

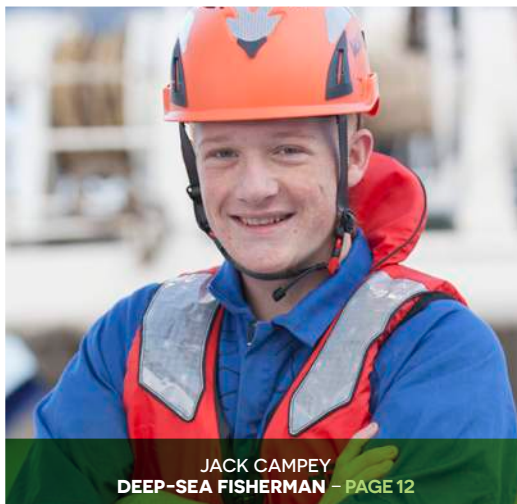
LEAVING SCHOOL

A free guide to study and career options for
high school students Years 12-13

August 2022 | ISSUE #24



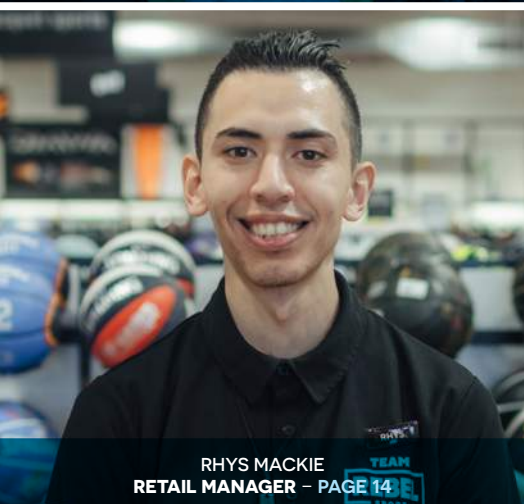
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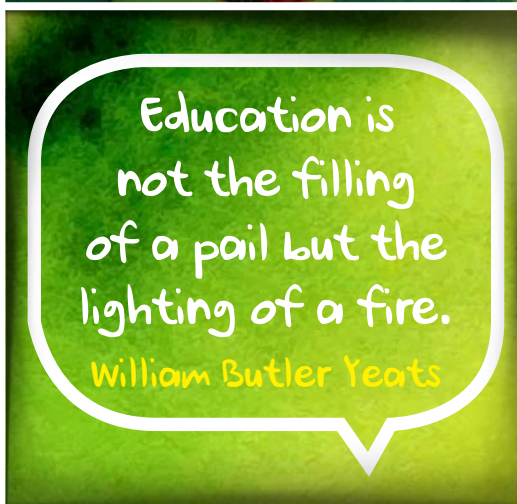
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Create the change you want to see in the world

The University of Auckland is ranked number one in New Zealand for education as a subject, and the top-ranked university in New Zealand in the 2022 Times Higher Education World University Rankings. With a range of programmes across a variety of disciplines, we've got something to suit everyone.

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If you are interested in Early Childhood, check out our Bachelor of Early Childhood Studies. This programme leads to a variety of interesting jobs in the education sector. While it's not a teaching degree, graduates can add on a Graduate Diploma in Teaching (Early Childhood Education) for increased career flexibility and the possibility of a teaching role. You could also consider studying Education as a subject through a Bachelor of Arts.

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If you're interested in fighting for social justice and empowering others, our Bachelor of Social Work could be the programme for you. This degree challenges you to find solutions to social challenges, create positive change and build fairer, stronger communities.

You'll have plenty of chances to put theory into practice as you undertake a variety of placements in the field. Graduates will be ready to apply for registration with both the New Zealand Social Workers Registration Board and overseas.

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We know that sometimes it's hard to know where you want your degree to take you straight away. This programme is diverse and offers a range of options for you to explore. Once you discover what really interests you, you can follow it further through one of five specialised pathways.

Get in touch:

If you have a question about how to apply, scholarships or anything else, send us an email at:

studentinfo@auckland.ac.nz

You can also pop in to any of our campus locations (City, Epsom, Tai Tonga, Grafton and Tai Tokerau) and visit our Student Hubs in person where our team will be more than happy to help!

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**UNIVERSITY OF
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Waipapa Taumata Rau
NEW ZEALAND

**EDUCATION AND
SOCIAL WORK**

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DESIGN & LAYOUT

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PRINTER

Webstar, Auckland

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ISSN 2463-3380 (Print)

ISSN 2463-3399 (Online)

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Build your career with us

"Every role gives me the chance to work with different leaders and new teams to develop. No day is the same here, Bunnings is full of opportunities no matter who you are and what you want to achieve."

— Shania, Operations Manager

"It has been a great journey to work at Bunnings with plenty of opportunities to grow and work in new roles."

— Grayson, Loss Prevention Advisor

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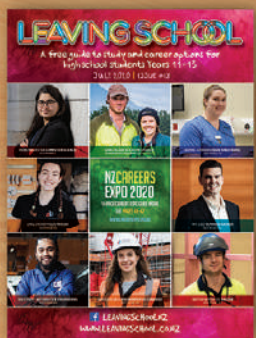
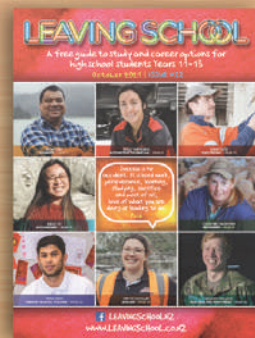
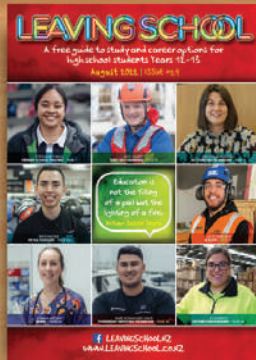
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YOU ARE STRONGER THAN YOU THINK by TOBY CARR

HARD WORK AND CREATIVITY

I STARTED MY COMPANY DEXTech IN 2013 WHEN I WAS AGED 14 AT LISTON COLLEGE IN WEST AUCKLAND.

Liston was amazing in supporting me in the personal journey I was on. I stayed at school until Year 13 and really loved Accounting and Economics, which obviously play hand-in-hand with what my passions are now.

I learnt the value of hard work from a young age by doing a paper run three times a week. I was really determined to not stay stagnant and to progress forward.

As I said, I went into business at 14 years old. I looked into a few different consumer products that were popular and started importing electronics, selling them directly to customers. I started doing that within six months and we eventually got to about 3000 product variations for customers.

“AS A YOUNG PERSON,
THERE ARE TWO WAYS
YOU CAN LOOK AT THE
WORLD. YOU CAN LOOK AT
IT AS FULL OF CHALLENGES OR
FULL OF OPPORTUNITIES.”

• • • • •
TOBY CARR

That was really fun. I was selling mobile phone cases, screen protectors and phone chargers for about two years. It certainly paid better than my paper round!

Then I was given the opportunity to go over to Silicon Valley in the United States when I was 16. That was an amazing experience for me. It was eye-opening to the world and the opportunities of commerce.

When I got back, I pivoted the business from phone accessories to the actual hardware, selling cellphones, laptops, iPads, tablets — you name it. The driving reason behind that was I found they don't use technology in the States like we do. As Kiwis, we use technology until it doesn't work anymore. In the States, they use it only until there is a new model out.

I noticed that and thought, why don't we get our hands on what they get rid of and think of as old? The hardware by the leading brands is easily built to last for six to eight years, so there is a lot of life left in it.

Much of what I learnt in business has come from trial and error, which is the best way to learn.

As a young person, there are two ways you can look at the world. You can look at it as full of challenges or full of opportunities. It is both but if you can work hard at those challenges and turn them into opportunities, then five years down the track when you look back you will not believe where you have come to and what you have achieved.

You are stronger than you think you are. You just need to give things a go and then you realise it is achievable, you can do this and you can work really hard to succeed.

Toby Carr
Young Business Leader



West Aucklander **TOBY CARR** is an entrepreneur, investor, business leader and youth-group leader. Toby is CEO and founder of **DeXTech**, a hardware technology company. **DeXTech** is one of the fastest growing and largest youth-led corporations in Australasia.

CREATE POSITIVE CHANGE

SOCIAL WORK BROADENS HORIZONS

writer **SARA CARBERY** // photographer **LOGAN WEST**

Growing up in Canton, the Chinese province next to Hong Kong, SPAR WONG learnt about social work through watching Hong Kong dramas.

"Social workers were often mentioned in the TV shows, which sparked my interest in getting to know more. I told myself, 'Yeah, that sounds interesting. I'd love to work in a field that helps people.'"

Arriving in New Zealand as an international student at the age of 17, Spar completed a one-year programme in Chinese, English, Accounting, Calculus, Statistics and Digital Technology to gain NCEA Level 3 credits and University Entrance.

After considering a few different degrees, he enrolled in a Bachelor of Social Work at the University of Auckland and graduated with Honours last year.

"Apart from being a qualifying degree (i.e., you can apply to register as a qualified social worker after university), it also provides people, especially new immigrants like me, with a broad and better understanding of New Zealand societies from all sorts of angles and through various lenses."

The practicum component of the degree was particularly valuable, Spar says, with work placements providing students with a real insight into what social workers do.

"I got to observe my supervisors and see how they use their skills and knowledge. At the same time, I critically reflected on my own style . . . This exploration phase has helped me to find my own strengths and areas for improvement."

He also valued moving through the degree with the same group of students.

"Social work is about networking and building relationships (whanaungatanga) with others. I have developed great personal and professional relationships with some peers, which have helped me through my assignments, university life, placements and professional practice after the degree."

Now 24, Spar is pursuing two postgraduate degrees – a Master of Social Work (Research) and a Master of Public Policy.

"Public policy and social work are an excellent combo deal because social work practice is heavily influenced by public policies and vice versa."

However, he says very few social workers work with the government to influence policy to better address the needs of society.

Spar admits studying social sciences can be challenging as there isn't one right answer. "The assignments require people to think critically, use their own judgements and write in their own words."

"It was quite hard at the beginning, but it also allowed me to see social issues from different perspectives and how we could address them in different ways."

Despite the stresses and challenges associated with social work, Spar says it is hugely rewarding helping people make a positive change. "It may be a tiny change in someone's life, but it could make them feel that they're empowered and valued."

If you're considering a career in social work, Spar is encouraging. "Social work is a profession that can broaden your horizons and offer you many opportunities to advance in other areas."

"It also provides people with a new and different approach to seeing our society and the world through many different lenses."

“SOCIAL WORK IS ABOUT NETWORKING AND BUILDING RELATIONSHIPS (WHANAUNGATANGA) WITH OTHERS.”
SPAR WONG



KEY FACTS



- **SPAR WONG GRADUATED FROM THE UNIVERSITY OF AUCKLAND LAST YEAR WITH A BACHELOR OF SOCIAL WORK (HONOURS).**
- **HE FOUND THE PRACTICUM COMPONENT OF HIS DEGREE REALLY VALUABLE, SAYING IT HELPED HIM TO IDENTIFY HIS STRENGTHS AND AREAS FOR IMPROVEMENT.**
- **SPAR IS CURRENTLY STUDYING TOWARD TWO POSTGRADUATE QUALIFICATIONS, A MASTER OF SOCIAL WORK (RESEARCH) AND A MASTER OF PUBLIC POLICY.**



For more information on studying social work through the University of Auckland, visit <https://www.auckland.ac.nz/> www.education.auckland.ac.nz <https://www.auckland.ac.nz/en.html>

SHAPING TOMORROW'S FUTURE

FORMER TEACHER INFLUENCED CAREER

writer **PETER WHITE** // photographer **LOGAN WEST**

The desire to inspire young people to be the best they can be is what motivates STEPHANIE FURIVAI to become a primary school teacher.

Stephanie, who recently turned 21, is in her third year of a Bachelor of Education (Teaching) specialising in primary at the University of Auckland's Tai Tonga Campus in South Auckland.

The degree prepares students for a career as a primary or intermediate teacher to work with children aged between 5–12 years and includes 24 weeks of practicum teacher placements.

"The course is really interesting. There is a lot of pedagogical content learning about the child's thinking and how we can best respond to them," says Stephanie.

"We do a lot of reflection, which I think is good in helping you find yourself as a person, the kind of teacher I want to be and the kind of people I want to help my students become as well.

"We learn a lot of te reo Māori and why that is important and quite a lot of Pasifika as well, with the new Tapasā Pasifika learning introduced for teachers."

For Stephanie, who comes from Rotuma, north of Fiji, the practicum placements — three times a year at a school — have been very worthwhile.

"I love that we go at different stages of the year because we get to see how they are at the beginning and how they change. There is a moment when you see that they get it, they get the answer and it is just so exciting.

"Sometimes it is hard to get to deal with students' attitudes but when you get to know them as a person, you start to relate to them and respond to them. It is all about relationships really."

In Year 13 at Pakuranga College, Stephanie took Statistics, English, Geography, Food Technology and PE. In deciding to pursue teaching as a career, Stephanie says that both her parents are teachers so that played a part in her decision.

But the main reason was the influence of one of her intermediate school teachers.

"My experience with this one teacher when I was a student made me want to become a teacher. It changed my mindset. When I was in primary, I was in the lowest group for everything until I met my teacher in intermediate who really helped me. Then I could see that I was not dumb. The next year, I was in the highest class. It made me realise the impact one person can have on someone's life. Teaching is a very important job."

Stephanie's advice for school leavers who are considering primary teaching is to remember it is hard work but worth the effort.

"Think hard about your own morals and beliefs as a person because those are the things that will help shape your identity as a teacher, as well as the types of students you want to help shape."



“THERE IS A MOMENT WHEN YOU SEE THAT THEY GET IT, THEY GET THE ANSWER AND IT IS JUST SO EXCITING.”

STEPHANIE FURIVAI

KEY FACTS



- **STEPHANIE FURIVAI** IS STUDYING FOR A BACHELOR OF EDUCATION (TEACHING) SPECIALISING IN PRIMARY AT THE **UNIVERSITY OF AUCKLAND'S TAI TONGA CAMPUS** IN SOUTH AUCKLAND.
- SHE STUDIED **STATISTICS, ENGLISH, GEOGRAPHY, FOOD TECHNOLOGY AND PE** IN **YEAR 13** AT **PAKURANGA COLLEGE**.
- **STEPHANIE** HAS PARTICULARLY ENJOYED THE **PRACTICUM PLACEMENTS** THAT SHE HAS DONE AS PART OF HER DEGREE.



For more information on studying a Bachelor of Education (Teaching) through the University of Auckland, visit www.auckland.ac.nz/teach

PROVIDING VALUE TO BUSINESS DETAIL MEETS STRATEGY

writer **SARA CARBERY** // photo **MARTY MELVILLE**

As unlikely as it might sound, studying Biology, Physics and Chemistry at high school can be helpful for a career in accounting.

