



Career Hauora (Career Wellbeing) addresses the serious problems of career anxiety experienced by young people, and a shortage of career practitioners in schools. It is a comprehensive suite of activities and resources incorporating careers, life skills, wellbeing and real world experiences. The resources are self-explanatory and designed so that anyone can deliver the learning. Career Hauora enables subject teachers and youth coaches to “empower young people to live their best lives”, while positively impacting the labour market and local economic development.

Initiated from findings from the Waikato Wellbeing Project, aligned with a request in 2021 from Hillcrest High School to assist with Careers education school-wide, Career Hauora (Career-Wellbeing), was conceptualised. It has been co-created with input from employers, youth, teachers, tertiary providers and community, written by leading NZ Career Development Professionals and piloted in 2022-2023.

Content

- Integrates life skills and careers education into general learning
- 200 modules (40 per year group, Years 9 to 13), 83 worksheets and guides, 64 slideshows, 18 videos
- Professional development for subject teachers
- Local and relevant industry sector information and experiences
- Utilises FutureForce® Careers Hub, endorseMe® Employability Record and Career Central



Personal impact of Career Hauora

- Reduces career anxiety
- Increases sense of self
- Offers hope and aspiration
- Creates stronger connections with school and class
- Prepares students for life beyond school
- Improves work readiness
- Provides direction for self-guided learning



22% Improvement

In Career Wellbeing as a result of the Career Hauora programme in Year 1 (2022).

Career Hauora delivers the following significant benefits:

- Greater retention of students at school, leading to lower NEET rates, higher achievement and better transitions into work and training.
- Development and promotion of entry-level work opportunities and tertiary education training pathways.
- Fosters strong local schooling, tertiary and employer connections to develop skills pipelines supporting future local labour market needs.
- Positively affects rangatahi wellbeing through earlier intervention, supporting career pathways in schools.

With thanks to:



Hillcrest High School
Te Kura Tuarua o Tihipuke



**GLENICE & JOHN
GALLAGHER FOUNDATION**



Lottery Grants Board
Te Puna Tahua
LOTTO FUNDS FOR YOUR COMMUNITY

Pilot

Career Hauora delivery of pre-prepared lessons by 80 subject teachers was first undertaken in COVID-interrupted-2022. This occurred across Hillcrest High's 1720 students, school-wide, during form/hauora time. Despite it being an extremely disrupted year, students reported a 22% improvement in their Career Wellbeing as a result of the programme. This initiative, supported by local industry and employer experiences, has continued into its second year in 2023 at Hillcrest and further rolled out into a rural secondary school; Paeroa College, a high population Māori school; Fraser High School, and a youth development organisation; Blue Light.

Participants in Pilot 2022-2023

- 2200 Students and Youth
- 85 Educators
- 3 Waikato Secondary Schools
- 1 Youth Development Organisation

Co-created with feedback and input from:

- Secondary School staff and students (especially Hillcrest High School)
- Ministry of Education
- Waikato Wellbeing Project
- Career Development Association New Zealand (CDANZ)
- Mayor's Task Force for Jobs
- Careers and Tertiary Educators
- Employers
- Ministry of Social Development
- Tertiary Educators



(Above) Co-creation hui at Hillcrest High School

career hauora pilot

A co-created Secondary School Integrated Careers & Hauora Programme across Years 9 - 13 and beyond...

Waikato Goal

All young people are empowered to thrive by the entire community.

Featuring

- › a framework to integrate career and wellbeing into every classroom Years 9 - 13
- › a digital resource centre for teachers and students
- › professional development for subject teachers
- › SSEP resources and experiences

i Secondary School Employer Partnerships Years 9 - 10

- › STEP resources and events

i Secondary Tertiary Employer Partnerships Years 11 - 13



About the Career Hauora Iconography

A career is a journey requiring action and effort to keep moving forward. The paddler needs to paddle on both sides to keep the waka moving in a straight line. Direction can be changed at any time. The two crossed hoe (paddles) represent a starting point or end goal.

A crossroad and interconnection. Crossing the hoe in these designs connects the symbols; career and hauora. Each element affects the other and both are important for life- balance. The manawa koru design on the hoe with the breath line down the middle refers to self / life breath / Rangī and Papa. The three manawa represent self-whānau-community and past-present- future The Career Hauora iconography was designed by Arwen Denton, Ngāti Kahungunu.



Research and Impact

Quantitative and qualitative data was collected throughout the 2022 pilot.

- Students were surveyed twice via SurveyMonkey, 5 months apart, to assess the impact of Career Hauora.
- Staff were surveyed to gain feedback on the resource structure and content as well as the staff professional learning and development sessions.
- Several student and staff focus groups were held covering resource content and accessibility, time allocation and structure and overall effectiveness in enhancing student Career Hauora.



“It has been great for both me as a teacher, and the students, to see that these skills are useful and are things that will genuinely help students in their day to day lives.”

