed. We are meeting with local employers this week to help us develop our term two learning modules. SSEP enables teachers to deliver curriculum in the context of local industry and expose the students to real career opportunities.

“ **Sharon Moller, Deputy Principal, Huntly College**

“

From a board perspective we're all very much in favour of SSEP. **The students are coming back enthusiastic about learning because they can see its relevance.** SSEP also fits in with the school's strategy of getting our kids ready for life outside the school gate. This is more how we would like to see things from an educational perspective.

“ **Karl Thornton, Cambridge High School Board of Trustees Chairman**

Cambridge High School science students at Waipa District Council's water treatment plant



In 2017 546 SSEP students responded to a survey assessing the impact of the programme. Independently analysed by a senior statistician from Hamilton City Council using the ordered logit model. **Key findings:**

SSEP showed significant impact on students intention to stay in school, attitudes towards subjects, and qualification expectations.

Intention to stay in school longer

enhanced by **30%**

Interest in the subject involved in SSEP

enhanced by **50%**

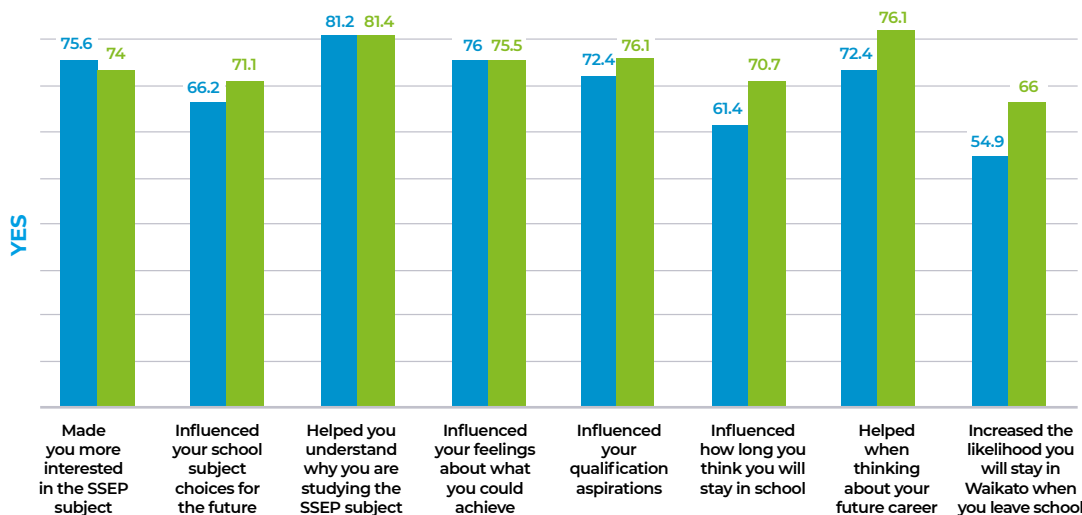
Qualification aspirations

increased by **30%**

SSEP student survey results 2016 - 2019

Percentage of Year 9 and 10 students that answered 'YES' to:

Has the experience of having business people in your school and going out into to their workplace...



● All SSEP student survey responses 2016 - 2019 **n = 2757**

● All Māori students 2016 - 2019 **n = 504**



6,811
Total SSEP participants



2,757
Total survey responses

67% Year 10 **33%** Year 9



48.3% Female



50.9% Male

0.8% Gender diverse

Control Group Research

In 2017 a control test was conducted at Cambridge High School whereby 73 Year 10 science students that experienced SSEP were surveyed alongside 63 students of equal abilities that had not experienced SSEP.

77% of teacher respondents said SSEP changed the way they planned curriculum

96% of teacher respondents said the real-life context offered by employers supported their professional development

80% of employer respondents said they would consider doing SSEP in an additional school

65% of employer respondents had had no previous contact with the school they partnered with



Students from Te Wharekura o Rakaumangamanga with Waikato District Council water quality staff were learning about assessing water quality at their local lake using both tikanga Māori and modern scientific indicators.

