

Succeeding in NZ



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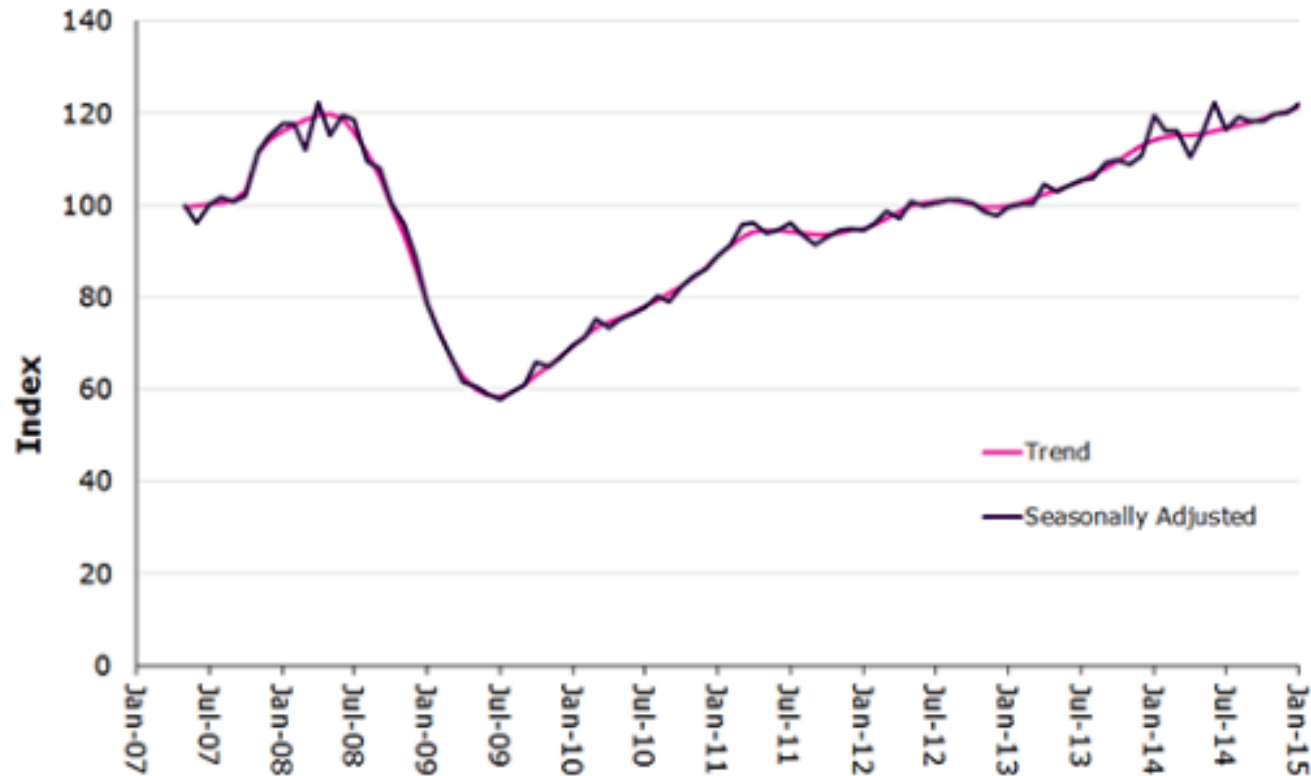
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Way forward

The good news

Figure 1: Skilled Vacancies Index
Seasonally adjusted and trend series (May 2007=100)



Skilled Vacancies Index
Seasonally adjusted and trend series (May 2007=100)



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The good news

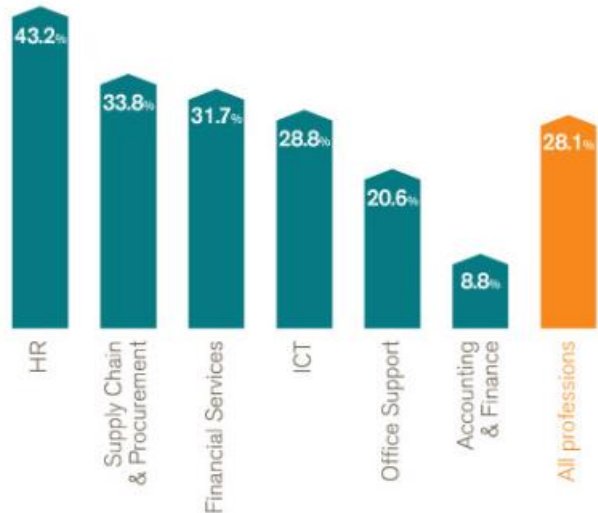
Skilled job vacancies increase in all industry groups

Highlights

- **Online job vacancies increased in January.** Online vacancies for skilled jobs increased by 0.7 per cent in January, while all vacancies increased by 0.3 per cent.
- **Skilled vacancies increased in most industry groups.** The construction and engineering industry by 1.4 per cent.
- **Skilled vacancies grew in two out of three occupation groups.** The biggest month-on-month increase was for managers (up 1.6 per cent).
- **Skilled vacancies increased in seven out of ten regions,** over the past month. The biggest month-on-month increases were in Bay of Plenty (up 2.4 per cent) and Waikato (up 2.1 per cent). Skilled vacancies fell slightly in Northland, Nelson/Tasman/Marlborough/West Coast and Canterbury (all down 0.3 per cent).