"Science has been useful as it teaches you how to approach a problem rationally and imparts an understanding that one rule does not necessarily apply to all," explains **ANDREW MAHONEY**, a management accountant with Te Tumu Paeroa: The Office of the Māori Trustee.

More predictably, Mathematics and Economics have also been helpful, alongside English, which Andrew took in his final year at Redlands High School in Sydney.

"Mathematics is a natural because as an accountant maths is the main subject you use every day.

"Economics provides you with an understanding of how the world of money works and the skillset of being able to convert complicated concepts into everyday language."

Andrew (27) embarked on a law degree after leaving school but soon realised it wasn't the right fit for his skills and what he wanted to do.

"From a young age, I was interested in working with businesses. Both my parents retrained to be accountants and I was lucky to see where a career in the broader accounting industry could take them."

He is now a chartered accountant, having completed the study requirements of the CA Program and three years of mentored experience.

"Becoming a Chartered Accountant is an awesome experience both in terms of what you learn, but also because you can meet other people who are also working towards the same goal.

"The people I studied with are some of my best friends today."

Andrew's role at Te Tumu Paeroa involves synthesising reports using financial and non-financial data to help the organisations they look after better optimise their performance.

"The role is perfect in allowing me to be both detail-oriented, that is knowing the intricacies

of what's going on, and marrying this more broadly to a strategy of an organisation."

Andrew enjoys working closely with clients to provide them with value and opportunities to better develop their businesses.

Another thing he enjoys about his role is the variety.

"You don't know exactly what a given week will look like; one week you could be providing advice to a housing project, the next week you are reviewing how an orchard is tracking to budget and the next week you are reviewing how to strengthen business processes in sales."

Andrew's goal is to someday become the chief executive of a large business and eventually enter politics or run a charitable organisation. He says the best accountants aren't necessarily the students with the best grades.

"They are the students who work hard and take opportunities that present themselves."

His advice? Say yes to opportunities that come your way at high school, university and beyond.

"Very rarely will you regret it and more than likely you will make some great friends and obtain some very valuable experiences."



“ YOU DON'T KNOW EXACTLY WHAT A GIVEN WEEK WILL LOOK LIKE; ONE WEEK YOU COULD BE PROVIDING ADVICE TO A HOUSING PROJECT, THE NEXT WEEK YOU ARE REVIEWING HOW AN ORCHARD IS TRACKING TO BUDGET. ”

ANDREW MAHONEY

KEY FACTS



- **ANDREW MAHONEY** WORKS AS A MANAGEMENT ACCOUNTANT AT **TE TUMU PAEROA: THE OFFICE OF THE MĀORI TRUSTEE**.
- HE IS NOW A CHARTERED ACCOUNTANT, HAVING COMPLETED THE STUDY REQUIREMENTS OF THE CA PROGRAM AND THREE YEARS OF MENTORED EXPERIENCE.
- **ANDREW** SAYS BIOLOGY, PHYSICS AND CHEMISTRY, AS WELL AS THE EXPECTED SUBJECTS OF ENGLISH, MATHS AND ECONOMICS HAVE ALL BEEN USEFUL.



For more information on careers in accounting, visit youunlimitedanz.com

ACCIDENTALLY ENTERING ACCOUNTANCY IT JUST ALL ADDS UP

writer **SARA CARBERY** // photographer **DEAN NORRIE**

Even though she loves her job as an assistant accountant, **ZINGARA McDUGALL** jokes she didn't choose accounting. "Accounting chose me!"

"I've always been fascinated by numbers and working with money, and I have good administrative and problem-solving skills, so I'm not surprised I am working in the accounting industry," she says.

"I just wish I had decided this earlier so I could have worked on obtaining a qualification in accounting straight after school."

Instead, she found her way into accounting accidentally after returning home to Kaikoura from a short stint studying sport and recreation at Lincoln University.

The owners of the supermarket where she had worked as a checkout operator during high school heard she was looking for a job and offered her a cashier/administration position – her first taste of accounts.

A move to Christchurch two years later saw her landing a similar role in the tourism industry. In the six years she was there, Zingara was introduced to a range of accounting tasks, including accounts payable, accounts receivable and bank reconciliations.

"I enjoy problem solving – especially the satisfaction of completing a reconciliation! I also enjoy helping other people solve problems and creating processes and making improvements to make everyone's job easier."

Now working at Ryman Healthcare, Zingara's job involves processing banking transactions, monthly reconciliations and investigations, processing monthly journals and reporting.

"I also help to facilitate any bank-related admin, such as opening new bank accounts, credit cards and merchant IDs."

Eager to learn more and gain a qualification, Zingara is working towards a New Zealand Diploma in Business (Level 5) through Open Polytechnic, with the goal of being recognised as an Accounting Technician through CA ANZ (Chartered Accountants Australia & New Zealand).

Juggling study with fulltime work, sport and a social life, Zingara hopes to complete her diploma early next year.

In the future she might consider further study to become a Chartered Accountant. "Otherwise, my goal is to continue progressing my career and learning more. I'd love to lead a team one day."

In Year 13 at Kaikoura High School, Zingara took English, Maths, PE, Biology and Art. Maths was useful, she says, but "English is undoubtedly the most useful subject as effective communication skills are so crucial in any industry".

In hindsight, she wishes she had studied Commerce at high school. "I think this could have potentially made me consider an accounting qualification earlier on."

Zingara's advice is to explore a range of career options, even those careers you don't think you're interested in. "If someone had said to me in Year 13 that I would be going down the accounting pathway I would have disagreed as I wasn't even considering it!"

"I also think it's important that if you aren't sure, you don't force yourself into a decision. Take a gap year and get some real-life experience because nothing beats it – and even if it is slightly harder, you are never too old to study."

“I ENJOY PROBLEM SOLVING – ESPECIALLY THE SATISFACTION OF COMPLETING A RECONCILIATION!”

ZINGARA McDUGALL

KEY FACTS



- **ZINGARA McDUGALL** WORKS AS AN **ASSISTANT ACCOUNTANT** AT **RYMAN HEALTHCARE**.
- SHE STUDIED **ENGLISH, MATHS, PE, BIOLOGY AND ART** IN **YEAR 13** AT **KAIKOURA HIGH SCHOOL** AND SAYS **MATHS AND ENGLISH** HAVE BEEN THE MOST USEFUL IN HER **ACCOUNTING CAREER**.
- **ZINGARA** IS WORKING TOWARDS A **NEW ZEALAND DIPLOMA IN BUSINESS (LEVEL 5)** THROUGH **OPEN POLYTECHNIC**.



For more information on **studying** to become an **Accounting Technician**, visit youunlimitedanz.com/accounting-technician

They're not
going to help
fund your study.



But we can.

studylink.govt.nz

WHO'S GOING TO **FUND YOUR STUDY?** **STUDYLINK IS HERE TO HELP**

What do a genie, Santa and a billionaire's chihuahua have in common? They're not going to help fund your study! But **STUDYLINK** can.

StudyLink is a government agency that can help you pay for study with Student Allowances and Loans.

Check out their website – studylink.govt.nz – to find out about the support you can get, how to apply for it and manage it online.

These are the main payments you can get to help you pay for your study:

FEES-FREE STUDY

A payment to cover your first year of course fees. You don't need to pay it back. You may be able to get it as a New Zealander leaving school soon and studying or training for the first time next year.

To check, go to feesfree.govt.nz

Even if you get fees-free study for the first year, you may still need help with course costs or living expenses.

STUDENT ALLOWANCE

This is a weekly payment to help with living expenses – you don't have to pay it back. How much you get depends on:

- your income
- your living situation
- your parents' income (if you're under 24).

STUDENT LOAN

The Student Loan can help with study costs. If you can get fees-free you may not need a Student Loan for your course fees, but you may still need to apply for a loan if you need help with course-related costs or living costs.

You may be able to get a loan for:

- compulsory course fees (check if you can get fees-free first)
- course-related costs (help to pay for study materials like books, stationery, tools and computer items)
- living costs (help to pay for day-to-day living costs, if you can't get a Student Allowance).

You'll have to pay this back once you're earning over a certain amount.

CHECK WHAT YOU CAN GET

It's never too early to start working out what your study will cost and how you'll pay for it.

Use StudyLink's eligibility test to work out what kind of help you could get while you're studying – studylink.govt.nz

**APPLY BY 16 DECEMBER
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APPLICATION IN ON TIME, EVEN IF YOU
HAVEN'T DECIDED ALL THE DETAILS YET.**



WHERE THE OCEAN IS YOUR OFFICE

SOUTH ISLAND FISHING

writer **PETER WHITE**
photographer **DEAN NORRIE**

At 16, **JACK CAMPEY** is one of the youngest deep-sea fishers working for Sealord. He loves his job working at sea as part of a close-knit team.

Jack is a trainee factory hand on Sealord's vessel *Aukaha*. His work roster is normally four weeks at sea and four weeks at home, although there can be shorter stints at sea. The vessel is based in Nelson and they fish the length and breadth of the South Island, mostly catching hoki.

"I spend most of the time in the factory on the ship. There are plenty of jobs that you can do down in the factory — like the weigh station," says Jack. "I have been on that recently. You just weigh the fish fillets to the appropriate size, grade them and send them off to be packed.

"I love the whole experience really. I enjoy meeting new people. That is one of the things I look forward to when I am getting close to being back on the boat. It motivates me. I get along with just about

everyone and have had no problems. We are all family and friends on board and take care of each other."

When Jack first went to sea, he found the sleeping patterns of waking up every eight hours took a bit of getting used to but he has it all sorted now.

He says every voyage there are moments of absolute wonder to see on deck, with beautiful sunrises and sunsets the highlights.

"It is a great lifestyle and you can earn good money. When I come home, I have a whole month with time to do whatever I want. It's great."

Jack likes working for Sealord, who he says look after him really well.

"We have good food, we get bonuses for the amount of fish we catch and we get the odd care package, like a phone and phone plan."

At Buller High School, Jack took Workshop Technology (wood), Physics, English, Maths and Hospitality in Year 11.

He had no thoughts about becoming a deep-sea fisher at that stage, but when he left school he became interested through some family contacts. Soon after, he joined up with Sealord.

The future looks bright for the fishing industry and for Jack. He is keen to get into the engineering and electrical side, working on the Baader machine that fillets the fish on board.

Jack says a career deep-sea fishing could suit anyone leaving school, as long as you have the right attitude.

"I think it is all about having confidence. As long as you have the attitude of 'I can do this' then you just have to learn on-the-job.

"You can really get anywhere with this industry if you are determined. It suits both males and females.

"I left school with NCEA Level 1 and I am succeeding in this job."



“ I ENJOY MEETING NEW PEOPLE. THAT IS ONE OF THE THINGS I LOOK FORWARD TO WHEN I AM GETTING CLOSE TO BEING BACK ON THE BOAT. IT MOTIVATES ME. ”

JACK CAMPEY

KEY FACTS



- **JACK CAMPEY** WORKS FOR **SEALORD** AS A **TRAINEE FACTORY HAND** ON BOARD THE **VESSEL AUKAHA**.
- HIS **WORK ROSTER** IS USUALLY **FOUR WEEKS AT SEA** AND THEN **FOUR WEEKS AT HOME**.
- **JACK** RECOMMENDS THE **FISHING INDUSTRY** FOR **SCHOOL LEAVERS**, AND IS **HOPING TO MOVE INTO AN ENGINEERING AND ELECTRICAL ROLE**, SUCH AS **WORKING ON THE ON-BOARD FILLETING MACHINE**.



For more information on **career opportunities** in the **fishing industry**, visit www.sealord.com/working-at-sealord and www.seafood.co.nz/careers and www.deepsea.co.nz

CONNECTING THE PUBLIC WITH POLICE NO TWO DAYS THE SAME

writer **PETER WHITE**
photographer **DEAN NORRIE**

"I had known from a young age I always wanted to work in the Police and so during my time at school and while studying at university I wanted to build up as much life experience as I could," says ELLY FITZGERALD.

The 25-year-old works as a dispatcher at the New Zealand Police Emergency Communication Centre in Christchurch.

Elly allocates jobs to frontline Police Officers from the 111 and non-emergency (105) calls received at the Communications Centre. It is a critical link between the public and frontline policing.

Elly attended Villa Maria College in Christchurch. In Year 13 she took English, Media Studies, Classics, Drama and History. While studying for a degree in media and communication at the University of Canterbury, she began working as an intern with New Zealand Police, managing the Canterbury District's social media presence.

A highlight of her two years as an intern was building up the Police's Instagram channels with Crusaders and All Blacks player Israel Dagg.

"Police is all about building trust and confidence within the community and I thought building up their Instagram was a good way of doing that because it is such an interactive platform," says Elly.

"At the time they had about 1000 followers and it is now over 20,000, which is great. I came up with the idea of social media take-overs, where we get someone in to take over the Police Instagram for a day and go out and show people what the Police is all about.

"I reached out to the Crusaders and Izzy Dagg came along as he had aspirations of joining the Police. We showed him all the career pathways, which was awesome. Funnily enough, one we showed him was the Communications Centre, which is where I now work."

Elly started her fulltime role with the Police as an emergency communicator before being promoted to her dispatcher role earlier this year. She says a good understanding of risk appreciation is key to the roles.

"When you start out as an emergency communicator, you are mostly talking to victims on the worst day of their life. No two days at work are the same. You never

know what is going to be on the other end of that phone call. You need to be adaptable and be quite an empathetic person because you need to get along with the people you are talking to.

"It is really important as an emergency communicator that you get as much information as possible because that is all the information Police are going to know running into a situation that could be dangerous for them. Now in dispatching, I organise the response, prioritise the jobs, assess the risk and send Police

out. I am learning a lot in this role, and it has really opened my eyes to what the Police do."

Elly says New Zealand Police are looking to take students on part-time while they are at university, so anyone interested should look into that option.



**NEW ZEALAND
POLICE**
Ngā Pirihimana o Aotearoa



“ WHEN YOU START OUT AS AN EMERGENCY COMMUNICATOR, YOU ARE MOSTLY TALKING TO VICTIMS ON THE WORST DAY OF THEIR LIFE. NO TWO DAYS ARE THE SAME. YOU NEVER KNOW WHAT IS GOING TO BE ON THE OTHER END OF THE PHONE CALL. ”

• • • • •
ELLY FITZGERALD

KEY FACTS



- **ELLY FITZGERALD** WORKS AS A **DISPATCHER** FOR **NEW ZEALAND POLICE** AT THEIR **EMERGENCY COMMUNICATION CENTRE** IN **CHRISTCHURCH**.
- SHE BEGAN WORKING FOR **NEW ZEALAND POLICE** AS AN **INTERN**, MANAGING THE **CANTERBURY DISTRICT'S SOCIAL MEDIA PRESENCE**. SHE THEN MOVED INTO A **FULLTIME ROLE** AS AN **EMERGENCY COMMUNICATOR** BEFORE BEING PROMOTED TO THE ROLE OF **DISPATCHER**.
- **ELLY** SAYS THAT **RISK APPRECIATION, ADAPTABILITY** AND **BEING EMPATHETIC** HAVE ALL BEEN **KEY PARTS** OF HER ROLES AT **NEW ZEALAND POLICE**.