Te Wharekura o Rakaumangamanga is a kura kaupapa Māori in Huntly. Partnering with local employers sees **students being exposed to both traditional Māori and modern global ways of navigating the world around them.**

They were asked equivalent questions. Here are some of the results:

As a result of experiencing SSEP in their Science classes, students were:

23% more likely to be interested in science

23% more likely to understand why they were learning science in school

29% more likely to think they will stay in school longer

33% more likely to have a better idea about future careers

24% more likely to think they would stay in Waikato when they leave school

than those Science students who didn't experience SSEP.

Feedback from SSEP employers and teachers



Karen Hughes, science teacher, Cambridge High School

“

Through SSEP our students have got a broader understanding of how what we do in class fits into their life-long pathways. We talk about creating life-long learners in education. This is not just about what we're doing in class, but how it links to the wider industry and what they can see for their own futures.



Markus Woutersen, Dairy Farmer

“

SSEP provides a really exciting opportunity for employers across the spectrum to get into the classroom and show kids what we do. It plants that seed, and then when we get them out on to farm for the workplace visit, that's when you really see the excitement levels building.

Watch Karen and Markus' SSEP Case Study video here:



12min

www.youtube.com/watch?v=nPiATeafn68



David Hallet, Company-X

“

One of the issues we face is the underrepresentation of women in technology. So we were keen to partner with a girls' school so we could hope to influence and inspire girls into the industry.



Anita Chan, Hamilton Girls High School maths teacher

“

It's exciting when I get questions from students about how what they are learning in class can be used in workplaces of the employers we have visited. In my teaching I can now draw on the experiences we had in our visits with the employers.

For example when we did our 'number' achievement standard I could draw on the examples and worksheets from PWC to illustrate the use of percentages, ratios, etc in a real life situation, making the maths 'real' for the students.

Watch David and Anita's SSEP Case Study video here:



15min

www.youtube.com/watch?v=q2a4S5xcuMo



With thanks to our wonderful employers who have collectively invested about **\$280,000** of donated time per year

With thanks to our sponsors



GLENICE & JOHN GALLAGHER FOUNDATION



Mercury | TAIKUI

As at October 2020

For more information on SSEP see:
www.smartwaikato.co.nz

Cambridge High School (Science)



SHAUN BAX
- FARMER

MARKUS WOUTESON
- FARMER

MATT & AMELIA WEATHERHEAD
- FARMERS



Fairfield College (Maths)

Deloitte.



Forest View High School (Science and Technology)

BASEL AND CHRIS FAY
- FARMERS



Fraser High School (Science)



JOHN ASSEN
- FARMER



Hamilton Christian School (Multiple subjects)



Hamilton Girls High School (Maths)



Hamilton Junior High School (Maths and Science)



Hillcrest High School (Science)



Huntly College (Project-based learning)



Matamata College (Maths)

ANDREW KENNEDY
- FARMER



Melville High School (Science)



JIM GRAYLING
- FARMER

Mercury Bay Area School (Business)



Morrinsville College (Multiple subjects)



Thank you to our SSEP participants

SmartWaikato's

SSEP

Secondary School Employer Partnerships

Ngaruawahia High School (Science)



Ngā Taiātea (Multiple subjects)



Onewhere Area School (Multiple subjects)



Otorohanga College (Maths)



Paeroa College (Maths)



Piopia College (Multiple subjects)



Putaruru College (Project-based learning)



Raglan Area School (Maths)



Rototuna Junior High School (Business)



St John's College (STEM subjects)



Tai Wānanga (Project-based learning)



Te Kuiti High School (Science and Maths)



Te Wharekura o Maniapoto (Multiple subjects)



Te Wharekura o Ngapurapura o Te Aroha



Te Wharekura o Rakaumangamanga (Multiple subjects)



Thames High School (Business)



Tokoroa High School (Business)



Waihi College (Science)



Waikato Diocesan School for Girls (Science & Project-based learning)



Whangamata Area School (Multiple subjects)



OUTCOMES OF SSEP

SSEP results show significant positive outcomes on students, teachers and employer partners. 76% of students found SSEP influenced their feelings about what they could achieve after school.

“

Ultimately we're hoping to encourage local students to realise there are interesting employment opportunities after school, both within the district and out in the wider world in general.

∴ South Waikato District Council, Tokoroa

Tokoroa High School students at South Waikato District Council



“

SSEP provides the chance to develop planning, public speaking and other communication skills on the part of staff involved.

∴ Deloitte, Hamilton



“

“WOW, I LOVED IT!!! What an amazing group to be working with. These employers really are the best and the work they are doing with us/for us and our students, wow!