The good news

Permanent Hiring Expectations: New Zealand by Profession



EMPLOYER HIRING CONFIDENCE AT HIGHEST LEVEL IN FIVE YEARS

Roman Rogers, Executive General Manager, Hudson New Zealand

Table 1: Skilled Vacancies Index by industry group, trend series

Industry	Monthly change (Dec 14 - Jan 15)		Annual change (Jan 14 - Jan 15)	
Construction and engineering	▲	1.4%	▲	18.3%
Hospitality and tourism	▲	1.1%	▲	14.9%
Healthcare and medical	▲	0.5%	▲	3.9%
Sales, retail, marketing and advertising	▼	0.1%	▲	3.6%
Accounting, HR, legal and administration	▼	0.4%	▲	7.5%
Information technology	▼	0.8%	▼	1.5%
Education and training	▲	3.0%	▲	19.3%
Other	▲	0.9%	▼	5.1%
Total skilled job vacancies*	▲	0.7%	▲	6.3%

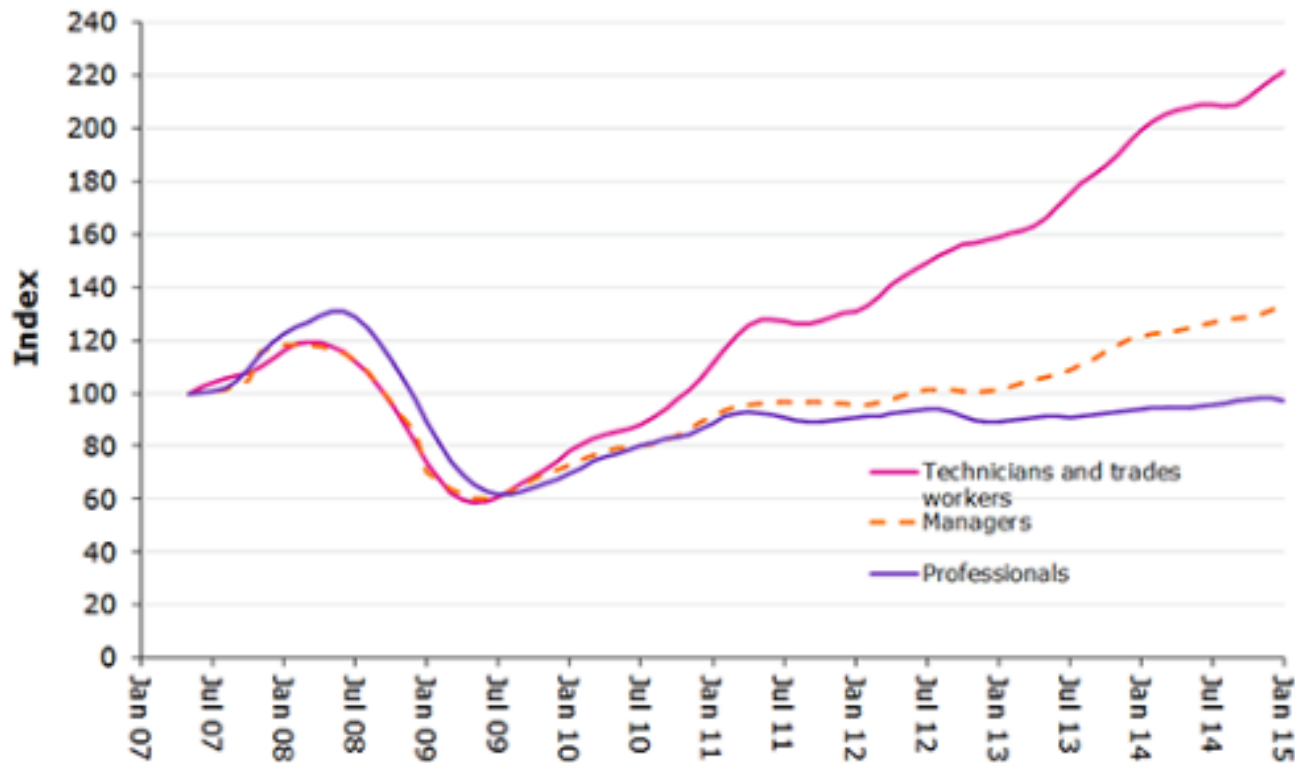
* The totals may not line up as each industry is individually seasonally adjusted, while the total skilled job vacancy seasonally adjusts the total for the skilled vacancies.



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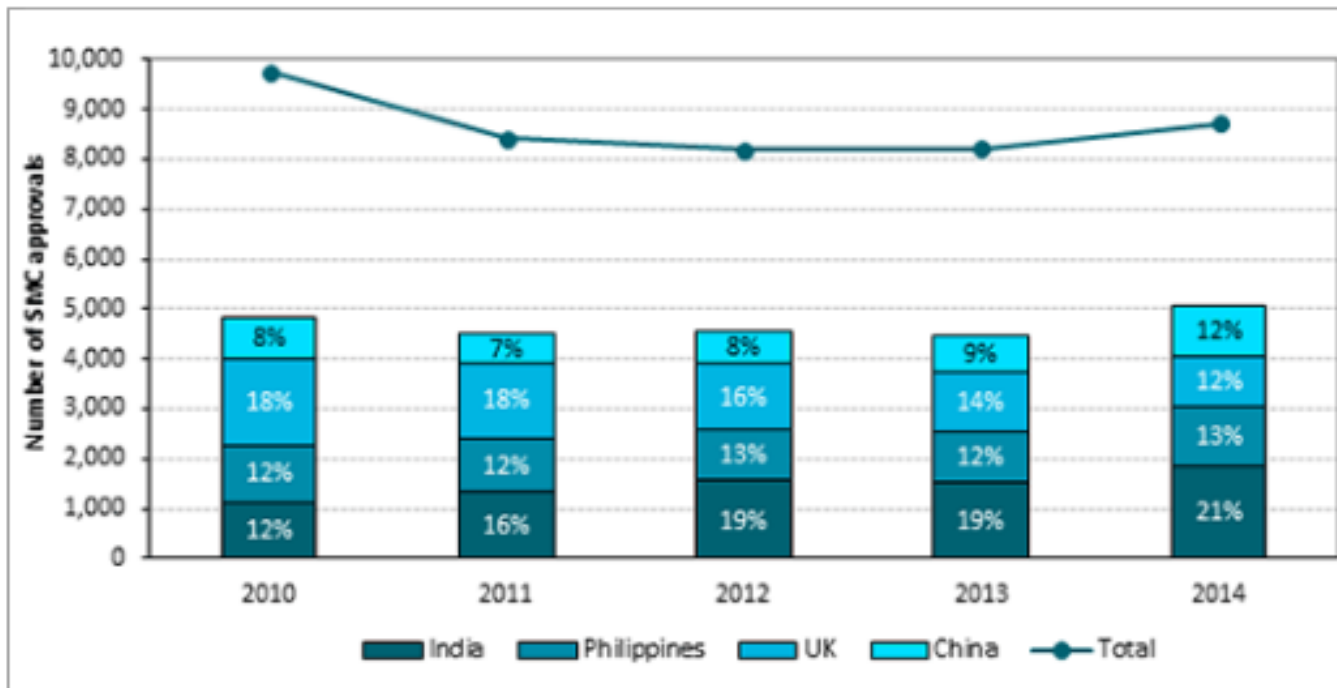
The not so good news