For more information on career opportunities with New Zealand Police, visit www.police.govt.nz/careers

writer **PETER WHITE** // photographer **LOGAN WEST**

POSITIVE MINDSET IS THE KEY FROM SALES ASSISTANT TO MANAGER

RHYS MACKIE (27) started on the ground floor at Rebel Sports and is proud to have worked his way up to retail manager of the Henderson Retail Centre.

Rhys left Westlake Boys' High School partway through Year 13 to support his mum and family financially. He took Travel and Tourism, PE, English, Maths, Geography and History in his final year.

He joined the Briscoe Group at 19, having done several different jobs after first leaving school. His first role at the company was as a retail sales assistant at Rebel Sport, and he has happily remained with Briscoe Group since.

"There have been several promotions along the way, including being a supervisor and back-up storeperson, then an assistant retail manager role and now I am here as a retail manager," says Rhys.

"For me, the high priority is uplifting the team members. We have to bring them along the same mindset that

"If someone like me that left high school early can do it, these guys can easily do it."

**“YOU NEED A CAN-DO ATTITUDE
AND A POSITIVE MINDSET.
WE LOVE WORKING WITH PEOPLE
THAT ARE POSITIVE.”**

RHYS MACKIE

I have got and for them to reach their maximum potential. I know where these guys have come from and what they need to work through because I've been there myself.

"It is important for me to push them and let them know that you can actually progress throughout the company.

Having a great work ethic and being highly motivated to succeed has worked well for Rhys, and he recommends three further key factors to make yourself stand out.

"One would definitely be resilience – you are going to come across a lot of different situations and scenarios,

with some easier to deal with than others. Being positive and being a team player are the other two main things to aim for."

Rhys says Briscoe Group are a wonderful company to work for.

"They are a fantastic group to be a part of. These guys have really helped me and my family in terms of where we were and where we are now financially, but also, I am grateful for everything they have offered me with my training, and even outside of work they have inspired me to be a better person."

Many school leavers begin their working lives in the retail market. Rhys has seen so many young team members start with Rebel Sport and Briscoes, either part-time or fulltime.

He says if you want to succeed there are a few skills and personal traits that will help you.

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"Definitely, you need a can-do attitude and a positive mindset. We love working with people that are positive and are going to be happy just to do the job – no matter what that involves."

"I always look for people who are self-motivated and self-driven, ask the right number of questions to get things done and move onto the next task themselves."



KEY FACTS



- **RHYS MACKIE** WORKS AS A **RETAIL MANAGER** AT THE **HENDERSON RETAIL CENTRE** FOR **BRISCOE GROUP**.
- HE FIRST JOINED THE COMPANY AT 19 AS A **RETAIL SALES ASSISTANT** AT **REBEL SPORT** AND HAS WORKED HIS WAY UP TO HIS CURRENT ROLE.
- **RHYS** RECOMMENDS THE **BRISCOE GROUP** AS A **GREAT EMPLOYER** AND ENCOURAGES **SCHOOL LEAVERS** WITH A **POSITIVE ATTITUDE** AND **INITIATIVE** TO CONSIDER A **CAREER** IN THE **RETAIL INDUSTRY**.



For more information on career opportunities with the **Briscoe Group**, visit www.briscoegroup.co.nz/careers

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Supporting future tradies now & into the future

There are plenty of reasons why Kiwi tradies trust Plumbing World to have their back. So here are a few of the things we're doing behind the scenes to support our mates looking to join the trade.

Championing the next generation.

The plumbing trades are an attractive career option for all school leavers to consider, so we're proud to continue to support the Masterlink and ATT apprenticeship schemes, especially in these uncertain times. We're also very proud of our Young Plumbers and Young Plumber of the Year initiatives as they help future proof our Industry and support and celebrate excellence.

Keeping business moving.

We work alongside Master Plumbers and closely with our suppliers advocating to MBIE and the Government on behalf of the plumbing trades to ensure business keeps functioning while global supply is disrupted.

We're your Team in Black

At Plumbing World we're committed to developing our people throughout their careers. To support this we have teamed up with all the best industry players to make our industry hum. We're here to keep our industry safe, inclusive and open so everyone's journey is rewarding. If the Plumbing trades sound good to you please drop us a line.

Supporting equality.

We're focused on providing a supportive and inclusive culture for all our team members. Plumbing World is also a NAWIC supporter (National Association of Women in Construction) and is behind the Women in Trades Expo series.

Keeping the flame alive.

We're dedicated to getting to a zero carbon future so are working to ensure our operations are efficient. We are also focused on instilling confidence in the future of NZ's energy mix as we move away from fossil fuels to further cut our countries emissions.

EARNING INDUSTRY-WIDE RESPECT

writer **PETER WHITE**
photographer **ALAN STEVENS**

DETERMINATION PAYS OFF

BAYLEY WILKIE is setting a new benchmark for young female tradies to follow.

The 24-year-old has proven that hard work, a desire to learn and showing initiative to get your foot in the door pays off. Bayley is in the fourth year of her plumbing, gasfitting and drainlaying apprenticeship, hosted by Laser Plumbing Te Puke. She hopes to qualify in March next year.

Last year, she won the national Laser Plumbing Employee of the Year Award contested by qualified tradespeople from throughout New Zealand.

"When my boss told me he had nominated me and I had got through to the last three, it gave me more confidence to know he viewed me that highly," she says. "It was an honour and a privilege to make the finals but then to take out the award, I was super excited. It is the biggest achievement in my career so far."

Earlier this year, she was awarded a Masterlink Outward Bound Scholarship to attend a 16-day leadership course in July, plus a Plumbing World Scholarship was presented to her at the New Zealand Plumbing Awards held in June. Only three apprentice scholarships are presented annually.

Bayley also took part in a Women in Plumbing, Diversity and Inclusion panel discussion held at the New Zealand Plumbing Conference.

In Year 13 at Mount Maunganui College, her favourite subjects were PE, Outdoor Education, and Hospitality and Food Nutrition. Plumbing was not her first choice as a career option.

Initially she wanted to be a personal trainer because she loved sport, but after working at a gym during a Gateway programme, she decided to change focus.

Her family played a big part in her career choice. Her dad is a roofer, but her mum did not want her to do that, so Bayley took her grandad's advice and looked at plumbing.

She went door knocking around plumbing companies but found the going tough until she went to Laser Plumbing Te Puke, when John Wilson told her she could start Monday.

She worked as a labourer for a year, as he already had two apprentices, then signed up with Masterlink to begin her apprenticeship.



“THERE IS NO BARRIER FOR FEMALES WITHIN THE INDUSTRY. IT IS REALLY GOOD. I AM GRATEFUL FOR THE OPPORTUNITY I HAVE BEEN GIVEN.”

BAYLEY WILKIE

Even though there are not many female plumbers around, Bayley says people have treated her with respect, particularly the teams at Masterlink and Laser Plumbing Te Puke.

"They are really supportive. If there is anything I need help with they are always there and even the other tradies and apprentices treat me as an equal."

"There is no barrier for females within the industry. It is really good. I am grateful for the opportunity

I have been given. I can do the same job that the boys do. There is nothing that can stop you achieving the end goal and result you are trying to achieve.

"If you don't want to be in an office and you want to get out there into a trade, I highly recommend it to anyone."

 **Masterlink**

KEY FACTS



- **BAYLEY WILKIE** IS IN THE **FOURTH YEAR** OF HER **PLUMBING, GASFITTING AND DRAINLAYING APPRENTICESHIP**, HOSTED BY **LASER PLUMBING TE PUKE**.
- LAST YEAR, SHE WON THE **NATIONAL LASER PLUMBING EMPLOYEE OF THE YEAR AWARD**.
- **BAYLEY** WAS RECENTLY AWARDED A **MASTERLINK OUTWARD BOUND SCHOLARSHIP** AND A **PLUMBING WORLD SCHOLARSHIP**.



For more information on training in gasfitting, plumbing and drainlaying through Masterlink, visit www.masterlink.co.nz

THE SPARK TO SUCCESS

PROSPECTS ARE BRIGHT

writer **PETER WHITE** // photographer **LOGAN WEST**

NICK GARRATT was two years into a commerce degree when he had a complete change of career path. Now he is a qualified electrician and living the dream.

The 26-year-old studied Classics, Economics, Statistics, History and English in Year 13 at James Hargest College in Invercargill. He went off to Otago University but realised that commerce was just not for him.

After moving to Auckland, friends of his suggested he consider being an electrician.

Nick was advised to go and see Etco (The Electrical Training Company) who provide more electrical apprentices to companies than anyone else.

"I had an interview with Etco and they agreed to take me on," says Nick.

"Etco teamed me up with Aotea Electric in Albany on Auckland's North Shore. I spent my entire apprenticeship with them and I am still there. The co-ordinators Etco assign to you help you keep up with your book work and provide lots of help, including independent mental-health help if it's needed."

Nick finished his apprenticeship earlier this year. He says with his late start getting into the industry, he had to catch up quickly in some areas but there were also advantages he had having studied different areas.

"A lot of the technical side of things was fairly challenging as there was quite a lot to wrap your head around. There are a lot of intricate parts. You get drip-fed that throughout your apprenticeship but it is a hurdle everyone has to climb over.

“ IN THIS INDUSTRY, THINKING OUTSIDE THE BOX FOR NEW IDEAS IS REWARDED. EVERYONE IS ENCOURAGED TO COME UP WITH IDEAS AND THAT SHOWS YOU HAVE POTENTIAL WHEN YOU FIRST START. ”

NICK GARRATT

"On the positive side, knowing how to manage people has been very useful.

"You have to deal with people of all ages and walks of life, so I think I had the skills already of how to navigate that socially to get the job done."

The lifestyle of being an electrician appeals to Nick. He also likes the positive team culture and attitude within his team.

"In this industry, thinking outside the box for new ideas is rewarded. Everyone is encouraged to come up with ideas and that shows you have potential when you first start. The social side of the industry is really good and there is quite a lot of freedom as well. I love working for Aotea at the moment but you can go anywhere in the world. It is a great

feeling knowing that your job is very transferrable across multiple countries."

Career prospects in the industry in New Zealand for qualified electricians are as good as they ever have been. Nick says the industry is understaffed at the moment, wages

are going up and there is a lot of work going on.

"For anyone that is getting into the trades, even if they started in the next two years, it is still going to be on the upward trend. School leavers who get stuck in, take the ups and the downs and push through, once you get your ticket you will be away."

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KEY FACTS



- **NICK GARRATT** IS A **QUALIFIED ELECTRICIAN** WORKING FOR **AOTEA ELECTRIC** IN ALBANY.
- HE COMPLETED HIS APPRENTICESHIP VIA **Etco** (THE **ELECTRICAL TRAINING COMPANY**), WHO TEAMED HIM UP WITH **AOTEA ELECTRIC**.
- **NICK** SAYS THAT **PROSPECTS FOR SCHOOL LEAVERS** WHO ENTER THE **ELECTRICAL INDUSTRY** ARE POSITIVE, AS THE INDUSTRY IS CURRENTLY UNDERSTAFFED, **WAGES ARE GOING UP** AND **THERE IS A LOT OF WORK**.



For more information on training and apprenticeships through **Etco**, visit www.etco.co.nz or call **0800 ASK ETCO**

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MEDICAL AND EMERGENCY SERVICE ON THE FRONTLINE

writer **PETER WHITE** // photographer **NICOLA WILHELMSSEN (KELK PHOTOGRAPHY)**

"It is more than a job. It is so fulfilling and you get a lot out of helping people in their time of need," says MADDY SMITH.

Maddy (31) is a paramedic intern for St John Ambulance Service in Dunedin. She began her working life as a whitewater raft guide in the tourism industry.

"We were involved in quite a lot of rescues that also involved ambulance services for patients, which is how I was exposed to the job. It just looked pretty awesome," says Maddy.

"Tourism is an unpredictable industry and seasonal, so when I got to the age of 25, I started looking for something to study to get into a fulltime job."

Working on the frontline with St John is a unique combination of both medical and emergency services. Maddy says the emergency side definitely pulled her into the job but once she started studying, she realised she had a passion for health care.

Maddy qualified with a three-year Bachelor of Health Science (Paramedic) from Whitireia Community Polytechnic in Porirua.

Every day as a paramedic is different, which is one of the things Maddy loves about her job.

"You never know what job you are going to go to. You could be out on a farm, at a sports field or at a party helping someone.

"No one just phones for an ambulance for no reason. Usually, they are having a pretty rough time so even to just calm them down, and encourage and support them, is rewarding in a way."

The support system within St John was a huge confidence boost for Maddy when she first started. She says at first there is always the unknown about what you will face and how you will react but generally you will be working with a senior staff member.

"Through St John and the degree, you learn how to look after your own mental health. They are very conscious of that and making sure you know what to do. We also get four days off a week, which is great if you like to enjoy the outdoors."

The adrenalin rush of driving through traffic with the sirens blaring and lights flashing is something Maddy loves.

"It is one of the most fun parts of the job. You are never sure what you are going to walk into. I like the rush you get, a bit like when I was whitewater rafting, so it is pretty cool."

Maddy went to Geraldine High School in South Canterbury where she studied PE, Statistics, Outdoor Education, Biology and Geography in Year 13.

She says for school leavers to succeed in paramedicine, they need a mix of academic ability, people skills to build rapport with patients, plus good communication and problem-solving skills. "St John has many career options and volunteer roles available, not just frontline ambulance staff. There is a spot for everyone, both academic and practical students."



"YOU NEVER KNOW WHAT JOB YOU ARE GOING TO GO TO. YOU COULD BE OUT ON A FARM, AT A SPORTS FIELD OR AT A PARTY HELPING SOMEONE."

MADDY SMITH

KEY FACTS



- **MADDY SMITH** IS A **PARAMEDIC INTERN** WITH **ST JOHN AMBULANCE SERVICE**, BASED IN **DUNEDIN**.
- SHE HAS A **BACHELOR OF HEALTH SCIENCE (PARAMEDIC)** FROM **WHITIREIA COMMUNITY POLYTECHNIC** IN **PORIRUA**.
- **MADDY** STUDIED **PE, STATISTICS, OUTDOOR EDUCATION, BIOLOGY AND GEOGRAPHY** IN **YEAR 13**, AND HAD PREVIOUSLY WORKED AS A **WHITewater RAFT GUIDE** IN THE **TOURISM INDUSTRY**.



