

GOOD YOUTH EMPLOYMENT SYMPOSIUM



THURSDAY 14 – FRIDAY 15 SEPTEMBER 2023
LOWER HUTT EVENTS CENTRE

Chance-making: the imperative to pave multiple-chance pathways to meaningful employment

Kauri Tearaura & Charlotte Mitchell

Introduction

Kauri Tearaura

Department of Corrections,
Youth Employability Aotearoa



Charlotte Mitchell

Seed Waikato, Youth
Employability Aotearoa



**Chance-making: the
imperative to pave
multiple-chance pathways
to meaningful employment**

What's happening now?

Career Development in Secondary Schools

Currently, career development is:

- under-funded;
- not standardised or regulated;
and
- not woven into curricula.

Therefore, young people are:

- receiving inequitable access;
 - influenced by the biases of untrained practitioners; and
 - unable to contextualise their learning in the world of work.
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**Rangatahi feel
unprepared when
leaving school.**

Conflicting Messages



“That’s not a viable
profession.”

“You’ll never make it.”

“That’s not for you.”

“Do you want to
choose something
else?”

“The world is your
oyster!”

“You can do anything
you put your mind to!”

“The only limit to your
success is your own
imagination!”

—

**Rangatahi are both
uninspired and
overwhelmed by the
world of work.**

Our Pathways

2017-18

Who knows?

After completing secondary school, I have no idea what I want to do next.

My journey in the world of work begins in hospitality and tourism.

Employment

Jun. '17
McDonald's
Feb. '18
Jul. '18

Crew Member,
F&B Attendant, Accor
Visitor Host, HCC

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Education

Nov. '17
High School

NCEA Level 2, Fraser

2019-20 Education

I hold a range of volunteering roles as a learning designer and educational facilitator.

This leads me to a few paid roles in education.

My journey as a governor begins.

I begin tertiary study.

Employment

Mar. '20 Unemployed
Jun. '20 Educator, YWRC
Jun. '20 Research Assistant, IE
Sep. '20 Voter Assistant, Electoral
Commission

Volunteering

Apr. '19 Pastoral Care Officer, UN
Youth
Jun. '19 Promotions Manager &
Volunteers Coordinator, UN Youth
Aug. '19 Equity Officer, UN Youth



Governance

Dec. '20 Trustee, Seed Waikato

Education

Feb. '20 LLB/BCS, University of
Waikato

2021 Career Development

My experiences begin to become more refined. I become a career development practitioner.

Also, I start taking on independent contracts, starting my self-employment journey.

My volunteering career slows.

My governance portfolio grows.

Employment

Jan '21 Education	Facilitator, Road Safety
May '21 RHS	Pathways Coordinator,
Jun. '21 Group	Co-design Lead, Wise
Aug. '21	Youth Innovator, WWP

Volunteering

Feb. '21 Youth	Regional Manager, UN
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Governance

Jun. '21 Member,	Executive Committee RainbowYOUTH
Jul. '21 Member, Centre	Executive Committee Young Workers Resource

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2022- Organisational Development

I take on one more independent contract before beginning a permanent full-time, senior-level role in the Public Service.

I hold the most senior governing role in Aotearoa New Zealand's largest service provider for young Rainbow people.

I realise a passion for strategic work...

Employment

Jan. '22
Apr. '22
Corrections

Project Manager, YEA
Senior Adviser I&D,

Volunteering

...

Governance

Jun. '22
RainbowYOUTH

Co-Chairperson,

Education

...

Kauri's Pathway

2017

- Entry-level worker.
- Highest qual. NCEA Level 2.
- Little volunteering experience.
- No governance experience.

2023

- Experienced, senior-level worker.
- Highest qual. NCEA Level 2.
- Experienced volunteer.
- Intermediate-level governance experience.

2017 -2019

First taste of Employment

In Year 11 I got my first job, cleaning at the Primary School next to my High School



Employment

2017 - Cleaning 2 Hours everyday after school

2018- New World Checkout

2019- Dishwasher (1 Day)

2019-2020 Back to New World

Extracurricular

Arts Academy Class
Writer Master Class
Student Rep
Deputy Head Girl
Yearbook Committee
SADD National Leader

Education

NCEA Level 1, 2 and 3

2020

I started studying towards an LLB, something I had dreamed about since I was 7 years old (and I hated it....)

Employment

June 2020- Left my job at New World
July 2020- Youth Advocate for the Electoral Commission
December - Contract Ended for EC

Volunteering

July 2020 - Educations Officer UN Youth
September 2020- Careers and Education Officer WULSA

Education

March 2020- LLB with a minor in Political Science

2021

Wearing a few hats

The Electoral Commission opened me up to a world in Community Development that I had never even heard about.

