

# Talofa Lava, Kia Orana, Malo e lelei, Ni sa bula vinaka, Fakaalofa lahi atu, Malo ni and Kia ora.

The purpose of the workbook is to empower you to best support your young person with their career ideas and options, helping them to make positive decisions for their future.

Parents and guardians are the most influential people in a young person's career decision making, so the workbook will also provide useful tips and suggestions to make this journey smoother.

# **Meet Saini**

Malo e lelei! My name is Saini and I live with my husband, two children and my parents. Education is important to me and I want my children to strive for academic success, as well as staying connected to their faith. Join me as we explore the best ways to talk to your children about their options.

# **Meet Eric**

Talofa lava! My name is Eric and I have three children, one in primary school and two in high school. My wife and I both work full time (shift work) so we can support our family. We don't know a lot about the career options out there, but we want our kids to do better than us. Come along as we learn more about the options available to our kids.



### **Acknowledgments**

Fakaaue Lahi to Reno Paotonu (Director, Programme Delivery, Ministry of Education), Gabrielle-Sisifo Makisi (Manager, Strategy and Integration, Ministry of Education), and those who worked on the project: Luke Kelly (Design) with Andrew Tui (Content Writer) and Michel Mulipola (Illustrator).

We also acknowledge and value the voice of the Pacific Career Practitioners Network for their feedback in the process of content development.

This resource is to help realise the career dreams of our young people and their parents and support them into prosperous journeys ahead.

Malo 'aupito

Rose Jamieson National Director: Te Pae Aronui - Parent Information and Community Intelligence (PICI), Ministry of Education July 2022

Your career malaga (journey)



It is important to reflect on our own career malaga so we can acknowledge our experiences and the lessons learnt along the way. They also help us to appreciate the challenges and opportunities facing our children too.

# **Activity**

	a mune accisions a	bout your own	work and study op	Juonst
/ho influe	nced and motivated	l you?		
What achie	vements are you m	ost proud of?		
s there any	thing you would do	differently nov	v?	

**KEY MESSAGE:** As parents and guardians, we all have incredible wisdom, experiences and stories to share with our children. They also help us to realise that some of these things are very different to what young people experience now.

Know your young person's young ths

A key part of supporting
your young person with
your young person with
your young person with
their career exploration is
their career exploration is
their strength identifying
their strengths and talents.
This gives them confidence!

# **Self Reflection**

Write down what you think your young person(s) are good at doing. Also think about their best qualities and talents. Give examples on how they show this strength/talent.
In pairs, share with the person next to you what you think your young person(s) strengths and talents are.
Family
Take a moment to think about your family and the positive things you have learnt, or have passed down through the generations.
Write down your answers below to the following questions:
What are positive things that the family is known for?
What are the qualities that have been passed down through to your children?
What are the ways in which your family proudly celebrates their culture?

Understanding expectations



As parents and guardians, we expect and hope for the best expect and hope for the best our children. Our families for your children to we went through struggles to we went a meaningful life in NZ, so we are a meaningful life in NZ, so we are children to work hard expect our children to work strive expect our the family and to strive to support the family and to be successful.

These values are strong within Pacific culture, and for many young people, the desire to meet the expectations of their parents is high.

However, young Pacific people may find it challenging to manage the expectations of their parents and family, causing anxiety and uncertainty for some.

So let's use the following case studies to get a sense of what things young people may be thinking about in considering their future options.

# **Case Studies**

Destiny is a year 13 student who is getting strong grades in English and Design and Visual Arts. Whilst her parents are supportive, they would like her to go into full-time work next year to support the family financially.

What expecta	tions do you think the parents have for Destiny?	
	hink Destiny might be feeling in this situation? e the challenges or pressures she is facing?	
What could ti	ne parents do to support Destiny in this situation?	

to go to University, but he would rather do something hands-on and pr	ant him actical.
What expectations do you think the parents have for Michael?	
How do you think Michael might be feeling in this situation? What might be the challenges or pressures he is facing?	
What could the parents do to support Michael in this situation?	
Tana is a year 13 student who is proud of being in his school's first IV team. His dream is to become a professional rugby player. He hasn't r thought of a 'plan B', but is pinning his hopes on achieving this goal.  What expectations do you think the parents have for Tana?	
How do you think Tana might be feeling in this situation? What might be the challenges or pressures he is facing?	
What could the parents do to support Tana in this situation?	

Teuila is a year 11 student who consistently gets high grades in school. She is also involved in the school's cultural group and youth leadership teams. Her family wants her to focus on studies and to obtain scholarships and awards.
What expectations do you think the parents have for Teulia?
How do you think Teulia might be feeling in this situation? What might be the challenges or pressures she is facing?
What could the parents do to support Teulia in this situation?
Elijah is a year 11 student who loves music and enjoys devoting time to his Church. He is involved in the running of the Youth Group, but his commitments are having an impact on his school work and his grades are slipping.  What expectations do you think the parents have for Elijah?
How do you think Elijah might be feeling in this situation? What might be the challenges or pressures he is facing?
What could the parents do to support Elijah in this situation?