For more information on careers with St John, visit <https://join.stjohn.org.nz/ambulance-careers/home>

For more information on studying Paramedicine at Whitireia and Weltec, visit www.whitireiaweltec.ac.nz/study-programmes/health/paramedicine

WORK HARD, REWARDS WILL COME QUALIFIED BUILDER

writer **PETER WHITE** // photographer **OLIVER LEE**

LEX PLYSHEVSKY loves the variety of work he has as a qualified builder.

He completed his apprenticeship through BCITO late last year and works for L.T. McGuinness Building Contractors in Wellington.

"As a builder you get to do a bit of everything, which is what I love about it. There are great opportunities available in the future like being a site foreman and then a site manager. The great thing about L.T. McGuinness is that they give you that pathway to push yourself and further your career."

At school, Lex (27) did not have any idea what he wanted to do when he finished. He went to Wellington College and took Economics, PE, English, Maths and Geography in Year 13.

"I had no clear pathway in mind, but I did know that university was not my path. So, I got a fulltime job at a supermarket and worked there for about four years.

"I then did a little stint in Melbourne chasing money and realised I had to get a career, so I came back.

Through a recruitment agency, I got a job with L.T. McGuinness working on a construction site."

After a year working hard and proving himself, he was offered the opportunity to take up an apprenticeship through BCITO.

"When I got my apprenticeship, I just had my first-born daughter, so my motivation went through the roof. I realised I had to make it worthwhile and put everything I had into it.

"The big positive about BCITO is you don't have to go to night classes. Obviously, you earn as you learn. We work long hours in construction, so it is great they are pretty flexible and give you the luxury to fit in your theory work in your own time.

"But that luxury depends on how you are. If you make the most of it, you can do very well but if you don't stick to it and keep putting off doing the work then you won't do well."

Lex has also made full use of the in-house block course L.T. McGuinness offers, which gives him the

opportunity to learn about other aspects of the building trade.

The new convention centre (Takina) in Wellington is where Lex is currently working. He feels lucky to be working on such a big project with so much interesting work.

"I started from the ground up, walking around in mud and now the full structure is up, everything is closed off. During my apprenticeship, there was a lot of concrete work and now I am jumping into a lot of the finishing work, doing very precise and important jobs.

"I have a bit of responsibility now I am qualified, but you never stop learning. For school leavers, you have to start with a good attitude and just soldier on every day. If you work hard, the rewards will come."

L.T. McGuinness
LIMITED
BUILDING CONTRACTORS

“FOR SCHOOL LEAVERS, YOU HAVE TO START WITH A GOOD ATTITUDE AND JUST SOLDIER ON EVERY DAY.”

LEX PLYSHEVSKY



KEY FACTS



- **LEX PLYSHEVSKY** IS A **QUALIFIED BUILDER** AND WORKS FOR **L.T. MCGUINNESS BUILDING CONTRACTORS** IN WELLINGTON. IN 2021, HE COMPLETED HIS APPRENTICESHIP THROUGH **BCITO**.
- HE IS CURRENTLY WORKING ON THE **NEW CONVENTION CENTRE (TAKINA)** IN WELLINGTON.
- **LEX** RECOMMENDS SCHOOL LEAVERS HAVE A **GOOD ATTITUDE AND WORK HARD**, SAYING THAT OPPORTUNITIES WILL FLOW FROM THIS.



For more information on apprenticeships with BCITO, visit www.bcito.org.nz

For more information on career opportunities with L.T. McGuinness, visit ltmcguinness.co.nz/profile/job_opportunities

APPRENTICE OF THE YEAR

BREAKING THE GLASS CEILING

writer **SARA CARBERY** // photographer **PETER McDERMOTT**

CHARMAINE FARQUHAR is smashing through the glass ceiling in her chosen industry. Not only did the 21-year-old win Apprentice of the Year – Glass & Glazing at this year's Window & Glass Association Awards – “an absolute privilege” – but she was also the first female to do so.

“I love being a forefront female in the glass industry, encouraging other females and showing that females can succeed in a male-dominated industry,” she says.

“It has also boosted my confidence . . . and proven to me that if I put my mind towards something I can accomplish it, as I [had] set a goal to win this award in my first year as an apprentice.”

Charmaine left Feilding High School halfway through Year 12 and started working in the office of a glass company. This is where she fell in love with glass and decided to enrol in a three-year apprenticeship.

“I loved learning new things and growing my knowledge,” she says. “It was quite fulfilling to grow my skills and then quite fulfilling to see how far I had come.”

As second-in-command (2IC) to the glazing supervisor at Central Glass and Aluminium in Palmerston North, Charmaine's job involves measuring and installing all things glass, including windows, mirrors, splashbacks, showers, balustrades, shopfronts and internal partitioning.

“Being able to create stunning projects of glass from nothing can be amazing!”

As 2IC, she also helps to organise and run jobs.

“There is always a million things to do and a million people to contact. It can be quite overwhelming when you have glass to order, hardware to chase up, clients contacting you, jobs to install and deadlines to meet. But I have learnt that with good people around you, it gets easier.”

From the subjects she took at school – Maths, English, Sports Science, Economics and Outdoor Education – Maths has definitely been the most useful, she says.

“It helps with understanding angles and measurements. I regularly use Pythagoras' theorem to check square



“ I LOVE BEING A FOREFRONT FEMALE IN THE GLASS INDUSTRY, ENCOURAGING OTHER FEMALES AND SHOWING THAT FEMALES CAN SUCCEED IN A MALE-DOMINATED INDUSTRY. ”

CHARMAINE FARQUHAR

corners and regularly use trigonometry to check my angles and calculate out-of-square shapes.”

In hindsight, Woodwork or another skill-based subject would have been helpful, although it didn't take her long to learn how to use tools.

If you're interested in a Glass & Glazing apprenticeship, Charmaine's advice is to “go for it”.

“It is so beneficial because you learn amazing skills and meet awesome people along the way! I left school in Year 12 because I knew I wasn't going to go to uni straight out of school because I had no idea what I would want to study. So, I chose to do an apprenticeship and was qualified at 20 years old.

“If I wanted to, I could go to uni now or travel with a qualification under my belt and no student loans but luckily enough I have found my dream job within the glass industry, and I am so fulfilled with life.”

With an apprenticeship through BCITO, you'll work under an experienced glazier, glass processor or auto glazier (your employer), who will provide you with on-the-job coaching and tautoko/support throughout your apprenticeship. You will also have the guidance of a BCITO Training Advisor.

There are no strict entry requirements, although it will help if you have good maths and English skills – you need to be able to understand instructions and work out measurements, quantities and angles.

KEY FACTS



- **CHARMAINE FARQUHAR** IS CURRENTLY COMPLETING AN **APPRENTICESHIP** IN **GLASS & GLAZING** THROUGH **BCITO**. SHE WORKS AT **CENTRAL GLASS AND ALUMINIUM** IN **PALMERSTON NORTH**.
- IN 2021, SHE WON **APPRENTICE OF THE YEAR – GLASS & GLAZING** AT THE **WINDOW & GLASS ASSOCIATION AWARDS**.
- **CHARMAINE** STUDIED **MATHS, ENGLISH, SPORTS SCIENCE, ECONOMICS AND OUTDOOR EDUCATION** IN **YEAR 12**. SHE SAYS THAT **MATHS** HAS DEFINITELY BEEN THE MOST USEFUL SUBJECT AND WOULD ALSO RECOMMEND TAKING **WOODWORK**.



For more information on **Glass & Glazing apprenticeships** through **BCITO**, visit <https://www.wganz.org.nz/careers/>

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Te Pūkenga



NICK GARRATT
ELECTRICIAN – SEE PAGE 18

SECONDARY SCHOOL HOLIDAYS 2022/23

Term 3 holiday: 1 October–16 October 2022

Term 4 holiday:

No later than 20 December 2022 through to no earlier than 30 January 2023

Term 1 holiday: 7 April–23 April 2023

Term 2 holiday: 1 July–16 July 2023

Information sourced from Ministry of Education, visit www.education.govt.nz

CAREERS NEW ZEALAND

A fantastic resource providing expert advice and confidential, free information on all things education and employment – including choosing school subjects, enrolling in study or training and applying for jobs.

Call their free advice line on **0800 222 733**, free text **CAREER to 434** or chat online by visiting their website at www.careers.govt.nz

You are never given a wish without also being given the power to make it come true. You may have to work for it, however.

Richard David Bach

STUDENT ALLOWANCE AND LOANS

If you are about to leave school and you're looking at tertiary study, there's going to be a lot to think about. If it's anything to do with financial support while you're studying, StudyLink can help and you need to apply by

16 December 2022.

Sign up for info at www.studylink.govt.nz

Believe in your infinite potential. Your only limitations are those you set upon yourself.

Roy T. Bennett

FEELING DOWN?

Leaving school is one of the most major transitions we undertake in our lives, and it's a time when anxiety, worry and depression can surface. www.thelowdown.co.nz is full of ideas and people who can help you get unstuck and get to a better place.

Need to talk? **Free text to 5626**



MADDY SMITH
PARAMEDICINE – SEE PAGE 20

JOB HUNTING

These websites will help you find a job!

Allied Work Force – www.awf.co.nz

Trade Me Jobs – www.trademe.co.nz/jobs

MyJobSpace – www.myjobspace.co.nz

Student Job Search – www.sjs.co.nz

Do Good Jobs – www.dogoodjobs.co.nz

Work and Income – www.job-bank.workandincome.govt.nz

Seek – www.seek.co.nz

Here are the values that I stand for: honesty, equality, kindness, compassion, treating people the way you want to be treated and helping those in need.

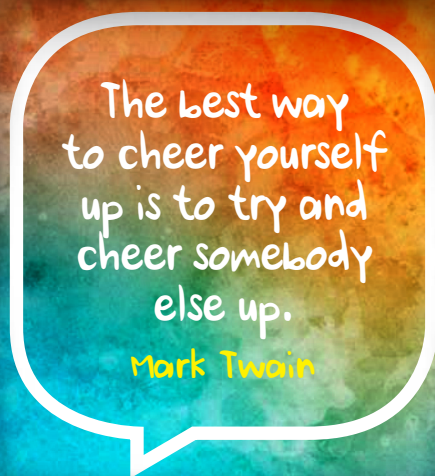
Ellen Degeneres



ELLY FITZGERALD
NZ POLICE – SEE PAGE 13



JASON McQUOID
SUPERMARKET MANAGER – SEE PAGE 32



IF YOU ARE STRUGGLING

LIFELINE available 24/7
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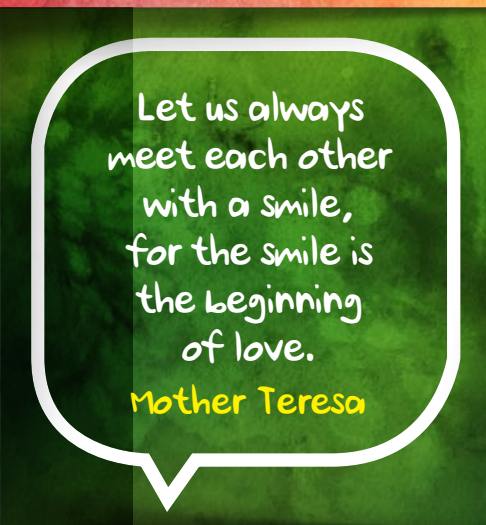
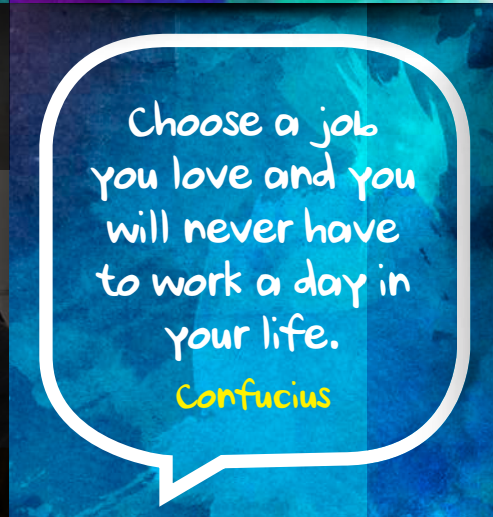
YOUTHLINE available 24/7
0800 376 633 or free text 234
www.youthline.co.nz

WHAT'S UP
Mon–Fri noon–11pm & Sat/Sun 3pm–11pm
0800 942 8787 www.whatsup.co.nz

ALCOHOL DRUG HELPLINE
0800 787 797 available 24/7
www.alcoholdrughelp.org.nz



CHARMAINE FARQUHAR
GLAZIER – SEE PAGE 22



SCHOLARSHIPS

There is a free-to-use comprehensive list of Year 13 scholarships available to 2022 school leavers at MoneyHub. Millions of dollars are available and applications close throughout the year.

Talk to your careers advisor or visit www.moneyhub.co.nz/students



JAMES TAYLOR
STREAMLINE FACILITATOR – SEE PAGE 38

MAKE YOUR VOTE COUNT

It's always important to make sure that you are on the electoral roll and ready to take part in national and local elections. How else can you be sure that you are ready to have your say on the big issues affecting you and your family?

www.elections.org.nz/voters

VOLUNTEERING

Volunteering can provide you with opportunities to develop your skills in new and interesting ways as well as providing valuable real-world experiences – all important attributes to your CV when applying for your first job!

For more information, visit:
www.volunteeringnz.org.nz/volunteers/finding-volunteer-roles/



LEADING FROM THE FRONT

writer **SARA CARBERY**
photographer **DUNCAN BROWN**

SAY YES TO OPPORTUNITIES

JO McINDOE initially saw herself working in journalism or marketing when she enrolled in a Bachelor of Communications at the University of Waikato, but it was her part-time job at Hannahs that ended up shaping her career more than her degree.

Since graduating from university 14 years ago, Jo has worked her way up the ladder of Hannahs. Starting as a sales assistant, she is now part of the larger Ngahuia Group managing the company's national distribution centre in Whakatu, Hastings. The Ngahuia Group is made up of Hannahs, Number One Shoes and Hush Puppies.

"I am responsible for looking after the team and making sure all the day-to-day tasks are done and the stock gets out to the stores."

Jo also has responsibility for Ngahuia's health and safety portfolio and is the driving force behind their many wellbeing and culture-enhancing activities.

"What you study isn't necessarily where you end up," she explains. "It's a starting point. If you're open to opportunities along the way, doors will open."

Jo's willingness to say yes has seen her working across many areas of the company, with a focus on operations, customer service, human resources and training.