Thank you for your ongoing support we are all really enjoying being a part of this fantastic opportunity.

∴ Matamata College maths teacher

“

I've been able to relate to shared real-world experiences to explain concepts. Having the shared experiences levels the class and broadens the experience of those who hadn't experienced farms / manufacturing / engineering processes first-hand previously. SSEP adds depth, richness and relevance to my teaching.

∴ Cambridge High School science teacher, 2019



Matamata College maths students at COMAG Ltd

“

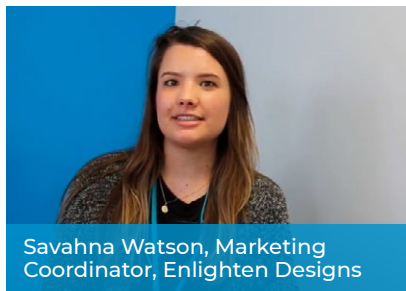
Before SSEP, I've only just known about the main jobs and how they work. Having Company-X come into our class has allowed me to think of doing things with computers and seeing how fun it can actually be.



Nikaia, Hamilton Girls High School Year 10 maths student

“

Personally I found it really rewarding. It's something I never had as an opportunity when I was at school, so I think, if I was in their position now, how much it could possibly have changed how I approached the subject.



Savahna Watson, Marketing Coordinator, Enlighten Designs

Watch SSEP videos on  YouTube

Q Smart Waikato Trust



Watch Nikaia and Savahna's SSEP Case Study video here:



