

Careers system review Q&A:

How does the New Zealand Careers system work?

Careers services in New Zealand are provided by Government agencies, schools, tertiary education providers and some non-government organisations.

The Government provides a broad range of publicly available and trusted careers information and advice through the Careers New Zealand website, through other government websites such as education.govt.nz, Youthguarantee.net.nz, and through online tools such as the Occupational Outlook application hosted by MBIE.

Schools are required to provide careers education and guidance for all students in year 7 and above, particularly for students at-risk. Schools employ careers advisors who are teachers. Schools also support students' careers needs through government-funded programmes such as STAR and Gateway.

Who uses career services?

Many people use careers information, including: young people and the people who support them; adults seeking a job or a career change; and schools and tertiary education providers.

Why is it important to have an effective careers system?

Students and young people need good, accessible information and advice to decide what career pathways they want to follow.

The Government's vision is for a student-focused education system, underpinned by high quality information and with strong links to the world of work.

What is the background the careers system review?

In November 2014, the Ministry of Education was asked to lead a review of Careers New Zealand. Ministers agreed to extend the scope of the review beyond Careers New Zealand to look at the system as a whole, the role of government in supporting the system and the roles and responsibilities of government agencies, education providers and the private sector. A number of options for change were carefully considered, and now that the review process has concluded the proposals are being shared publicly.

Following consideration of the review, Cabinet has agreed to transfer the careers role from Careers New Zealand to the Tertiary Education Commission.

Why has the TEC been chosen as the new home for the Government's careers information service?

The TEC is best able to work with tertiary providers and employers so that they in turn can provide better careers information to schools, and coordinate with schools on the skill needs of the labour market. Improving connections between educators and employers will help students to successfully make the transition to further study and employment. This move will also consolidate all of the information that users need in one place, and establish clear lines of accountability for the delivery of careers services.

How will these proposed changes affect the Careers New Zealand website and information tools?

The information provided online and through other tools will still be provided. There will be no direct impact on the website. Students, families, schools and employers who use these services can expect to continue getting the strong service we've seen over a number of years. Over time the TEC will make changes that further strengthen the careers information and advice offered, particularly by both developing and licencing a greater range of 'smart' tools to make it easier to navigate the vast range of information about careers and study choices.

How will the changes affect the role of schools in providing careers services?

The TEC will continue to deliver the impartial and reliable careers information that schools have always been able to access from Careers NZ.

We want to explore ways to enable schools to collaborate more and share careers provision. Over time we will transfer some resources, like professional development, to career services in schools from the TEC to the schooling sector. The Ministry will consult with the schooling sector to see how best to support the provision of careers services in schools.

Is Government funding for careers advice changing?

No, Government funding for careers advice will continue at the current level. One of the main findings of the Careers System Review was that the provision of quality careers information needs continued Government funding. The proposed changes will increase the effectiveness of Government's funding of careers information and education.

What is the process for the proposed change to the TEC's functions?

Legislation to disestablish Careers New Zealand and transfer its staff and resources to the TEC is scheduled to be passed in early 2017.

The TEC will take over responsibility for the careers functions on the date of enactment. Subsequent to that the transition will happen as quickly as possible within 6 months. This will ensure the change process isn't drawn out for staff, while giving the TEC enough time to organise its resources for its new careers role.

Operational changes to improve service delivery, such as IT or other projects, may take longer to implement.

Although initially all of Career New Zealand's functions will transfer to the TEC, over time the resources that support careers services in schools will shift from the TEC to the schooling sector, like professional development.

The Ministry will consult with the schooling sector to see how best to utilise these resources to support the provision of careers services in schools.

The TEC's careers role will then be focused on providing careers information and strengthening connections between education and employment.

How will Careers New Zealand staff be affected by the careers functions moving to the TEC?

All Careers New Zealand staff except the Chief Executive will transfer to the TEC on equivalent terms and conditions, through an offer and acceptance process. The Careers New Zealand Chief Executive role will not exist following the transfer to the TEC.

Following this transfer, the TEC will assess the resources it needs to undertake its new functions, and align its resources including staffing accordingly. Over time this may result in changes to the location of staff and possibly some redundancies, but nothing will be decided about this without thorough consultation with staff and their representatives. Staff will receive more information about the transition and consultation processes in due course.

How will Careers New Zealand staff be supported through the change process?

The TEC and Careers New Zealand Boards will set up teams to support and guide staff through the change.

These teams will be responsible for communicating further details of the change process to staff, and for preparing for the transition process.

Will there be consultation on the provision of careers services in schools?

The Ministry will consult with the schooling sector on how best to support the provision of careers services in schools.