"I have been exposed to all aspects of the business because I said yes to opportunities that came my way, got involved in projects and absorbed everything I could."

"This set me up to have a really good understanding of how the business works and how all the different cogs fit together."

Describing herself as "a social sciences girl", Jo took English, Geography, History and Drama in Year 13 at Putaruru High School. In hindsight, Statistics and Economics (which she had taken until Year 12) would have been useful to have stuck with "for a stronger basic business sense".

Likewise, a degree in management or human resources would have been more aligned with the career she ended up in, but Jo says her major in marketing has "absolutely been helpful", as has the communications aspect of her degree.

"My role heavily relies on being an effective communicator — having such a large team, it is important I can create the right culture and lead from the front. In terms of leading health, safety and wellness, I need to be able to articulate myself well, both written and verbally."

While having a degree helped her get her foot in the door — "I wouldn't be where I am without it" — Jo says there are rewarding careers in retail for anyone who is prepared to put in the hard work and say yes to opportunities.

"Don't underestimate the opportunities available to you in retail," she says.

But she advises young people to have realistic expectations.

"You're not going to earn the most on day one or climb the ladder in a year, but good solid hard-work pays off."

Her top piece of advice for a successful career is to do what you say you're going to do, when you say you're going to do it. "Be someone people can rely on."



“WHAT YOU STUDY ISN'T NECESSARILY WHERE YOU END UP. IT'S A STARTING POINT. IF YOU'RE OPEN TO OPPORTUNITIES ALONG THE WAY, DOORS WILL OPEN.”

JO McINDOE

KEY FACTS



- **JO McINDOE** HAS A BACHELOR OF COMMUNICATIONS MAJORING IN MARKETING FROM THE **UNIVERSITY OF WAIKATO**.
- SHE WORKS FOR **NGAHUIA GROUP**, MANAGING THEIR **NATIONAL DISTRIBUTION CENTRE** IN **WHAKATU, HASTINGS**. HER ORIGINAL ROLE WAS AS A **PART-TIME SALES ASSISTANT** AT **HANNAHS**.
- **JO** STUDIED **ENGLISH, GEOGRAPHY, HISTORY AND DRAMA** IN **YEAR 13**. SHE SAYS THAT CONTINUING WITH **STATISTICS AND ECONOMICS** WOULD ALSO HAVE BEEN HELPFUL IN PROVIDING A **STRONGER BASIC BUSINESS SENSE**.



Check out the advert on the opposite page to learn more about career opportunities with **Tahua Partners**. **Tahua Partners** offer students part-time work while at high school, which can lead to great leadership positions like Jo's. **Tahua Partners** could see you working with **Burger King, Starbucks and Ngahuia Group**.

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+ Hannahs**



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**Number One Shoes
and Hannahs.**

Burger King



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Inspire with every cup.

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Scan the QR code to learn about each brand.

SEIZE THE OPPORTUNITY

POWER INTO THE MARINE INDUSTRY

writer **PETER WHITE** // photographer **LOGAN WEST**

"Take the opportunities given to you to try new things," says JAMIE SCHWALGER-DAVIS. "You never know, you might like it."

The 22-year-old works for Marine Works in Westhaven, Auckland. In April 2021, he finished his apprenticeship and qualified as a powerboat servicing technician.

Jamie has made every post a winner since taking part in a Launch it, School to Work programme run through MAST Academy (Marine and Specialised Technologies Academy of New Zealand) at Glenfield College.

In Year 13, Jamie took Physics, Automotive Engineering, Calculus, Maths, English, Robotics and PE. He had a few ideas of what he wanted to do career-wise but was not sure.

It was his school's careers department who advised him to look at the MAST Academy programme. MAST Academy works with employers and schools to help create career pathways for Year 12 and 13 students. Students get to experience marine and other industries while earning NCEA credits.

"The positive thing about it is I didn't know where to start and they were able to point me in the right direction," says Jamie.

“THE WORK
VARIES QUITE A LOT.
I COULD BE DOING A
BASIC SERVICE ON
A 2.5 OUTBOARD OR
I COULD BE REPOWERING
A BOAT WITH
300–450 HORSEPOWER
OUTBOARDS OR I COULD BE
WORKING ON
TWIN DIESELS.”

JAMIE SCHWALGER-DAVIS

"They helped me find what I wanted to do, especially with doing work experience and seeing what the job is all about. It gave me a taste of what these guys do day-to-day and I actually quite enjoyed it and still do. They were able to put me on to a good company as well with Marine Works."

Jamie recommends the MAST Academy programme for students deciding what they will do when they finish school.

"They will never know until they try it. I am glad I got to try it first, otherwise I don't know what I would be doing now."

What Jamie likes most about working at Marine Works, and with his boss Steve Whitford, is the team atmosphere. He says there is a really good culture, everyone is a team player and they look after each other.

"We work on some of the best and newest technology with outboards, stern drives and Mercury-based engines. Mercury is my favourite brand as well. The work varies quite a lot. I could be doing a basic service on a 2.5 outboard or I could be repowering a boat with 300–450 horsepower outboards or



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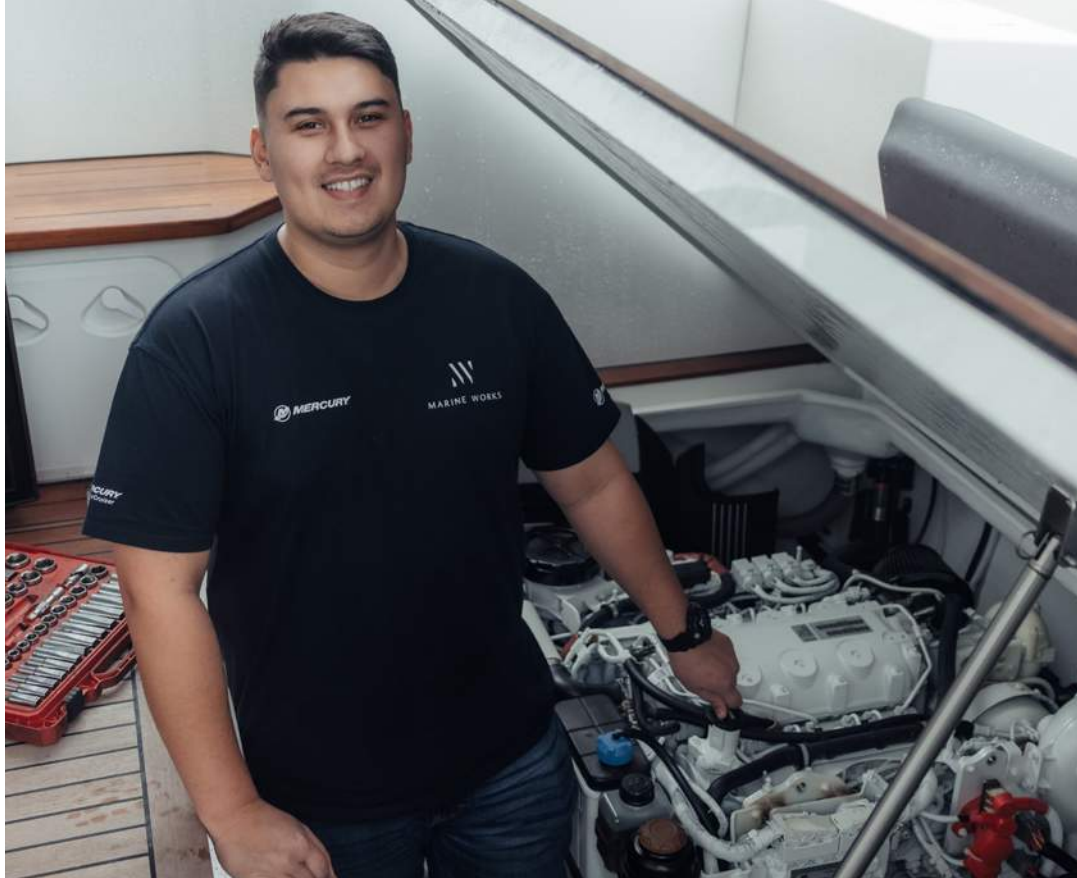
ATT
Apprenticeship Training Trust

I could be working on twin diesels. We do servicing, maintenance, repair and repowers."

Since he qualified, Jamie has moved up the ranks to be one of the workshop coordinators.

"I have more responsibilities now. I am in the office doing the day-to-day stuff and making sure we have jobs going and everyone is being looked after. It is where I wanted to end up, as well. At some stage I want to have my own Mercury dealership."

Jamie's advice for school leavers is to have common sense, a good work ethic and attitude, and having confidence in yourself and the work you do.



KEY FACTS



- **JAMIE SCHWALGER-DAVIS** FINISHED HIS APPRENTICESHIP IN 2021 AND QUALIFIED AS A **POWERBOAT SERVICING TECHNICIAN**.
- HE WORKS FOR **MARINE WORKS** IN WESTHAVEN, AUCKLAND, WHERE HE HAS A **WORKSHOP COORDINATOR** ROLE.
- **JAMIE** TOOK PART IN A **LAUNCH IT, SCHOOL TO WORK PROGRAMME** RUN THROUGH **MAST ACADEMY** (MARINE AND SPECIALISED TECHNOLOGIES ACADEMY OF NEW ZEALAND) WHILE AT SCHOOL.



For more information on
MAST Academy apprenticeships,
visit www.mastacademy.com

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GET QUALIFIED

GET OUT THERE

Our *Launch It, School to Work* Year 12 & 13 students gain valuable new skills on their way to an apprenticeship.

Working with an industry employer, they'll earn an internationally recognised trade qualification and kickstart their career. Find out more at:

mastacademy.com

Launch it
**SCHOOL
TO WORK**



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Take the quiz to find out what
your next step could be towards a
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Dairy farming

A dairy farming career is everything from caring for animals to learning new skills, enhancing the environment, and earning good money.



Agri-business

Agri-business professionals provide a range of skilled, professional services to farmers and farm businesses.



Agri-science

Agri-scientists are creative problem solvers provide solutions in areas including genetics, sustainability, animal welfare and care; the environment and farming systems.

Dairynz



PASSIONATE ABOUT SPORT

writer **PETER WHITE**
photographer **LOGAN WEST**

PREPARING SPORTS FIELDS

Creating the best grass playing surfaces he can is a dream job for sports-mad **REECE GILDEN**.

The 21-year-old works for Recreational Services in Auckland. He is 15-months into a Sports Turf apprenticeship (Sports Turf Levels 3 and 4). Reece works with a qualified groundsperson preparing cricket pitches, rugby and football fields, and also doing maintenance, renovation and installation work.

Recreational Services is New Zealand's largest and most diverse organisation in parks, grounds and facility management. It has over 500 staff carrying out all the work involved in the development and maintenance of parks, reserves and sports fields.

Reece did not start his career working in turf management.

He went to Paraparaumu College and while there had no idea what career path he wanted to follow. In Year 13, he studied PE, Physics, Statistics and two Computer Science courses.

He decided to take his parents' advice and get a university education. He went to Auckland and started a degree in software engineering at Media Design School but after one year, he decided it was not for him.

"I was not really feeling it and thought I am not going to do another year. I was not sure that was the career path I wanted to take. I left and went back to Wellington and became a courier driver for four months. My whole goal was to pay-off my student loan and I did that," says Reece.

"I sat down with my parents and discussed what the most important things were to me. I decided I was not really in it for the money. I was in it for the happiness and waking up every day and enjoying going to work. I wanted to do something around my passion for sport and we found this job at Recreational Services."

Reece loves going to bed knowing that he is going to wake up and enjoy the day to come at work.

"That is kind of my main motivation and also the job satisfaction is really high. So, for example, you do a day at work in the summer. It's piping hot, you finish the cricket pitch on a Friday afternoon. You look at it and are proud of the pitch you have made. That sort of fulfilment is really good."

The opportunity to travel overseas and work at some of the world's great sporting arenas is a huge motivating factor for Reece.

"I have so much ambition. Everyone tells me this is a career that is so transferable overseas. You can do golf in the States, cricket in Australia or football in the Premier League."

"So, get qualified and the world is your oyster is my motivation."

Reece's advice to school leavers wanting a career in turf management is that you need a willingness to learn, confidence, ambition and the drive to keep pushing yourself further.

"Just be keen. If you are keen, you can do anything."

“ I HAVE SO MUCH AMBITION. EVERYONE TELLS ME THIS IS A CAREER THAT IS SO TRANSFERABLE OVERSEAS. YOU CAN DO GOLF IN THE STATES, CRICKET IN AUSTRALIA OR FOOTBALL IN THE PREMIER LEAGUE. ”

REECE GILDEN



KEY FACTS



- **REECE GILDEN** WORKS FOR **RECREATIONAL SERVICES** IN AUCKLAND, WHERE HE IS 15-MONTHS INTO A **SPORTS TURF APPRENTICESHIP**.
- IN HIS ROLE, HE WORKS ALONGSIDE A **QUALIFIED GROUNDSPERSON** PREPARING, MAINTAINING, RENOVATING AND INSTALLING **CRICKET PITCHES, RUGBY AND FOOTBALL FIELDS**.
- **REECE** SAYS HE HAS A REALLY **HIGH LEVEL OF JOB SATISFACTION** AND IS LOOKING FORWARD TO BECOMING **QUALIFIED AND WORKING OVERSEAS** IN THE FUTURE.



For more information on career opportunities with **Recreational Services**, visit <https://careers.rs.kiwi.nz/search>

writer **PETER WHITE** // photographer **DAN CHILDS**

NO TWO DAYS THE SAME OPPORTUNITIES GALORE

"We really look for people with a good attitude, the willingness to learn and [who] are just keen to make a difference," says Countdown store manager JASON McQUOID.

Jason manages both the Frankton Queenstown and Wānaka Metro stores. He started working for Countdown when he was still at Paraparaumu College, where Geography, Statistics and Biology were his favourite subjects.

"I started at high school working part-time and have worked my way through the supermarket business.

"I never went to university and when I was 24, I became a store manager for Countdown. That was from having some passion and a good attitude, plus the willingness to learn and absorb as much as I could."

Next April, Jason will celebrate 20 years working for the company.

"I have a team of 160 staff in the Queenstown branch and 25 in Wānaka. My role is very much hands-on these days. I try to spend as much time as I can on the retail floor, even filling shelves alongside my

"I don't like sitting at a desk – it's not something I enjoy. I like being active and I like moving about. I enjoy being able to engage with quite a wide variety of team members. It is what gets me up in the morning.

enjoy getting out of bed each day, to come to work and do what they like doing."

Jason loves how no two days are the same and he is still learning every day.

Working in the supermarket industry gives employees experience in so many different aspects of running a business.

"Being in the position I am, you have to be across lots of different skillsets.