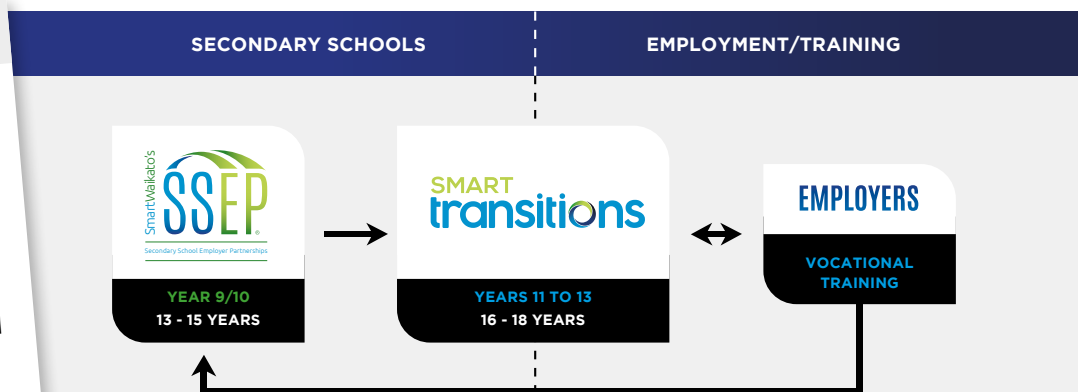
15min

www.youtube.com/watch?v=q2a4S5xcuMo

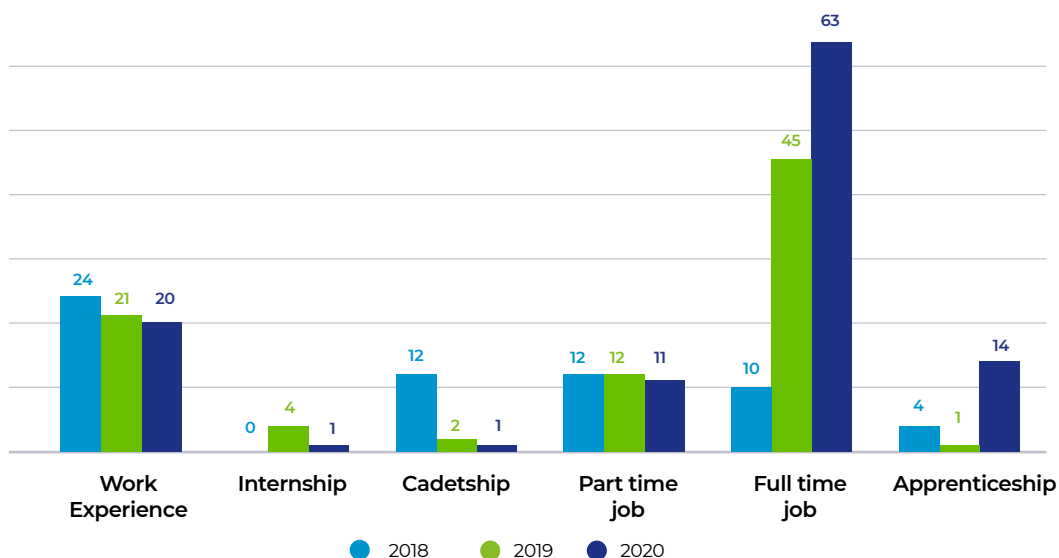
SSEP TRANSITIONS

SmartWaikato

The Smart Waikato School to Employment and Training Ecosystem diagram to the right shows how SSEP can lead to real pathways to employment.



Smart Transitions Work Opportunities for Youth 2018 - 2020



Findings from 12 employers

62
Total work opportunities in 2018

85
Total work opportunities in 2019

110
Total work opportunities in 2020



Markus Woutersen, Dairy Farmer

“

It's really exciting to have got to the stage through SSEP that we've now employed one of the students [after school]. For me it's so rewarding to teach someone from scratch and in the future, I'd be keen-as to take someone on again.



Dylan, Year 12 student, Cambridge High School

“

The job here is everything that I wanted – outdoors, interactive, not sitting behind a desk all day. Hopefully I'll go to Lincoln University and start to do dairy work here and there and get my own farm when I'm old enough.



“

We have employed one of the students for 3 - 4 days a week for 1hr per day. She is helping out in IT and Admin functions based at our Head Office.

∴ The Lines Company, Te Kuiti

Watch our Primary Industries Case Study video here:

12min

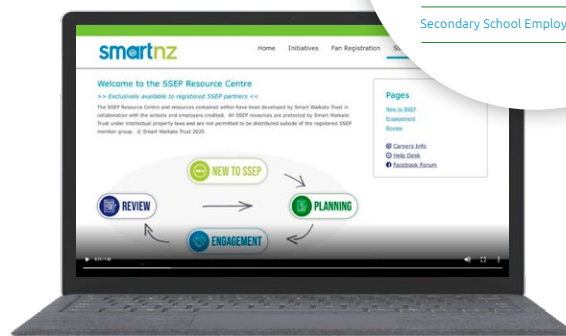
www.youtube.com/watch?v=nPiATeafn68

SSEP RESOURCE CENTRE

The SSEP Resource Centre houses SSEP examples, templates, videos, facilitation support services, information for new participants, and more. It is exclusively available to all registered SSEP schools and employer partners and helps build capability to ensure the initiative is sustainable well into the future.

The SSEP Resource Centre is located on the SmartNZ website and includes:

- Induction and promotional material for teachers, students and employers new to SSEP
- Teacher and employer tips for getting the most out of SSEP
- Ideas and examples of SSEP activities
- Virtual SSEP videos and workplace visits to support classroom and distance learning
- Planning tips and templates (Education outside the classroom (EOTC), Health & Safety, lesson plan examples, 'how to' guides and more!)
- Careers and survey links
- SSEP Network forum to connect and share ideas with other SSEP schools and employer partners



SSEP Case Study

Just one of many of our SSEP success stories.

:: As told by a Fraser High School science teacher, December 2019



A year 10 student had been quiet and disengaged in learning all year. He rarely finished his work and spent much of his time on his phone or daydreaming. **He was a student that his teachers couldn't reach.**

On the SSEP visit to the farm this student came to life. He engaged in everything, and with enthusiasm. In fact he went the extra mile helping the farmer with the remaining cows that needed milking. We actually had to drag him away. He said he loved the animals and enjoyed being outside.

As a teacher this was an eye opener for me. If we hadn't done this activity I would not have seen this side of this student.

The next day I approached him to see if he had chosen agriculture for one of his NCEA subjects next year. He said no as he wasn't good at science. After a discussion with him about the farm visit he made a meeting with the Dean and changed his options.

He has also asked a neighbour if he can work on his farm during the holidays to start working towards his credits for next year.

Thank you – without this trip I would never have seen any of this and I feel this student would have continued down the path of being disinterested in his education.



Contact your nearest SSEP Facilitator to get involved



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