

GOOD YOUTH EMPLOYMENT SYMPOSIUM



THURSDAY 14 – FRIDAY 15 SEPTEMBER 2023
LOWER HUTT EVENTS CENTRE

NZ CHAMBERS OF COMMERCE

H U T T V A L L E Y

A LOUD VOICE FOR BUSINESS

Education to Employment



DISCOVER



EXPLORE



CONNECT

Hutt Valley Chamber of Commerce - Education to Employment Brokers

- Connecting schools with the world of work
- Work with 14 secondary schools across the Hutt Valley
- Employers provide opportunities for young people to engage in their possible futures
- Students get to build some skills for their futures

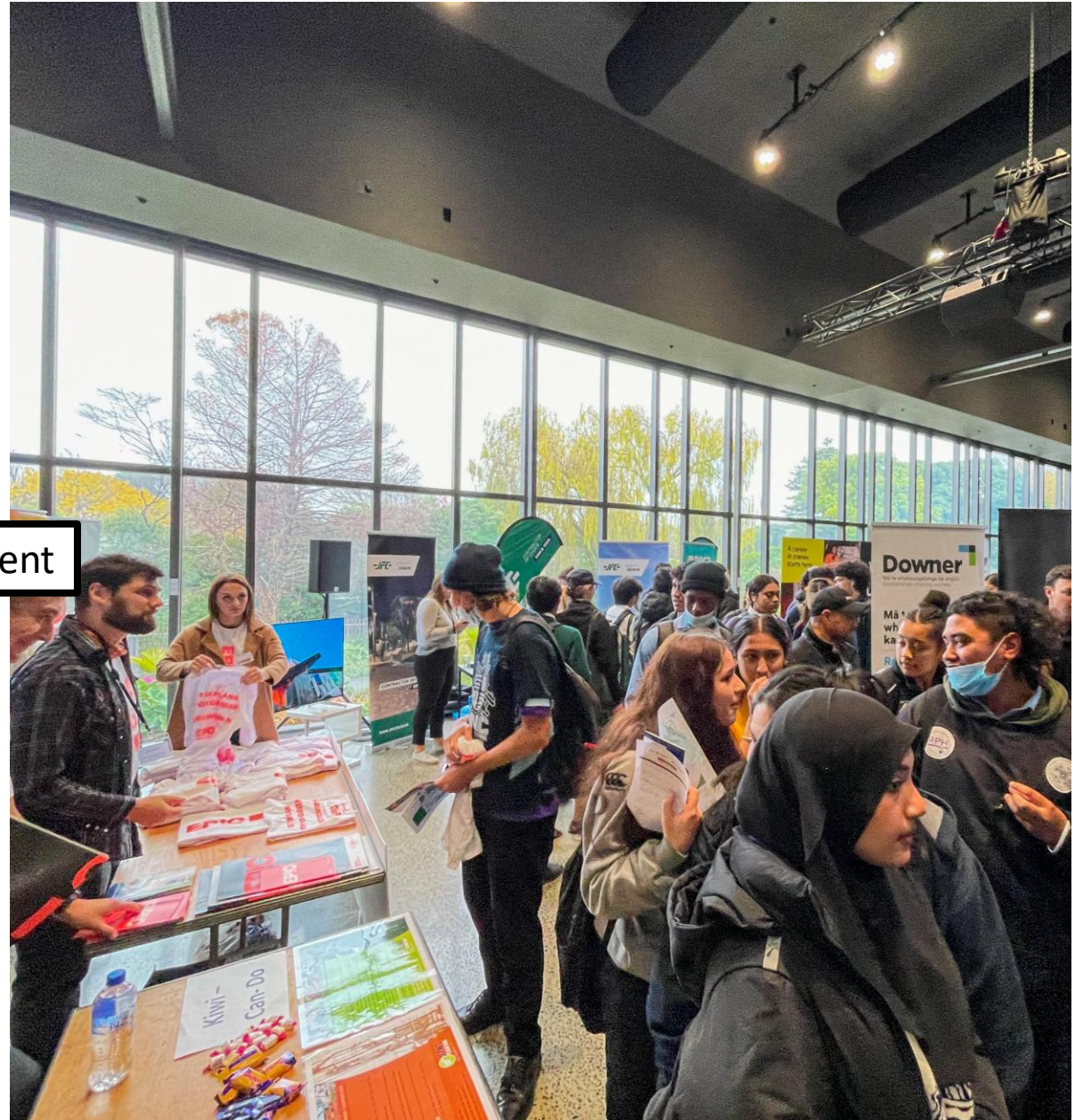


Upper Hutt Pathways Event





Lower Hutt Pathways Event





Employment Event





Supporting our teachers to connect to the world of work



**There is a need for a
different approach and
more connections
between students and
employers**

NZ CHAMBERS OF COMMERCE

HUTT VALLEY

A LOUD VOICE FOR BUSINESS

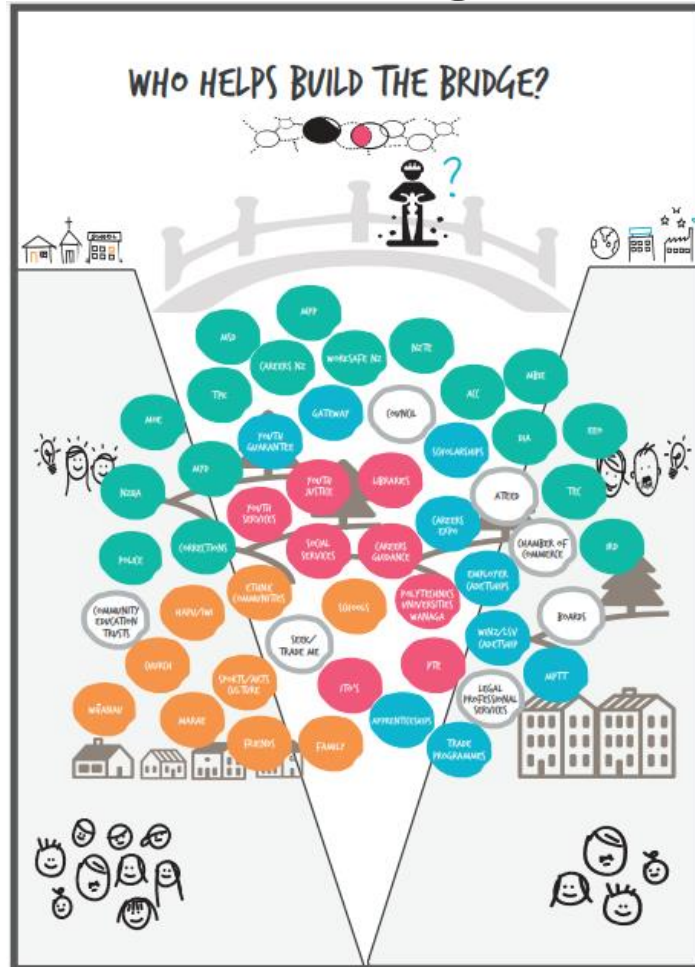
The Attitude Gap report - Auckland Co-Design Lab and MBIE - 2016

This report found a range of disconnects between-students and employers which were affecting outcomes for both parties:

- Employment **expectations and ambitions** of young people are built through the experiences they have
- Having **positive connections with employers** is vital for building ambition and networks for young people.
- The process of applying for jobs can be **demotivating for young people** who do not understand what employers are looking for.
- **Employers get frustrated** that young people present poorly and the recruitment process is costly for them.



The Attitude Gap report - Auckland Co-Design Lab and MBIE - 2016



We know young people need support to close the gap. We can't expect young people to know what they don't know and go this journey alone. But who builds the bridge and helps them across?

