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**IN OTHER NEWS**

**Three quarters of Kiwis want new jobs**

*Yahoo NZ with agencies - Yahoo New Zealand on July 26, 2016, 11:03 am*

Three in four Kiwis are on the hunt for a new job after reassessing their lives and careers over summer.

The number of job hunters is up more than 20 per cent on the first half of the year, the latest Hudson jobs report revealed on Tuesday.

If people are reconsidering their jobs over the holidays they either pull the pin straight away or stick it out for a few more months, Hudson New Zealand general manager Roman Rogers says.

"If they get to the half-year mark and nothing's changed, then they look to move on," he said.

The good news for those job hunters is that employers are looking to hire in all sectors and hiring intentions remain

**Where are the Careers of the Future Going**



The future is always right in front of us. Sometimes we prepare for it and other times we wait and see what happens. The waiting game generally achieves nothing and we get what others believe we should have.

The Federation tries to prepare as much as possible so we as an industry can get the best deal possible. We are continually voicing our opinion and making suggestions. At the moment, the main priority is New Zealand Qualifications (NZQA), apprenticeships and registration categories.

We believe these three issues are having a huge impact on the regulation of the industry. A lot goes on behind the scenes with regard to policies and procedures and there is always something in the media regarding qualifications and careers.

This week we share with you a few of the items picked up from the media. All of these issues can affect us now and in the future so we need to prepare for them and be knowledgeable about what we need.

**Labour's career plan policy wins praise**

*By Peter Wilson, Political Writer - NZ Newswire on July 26, 2016, 4:17 pm*

Labour launches career plan policy

Student associations are applauding Labour's promise of personalised career plans for every high school student if it leads the next government.

Party leader Andrew Little announced the \$30 million policy on Tuesday, saying career advice would be part of the curriculum and schools would have highly-skilled advisers.

"As the world of work changes, careers advice can no longer be seen as an add-on, delivered by already over-stretched teaching staff," he said.

The Union of Students' Associations says it knows of many students who have been given poor advice or none at all.

steady.

Christchurch is a standout, where one in three employers are looking to add permanent staff.

While employers and employees are both aware of the need for innovation and adaptability, there has been an increase in the number of staff who feel pressured to learn more skills or improve existing skills.

Only half those people feel their employer truly helps them meet those skills, while just 50 per cent of employers feel their team has the right skills to deliver in future.

Given the number of people looking for new jobs, Mr Rogers said those figures should sound alarm bells.

### **Don't bet on a pay rise with a promotion**

*NZ Newswire on July 27, 2016, 4:01 am*

Have you been working hard hoping for a promotion that could bring a much-needed pay rise? Well you're probably out of luck.

A new survey shows only 11 per cent of New Zealand company finance bosses say they're inclined to always give a pay rise after a promotion.

Recruitment company Robert Half surveyed 100 chief financial officers and finance directors as part of an annual international

"Careers advice has been broken for a number of years and it predates this government," said association president Linsey Higgins.

"We look forward to working with the Labour Party, and any other party that wants to develop this concept."

The Council of Trade Unions also welcomed Labour's announcement.

"Currently, not all secondary students have access to careers advisers," said CTU secretary Sam Huggard.

"Students and their parents will welcome the move to ensure this is available to everyone."

Mr Little said under Labour's plan, schools would partner with business and training providers to deliver up-to-date and relevant advice.

The \$30m a year cost is for a fully operational career plan programme.

It will be phased in, so the full cost won't occur in the first year. The \$5m a year currently spent on career advice services will be absorbed. Labour is anticipating contributions from the private sector and industry training providers to help pay for it. The policy is part of Labour's Future of Work programme. It adds to previously-announced policy of three years' free post-school education and training.

"There are now 87,200 young New Zealanders not in employment, education or training," Mr Little said when he announced the career plan policy.

"That cannot go on."

## **Building apprentices reach record number**

*NZ Newswire on July 28, 2016, 4:01 am*

More New Zealanders are deciding on a career in building and construction than ever, but supply is still not expected to meet demand for skilled tradespeople over the next five years.

For the first time, the Building and Construction Industry Training Organisation has 10,000 apprentices actively working towards qualifications.

Chief executive Warwick Quinn says the milestone is an important one, but even more apprentices are needed to meet the present and future building boom.

"As per recent government announcements predicting an additional 50,000 construction jobs by 2021, we are expecting big growth in demand for skilled tradespeople," he said.

workplace survey.

About 41 per cent of participants said they preferred to assess an employee's performance before deciding to offer a pay rise after a promotion.

A further 27 per cent said a lack of financial resources stopped them opening the company coffers.

Director Andrew Morris says if an employee is promoted and takes on more responsibility without a salary increase, it can have a negative impact on their motivation.

A pay rise could be a highly effective way to retain staff, he said.

"However, on top of new jobs, our construction industry has an ageing population. When we add new jobs to replacement jobs, the total is quite astounding."

Mr Quinn said the organisation was signing up 3000 to 4000 new apprentices each year.

"Unfortunately, this doesn't come close to supplying the number of skilled people industry actually needs by 2021," he said.

"Given the fierce demand for apprentices, the time is certainly ripe for a career in construction."

BCITO is the country's largest provider of construction trade apprenticeships and had organised nationwide promotions to try to bolster the supply of apprentices.

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