

# Quick Guide for **Employers**

*Vocational Pathways  
- the journey from  
learning to earning*



# Vocational Pathways for employers

*Work ready, tertiary ready young people*

**You can see what pathways a student is interested in and quickly assess their interests and achievement as it relates to your industry.**



*A pass to the future*

There is a shortage of skilled labour in New Zealand. Combined with an ageing workforce, it's expected there will be ongoing labour and skills shortages as the economy grows.

If you're looking to hire or reviewing your future workforce needs, you can use the Vocational Pathways to identify a candidate's skills, qualifications and interests. Someone with a minimum of NCEA Level 2 (or equivalent qualification) with a Vocational Pathway has qualifications, some skills and a broad understanding of industry.

## **The Vocational Pathways**

The Vocational Pathways were developed in collaboration with industry and education to better align and prepare students for further study, training or work. There are six pathways: Primary Industries, Services Industries, Social and Community Services, Manufacturing and Technology, Construction and Infrastructure and Creative Industries.

## **NCEA Level 2 with Vocational Pathways**

Students can now get NCEA Level 2 with Vocational Pathways. NCEA Level 2 is regarded as the minimum qualification a young person needs, and having NCEA Level 2 with a Vocational Pathway means they have a better understanding of what is required 'on the job', a broad understanding of industry and are more work ready.

## Vocational Profile

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The next time you're talking to a student about an opportunity in your industry, ask for their Vocational Profile. You can see what pathways they are interested in and quickly assess their interests and achievement as it relates to your business.

The benefit of Vocational Pathways is simple: it's easy to understand, students have broad industry knowledge or skills, and are better prepared for further study, training or work.

With national business confidence at a 20-year high and vacancies at their highest level since before the global financial crisis, it is important more young people are getting a minimum of NCEA Level 2 or equivalent, and are better prepared to enter the future job market.

## For more information

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For more information about Vocational Pathways, visit [www.youthguarantee.net.nz](http://www.youthguarantee.net.nz), or speak with your industry training provider, business organisation or sector group to see how your industry is connecting with young people seeking future career opportunities or work.



**Manufacturing  
& Technology**



**Construction  
& Infrastructure**



**Creative  
Industries**



**Primary  
Industries**



**Services  
Industries**



**Social &  
Community Services**

# Ask a student for their Vocational Profile

*Through colour-coded pathways*

**A Vocational Profile shows how a student's learning relates to six Vocational Pathways. Each industry has been colour-coded so you can see at a glance what a student has achieved and how this relates to your business.**

## Inform your choice

Ask a student for their Vocational Profile. It's a good way to inform your decision about prospective employees, and the skills or qualifications you are seeking.

- Identify their strengths and interests
- Find out how their studies relate to your industry
- Do they know about the study, training or work options in your industry?
- Have they achieved a minimum qualification – NCEA Level 2 and also a Vocational Pathway?



## Reading a Profile

This profile shows the student has achieved a **Vocational Pathway** in the **Manufacturing & Technology** (red) industries. They have achieved the required sector-related standards and have an understanding of the industry.

The student also has an interest and strength in the **Primary Industries**, but hasn't yet gained a Primary Industries pathway.