"There are human resources, employment relations, food safety compliance, payroll, the Fair Trading Act and the Consumer Guarantee Act that you have to be across.

"There is a lot to it. In terms of the customer relations we do, service is really important, so you kind of have to be your own expert in a whole lot of different fields."

“ IF YOU HAVE A GOOD ATTITUDE, THE REST OF IT CAN BE TAUGHT ON-THE-JOB. THE DEVELOPMENT OPPORTUNITIES ARE JUST MASSIVE. ”

JASON McQUOID

grocery team. I work closely with all my team on the floor and know them quite well."

What Jason loves most about leading his teams is the variety of work.

"The responsibility for me is really about how I have the opportunity to influence 185 people that work for me, to ensure that they get the most out of their roles and that they also

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Working in supermarkets is more than just operating checkouts, which Jason says is a great part-time role when you're

at high school and wanting some income. There are so many career opportunities to be had with supermarkets.

"It is not just stores. We have a huge amount of support teams that support the supermarkets. If you have a really

good attitude, the rest of it can be taught on-the-job. The development opportunities are just massive."

KEY FACTS



- **JASON McQUOID** MANAGES BOTH THE **FRANKTON QUEENSTOWN** AND **WĀNAKA METRO COUNTDOWN** SUPERMARKETS.
- HE MANAGES **185 STAFF** ACROSS BOTH LOCATIONS AND HAS WORKED FOR **COUNTDOWN** FOR **NEARLY 30 YEARS**, STARTING THERE AS A **PART-TIME WORKER** WHILE STILL AT HIGH SCHOOL.
- **JASON** SAYS THAT THE **DEVELOPMENT OPPORTUNITIES** ARE MASSIVE IN THE **SUPERMARKET INDUSTRY**, PROVIDING EXPERIENCE IN MANY DIFFERENT ASPECTS OF RUNNING A BUSINESS.



For more information on career opportunities with Countdown, visit www.countdown.co.nz/about-us/careers



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HANDS-ON, INTERESTING STUDY WHERE ANIMALS MEET SCIENCE

writer **PETER WHITE** // photographer **LOGAN WEST**

"If anyone has an interest in studying environmental sciences the biodiversity management degree from Unitec is a great way to start," says JADE MATTHEWS. "It has such a broad range of classes you can take, which could also get you into many jobs when you graduate."

Jade (22) is from Fiji and attended International School Suva. She is a New Zealand citizen with a Fijian mum and Kiwi dad. Biology, Chemistry and Theatre were her favourite subjects in her final year at high school, with Biology definitely the most important subject she took before going to Unitec to study.

Late last year, Jade completed a Bachelor of Applied Science majoring in Biodiversity Management through Unitec's School of Environmental and Animal Sciences in Auckland.

"I grew up with four dogs and was always surrounded by the environment. We lived in areas that had dense bush. The degree was pretty cool. We learned a lot of basics about animal behaviour in the first year and then each year after, it got more and more specific in the classes we did. So we learned a lot about animals, ecology, botany and fungi even, which I found quite interesting because you don't get that experience in Fiji.

"Overall, it was a great course. My lecturers were really helpful, and I made myself go to classes because I liked listening to what they had to say. It was also quite a field-based, hands-on course.

"The support we had from the lecturers really helped us get through it, especially during COVID, by reaching out to us with anything we needed throughout the course."

Jade landed her current job as a pest service technician with Ecolab in Auckland before she graduated. She started in January this year and is working towards achieving her Certificate in Pest Management through the company.

Her job involves looking after a group of customers in south Auckland. Jade is one of 10 who cover the area from Mount Wellington to Pokeno.

"I go in and check on my customers depending on what contract they have. Sometimes it can mean I go there every month or every two months.

"At the moment I am happy with this job. It does have room to progress throughout the company, as well as giving me a lot of hands-on experience



“THE DEGREE WAS PRETTY COOL. WE LEARNED A LOT OF BASICS ABOUT ANIMAL BEHAVIOUR IN THE FIRST YEAR AND THEN EACH YEAR AFTER, IT GOT MORE AND MORE SPECIFIC IN THE CLASSES WE DID.”

JADE MATTHEWS

with pest control. I developed an interest in it during my final year at Unitec."

Jade would like to encourage school leavers who are interested in science and animals to do the degree that she did at Unitec.

"When I was looking for jobs from last October through November, they required you to have a base knowledge and I feel the biodiversity management degree has been extremely beneficial to me when it comes to that."

KEY FACTS



- **JADE MATTHEWS** HAS A BACHELOR OF APPLIED SCIENCE MAJORING IN BIODIVERSITY MANAGEMENT THROUGH **UNITEC'S SCHOOL OF ENVIRONMENTAL AND ANIMAL SCIENCES**.
- SHE WORKS AS A **PEST SERVICE TECHNICIAN** WITH **ECOLAB** IN AUCKLAND AND IS ALSO **WORKING TOWARD** ACHIEVING A **CERTIFICATE IN PEST MANAGEMENT**.
- **JADE** RECOMMENDS THOSE INTERESTED IN ANIMALS AND SCIENCE CONSIDER **STUDYING THE SAME DEGREE**.



For more information on **studying at Unitec**, visit **www.unitec.ac.nz**

RACING TO SUCCESS

A LOVE OF HORSES

writer **PETER WHITE** // photographer **ALAN STEVENS**

"I love everything about the job. I just love horses, I love working with them and I absolutely love riding them," says KATIJA CHERRIE. The 19-year-old has been a stablehand with Te Akau Racing, based in Matamata, for two years.

Te Akau is one of New Zealand's most successful stables. Last season, they topped the premiership with 101 wins and are proud of recognising the contribution each individual team member makes.

Katija loves working for them even though the job involves very unsociable hours.

"I am assistant foreman at one of the five barns and we have 50 horses (out of about 159 horses) in work at the moment. I also ride track-work in the mornings. We are at work at 3.15am, so early starts. It is not always easy, especially in the winter when it is cold and raining. We feed the horses breakfast and then get them all down to the track about 4.30am.

"The horses get worked every morning. They either get ridden or they go swimming in a pool and there is also a treadmill for them to use. Everyone has their favourite horses and horses they don't get on with. They are all so different."

Katija really enjoys race days when she travels to the meetings. She particularly likes parading the horses in the birdcage in front of the main grandstand before each race.

"It is nice when you have worked with a horse for so long and you finally get to go to the races with it. It is great if it wins. You can't beat the winning feeling."

Earlier this year, Katija went to the Gold Coast in Australia, which was a career highlight.

"That was my first time taking horses overseas. It was a great experience. We had three horses over there, two will be racing again this season and one has recently been retired to stand at Cambridge Stud. It was a great opportunity for me to be over there with them."

In Year 12, her final year at Hastings Girls' High School, Katija took Geography, English, Maths and an EIT Trades Academy course – as at that stage, she was keen to pursue building work.

She has no regrets about doing the trades course but her love of horses was always going to win out.

"My mum rode all the time and we always had horses on the farm growing up. I was involved with pony club when I was younger and as I got older I got



more competitive in the show jumping side. I was out competing pretty much every weekend in the summer."

Katija says working in the racing industry is very rewarding but you have to be totally dedicated to

the job to enjoy it and do well.

"You have to be willing to put in the hours. If you love it, it doesn't bother you. The key things you need are a good attitude, a hard work ethic and be willing to learn."

KEY FACTS



- **KATIJA CHERRIE** WORKS AS A **STABLEHAND** AT **TE AKAU RACING** IN **MATAMATA**.
- SHE THOROUGHLY ENJOYS HER JOB AND IS **PASSIONATE ABOUT HORSES**, SAYING THAT **RACE DAYS** ARE A **HIGHLIGHT** OF HER **ROLE**.
- **KATIJA** RECOMMENDS THE **RACING INDUSTRY** FOR THOSE WHO **LOVE HORSES** AND ARE **WILLING TO PUT IN HARD WORK** AND **ADJUST TO DIFFERENT WORKING HOURS**.



For more information on careers in the **thoroughbred racing industry**, visit <https://careers.loveracing.nz>

FROM PATIENT TO NURSE

REWARDING AND CHALLENGING ROLE

JOANNA ARCHER has wanted to be a paediatric nurse since she was a patient in Starship Children's Hospital 13 years ago.

"I look back now, and what drew me to nursing were the many admirable values nurses reflect, such as kindness, caring, trustworthiness and empathy."

Since graduating with a Bachelor of Health Science (Nursing) from AUT at the end of 2020, Joanna (22) has found her passion in the emergency department of Starship where she deals with a range of complex medical needs — from broken arms to resuscitations and everything in between.

Having studied Dance as an NCEA subject at high school, she also enjoys being able to pull out her creative side when dealing with young patients. "Being a friendly face for children in a scary environment is also pretty special."

She says the most rewarding part of working with children and their whānau is seeing them journey through assessment and treatment to getting better.

The most challenging part? When the ending isn't what everyone hoped for. "This is challenging," she admits, "especially when the patients are so young. However, we have great support systems at Starship,

and the happy endings definitely outweigh the challenging times."

As well as Dance, Joanna took Media, Biology, Geography and Statistics in Year 13 at Glendowie College in Auckland. "I remember being very broad on my subjects as I had an idea I wanted to do nursing, but also loved doing creative things!"

“YOU WILL BE EXPOSED TO MANY VULNERABLE PEOPLE IN DIFFERENT AREAS OF LIFE, WHICH IS A PRIVILEGE.”

JOANNA ARCHER

She says Biology and Statistics were the most helpful subjects for her degree.

"In the first year of Health Science, you delve deep into human anatomy and do a lot of research papers. Knowing basic anatomy and cellular science from Biology and the basics of Statistics was very helpful."

Although not vital, Joanna says Chemistry would have been helpful for learning the basics of medications and how they work. The many and varied clinical placements were a highlight of her time at AUT and confirmed the area she wanted to specialise in. "I liked that the nursing programme offered a wide range of placement types and ensured that all students had a variety of experiences."

"I had four placements with children, which solidified what I wanted to do."

Alongside her work at Starship, Joanna is studying part-time towards a Master of Health Science and hopes to travel with her job and eventually gain a more senior nursing role. "I am not exactly sure which pathway I am wanting to take, but a nurse specialist would be up there."

If you're considering a career in nursing, Joanna's advice is to go into it with an open mind. "You will be exposed to many vulnerable people in different areas of life, which is a privilege."

"It can be a rollercoaster and very busy studying, completing placements, having a job and fitting in a social life! However, it is the most rewarding and humbling degree and the people you meet are epic and a lot of fun."

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KEY FACTS



- **JOANNA ARCHER** HAS A **BACHELOR OF HEALTH SCIENCE (NURSING)** FROM **AUT**.
- SHE WORKS AS A **REGISTERED NURSE** AT **STARSHIP CHILDREN'S HOSPITAL** IN **AUCKLAND** WITHIN THE **EMERGENCY DEPARTMENT**.
- **JOANNA** SAYS THAT **BIOLOGY** AND **STATISTICS** HAVE BEEN THE **MOST USEFUL NCEA SUBJECTS** IN HER **TERTIARY STUDIES** BUT BELIEVES THAT **CHEMISTRY** WOULD ALSO HAVE BEEN HELPFUL.



For more information on studying a **Bachelor of Health Science (Nursing)** at **AUT**, visit www.aut.ac.nz/nursing



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“YOU NEED TO BE SOMEONE WILLING TO PUT IN THE HARD WORK, TO BE PART OF THE TEAM AND WE WANT PEOPLE THAT CAN START TO BRING IDEAS AROUND HOW THEY WANT TO MAKE THINGS BETTER AS WELL.”

JAMES TAYLOR

GET AHEAD AT SILVER FERN FARMS FORGE YOUR OWN PATH

writer **PETER WHITE**
photographer **DUNCAN BROWN**

JAMES TAYLOR has worked for Silver Fern Farms for 11 years and has held a range of different roles.

James is a streamline facilitator at the Pacific site in Hastings. He started his career as a process operator working on the floor. He has since been a team leader, supervisor and compliance auditor.

Silver Fern Farms employ more than 6000 staff at 14 processing sites throughout New Zealand – seven each in the North and South Islands. It is New Zealand's leading marketer, processor and exporter of premium quality lamb, beef, venison and associated products.

“My role as the streamline facilitator is to lead our continuous improvement programme known as STREAMLINE, which we launched back in 2019,” James says.

“We have a set of tools we use to try and improve our processes, so my role is to train our people and to

identify improvements by listening to team members' ideas on the floor. Overall, the role is all about having a positive impact on the site and the people there.”

In all the roles he has had with Silver Fern Farms what he loves most has been the people he works with.

“When I went to doing audits, I realised I really missed having that team I worked with. It felt like the part that really mattered to me was not there anymore. The role I am in now has a positive impact on the people when we do it well, so being able to connect with the people on the shop floor right through to management is pretty important to me.”

James went to Central Hawke's Bay College in Waipukurau. In Year 13, he focused on Physics, Chemistry, Maths and Computing. He was working part-time for Silver Fern Farms as a summer job after he left school but decided to give university a go.

“To be fair, I probably went for the wrong reasons. I went because I thought it was the right thing to

do because everyone else was going there. I started doing a Bachelor of Science and early on wondered what I was going to do with the degree.

“So, I realised university wasn't the right thing for me and thankfully there was a role still there for me at Silver Fern Farms as a process worker. That's where it all kicked off for me working fulltime.”

The variety of roles James has filled is indicative of the opportunities available for school leavers with different skills.

“You need to be someone willing to put in the hard work, to be part of the team and we want people that can start to bring ideas around how they want to make things better as well.

“Silver Fern Farms is no longer just a freezing works company. There are so many different aspects to the business. We have marketing, sales, technology, livestock and graduate programmes. The opportunities are all there.”

KEY FACTS



- **JAMES TAYLOR** HAS WORKED AT **SILVER FERN FARMS** FOR 11 YEARS AND HAS HELD A VARIETY OF ROLES ACROSS THE COMPANY.
- HE WORK AS THE **STREAMLINE FACILITATOR** AND HIS ROLE IS TO LEAD THE **CONTINUOUS IMPROVEMENT PROGRAMME** KNOWN AS **STREAMLINE**, WHICH WAS LAUNCHED IN 2019.
- **JAMES** RECOMMENDS **SILVER FERN FARMS** AS AN EMPLOYER SAYING THAT THERE ARE **MANY OPPORTUNITIES ON OFFER** ACROSS THE **MANY DIFFERENT AREAS OF THE BUSINESS**.



For more information on career opportunities with Silver Fern Farms, visit careers.silverfernfarms.com/home

WOW YOUR FUTURE BOSS INTERVIEW TIPS

You've done the hard yards. You've got your secondary school qualifications, your CV is in order, you've applied for a job or placement with a training provider – and now you've secured an interview. But what is the person sitting opposite you looking for?