Figure 4: Skilled Vacancies Index by occupation
Trend series (May 2007=100)



The bad news

Figure 1: Number of people approved for residence through the SMC, July-December period from 2010 to 2014



Skilled Migrant Category (SMC)



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Figure 1: Highest qualification of migrants by sex

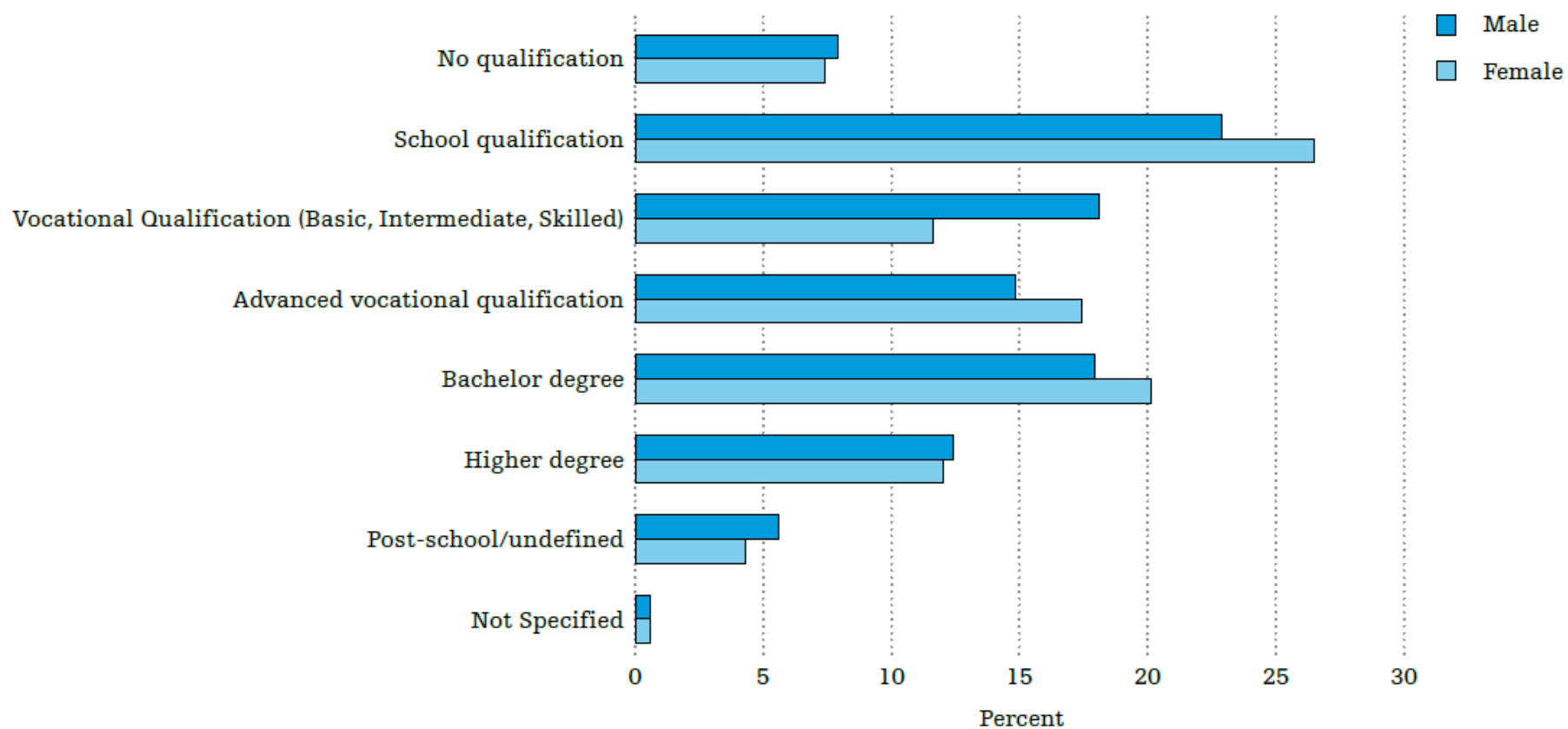
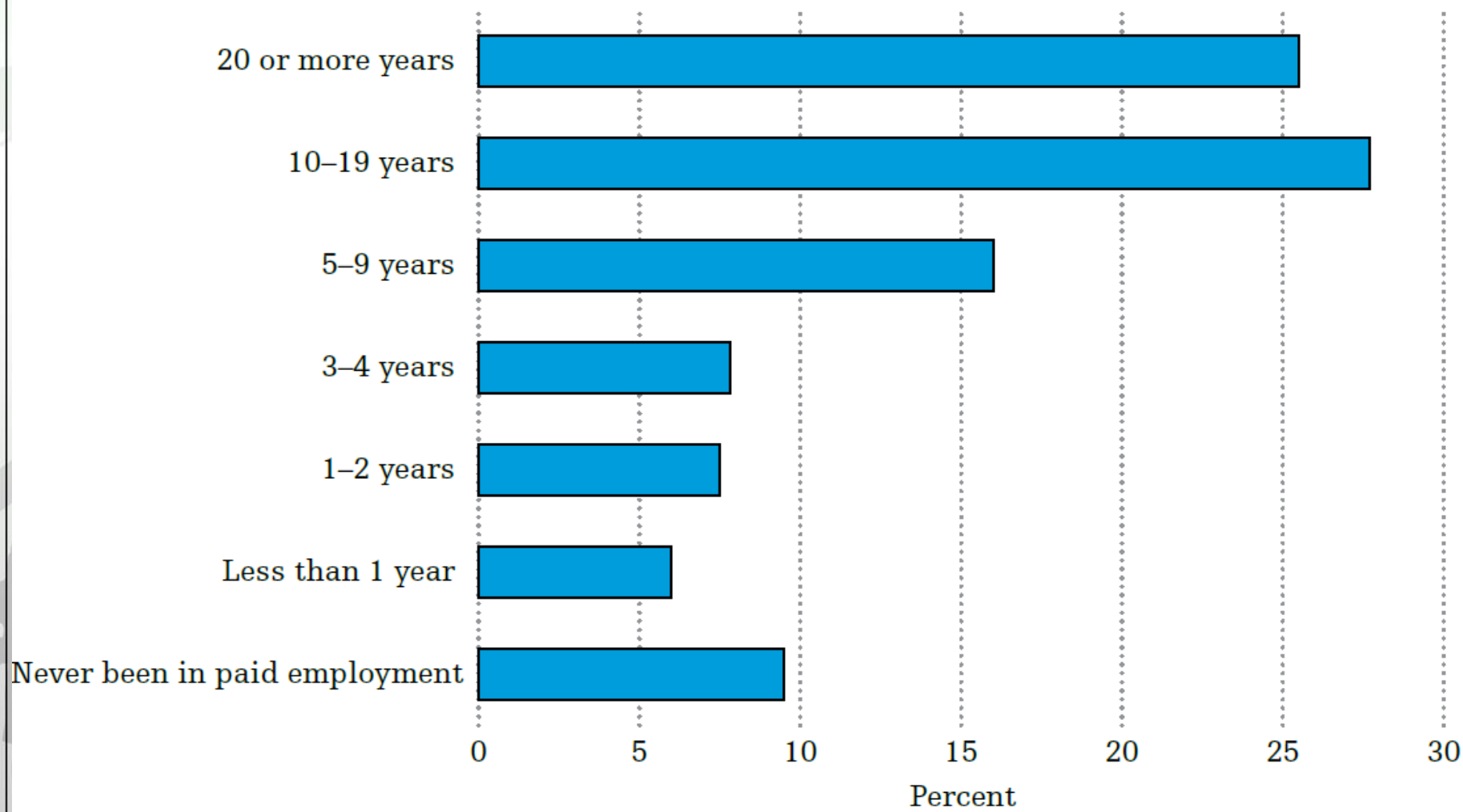