- Young people often **struggle with the unfamiliar processes** of the world of work, which frustrates employers who see workplace culture as the norm.
- **Differences in expectations** and how these are communicated can impede success once in the workplace.
- Young people do not understand progression opportunities which can demotivate them, while employers are waiting to see motivation before they discuss progression and development.
- Young people, especially in South Auckland, often need support to **balance their home and community responsibilities.**

Engagement between employers and young people is an issue



66%
OF STUDENTS
felt they had
ZERO EXPOSURE
to **EMPLOYERS**



47%
OF STUDENTS had
ZERO EXPOSURE to a
CAREERS ADVISOR

57%
OF STUDENTS
are intending to go to
UNIVERSITY, but only
6% TO POLYTECHNIC,
when they leave school



75%
OF STUDENTS
who have engaged in tertiary
education in New Zealand,
WOULD CHANGE
what they had studied if they
could do it all again

Employers said,
*“Life skills and attitude
more important – school-
leavers generally don’t
have this”, and... “In terms
of Maths and English the
system has failed.”*



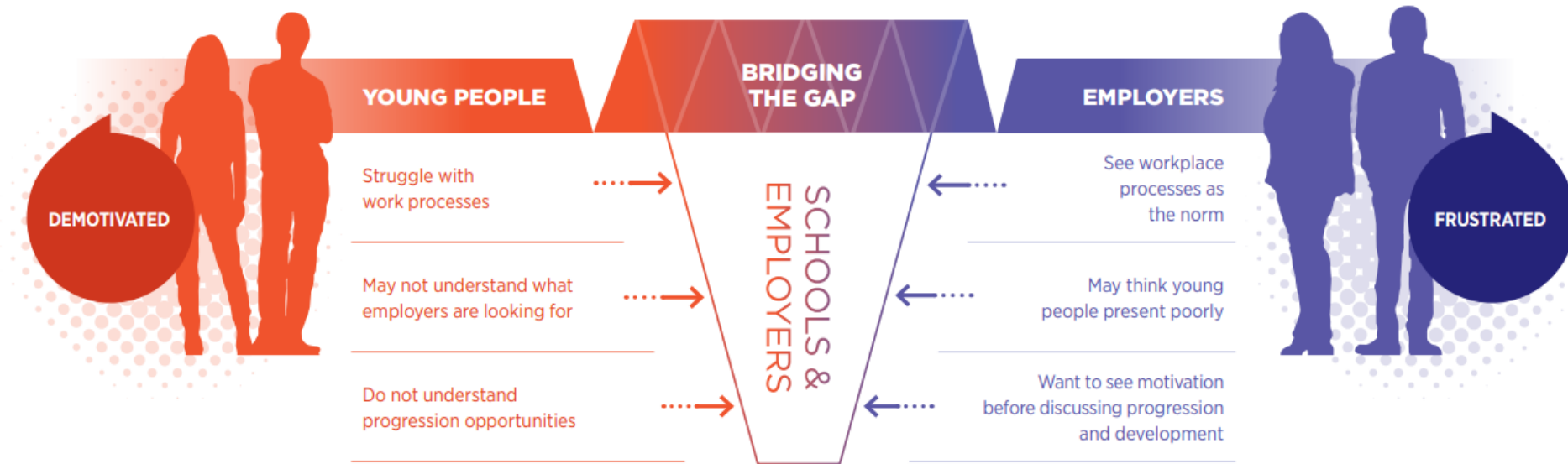
57%
OF EMPLOYERS
are **DISSATISFIED** or
very dissatisfied with the
work-readiness of school
leavers, and only **4%** are
VERY SATISFIED
or satisfied



68.4%
OF EMPLOYERS
considered that a
combination of
ON-THE JOB and
OFF-JOB TRAINING
IS BENEFICIAL
for them, workers, and
industry as a whole

WHĀNAUNGATANGA

“A relationship through shared experiences and working together which provides people with a sense of belonging and connection”



WHĀNAUNGATANGA

“A relationship through shared experiences and working together which provides people with a sense of belonging and connection” – this is the principle on which all relationships can flourish. Using the principle of Whānaungatanga is the basis of any relationship with Māori, all employers, rangatahi and their whānau. A consistent point of contact helps establish that relationship develop and grow.