ATTITUDE — Have a good attitude and positive self-esteem. By showing respect for the interviewer, you are demonstrating you can work effectively with people from different backgrounds (e.g. age, social status, ethnicity, religion), which is a quality employers look for.

COMMUNICATION — Actively listen to what you are being asked, seek clarification if you are unsure, and then respond. Have a couple of questions you want to ask too – this shows you have taken the time to find out more about the organisation and thought about what you want from the interview. As always, treat the interviewer/s with respect and courtesy.

CULTURAL FIT — Think of how you can demonstrate how you will be an active and motivated member of their team. Employers rank cultural fit as their number one priority when they are recruiting – especially for school leavers or first-time employees.

PERSONAL SKILLS — Employers are looking for candidates who demonstrate willingness to learn, are motivated to get things done, take responsibility, and demonstrate ability to problem solve. Often you can link your extra-curricular activities (sport, cultural or community) to demonstrate your personal strengths in these areas.

TECHNOLOGICAL SKILLS — It's important to show you can use technology in the workplace to perform tasks necessary to the role you've applied for. This could be having the computer skills required to produce and present information, create spreadsheets and so forth.

RELIABILITY — You are responsible for getting yourself to and from work, whether that's via public transport or your own vehicle.

It's important to demonstrate you are capable of turning up on time and have prepared for the meeting. This is what employers expect from you on a day-to-day basis – so always arrive in plenty of time and ready for your interview.

ACADEMIC SKILLS — Your academic qualifications are important, so make sure these are included in your CV, and show how you have competent literacy and numeracy skills.

If you've undertaken further training include this too. It is widely accepted that achieving NCEA Level 2 will mean you have the basic skills and qualifications to start your career.

WHILE NOT ESSENTIAL, IT IS HELPFUL IF YOU HAVE PREVIOUSLY HELD A HOLIDAY JOB — This gives the employer a peek into what you will be like as an employee – it's not so much about what you were doing, but how you did it. For you, this work experience gives you an insight into what employers require, and the chance to develop key skills in a work setting. You may be able to use some of your experiences to highlight your positive qualities and attributes the interviewer is looking for.

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MAKE YOUR LIFE EASIER

FINANCIAL SECRETS FOR NEW ADULTS

writer **DIANA CLEMENT** // image credit **ISTOCK**

Some of your friends will fly through life financially. Others will be constantly in debt, lurching from one crisis to the next. Learning a few financial “secrets” can make your adult life a lot easier from day one.

The “secrets” of personal finance don’t involve crypto, shares or the next big start-up business, although some people will do well out of all of these. The real secrets are actually right in your face. You just don’t realise it.

SECRET 1: **UNDERSTAND THE DIFFERENCE** **BETWEEN NEEDS AND WANTS**

It’s very easy to consider every new purchase to be a need. Most are wants. This comes right down to the food choices you make in the supermarket. Most of what’s for sale in supermarkets falls into the wants category. Our true needs are relatively simple. Once you know what you truly need in life, you’ll be less inclined to buy unnecessary stuff.

SECRET 2: SAVE

The earlier you start saving a small amount of everything you earn, the better. It’s good to choose

a percentage, such as 10 per cent of your income, right from your first after-school job. If you’re not earning much, then it’s only a small amount to set aside.

It’s a good idea to set up KiwiSaver for some of those savings. From 18, your employer will contribute three per cent and the government will give you 50 cents for every dollar you save, up to \$1042 per year. Small savings grow over time and will make life go smoother.

SECRET 3: **SET UP A SPENDING PLAN**

A spending plan, AKA budget, really is a magic tool. If you embrace it, your money goes much further. At the very simplest, it involves writing down what you earn and splitting it into spending categories, then sticking to those limits. People who budget find their spending reduces because they can see better ways to allocate their money and value it more.

SECRET 4: **AVOID CREDIT LIKE THE PLAGUE**

Don’t borrow for anything other than essentials. Ever. You may need a student loan to cover your essential living costs. Anything else should be paid

for from your income. Learn to save \$5 or \$10 a week and you’ll soon find you have a small kitty for your wants.

Apart from your student loan, most other debt comes with interest and you’ll never get ahead financially if you have to pay interest on anything you buy. Also beware of ‘buy now, pay later’. It encourages you to spend. Unless you’re super organised, you’ll end up paying fees. If you have debt, work out how you’ll pay it off.

SECRET 5: **THINK BIG ON THE JOB FRONT**

It doesn’t matter if you’re studying fine arts or medicine or if you’ve left work for an entry level job. Your wages and salary will be your biggest source of wealth in your life.

Always look at the next role up from your current job and work out how you can get there. The aim is to make more money.

SECRET 6: **LEARN TO INVEST**

Don’t just join KiwiSaver. Follow what’s happening with your fund to learn valuable lessons in life.



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If you have small amounts of spare cash, consider investing in shares. Treat it as a learning exercise, because you're never going to outsmart the big guys. Always remember that shares and crypto have periodic crashes, which can really hurt.

Most people follow the same habits as their parents. If your parents are super good with money that's great. If you know you learned the wrong habits or just aren't good with money (yet), you can change your ways. **Start today.**



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LEAVING UNIVERSITY WITHOUT FINISHING WHAT ARE THE COSTS?

writer **DIANA CLEMENT**
image credit **ISTOCK**

No-one starts university with the intention of dropping out. It just happens. Maybe you've chosen the wrong course, university doesn't suit you, or a disaster has happened in your life.

Before you spend thousands of dollars on fees, halls and living expenses, ask yourself — what will it cost you if have to leave before you finish your degree?

UNIVERSITY FEES

Study fees can be expensive. But fortunately, universities are more flexible than they used to be, especially post-COVID.

If you realise you've chosen the wrong courses or programme, the sooner you deal with it the better. Quite often, you can change courses or even degree with no financial penalty or additional study time.

Often you can link programmes to a different qualification, or even change campuses at some universities, such as Massey University.

If your changes are going to result in you losing money or extending the time you need to study, contact your study provider's student advisers immediately.

Student advisers can give programme advice and help with planning. They may offer suggestions you may not have considered. They can also connect you with other services that can help, such as careers

development, disability support, student health, and centres for Māori and Pasifika students. There may be scholarships that can help if strained financial resources are causing you to drop out.

There is a point after which you'll forfeit your fees for the semester or year if you withdraw. Make sure you know when that is when you start your course.

This is different for every study provider. At Lincoln University, for example, domestic students who withdraw from courses will receive a full refund of their tuition fees up to 21 days after the first day of a full semester. At Massey, you will be refunded if you pull out before 17 per cent of the study period has passed.

Also, your provider will have a policy on withdrawal in exceptional circumstances. That's things like serious illness, accident, bereavement and other circumstances beyond your control, such as natural disasters and being the victim of crime. There will also be special considerations should you be forced to miss your final exams. You might still be able to pass.

Beware of thinking, 'well it doesn't matter because it's fees free'. If you waste a year, you'll end up paying for an extra one as well as have a delay in getting a fulltime income. So, treat your fee-free year with as much respect as a full-fee year.

HALL FEES

While many students were allowed to break their agreements with halls of residences during the lockdowns in 2020 and 2021, there is no guarantee that will happen again in the future.

When you take up an offer for halls of residence, you're signing a legal agreement. The contract at the University of Otago, for example, is signed in October for the following year and a fee is paid to confirm your place. If you change your mind before January 31, 50 per cent of this fee is refundable, otherwise you will need to pay for the year, unless the hall is able to fill the vacancy. It is only if the university terminates the contract because of your physical or mental health or if the building has to be vacated that you're not liable to pay.

Every university is different. At Lincoln, if you don't pull out by February 1, you're liable for accommodation fees until the end of that semester, plus 25 per cent of the fees due for the remainder of the contract period.

The University of Waikato releases students from their contracts four weeks after withdrawing from uni. Students also forfeit their deposit.

Most universities — like Otago and Waikato — will consider compassionate grounds on a case-by-case basis.



Job data has been sourced from **OCCUPATION OUTLOOK** and **CAREERS NEW ZEALAND**, visit www.occupationoutlook.mbie.govt.nz and www.careers.govt.nz

JOBS IN FOCUS

A CLOSER LOOK AT SOME SOLID CAREER OPTIONS

There are so many things to consider when looking at which path to take after school. Have a look at the following jobs and learn about the relevant factors for each position.

Here you'll find profiles of 19 jobs from across a variety of sectors. Each profile includes detailed job descriptors and some insightful statistics.

CONSTRUCTION AND INFRASTRUCTURE

GEOSPATIAL SPECIALIST *Ngaio papa whenua*

Also known as: Geospatial analyst; geospatial information architect; geospatial data specialist; geographic information systems analyst; geospatial developer.

Geospatial specialists gather and analyse geographic and spatial (location-based) information and use specialist software to present it in user-friendly formats. These formats include maps and 3D models. They also design data specifications and write and present reports on geospatial data analysis.

To become a geospatial specialist, it is necessary to have a bachelor's degree in one of the following areas: surveying, applied science, geography and digital technologies – computer science.

NCEA subjects that are useful in this role are English, Maths, Physics, Geography, Digital Technologies, and Design and Visual Communication (Graphics).

Job prospects for geospatial specialists are good as there is a shortage of workers.

Statistics: Job prospects: Good.

Length of study: 3 years.

Pay scale: New geospatial specialists usually earn \$45,000–\$65,000 per year.

Geospatial specialists with five or more years' experience earn \$60,000–\$80,000 per year.

Those with 10 years' plus experience earn \$70,000–\$120,000 per year.



INDUSTRIAL DESIGNER *Kaitātai ahumahi*

Also known as: Design consultant; product designer; product developer.

Industrial designers design and develop innovative products for use in homes, businesses and industry. They work with clients on their requirements, prepare drawings and models, develop concept designs through to detailed production designs and work out material and process requirements. Liaising with clients over design ideas, budgets and production is also an element of this role.

To become an industrial designer, you need a bachelor's degree in industrial or product design. Some employers will accept people with degrees in related areas, such as graphic or architectural design. It is also necessary to have a portfolio that demonstrates your design and creative ability.

NCEA subjects that are useful in this role are Design and Visual Communication (Graphics), Maths, Construction and Mechanical Technologies, English, Art and Computer Studies.

Job prospects for industrial designers are average due to increasing demand for design skills, but high competition for positions.

Statistics: Job prospects: Average.

Length of study: 3 years.

Pay scale: Graduate industrial designers earn \$42,000–\$50,000 per year.

Senior industrial designers with five years' plus experience earn \$90,000–\$120,000 per year.



SURVEYOR *Kairūri*

Also known as: Cadastral surveyor; cartographer; engineering surveyor; hydrographic surveyor; map maker; mine surveyor.

Surveyors plan, direct and conduct survey work to determine the position of boundaries, locations, topographic features and built structures.

To become a surveyor, a Bachelor of Surveying is required. The four-year degree is only offered by the University of Otago School of Surveying. To work as a hydrographic surveyor, you also need to complete a Postgraduate Diploma in Science, specialising in hydrography. The Royal New Zealand Navy also trains a small number of hydrographic surveyors. Only a licensed cadastral surveyor can certify cadastral (land title) surveys. There is a process to become a licensed cadastral surveyor.

NCEA subjects that are useful in this role are Maths, Geography and English.

Job prospects for surveyors are good as there is a shortage of workers.

Statistics: Job prospects: Good.

Length of study: 4 years.

Pay scale: Graduate surveyors earn \$50,000–\$60,000 per year.

Licensed surveyors earn \$70,000–\$120,000 per year.



SURVEY TECHNICIAN *Kaihangarau rūri whenua*

Also known as: Aerial survey technician; survey assistant; survey photogrammetrist.

Survey technicians collect, record and evaluate geographical information and prepare databases, maps, charts and plans.

Survey technicians take measurements and plot-out land divisions using survey equipment (such as total stations), process data and make calculations gathered from fieldwork and surveys, and record measurements, and collect other data about the land. They also draft and interpret plans for land use and prepare reports using the measurements and data calculations.

To become a survey technician, you need to have a certificate or diploma in surveying.

NCEA subjects that are useful in this role are Maths, Geography and English.

Job prospects for survey technicians are good as there is a shortage of workers.

Statistics: Job prospects: Good.

Length of study: 2 years.
















Pay scale: New survey technicians earn \$45,000–\$55,000 per year.

Experienced survey technicians earn \$60,000–\$80,000 per year.



Please note: The occupations listed have been colour coded to their predominant service industry sector colours using the Vocational Pathway colour chart.

