Job Mentoring and Work Talk

Finding Work in New Zealand
Job Seeker Case Study

• Solo mother with 3 teenage children
• Has a refugee background
• From Colombia, been living Ecuador
• Mother and children have health issues
• Has a caregiving qualification and experience
• Elementary English
• No NZ work experience
Barriers to Employment

- Language
- No NZ work experience or driver’s licence
- Qualifications not recognised
- Limited knowledge of NZ
  - career and work options
  - workplace culture
  - safety and health regulations
- Lack of support when moving from income support to work and negative attitudes from some employers
Job Mentoring

• A mentor is a trusted advisor who shares their knowledge about the NZ work environment
• Mentors are required to do a short training
• They are matched with job seekers from refugee backgrounds
• Identify skills and qualities, set goals, make a career plan, training options, English classes, driver’s licence, CVs, job applications, interview role plays, negotiating Work and Income etc
Work Talk

• 4 week course for people from language backgrounds other than English who want to learn job search skills and workplace communication

• 2012 - 6 courses, 70 students

• 3 tutors teach in their field of expertise

• Other contributors include Careers NZ, Settlement Support NZ, Ministry of Business, Innovation and Employment, and Inland Revenue Department
Work Talk Overview

- Oral Communication in the Workplace
- Who am I?
- Job search skills
- CV making
- Interview format
- Legal issues
- Health and safety
- Treaty of Waitangi
- Goal setting
Refugee Works

- Refugee Services employment service
- Based at the Waikato Migrant Resource Centre
- Liaise closely with Employment Liaison Advisors
- Select Job Seekers who are work ready
- Matched with a Mentor
- One to one relationship does make a difference
- Advisor continues to work with the Job Seeker
Migrant Employment Project

- Hamilton Multicultural Services Trust
- Employment seeking service for migrants
- Employment solutions and internships
- English language assessments and support
- Career plans
- CV and interview preparation
- Workshops
Wrap Around Employment Service

English Language Partners Waikato
  • Job Mentoring and Work Talk

Refugee Services
  • Refugee Works

Hamilton Multicultural Services Trust
  • Migrant Employment Project

susan.wright@englishlanguage.org.nz