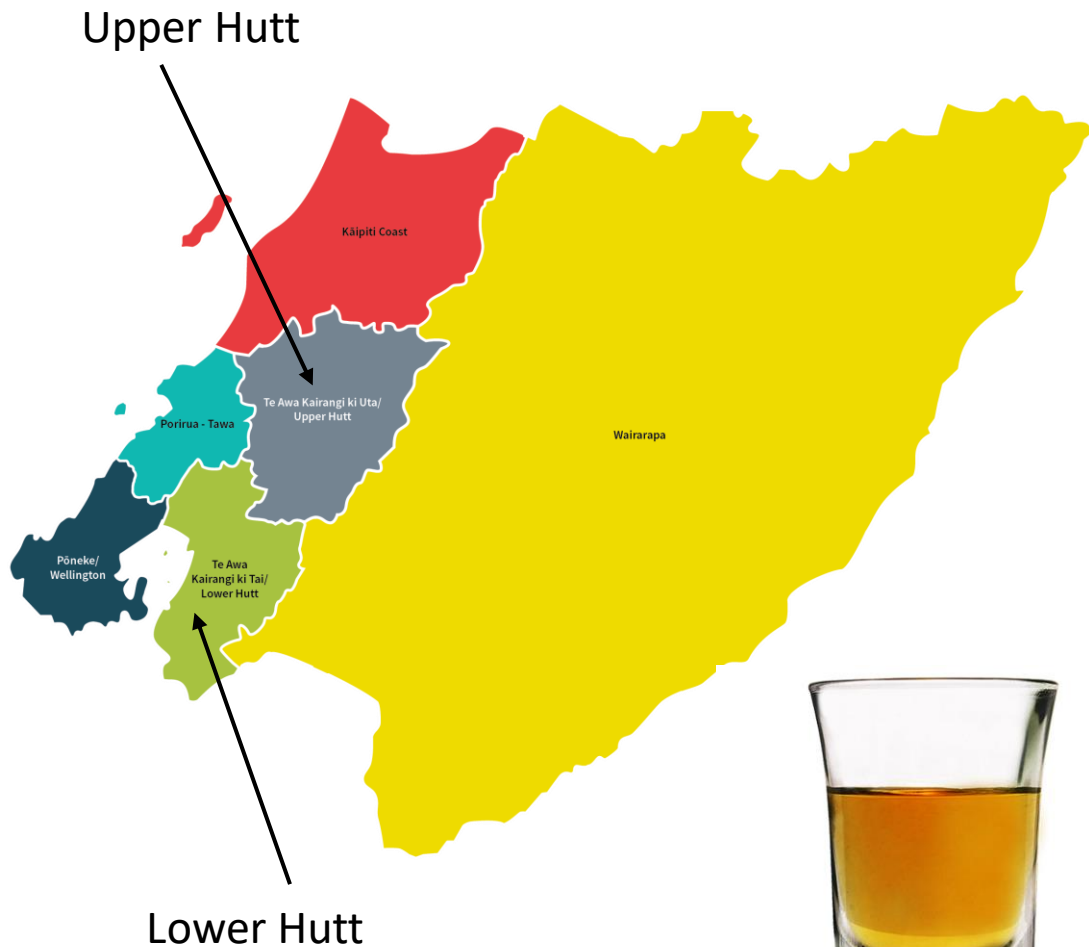
**How are we supporting
engagement between
employers and
rangatahi in our
region?**

NZ CHAMBERS OF COMMERCE

H U T T V A L L E Y

A LOUD VOICE FOR BUSINESS

The Hutt Valley



- High Value Manufacturing - \$1.5b per annum
- 400% more scientists and researchers than anywhere else in NZ
- Food and Beverage Manufacturing \$150m per annum
- NZCIS
- Lane Street Studios
- Brewtown



Significant infrastructure and construction projects



- 10 years
 - \$3b +
 - Te Wai Takamori o Te Awa Kairangi (RiverLink)
 - Te Ara Tupua
 - Science City
 - Roothing
 - Water infrastructure
-
- Other work includes Kāinga Ora house building programme and regionally KiwiRail's Inter-island Resilient Connection (iReX) Project
 - Future projects might include Petone to Granada and Cross Valley Link roading projects.

Key focus

Leave the Hutt Valley and our people better off as a result of the projects, including jobs, skills, training, well-being, incomes and futures.