ANIMAL CARE AND CONSERVATION

HORSE TRAINER <i>Kaiwhakapakari hōiho</i>	<p><i>Also known as: Horse breaker; studgroom.</i></p> <p>Horse trainers train horses for racing and are responsible for their care at a stable or racetrack. They train horses to get used to riders, equipment and the racing environment, organise training plans for horses, ensure horses are groomed and fed, and monitor horses' health.</p> <p>While there are no specific requirements to become a horse trainer, at least six years' experience working with horses is usually needed. Completing an apprenticeship and gaining a National Certificate in Equine Studies (Levels 3 and 4) may be useful, as well. If you wish to train horses to compete at race meetings, you need to be licensed by the relevant organisation.</p> <p>For those in years 11 to 13, the Gateway programme is a good way to work towards national certificates through Harness Racing New Zealand and gain industry knowledge.</p> <p>Chances of getting a job as a horse trainer are average for new entrants but good for those with experience.</p> <p>Statistics: Job prospects: Average. Length of study: Varies. Pay scale: Horse trainers pay varies depending on their ability, experience and level of success. Most horse trainers are self-employed.</p>	  
PET GROOMER <i>Kaiwhakapaipai mōkai</i>	<p><i>Also known as: Dog groomer.</i></p> <p>Pet groomers clean, trim and shape the hair and nails of animals in salons, mobile grooming vans and pet shops. They de-knot and brush animal hair, bathe, shampoo and dry animals, and trim, shave, shape and dye fur.</p> <p>There are no specific entry requirements to work as a pet groomer. However, most employers prefer you to have completed a training course and have experience working in a grooming salon.</p> <p>A useful NCEA subject in this role is Biology.</p> <p>Job prospects for pet groomers are good due to high demand for grooming and a shortage of workers. Chances are best for pet groomers who have completed a grooming course and gone on to do at least three months of training in a grooming salon.</p> <p>Statistics: Job prospects: Good. Length of study: Varies. Pay scale: New pet groomers start on minimum wage. Experienced dog groomers can earn \$27 per hour. Pet groomers may also earn commission.</p>	  
VETERINARIAN <i>Pūkenga hauora kararehe</i>	<p><i>Also known as: Industry veterinarian; vet.</i></p> <p>Veterinarians treat sick and injured animals, provide general animal care, and advise about health care and disease prevention for pets and farm (production) animals. They may develop specialist skills to assist with surgery, medicine, epidemiology and pharmacology for animals. They also might examine dead animals to find out the cause of death and work with herd and flock owners to help them meet breeding and production goals.</p> <p>To become a veterinarian, you need to complete a Bachelor of Veterinary Science. Only Massey University offers this degree. It is also necessary to be registered with the Veterinary Council of New Zealand and have an annual practising certificate.</p> <p>NCEA subjects that are useful in this role are Chemistry, Biology, Physics and Maths.</p> <p>Job prospects for veterinarians are good as there is a shortage of workers.</p> <p>Statistics: Job prospects: Good. Length of study: 5 years. Pay scale: Newly graduated veterinarians earn \$60,000–\$83,000 per year. Veterinarians with three to five years' experience earn \$80,000–\$95,000 per year. Senior veterinarians with six to 10 years' experience earn \$112,000–\$150,000. Experienced veterinarians involved in running a business can earn from \$110,000–\$150,000.</p>	  
VETERINARY NURSE <i>Tapuhi kararehe</i>	<p><i>Also known as: Animal nurse; rural animal technician; veterinary technologist; veterinary nursing assistant.</i></p> <p>Veterinary nurses help assess, treat and care for sick and injured animals. They also interact with clients and perform receptionist duties. They perform duties, such as taking and developing x-rays, collecting blood samples, and testing animals for pregnancy. Further, they assist during surgical procedures, including monitoring the anaesthetic, and cleaning, sterilising and preparing surgical instruments and other equipment.</p> <p>To become a veterinary nurse, you need to complete the New Zealand Certificate in Animal Technology – Veterinary Nursing Assistant (Level 5), followed by the New Zealand Diploma in Veterinary Nursing (Level 6).</p> <p>NCEA subjects that are useful in this role are Maths, Chemistry, Biology and English.</p> <p>Demand for veterinary nurses is expected to grow due to vet clinics employing more veterinary support workers to cope with a shortage of veterinarians.</p> <p>Statistics: Job prospects: Good. Length of study: 2–3 years. Pay scale: Veterinary nurses with up to five years' experience earn \$21–\$22 per hour. Veterinary nurses with more than five years' experience earn \$22–\$26 per hour.</p>	  
ZOOKEEPER <i>Kaitiaki rawhi whakaaturanga</i>	<p><i>Also known as: Aquarium manager; zoo manager; animal keeper; wildlife manager.</i></p> <p>Zookeepers care for animals in zoos, wildlife parks and aquariums. They design and maintain animal environments and clean, feed and inspect animals and their environments. Further tasks include observing and recording animal behaviour and supporting animal breeding programmes. Under veterinary supervision, zookeepers may also treat animals for minor injuries and illnesses.</p> <p>To become a zookeeper, you need to have work experience caring for animals. A good way to achieve this is to do volunteer work at animal shelters, vets or zoos, or work on a farm.</p> <p>Zookeepers train on-the-job and can complete the New Zealand Certificate in Animal Management (Captive Wild Animals) (Level 4) from Unitec by distance learning.</p> <p>NCEA subjects that are useful in this role are Biology and PE.</p> <p>Chances of getting a job as a zookeeper are poor due to high competition for a limited number of jobs.</p> <p>Statistics: Job prospects: Poor. Length of study: Varies Pay scale: Zookeepers with one to six years' experience earn \$44,000–\$50,000 per year. Zookeepers with more than six years' experience earn \$50,000–\$80,000 per year.</p>	  

FARMING, FISHING AND FORESTRY

AGRICULTURAL/ HORTICULTURAL SCIENTIST *Kaipūtaiao huwhenua*

Also known as: Agronomist; horticulturist; microbiologist; animal scientist; environmental research scientist; food scientist; soil scientist.

Agricultural/horticultural scientists study farm animals, soils, pastures and crops to improve growth, health and quality, and to prevent pests and disease. They may also oversee new projects and research, write reports based on their study and share their research findings with other scientists, companies and government agencies.

To become an agricultural/horticultural scientist, you need a doctorate in science, in an area such as: agricultural science, microbiology or biochemistry. NCEA subjects that are useful in this role are Maths (especially Statistics), Chemistry, Biology, and Agricultural and Horticultural Science. Chances of getting a job as an agricultural/horticultural scientist are good due to strong demand.

Statistics: Job prospects: Good.

Length of study: 5 to 9 years.

Pay scale: Graduate agricultural/horticultural scientists usually earn \$65,000–\$75,000 per year.

Senior agricultural/horticultural scientists usually earn \$80,000–\$150,000.



ARBORIST *Kaitiaki rākau*

Also known as: arboriculturist; tree surgeon; utility arborist; practitioner arborist; climbing arborist.

Arborists plant and remove trees, prune branches and treat disease. They also identify and remove hazards created by trees and assess trees for potential risks. Particular equipment is required in this role, such as using and maintaining abseiling equipment to climb trees, and operating elevated work platforms, chippers, chainsaws and trucks.

To become an arborist, it is necessary to have a New Zealand Certificate in Horticulture Services (Level 4) with a strand in arboriculture or to have completed an apprenticeship and gained a New Zealand Certificate in Primary Industry Skills (Horticulture) (Arboriculture) (Level 4).

NCEA subjects that are useful in this role are Agriculture and Horticulture, and Biology. Year 11 and 12 students can study towards a National Certificate in Agriculture or Horticulture (Level 1 or 2) with a Trades Academy. Year 12 and 13 students can gain relevant NCEA unit standards through the Primary Industry Training Organisation Gateway programme.

Job prospects for arborists are good due to high demand for their services and a shortage of trainees.

Statistics: Job prospects: Good.

Length of study: 1–3 years.

Pay scale: Arborists with up to five years' experience earn \$21–\$25 per hour.

Arborists with five years' plus experience earn \$25–\$35 per hour. Self-employed arborists may earn more than this.



BEEKEEPER *Kaitiaki pi*

Also known as: Apiarist; bee farmer.

Beekeepers look after beehives in apiaries that produce honey, wax, pollen, venom, propolis and other bee products. They may also offer pollination services to horticultural and seed crop producers. In their role, they inspect hives and treat them for diseases or parasites, ensure bee colonies have enough food and breed queen bees.

While there are no specific entry requirements to work as a beekeeper, many employers prefer to hire beekeepers who have or are working towards a qualification. Relevant qualifications include the New Zealand Certificate in Apiculture (Levels 3 or 4), the New Zealand Certificate in Apiculture (Queen Bee Rearing) (Level 4) and the New Zealand Apprenticeship in Apiculture (Levels 3 and 4). A driver licence and a forklift endorsement is useful.

NCEA subjects that are useful in this role are Agricultural and Horticultural Science, Maths and Biology.

Job prospects for beekeepers are average for those wanting to enter the role, but good for those with experience.

Statistics: Job prospects: Average.

Length of study: 1–2 years.

Pay scale: Beekeepers with one to four years' experience earn \$45,000–\$70,000 per year.

Beekeepers who manage staff and operations earn \$65,000–\$120,000 per year.



CROP FARMER *Kaiahuwhenua huangakai*

Also known as: Field crop grower; flower grower; grape grower; horticultural contractor; mixed crop farmer; vegetable grower; viticulturalist.

Crop farmers plan and manage plant production on farms and in vineyards and hothouses. They also develop planting schedules, cultivate land, ensure crops are healthy, and manage irrigation and frost protection.

There are no specific entry requirements to become a crop farmer, however, a New Zealand Certificate in Horticulture Production (Level 4) or a diploma or degree in horticulture may be useful.

You can also train on-the-job through Primary Industry Training Organisation's Let's Grow horticulture apprenticeship. It is essential for a crop farmer to have a driver licence. A licence with a forklift endorsement is useful.

NCEA subjects that are useful in this role include Accounting, Agricultural and Horticultural Science, Business Studies, Maths, Biology and Chemistry.

Job prospects for crop farmers are good as there is a shortage of workers.

Statistics: Job prospects: Good.

Length of study: Varies.

Pay scale: Crop farmers with up to five years' experience earn \$55,000–\$110,000 per year.

Crop farmers working for large organisations usually earn \$120,000–\$180,000 per year.



DAIRY HERD MANAGER *Kaiwhakahaere māpu kau*

Also known as: Herd manager; assistant herd manager.

Dairy herd managers run daily dairy farming operations. The main aspects of their role are feeding and milking cows, monitoring animal health and environmental management. Other tasks include managing junior and relief staff, managing the reproduction and welfare of calves and cow, and general maintenance, such as fencing, spraying weeds and pest control.

There are no specific requirements to become a dairy herd manager as you can gain skills on-the-job. A relevant training course in agriculture, dairy farming, agribusiness or farm management is recommended.

NCEA subjects that are useful in this role include Agricultural and Horticultural Science, Digital Technologies, Maths and Business Studies.

Chances of getting a job as a dairy herd manager are good because there is a shortage of workers and high demand for workers with dairy farming skills.

Statistics: Job prospects: Good.

Length of study: Varies

Pay scale: Assistant dairy herd managers earn \$48,000–\$88,000 per year.

Experienced dairy herd managers usually earn \$51,000–\$90,000 per year.



ORCHARD FARMER *Kaipāmu uru hua rākau*

Also known as: Fruit or nut grower; orchardist; orchard operations manager; fruit production manager; pipfruit grower; citrus grower; summerfruit grower; berry grower.

Orchard farmers plan and manage fruit and nut production in orchards. They also organise the harvesting, grading and packing of fruit or nuts, and arrange for their sale and transport. Other tasks in this role include buying seed, trees, fertiliser and other orchard materials, cleaning and maintaining orchard equipment, and training, organising and supervising workers and contractors.

There are no specific entry requirements to become an orchard farmer, however, a New Zealand Certificate in Horticulture Production (Level 4) or a diploma or degree in horticulture may be useful.

You can also train on-the-job through Primary Industry Training Organisation's Let's Grow horticulture apprenticeship. It is essential for an orchard farmer to have a driver licence. A licence with a forklift endorsement is useful.

NCEA subjects useful in this role include Accounting, Agricultural and Horticultural Science, Business Studies, Maths, Biology and Chemistry.

Job prospects for orchard farmers are average due to increasing job numbers, but high competition for positions.

Statistics: Job prospects: Average. Length of study: Varies.

Pay scale: Orchard farmers with up to five years' experience earn \$55,000–\$110,000 per year.

Orchard farmers working for large organisations usually earn \$120,000–\$180,000 per year.



NURSERY GROWER/WORKER *Kaiwhakatipu/Kaimahi otaota*

Nursery growers/workers grow young plants, flowers, trees and shrubs for sale or for use in parks and gardens. Elements of this role include preparing soil mixes and composts, operating and maintaining irrigation systems, and spraying plants to control weeds, pests and diseases.

There are no specific requirements to become a nursery grower/worker but many employers prefer to hire nursery growers/workers who have or are working towards a qualification. To be a qualified nursery grower/worker, it is necessary to complete an apprenticeship and gain a New Zealand Certificate in Horticulture (Nursery Production) (Levels 3 and 4). The Primary Industry Training Organisation oversees nursery production apprenticeships.

NCEA subjects that are useful in this role are Agricultural and Horticultural Science, and Biology.

Job prospects for nursery growers/workers are average for those wanting to enter the role, but good for those with a qualification.

Statistics: Job prospects: Average.

Length of study: Varies.

Pay scale: Nursery growers/workers earn \$21–\$25 per hour.

Senior nursery growers/workers earn \$25–\$31 per hour



SHAREMILKER *Kaiwhakahaere miraka kau*

Also known as: Contract milker; variable order sharemilker; lower order sharemilker; herd owning sharemilker; 50:50 sharemilker.

Sharemilkers either milk a dairy farmer's cows for a profit share or own a herd of cows and milk them on a farmer's land for a profit share. They negotiate profit-sharing contracts with dairy owners or farm companies. Tasks in this role include managing farming activities on behalf of farm owners, being responsible for calf rearing and cattle reproduction, and buying and selling livestock.

While there are no specific requirements to become a sharemilker, a relevant training course is recommended as dairy farmers prefer to work with trained or experienced sharemilkers.

NCEA subjects that are useful in this role are Agricultural and Horticultural Science, Digital Technologies, Maths and English.

Chances of getting a job as a sharemilker are good due to a shortage of workers and high demand for their services.

Statistics: Job prospects: Good.

Length of study: Varies.

Pay scale: Sharemilkers earn \$64,000–\$97,000 per year.



VITICULTURIST *Kaiparuauru kerepe*

Also known as: Grape grower; vineyard hand; vineyard manager; viticultural contractor; vineyard technical officer.

Viticulturists grow and harvest grapes from grapevines and manage vineyards. Elements of this role include pruning grapevines, selling grapes to wineries, monitoring for pests and diseases, grape maturity sampling, supervising staff and operating machinery.

There are no specific requirements to become a viticulturist and many skills are learned on-the-job, but most employers prefer to hire viticulturist who have or are working towards a qualification. Relevant qualifications include the New Zealand Certificate in Horticulture – Fruit Production (Levels 3 and 4), New Zealand Apprenticeship in Fruit Production (Levels 3 and 4), Graduate Diploma in Viticulture and a Bachelor of Viticulture and Oenology.

NCEA subjects that are useful in this role are Agricultural and Horticultural Science, Business Studies, Maths, Biology and Chemistry.

Chances of getting a job as a viticulturist are good as there is a shortage of workers.

Statistics: Job prospects: Good.

Length of study: Varies.

Pay scale: Vineyard workers and supervisors earn \$43,000–\$53,000 per year.

Vineyard managers and viticulturists earn \$63,000–\$128,000 per year.



WOOL CLASSER *Kaimāhiti wūru*

Also known as: Fleece classer; wool grader; wool sorter.

Wool classers ensure wool is clean, identified and documented for sale. This means that wool is sorted into groups of uniform colour, length, fault and fibre diameter. Wool breeds are kept separate. Wool classers must ensure wool is free from contamination. They also operate and maintain sampling, wool-weighing and wool-blending machinery, supervise the pressing and branding of wool bales, keep records of wool bales pressed, and are responsible for woolshed management.

There are no specific requirements to become a wool classer. However, to be a fine wool classer you need to complete a New Zealand Certificate in Wool Technology (Level 4). A driver licence is useful.

An NCEA subject that is useful in this role is Agricultural and Horticultural Science.

Chances of getting a job as a wool classer are average because the occupation is small.

Statistics: Job prospects: Average.

Length of study: Varies

Pay scale: Wool classers are paid per fleece and usually earn \$50–\$60 per hour.

Pay for wool classers varies depending on skills, experience and the type of wool classing.





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