Figure 2: Years of paid work by migrants before residence approval



EMPLOYMENT BARRIERS

- For new migrants, the most common barrier to finding work was a lack of New Zealand work experience (22 percent) (Figure 2).
- For Skilled principals, many had work experience before gaining residence. For Pacific category migrants, many gained work through friends or relatives.

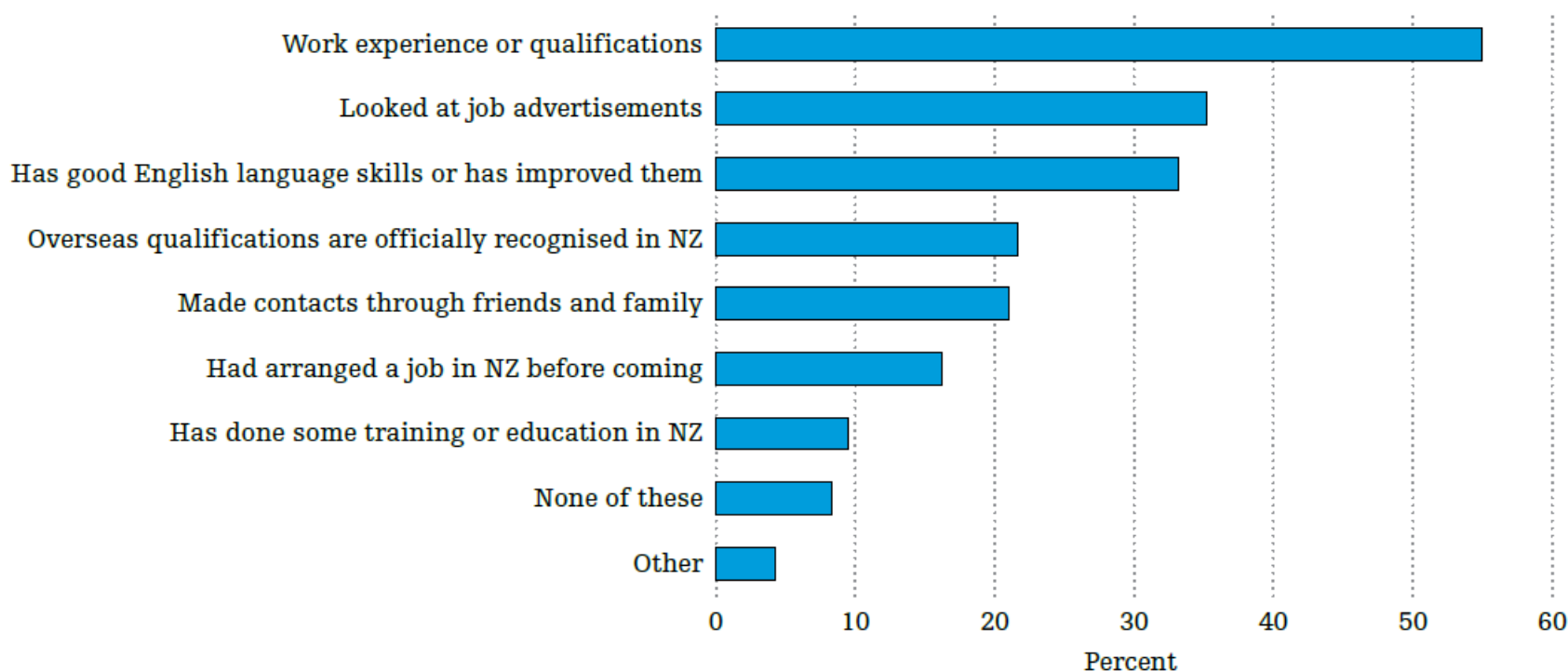
Figure 2: Difficulties finding work



FACTORS HELPING MIGRANTS FIND WORK

- Looking at job advertisements was the most common way for migrants to find their first job in New Zealand (32 percent) (Figure 3).
- Getting a job through friends or relatives was the most common way for Business (52 percent) and Pacific category (47 percent) migrants to find work