Number 1 issue for the Hutt Valley major industries which include manufacturing, construction, and infrastructure sectors

Talent

Started Work Integrated Learning in the Hutt Valley

- Started small
- 1 school and 2 employers
- Students spend 1 day per week at work experience
- Study in school aligned with work experience
- Academic activity is agreed between the employer and school
- Term 4 – employer invited 6 students back to final 8 weeks of work experience
- Atco Steel offered 3 apprenticeships



Work Integrated Learning in the Hutt Valley

- 2023 ramping up
- 4 schools and 5 employers
- Naenae College being supported by Te Pūkenga (UCOL)
- Dedicated engineering class from 2 schools
- L2 Mechanical Engineering programme with work experience
- Employers donating steel
- Employers training school staff
- Employers supporting equipment in schools

Mechanical Engineering Level 2 (27 credits)
Unit Standard 497 (Level 1) (Version 10) (3 Credits) Demonstrate knowledge of workplace health and safety requirements
Unit Standard 21911 (Level 2) (Version 3) (2 Credits) Demonstrate knowledge of safety on engineering worksites
Unit Standard 20917 (Level 2) (Version 4) (2 Credits) Demonstrate basic knowledge of engineering materials
Unit Standard 2395 (Level 2) (Version 9) (4 Credits) Demonstrate and apply knowledge of the selection, use and care of engineering hand tools
Unit Standard 2396 (Level 2) (Version 7) (4 Credits) Demonstrate and apply knowledge of the selection, use and care of portable hand held engineering power tools
Unit Standard 4433 (Level 1) (Version 7) (2 Credits) Select, use, and care for simple measuring devices used in engineering
Unit Standard 21909 (Level 2) (Version 3) (1 Credit) Demonstrate knowledge of fasteners used in mechanical engineering
Unit Standard 21912 (Level 2) (Version 3) (2 Credits) Apply safe working practices on an engineering worksite
Unit Standard 29651 (Level 2) (Version 1) (3 Credits) Demonstrate knowledge of health and safety when welding and thermal cutting
Unit Standard 21907 (Level 2) (Version 3) (4 Credits) Demonstrate and apply knowledge of safe welding principles and quality assurance under supervision

During the programme ākonga will learn about;

- Workshop Health and safety
- Engineering materials
- Hand and power tools
- Measuring
- Welding and light fabrication.

Hutt Valley Infrastructure Academy

Rangatahi discovering, exploring, connecting and experiencing a future in infrastructure



Collaboration and Willingness



+ six Hutt Valley secondary schools

Number of students studying towards an infrastructure future in Hutt Valley schools July 2023

24

L2 New Zealand Certificate in Infrastructure Works – 41 credits



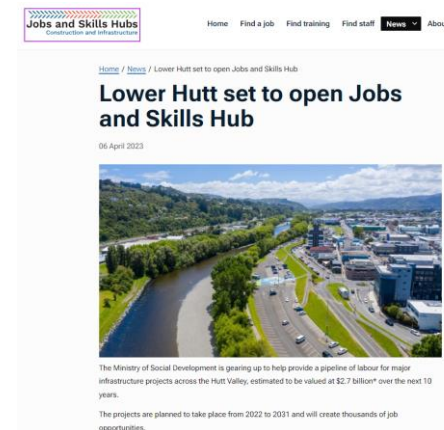
\$2.7b infrastructure and construction spend -
Aligning industry needs to employment outcomes

New Zealand Certificate in Infrastructure Works (Level 2)

Schedule of courses including unit standards

Code	Title	Level	NZQF Credits	UCOL Credits
CIW2.105	Health and Safety for Infrastructure Works	2	15	
22283	Demonstrate knowledge of the New Zealand infrastructure works industry	2	3	15
26720	Describe health, safety, and environmental care at an infrastructure works site	2	3	
20868	Demonstrate knowledge of emergency situations, procedures, and response on an infrastructure worksite	2	4	
32138	Demonstrate knowledge of good work habits and safe working practices on an infrastructure worksite	2	5	
CIW2.102	Communications and Quality Assurance	2	14	
9677	Communicate in a team or group which has an objective	2	3	13
12349	Demonstrate knowledge of time management	2	3	
17327	Communicate with stakeholders on an infrastructure worksite	2	3	
27329	Demonstrate knowledge of and apply quality assurance practices to own work area in an infrastructure works operation	3	5	
CIW2.103	Worksite Machinery	2	6	
6475	Describe and complete work records for an infrastructure worksite	2	2	6
6469	Maintain small machinery used on infrastructure works site	2	2	
23285	Use and care for hand tools used on an infrastructure works	2	2	
CIW3.104	Earthworks for Civil Construction	3	6	6
31445	Demonstrate knowledge of compaction for infrastructure works	3	6	
	Total Credits		41	40