Ma'ata is a year 12 student who is good at maths and likes solving problems. She would like to go to University, but doesn't know anyone in her family who has done that. Her parents are supportive but are often busy working to support the family.

/hat expectation	ons do you think	the parents I	have for Ma'at	a?
	nk Ma'ata might the challenges o			•
/hat could the	parents do to su	ıpport Ma'ata	in this situati	on?



It is impossible to know everything about jobs and study pathways, however we can learn how to find the information easily and quickly!

There are many useful online websites and tools with great career information, so now we will build our confidence to find it on our devices.

# **Activity**

What does a Social Worker do?

- 1 Use your device (phone, tablet, laptop or computer) to locate the Careers New Zealand website: www.careers.govt.nz
- 2 Click on 'Job Profiles' or use the search box to type the word: SOCIAL WORKER

Based on the information on the website, answer the following questions:

# **Activity: Now it's your turn!**

Explore a couple more jobs that interest you. This could include the job you're currently working in right now.

Name of job:	Name of job:
What do you do in that job?	What do you do in that job?
How much do you get paid in that job?	How much do you get paid in that job?
How many years of training do you need to do?	How many years of training do you need to do?
What study do you need to complete to do that job?	What study do you need to complete to do that job?
What subjects are useful to take at school?	What subjects are useful to take at school?

Practice career conversations



Career conversations do not need to be formal and rigid, but can take place in the most normal of circumstances, such as sitting together in the lounge, cooking together in the kitchen, traveling together in the car and so on.

Below are fantastic tips and advice from Careers New Zealand <a href="https://www.careers.govt.nz">www.careers.govt.nz</a> on how to have these conversations.

# Five Tips for supporting your young person:

- 1 Many young people don't respond well to being told what to do instead listen and help them talk about their options.
- 2 Young people's career choices start at school learn more about what they are interested in so you can give good advice.
- 3 Young people need time to make a good decision don't panic if they haven't decided on a career yet. They may want to work until they find a career that suits them.
- 4 Your young person's ideas may be different from yours let them choose their career.
- 5 Understand that technology is changing careers your young person may be considering a job that didn't exist a couple of years ago. Be open to their choices and do some research.

# Tips for having a career conversation with your young person:

- 1 Start with a general talk about their day, sports and hobbies. Ask questions about which subjects they like, their interests and what they think they're good at.
- 2 Give positive feedback. Share what you see are some of their strengths.
- 3 Explore their answers further would they like a career that's related to their subjects and interests?
- 4 Discuss what your young person wants from life. Attitudes towards money, working life and challenges may help identify career options.
- 5 If your young person has a career dream in mind, talk more about this. What do they know about how to get into this career?
- 6 If they are worried they don't know what they want to do, reassure them. Offer the help them research their options.

## Practice!

Work with someone next to you and role-play having a career conversation with your young person.

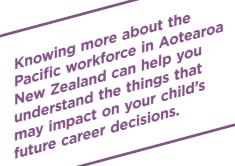
- » Choose someone to be the **PARENT**, and someone to be the **YOUNG PERSON**.
- » For the person acting as the PARENT: Focus on asking open questions to learn more about what the person in interested in (WHAT, WHO, WHEN, WHY, HOW)
- » For the person acting as the YOUNG PERSON: Think of a hobby/subject you are interested in and imagine you are wanting to explore it further.
- » SCENARIO: Imagine you are both relaxing in the lounge and enjoying a cup of tea and biscuits together. Start the conversation from there.

Reflections:	
What worked well in the role play?	
What helped the parent to learn more about the you and career ideas?	ng person's interests

Swap roles and practice having the conversation again.

LESSON 6

pacific peoples in the workplace



Take a look at the following infographic.

> **PACIFIC PEOPLES MAKE UP** 00/ of the **NEW ZEALAND POPULATION**

66% of Pacific peoples are born in NZ and are YOUTHFUL

34% of Pacific peoples are **AGED UNDER 15** 

Pacific peoples contribute \$8 BILLION per annum to **NEW ZEALAND'S GDP** 

3.3% of NURSES, 1.8% of DOCTORS. and **10.8%** of **CARERS** are of Pacific heritage

**60.4%** of Pacific peoples are **EMPLOYED** IN THE WORKFORCE

UNEMPLOYMENT **RATE** for Pacific peoples is the highest in the 15-24 YEARS

AGE GROUP

Pacific peoples **MEDIAN INCOME** is **\$24.300** 

**ONLY 5.3%** earn between \$70,000 & \$100,000

Less than **5%** earn more than \$100,000

Pacific peoples TOP 3 OCCUPATIONS are: LABOURERS (19.9%), PROFESSIONALS (13.8%), MACHINE OPERATORS AND DRIVERS (12.6%),

Pacific Peoples are LEAST LIKELY TO BE IN MANAGERIAL ROLES.

PACIFIC WOMEN are likely to work in HEALTHCARE, SOCIAL ASSISTANCE, and TRAINING AND EDUCATION INDUSTRIES. with 16% in each.