Figure 3: Main factors that helped migrants find work



Routes to Professional Status

Engineering Technician

National or New Zealand Diploma + 2 years NZDEP

Professional Technologist (ETPract)

Bachelor of Engineering Technology + 3 years

Professional Engineer

Bachelor of Engineering + min 4 years work

**The Institute of Professional Engineers
New Zealand (IPENZ)**

Minimum Entry Requirements

National/New Zealand Diploma

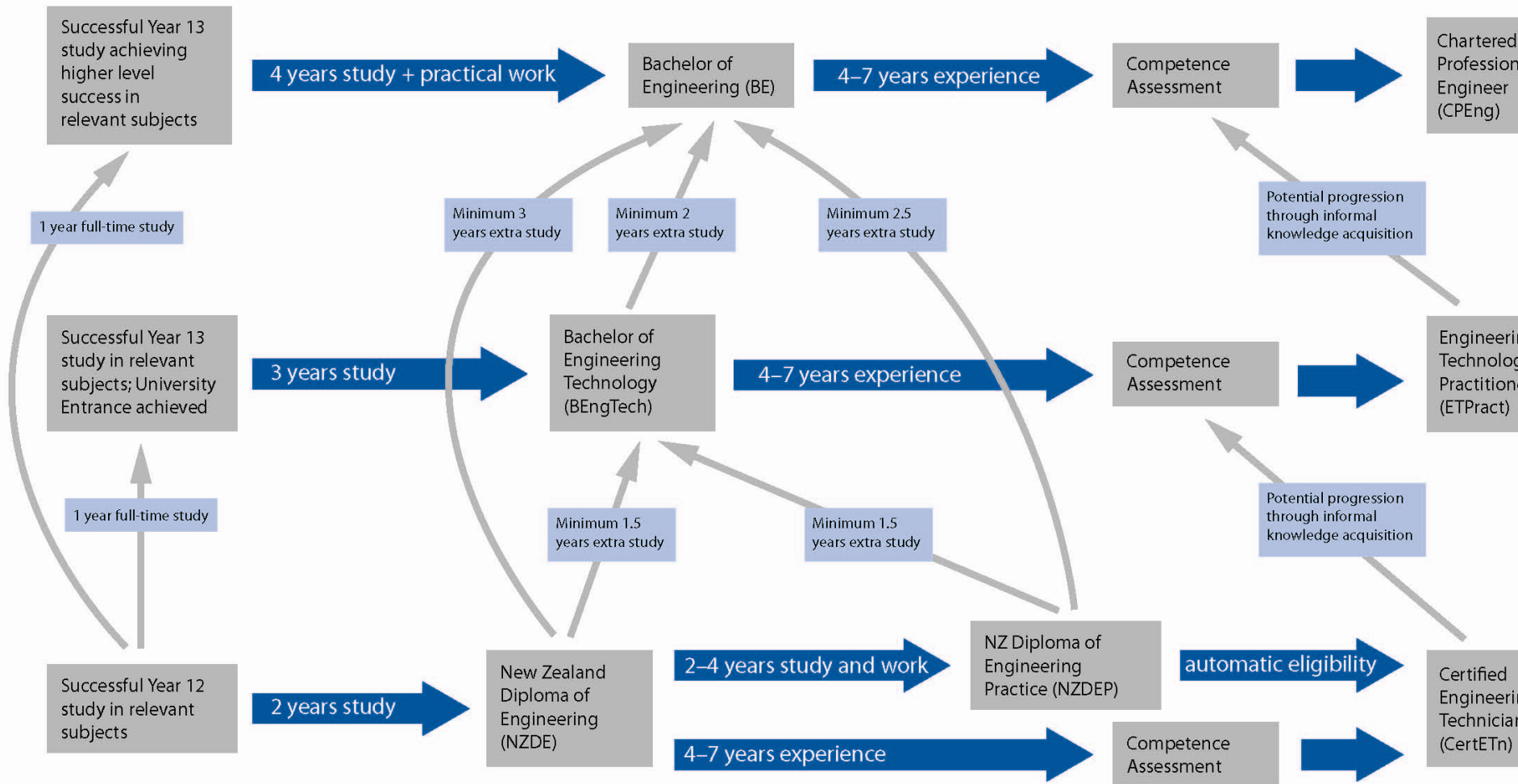
48 Credits @ NCEA level 2 in four subjects including at least 12 credits in Mathematics and 8 literacy credits at level 1, including 4 reading and 4 writing.