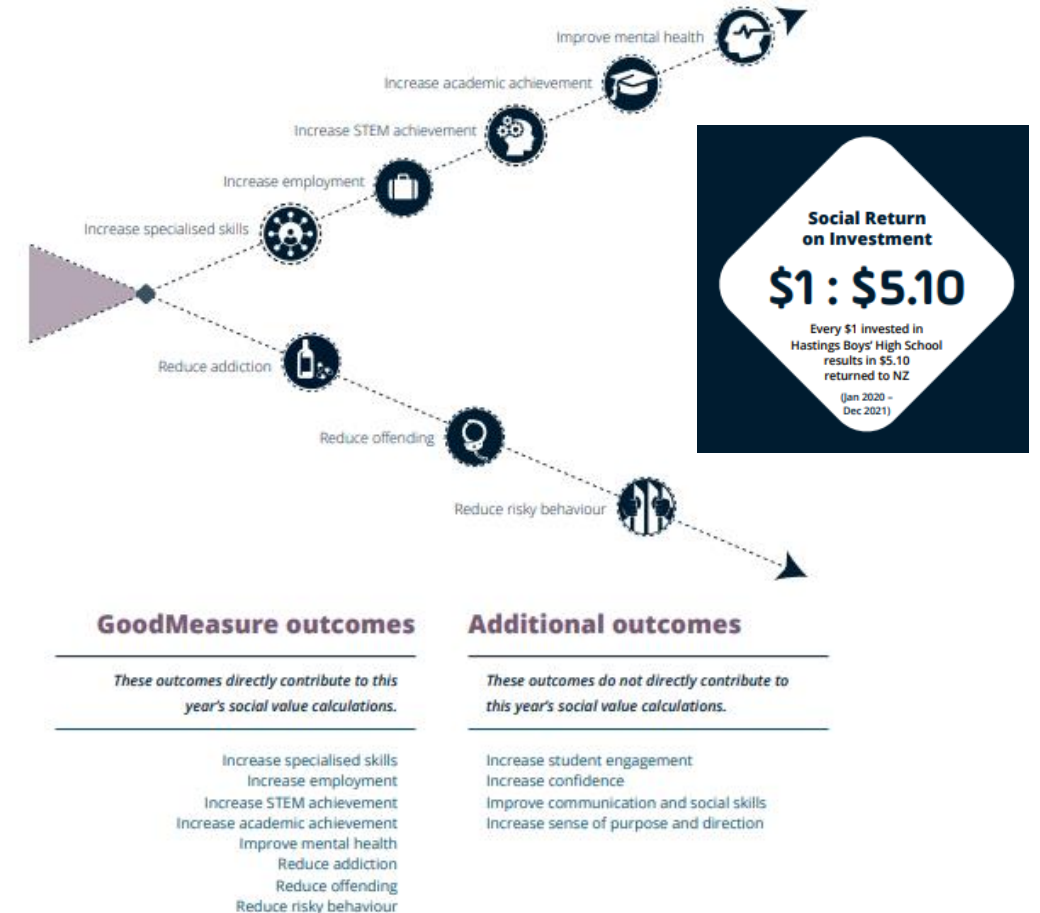
Collaboration and willingness



- 1st Jobs and Skills Hub outside Auckland
- Support key infrastructure projects in the Hutt Valley (and wider region)
- Support training and employment
- Ensure our community is better off at the end of the projects

Collaboration across education and employment works

- Creates a talent pipeline
- Supports rangatahi, whanau and community
- Creates meaningful change and social impact
- Positive ROI – lower churn, lower cost to recruit, and staff retention higher



GOOD YOUTH EMPLOYMENT SYMPOSIUM



THURSDAY 14 – FRIDAY 15 SEPTEMBER 2023
LOWER HUTT EVENTS CENTRE