- Year 11 Teacher

Economic Impact

Alongside the much needed improvement in wellbeing that Career Hauora gives to our rangatahi, it also positively impacts economic development. Through Career Hauora, young people are better informed about local industries, they are more work ready, their career and study aspirations are raised and ultimately their career decisions are better aligned to growth industries. Local employers are invited to connect with schools and students, enabling real education and employment pathways. Career Hauora is scaleable as resources can be utilised nationwide across all secondary schools, all teachers and all year levels, as well as all youth organisations.



Why Career Hauora is needed from a wellbeing perspective

A goal of the Waikato Wellbeing Project is to “Reduce the number of young people (aged 15-24) in Waikato who are not in employment, education or training (NEET) from 12.6% in 2019, to less than 5% by 2030.” Mary Jensen, CE of Smart Waikato Trust is a Manu Taki (Regional Leader) of this work.

Through a workshop involving 60 expert practitioners it was identified that many rangatahi struggle to transition from education to work, are not well prepared for working life and lack key employability skills. This has been compounded by a lack of clear direction and pathways and lack of confidence, as well as poor mental and/or physical health and cultural and social inequities.



“By providing a quality Career Hauora programme students are empowered to live their best life and make sound future education, health and employment decisions with confidence. Career Hauora also enables smoother transitions into employment and tertiary education in areas where there are skills shortages.”

- Mary Jensen, Chief Executive

Alignment with Regional and National Strategy

Career Hauora directly addresses the Ministry of Education's National Education Learning Priority 7, “collaborate with industries and employers to ensure learners/ ākongā have the skills, knowledge and pathways to succeed in work.”

Career Hauora also supports the Waikato Workforce Development action plan, specifically action 16 “Improve the quality of careers guidance for young people in the Waikato.”

Career Hauora aligns with the Tertiary Education Commission's report “Transitions from Secondary School (2022)” and the Career Education Strategy.



“We're learning a whole heap of stuff that we can use far into the future.”

- Year 10 Student

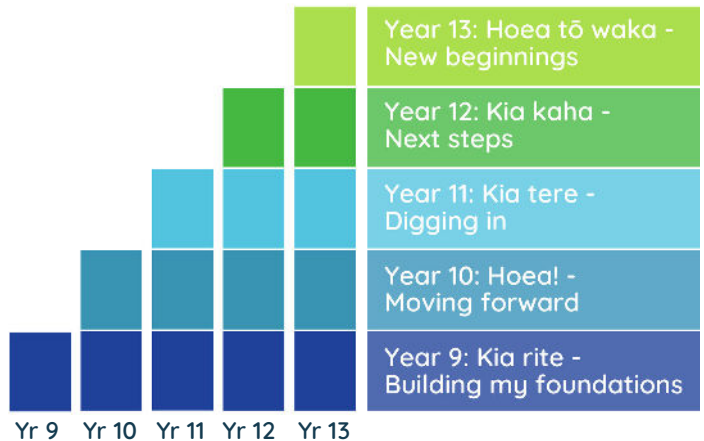


Empowering rangatahi to live their best lives

Structure

- Years 9-13 framework
- Long-term initiative
- Co-created and collaborative
- Delivered by subject teachers in form/hauora time across 2 terms per annum
- Holistic approach using Te Whare Tapa Whā model of hauora (wellbeing)
- Supplements the work of careers advisors
- Incorporates SSEP and STEP (i.e. employer engagement/tertiary educators)
- Tailored to meet individuals' age and life stage

Career Hauora Framework Years 9 - 13



Writers and Contributors

- Linda Nelson Caie, HR Expert
- Nicola Foote, Careers and Pathways Advisor
- Claire Oehley, Compass Careers
- Gabrielle Riley, Career Talk
- Heather Lowery-Kappes, Career Journey NZ
- Anna Allison, Smart Waikato
- Maddie Walker, Smart Waikato
- Jasmine Amai, Smart Waikato



“There are a lot of resources in Career Hauora that are quite a lot more engaging to Gen Z that aren't really showing up in our curriculum.”

- Year 10 Student



About Smart Waikato Trust

Smart Waikato Trust (est. 2009) provides unique, scalable solutions that transform secondary schools to integrate learning and the world of work. Through Smart Waikato's flagship programme of 8 years, **Secondary School Employer Partnerships** (SSEP) we have successfully integrated SSEP into 50 schools (within Waikato & Canterbury) impacting more than 10,000 students, 250 teachers and 250 employers. We've seen substantially more young people transition from school into jobs and training within local industry.

Career Hauora is a new and innovative, scalable programme that has been developed over the past 2 years to complement SSEP. It spans career planning, labour market preparation and wellbeing in rangatahi across 5 years at school, and also in the youth development sector. Smart Waikato's initiatives that are implemented by other regions operate under the SmartNZ brand.

Smart Waikato empowers young people and employers through education and employment pathways.

Visit us online
www.smartwaikato.co.nz
www.smartnz.nz

SmartWaikato

smartnz
 MATATAU AOTEAROA