Bachelor of Engineering Technology Degree

42 Credits @ NCEA level 3 including 14 Credits in both Physics, and Mathematics, and 8 literacy credits at level 2.

Stair casing between qualifications is provided for

Pathways for Technical Deepening



Competence-based quality marks

Engineering Level	Professional Engineer - Complex Engineering Problems and Activities	Engineering Technologist - Broadly-defined Engineering Problems and Activities	Engineering Technician - Well-defined Engineering Problems and Activities
Exemplar Qualification	Washington Accord (4 yr BE)	Sydney Accord (3 yr BEngTech)	Dublin Accord (2 yr NDE)
Professional Standing	Professional Member MIPENZ	Technical Member TIPENZ	Associate Member AIPENZ
Current Competence	CPEng	ETPract	CertETn
	IntPE(NZ)	IntET(NZ)	

Washington Accord (1989)

Signatories

- Australia
- Canada
- Ireland
- **New Zealand**
- UK
- USA
- Hong Kong China (1995)
- South Africa (1999)
- Japan (2005)
- Singapore (2006)
- Korea (2007)
- Chinese Taipei (2007)
- Malaysia (2009)



Provisional

- Germany
- Russia
- Sri Lanka
- India
- Turkey
- Pakistan

Interest From

- Bangladesh
- Central America
- China
- Thailand

Sydney Accord (2001)

Signatories

- Australia
- Canada
- Ireland
- Hong Kong China
- *New Zealand*
- South Africa
- UK
- USA (2009)

Provisional

- Korea

Interest from

- Chinese Taipei



Dublin Accord (2003)

- **Full Members**

- Canada
- Ireland
- South Africa
- UK

- **Provisional**

- USA
- ***New Zealand***
- Korea

- **Interest from**

- Australia



Why is New Zealand different?

- In New Zealand: Students face each other because there is importance on learning from one another; student to student. The role of the teacher is to coordinate and promote teaching.
- Outside of New Zealand: Students generally face the teacher since the teacher is the source of information.



The real issue

The way we look at our self may be different than the way others see us, so we must try to understand how New Zealanders see us.

Language is important to learn so we can have the ability to choose the right word in the right situation and become a more influential person in New Zealand society.

Why is there such a mismatch between supply and demand on the labor market?
Because of

Cultural Differences

The real issue

- Culture is like the operating system of our computer.
- New Zealand and our home country have difference cultures, different operating systems.

We will have to unlearn many of the things we consider as obvious and relearn something that makes complete sense to New Zealanders but no sense to us initially.



Thinks to learn

In particular, have to learn how to conduct a job search the Kiwi way.

- Create a resume
- Find open positions
- Interview
- Obtain a job offer
- Get through the probation period



Tips for creating a NZ-style CV

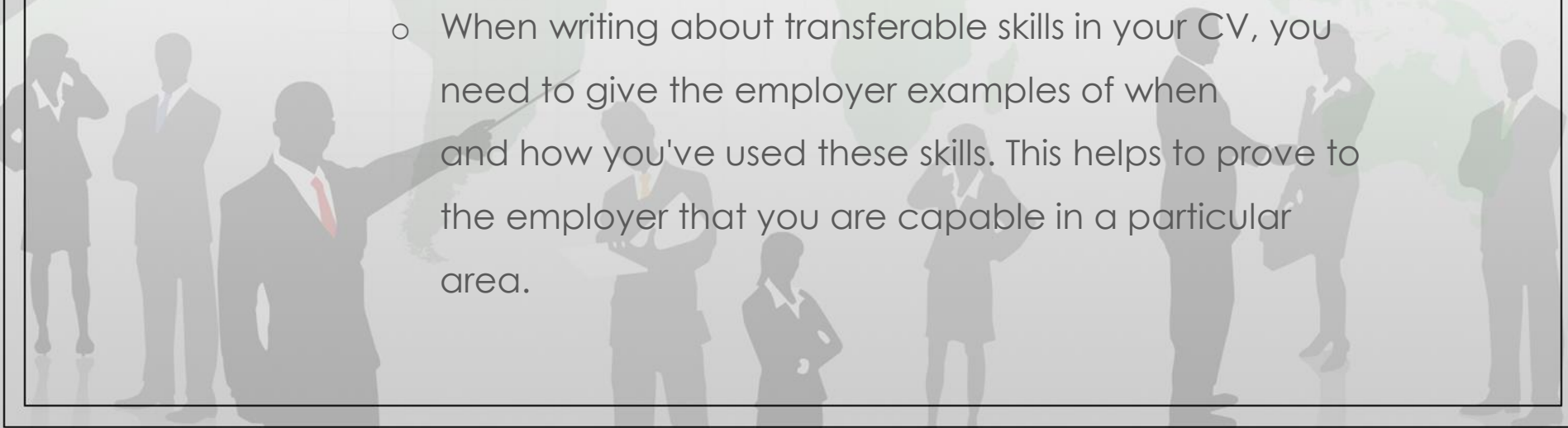
1. Keep it short
2. Be specific about your skills
3. Make sure your CV is up to date
4. Get it checked
5. Market yourself
6. Your referees
7. Write a cover letter

Keep it short

- You may be used to having a CV that includes information about every job or course you've ever done. But in New Zealand, CVs are generally short - two to three pages long.
- Employers want to know about how suitable you are for their vacancy, not all that you have ever done.
- Your CV should include:
 - your contact details
 - work experience that is relevant to the job you want
 - key skills you have learned or developed that would be useful for the position.

