

# **WORK INSPIRATION**

Developing tomorrow's talent

# HOW DOES IT WORK?

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**IT WAS A GREAT  
EXPERIENCE AND  
I LEARNT A LOT  
ABOUT THE BUSINESS  
AS WELL AS MYSELF.**

**I'D STRONGLY  
RECOMMEND THIS  
TO KIDS WHO ARE  
UNSURE OF WHAT  
THEY WANT TO DO  
WITH THEIR LIVES. ”**

**– STUDENT**

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# WORK INSPIRATION WHAT IS IT?

Work Inspiration is an employer-led work exploration programme creating inspiring work experiences for 13-18 year old students. Employers open their doors to students – showcasing the roles and opportunities that exist in their workplace and industry.

The case for meaningful work exploration for school students is strong. UK research (2012)\* shows young people who experience just four or more interactions with employers while at school are five times less likely to be unemployed.

\* Dr. Anthony Mann, Educators & Employers, 2012

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# HOW DOES IT WORK?

Work Inspiration can be tailored to suit your work environment and industry. You'll have a small group of students spending around three days in your workplace, experiencing the roles and career pathways you have to offer. It will be exciting, hands on, fun and inspiring for everyone.

Careers New Zealand will work with you to help you plan your programme. One of our advisors will spend time with you and some of your team to work out your objectives, what you want to showcase and how to do it most effectively.

Careers New Zealand will fully support you with the first programme and partially support you with additional programmes, reflecting your increased knowledge and experience in running Work Inspiration.

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# SETTING THE SCENE

Before the programme starts, you will run a 'Setting the Scene' seminar at your business or the school, where you'll talk to students, their parents and school staff about your business and the programme.



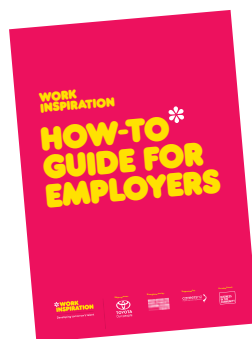
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**PUTTING OUR STAFF  
IN CONNECTION WITH  
YOUNG PEOPLE SO  
THEY GAINED SOME  
UNDERSTANDING OF  
THEM AND THE TEAM  
BUILDING THAT  
HAPPENED WITHIN  
OUR OWN TEAM. ”**

**HIGHLIGHTS OF RUNNING  
WORK INSPIRATION – EMPLOYER**

# COMPREHENSIVE HOW-TO GUIDE AND TIMETABLE

We give you an employers' toolkit including a How-to Guide and student workbook templates to help you manage your Work Inspiration programme. The Guide includes an example timetable which employers have found useful in making sure you cover everything and maximise your time.



## An example timetable:

Work Inspiration programme	Who	When	Where
<b>Day 1</b> <b>Welcome and induction</b> Safety briefing, introduction to the staff students will be working with, set expectations and outline the days ahead.	Co-ordinator/ buddies	9.00am - 9.30am	Foyer
<b>Insight 1: All about me</b> Using the workbook the students work with the co-ordinator or buddies to think about their skills and interests, so their buddies can decide what departments/tasks are best suited to them.	Co-ordinator/ buddies	9.30am - 10.00am	Staffroom
Morning tea		10.00am - 10.15am	Cafe
<b>Workplace tour</b> Show the students where they will be working, introduce them to the business and some of the relevant faces.	Co-ordinator/ buddies/staff	10.15am - 10.30am	Staffroom
<b>More on Insight 1: All about me and Insight 2: Look behind the scenes</b> Using the workbook as a guide, the students discover the various roles in your organisation and decide which ones best match their personality profile.	Co-ordinator	10.30am - 11.15am	Staffroom

# WHAT DOES CAREERS NEW ZEALAND DO?

- ▶ Brokers relationship with schools
- ▶ Works with you to develop your programme
- ▶ Explains your roles and responsibilities
- ▶ Supports student selection
- ▶ Supports programme delivery
- ▶ Undertakes evaluation
- ▶ Attends to quality assurance
- ▶ Supplies programme resources for you to print off
- ▶ Supports you to decide on a student project
- ▶ Discusses health and safety with you
- ▶ Provides a professional development workshop for your staff.



# WHAT DO YOU DO?

- \* Deliver the programme for students at your workplace
- \* Ensure the programme highlights what you want students to see in your industry
- \* Champion Work Inspiration with your staff
- \* Adapt resources for your purposes, including adding your branding
- \* Set up the programme and delegate tasks to staff
- \* Select student tasks and projects
- \* Evaluate the programme and debrief with Careers New Zealand staff.

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# PROGRAMME STAGES:

Three Work Inspiration insights

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1

## ALL ABOUT ME

Kick off by building rapport and trust with students through a personality quiz and conversations that showcase their talents, passion and interests.

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## 2

### LOOK BEHIND THE SCENES



This is about making students aware of the wider opportunities available in your industry.

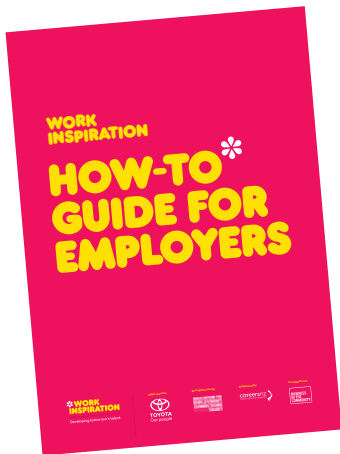
The workbook enables you to match their profile (identified in the 'All about me' session described in stage 1) with roles in your business.

## 3

### CAREERS HAPPEN



Students then interview employees and create a career board – a visual representation of that staff member's journey. This insight illustrates the way careers unfold. It also teaches students the value of being resilient and adaptable in navigating a successful career in the changing world of work.



← How-to Guide



# THE WORK INSPIRATION WORKBOOKS

Filling out a workbook with a buddy helps encourage self-awareness and gives the students an understanding of their strengths. A buddy can also show students how the skills they have learned can enhance their CV.



← Editable workbook templates



# REAL LIFE TASKS AND TEAMWORK

Try to find real life tasks that get students to think about your business priorities, whether that be good customer service or hands-on activities. Hands-on activities bring your workplace to life for the students.



# STUDENTS LEAD PROJECTS AND PRESENTATIONS

Assign the students a project they can really own and be proud of completing. This is then presented at the closing celebration event.

*For example:*

- Toyota asked students to consider what their dealership could look like in 2020 to meet customer needs.
- A construction company asked students to work as a team to design a sustainable school.



# THE CELEBRATION CEREMONY

You will also run a post-programme celebration event that will include students, their parents, whānau, school staff and your staff. This is held at the end of the programme and both employees and students receive certificates and exchange their highlights and learnings over the last few days.

**If you have any questions about the Work Inspiration programme, please contact Advice Line at Careers New Zealand on 0800 222 733 and ask about Work Inspiration.**



**OPEN  
MINDS\*  
OPEN  
DOORS**

**VISIT** [workinspiration.nz](http://workinspiration.nz)

**CALL** 0800 222 733

**EMAIL** [workinspiration@careers.govt.nz](mailto:workinspiration@careers.govt.nz)