PACIFIC MEN are predominantly employed in the MANUFACTURING INDUSTRY (15%) followed by CONSTRUCTION (9%) and TRANSPORT, POSTAL and **WAREHOUSING** industries (9%).

**70.8%** of Pacific Peoples have at least 1 RELIGIOUS **AFFILIATION**  **40.6%** of Pacific peoples identify with 2 OR MORE **ETHNIC IDENTITIES** 

**85.2%** of Pacific Peoples find it easy or very easy to **EXPRESS THEIR** 

**IDENTITY** 

Source: https://www.mpp.govt.nz/assets/Reports/Pacific-Peoples-in-Aotearoa-Report.pdf

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# **Initial reactions:** What things surprised you? What things did you already know? In pairs or small groups, have a chat about the following things: Why do you think Pacific peoples are under-represented in many industries? What do you think holds Pacific peoples back from pursuing these opportunities? Why is it important to increase the representation of Pacific peoples in key industries and jobs? What can we do as parents and guardians to support young people to reach these goals? What jobs exist now that didn't exist back when you were in high school?

You've got this!



Did you know parents and family

members are the most influential
members are decision making?
people in a young person's life w?
you
people we career decision making?
comes to career decision making?
people we care the most information they need.
but it's great when we can help them
but it's great when we can help them
to find the information they need.

# Know what support is available.

Go through the list and make notes about the things you can do to support your young person.

Share with the person next to you.

## **Know:**

- » Be confident on how to find career and job information online and on social media.
- » Become familiar with the Careers New Zealand website www.careers.govt.nz.
- Read information on the news, LinkedIn and websites to learn about different industries.

# **Show:**

- » Be proactive and show your young person how to find information online and on social media about careers and jobs.
- » Share any useful articles, videos, news about careers with your young person.

# **Connect:**

- Encourage your young person to visit their school career advisor or navigator (or arrange to talk to them too).
- » Engage with your young person's subject teachers and extra-curricular teachers.
- » Engage with club and group leaders.

# Visit:

- » Find out about Career Expos, Open Days (University, Polytech etc), Industry events that your young person may be interested in.
- » See if your young person can visit a workplace and potentially gain some experience.

# **Share:**

» Don't feel alone! Think about other people who can help your young person to explore their career options. This includes other family members, friends, Church leaders, community groups and clubs etc. Useful resources Be empowered and refer to
these websites for relevant are a these websites for relevant are a these websites for relevant are a these websites for knowing careers information. They are a these websites for knowing point for knowing the these great starting point for knowing the these websites are about what's out there about what's out for our children. Don't forget for our children. Pom't forget knowledge is power!

Understanding NCEA	Guide for Parents, Caregivers or Whanau	www.nzqa.govt.nz/assets/About- us/Publications/Covid19-Updates/ Guide-for-Parents-Caregivers-or- Whanau.pdf
Careers New Zealand	Learning about jobs and career pathways in New Zealand	careers.govt.nz
Useful Career Websites	Careers New Zealand	careers.govt.nz
	Occupational Outlook	occupationoutlook.mbie.govt.nz
	StudySpy	studyspy.ac.nz
	Thinking about Uni	thinkingaboutuni.nz
	Leaving School Magazine	leavingschool.co.nz
Pacific	E-Tangata	e-tangata.co.nz
Rolemodels and Stories	The coconet.tv	thecoconet.tv
	Talanoa with Tupe	youtube.com/playlist?list=PLhePl QLes7nu0kl83Ui1V6qqyazU7-xzT tpplus.co.nz
	Sa'ili Malo stories	www.rnz.co.nz/programmes/ sa-ili-malo
	Moana Research	moanaresearch.co.nz

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Pacific Support at Universities, Polytechnics and Training Organisations	www.gotatrade.co.nz/ www.maoriPacifictrades.co.nz/ www.aut.ac.nz/about/pacific www.auckland.ac.nz/en/study/pacific-students.html www.unitec.ac.nz/pacific/who-we-are/pacific-centre www.manukau.ac.nz/Pacific www.massey.ac.nz/student-life/pacific-massey/ www.wgtn.ac.nz/Pacific www.canterbury.ac.nz/support/Pacific/ www.otago.ac.nz/pacific/index.html	
Pacific Initiatives	Tupu Toa	tuputoa.org.nz
inidatives	First Foundation	first foundation.org.nz
Scholarships for Pacific Learners	Useful links from Careers New Zealand	www.careers.govt.nz/courses/ scholarships/scholarships-for- pacific-learners
Mental Health	Le Va	leva.co.nz
and Wellbeing Support	The Cause Collective	thecausecollective.org.nz/who- we-are
	Youthline	youthline.co.nz
	Whatsup	whatsup.co.nz
	Brain Science	www.cdaa.org.au/Web/Blog/ Posts/The-Neuroscience-of- Teenage-Career-Decision-Making. aspx

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MINISTRY OF EDUCATION TE TÄHUHU O TE MÄTAURANGA

Published 2022 by the Ministry of Education PO Box 1666, Wellington 6140, New Zealand. www.education.govt.nz

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ISBN 978-1-77690-718-2 (Print) ISBN 978-1-77690-719-9 (Online)