Be specific about your skills

- Writing about skills may be different from what you are used to. Don't just list your skills - make sure that you give an example of how you've used each skill.
- Identify what you did, the setting in which the activity was carried out, and what happened as a result.
- Identify transferable skills.
 - When writing about transferable skills in your CV, you need to give the employer examples of when and how you've used these skills. This helps to prove to the employer that you are capable in a particular area.



Putting transferable skills into your CV

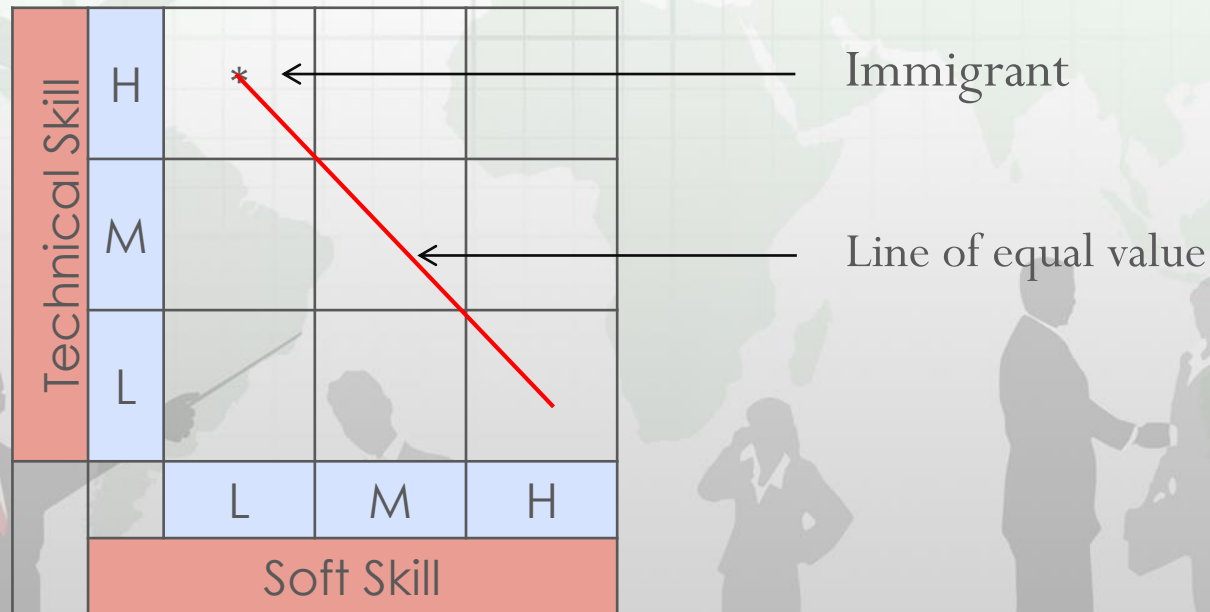
- ❖ Transferable skills are skills that are useful for a range of positions, and can be transferred into different job areas.
Depending on what job you're going for, you should highlight different transferable skills in your CV



Technical Skills Vs Soft Skills

Technical Skills: Measured by Industrial Standards;

Soft Skills: Measured by Cultural Standards



Soft Skills

- Communication - Presentation
- Meetings
- Negotiating
- Influence people
- Manage Leadership



Structure of the Society

HOME COUNTRY

NEW ZEALAND



The biggest challenge

Understanding the structure of the society

- What can you offer?
 - Why Kiwi Business should hire you – solve a problem
- Who has the need for it?
 - Research for the business who could use your specific skill set.
- Who will pay for it?
 - More importantly who is willing to pay for it?

Need Networking with in the Industry

"I can work confidently under pressure"

How I use the skill

"At school, I handed in all of my assignments on time while also working in two part-time jobs."

"In my role as president of the local neighbourhood committee, I co-ordinated a large team of volunteers for the annual appeal, working to strict deadlines."

"As a member of the school gala committee, I co-ordinated the school cake stall in a very short time frame and managed a busy stall on the day, resulting in a profit of \$3000."

What this says to the employer

"If I can work under pressure and still make deadlines, I will be able to take on new challenges with confidence."

"I like to achieve my goals"

How I use this skill

"It has been my goal to complete a marathon for three years. After starting out with some 10km runs, I completed four half-marathons and this year ran and finished my first marathon."

"I have been a member of my school's First 15 rugby team for two years. We won the national First 15 Championship both years."

What this says to the employer

"I always set and achieve goals, so I am sure I will rise to the challenge of settling into my new role quickly and successfully meet any demands of me."

"I have strong communication skills"

How I use this skill

"I gave a presentation to the local youth council about the need for a youth group in our neighbourhood and was asked to speak at a city council meeting."

"In my environmental action committee, I helped to mediate between two people in conflict and come to a solution we were all happy with."

"I write a blog about dog-training that has [number] followers."

What this says to the employer

"I am able to get my ideas across clearly, engage and lead other people. I will be a pleasure to work with."