I realised I had passions in this area and wanted to expand them.

I struggled to balance work, uni, volunteering and my hobbies!

Employment

Jan '21	Max Fashion Retail
Assistant	
Jan '21	Community Liaison Electoral
Commission	
Aug. '21	Youth Innovator, WWP

Volunteering

Jan '21	Relationships Manager
UN Youth	
Jan '21	Careers and Educations Officer
WULSA	
Aug. '21	Youth Innovator, WWP

Education

Continued my LLB and BA in Political Science

2022 Continued....

I continued to juggle different roles. I stuck with my degree because I knew it would help at some point “a means to an end” but felt much more fulfillment in strategic development and relationship management. m

Employment

Continued at both Max and the Waikato Wellbeing Project

Volunteering

Jan '22 - Vice President Waikato Law Students Association

March' 22 - Community Law Waikato



Governance

Jan '22 - WSU Director Role

Education

Continued my LLB and BA in Political Science

2023 I persevered!

Coming into 2023 I am poised to finish my Law Degree.

I continued to work in Community Development and was elected President of my Law Student Association

Employment

April '22 Finished at Max Fashions
April '22 Began Full time at Seed Waikato and Te Aka Matua

Volunteering

Jan '23 - President of Waikato Law Students Association

Education

I am now in my last 6 weeks of Law School!

Charlotte's Pathway

2017

- Entry-level worker.
- A 'nerd' at school
- Excited about becoming a Criminal Defence Lawyer

2023

- Worked in the Community Sector for 3+ Years
- Changed the trajectory of where their degree was going to take them
- Excited to work in Community Development and Strategy

**What's your
pathway?**

What's your pathway?

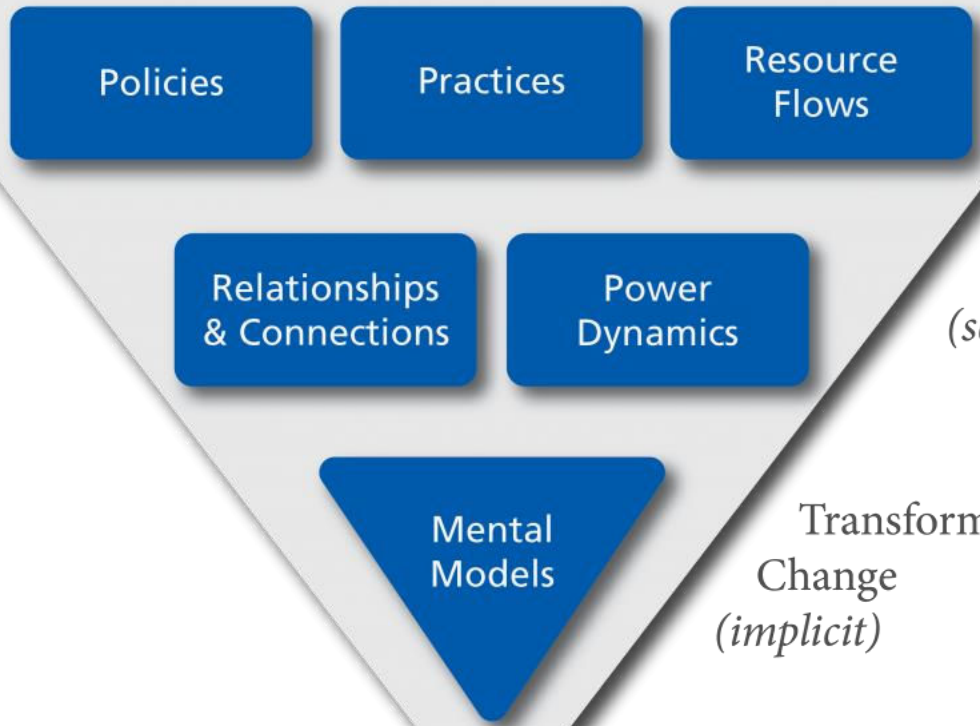
- Who has paved it for you?
 - What experiences have influenced it?
 - Did it change direction at any point? By what? How many times?
-

—

**Do you know the
pathway your young
people are on?**

What needs to change?

Six Conditions of Systems Change



Structural
Change
(explicit)

(semi-explicit)

Transformative
Change
(implicit)

Conclusion

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**Everyone's pathway
is different.**

Q&A

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