"I am able to motivate others"

How I use this skill

I have coached two junior basketball teams while at school, one of which won their division."

"I encouraged my neighbours to join me in the women's triathlon as a team and set a time goal. We were placed in our age division!"

What this says to the employer

"I can help others achieve great things, so I know I can I will be an effective addition to your team."

"I have excellent organisational skills"

How I use this skill

"I was the treasurer of my local play centre, and organised all of its fundraising events last year."

"I had overall responsibility for my school's Smoke free Stage Challenge, making sure everything went smoothly."

What this says to the employer

"If I can pull this off, I know I can contribute to your team."

Make sure your CV is up to date

If you want an employer to contact you, you need to keep your CV up to date with your latest address and telephone number.

- ❖ If you don't have a phone at home, think about getting a cell-phone so that employers can contact you.
- ❖ Put your email address on your CV. If you don't have an email address, you can set up a free account with providers such as Yahoo or Gmail.

Get it checked

Sometimes CVs are difficult to translate clearly. Get an English speaker to read your CV and check it for errors

Market yourself

Don't be afraid to write about your strengths (what you do well). Use your CV to tell an employer why they should employ you.

Your referees

- ❖ Most New Zealand employers will ask for two referees, who they can contact to ask about your work. You should check the telephone number and email address for your referees is current.
- ❖ Some New Zealand employers prefer you to have New Zealand work experience. If you are having trouble finding work, consider doing voluntary work. This can also be a source of referees.

Networking

Networking is essential to finding a job;

- In New Zealand, most professionals have found their current job and will find their next job through networking.

Need to learn to network “the Kiwi way.”



Networking

How do Kiwis network?



- Generalist Vs Specialist
 - Profession; and
 - Industry.

- Example:
 - A Mechanical Engineer specialise in automobile design.



Networking

Network along professional/ industrial lines – engineers with engineers/ construction industry,

Define and articulate your specialization and your accomplishments

Keep track of the connections and commitments you make

Focus on gathering information

You need to be able to explain what you do and what you are looking for in 50 words or less.

Hi, I am Canute. I am a Civil Engineer specialised in Road pavements . I have designed stabilised pavements for forestry roads to Austroads Standards.

I am looking for a job in the Roothing industry.

Do you know of any organization that might need someone like me?

Do you have a Cultural Mentor?

Helps with your adaptation

- Learn local lingo (networking)
- Stay positive
- Embrace New Zealand
- Have a Plan B
- Stay clear of ethnic – Silos
- Take Risks

Volunteer, mentor, network





Cover Letter

Your cover letter may be the first contact you have with a prospective employer, so it is important to make a good impression.

What information to include in your cover letter

- ❖ Your cover letter should give an employer an idea of who you are, and explain what skills you could bring to the job.
- ❖ You should also explain to an employer why you are interested in their business, and the particular role.
Showing a genuine interest helps you stand out among other candidates, so it is important to tailor your cover letters so they relate specifically to each job application.

How do your skills and experience match the job?

- ❖ To get an employer interested, you need to explain how your skills, attributes and achievements match the job vacancy.
- ❖ Explain why you are the best person for the company and how your skills will meet the company's needs. Link your experience, skills and qualifications to what the employer has asked for, and show that you meet the job requirements.
- ❖ Use two or three key examples to show the employer you're suitable for the job, and will make an impact or get results in the role.
- ❖ Market yourself – explain how you can contribute to the company. Focus on what you have to offer, rather than what you want.

Why do you want this job?

- ❖ Show how motivated and enthusiastic you are, and how you can fit into the organisation.
- ❖ Discuss your personal qualities and why the position interests you.
- ❖ Include any personal interests or activities that unite you with the company and the work it does.
- ❖ Comment on something positive about the company and let them know why you would want to work there. You could refer to the company's reputation, management philosophy, size, sales record, product quality, or other factors that impress you.

How to structure your cover letter

- ❖ A typical cover letter should be no more than one page long.
- ❖ Start with your name and contact details, and don't forget to date the letter.
- ❖ Address your letter to the relevant person, rather than starting with Dear Sir/Madam. If you are not sure who is reading your letter, call or email the contact person and ask who the letter should be addressed to.
- ❖ It should start with a sentence about where you heard about the job (this helps the company in choosing how to advertise). If no specific opening has been advertised be sure to state what your job objective is.
- ❖ Use no more than four paragraphs.
- ❖ End by saying you are available for an interview, and are also willing to provide further information.

How to word your cover letter

- ❖ Be professional, warm and friendly.
- ❖ Make the letter interesting to read, but short and to the point.
- ❖ Be enthusiastic and assertive but not pushy. Do not beg for a position.
- ❖ Use simple, natural language, avoiding clichés and expressions like 'aforementioned'.
- ❖ Use positive words and phrases. For example, use sentences beginning with 'I have' or 'I can'.
- ❖ You can put your selling points in a bulleted list, or in a comparison list-style in which you directly compare your specific experiences and accomplishments with the company's stated needs.
- ❖ Don't use words that weaken your message or give the impression that you lack confidence – for example, 'fairly experienced' or 'some knowledge'.
- ❖ Do not start every sentence or paragraph with I.

Points to note.....

- ❖ Presentation of a cover letter is important.
- ❖ Write a rough draft first so that you can get your thoughts in order.
- ❖ Whoever reads your cover letter will consider it an example of your writing skills. Make sure there are no grammatical mistakes and that the spelling is perfect.
- ❖ Keep copies of all letters sent – when you get an interview it is very useful to know what you have written. It also makes the next letter easier to write



Summary

- Define your skill set
 - Technological as well as personal
- Match skills to the job realistically
 - Rome is not built overnight

Customise your job application

- Market yourself



QUESTIONS?