

Sunday 15 November 2009

Question:

What are your expectations of this symposium?

Niue

1. To learn and share experiences of providing career services between countries.
2. Gather insights from countries undertaking youth employment schemes.
3. Create policies re: career development.
4. See if a Pacific Careers Network can help with policy development.
5. Learn from others, use other experiences to help formulate country framework.

Tonga

1. The ability to formulate policies about how to provide pathways for Tongan young people including obtaining relevant education qualifications.
2. Give effective/good careers information and advice to people coming to Tongan officials for assistance.
3. Benchmark of qualifications against NZ and Australia.
4. Working partner with NZ and Australia on education opportunities.
5. Look at human resource development. The main export from Pacific countries is their people.

Cook Islands

1. Networking across the Pacific perhaps through a shared website to share good ideas, issues, etc. this would be an extension of the Pacific Plan.

Solomon Islands

1. Learn from other countries in order to be able to develop policies.
2. Real issue for Pacific is the lack of job opportunities. What about a jobs database that can be shared across the region.

Samoa

1. Identifying best practice in careers development.
2. Establishing a nationally coordinated career services.
3. Use this opportunity to create a network.

South Pacific Board of Educational Assessment

1. Meeting of Pacific education ministers established a number of priorities. These included:
 - primary and secondary education
 - Literacy and numeracy
 - Life skills
 - Traditional indigenous knowledge.
 - Professional development standards.
2. Exchange of job opportunities - how can a network assist with employment issues?
3. Interested in how other people are dealing with professional occupational standards. Could a Pacific Careers Network provide some assistance?

4. How can we benchmark qualification between Pacific, Australia & New Zealand?
 - Relationship with Career Services
 - How can we improve our employment sector
 - Learn what others are doing out there?

General comments

- Want a Pacific Careers Network that has relevance to home countries.
- Links with labour market demands:
 - Develop career pathways for young people
 - Careers that lead to productive employment
 - Facilitate exchange of job opportunities
 - Disseminate information

How can a careers network help Pacific countries in creating career development policy?

What examples are there for delivering effective career guidance?

Mon 16 November 2009

Reflections from Sun session

- Agreement on need for a network
- SPBEA to be the clearing house for the Pacific Careers Network
- Need to work on definitions – what is “career” across the Pacific?
 - What do the issues mean?
 - Each country has a different context – rural/urban
- Need to think about what a network can do that would have impact on the region.

Framing questions

- What do our people want/need from a Careers Network?
- What is our definition of “careers”?
- How do you conceptualise “lifelong learning”?

Definition:

- Start with a working definition
- We can revisit at a later stage.
- Be mindful that each country has a different context which includes rural/urban differences.

Steps:

1. Define (working definition of careers)
2. Find out what people want

Career Definition (DRAFT)

A lifestyle concept that involves the sequence of work, learning, community and leisure activities in which one engages in consultation with his/her family through a lifetime.

Small group feedback

Question:

Where do we want to get to?

The Blues

Start with a vision

Vision

“All Pacific Island people to have a better quality of life.”

How do we get there?

- Endorse the Pacific Careers Network.
 - Go back to national policies to what out what each country needs. (don't reinvent the wheel)
 - Begin developments 12 months from today – allows time for national collaboration and prioritization – keep momentum going.
 - Establish a secretariat that would co-ordinate activities.
 - Must involve policy-makers at all stages of the process.
 - Start with small steps first.
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The Hurricanes

Where do we want to get to?

Start by looking at how the network can be the front end that provides an integrated/easy to use access point for Pacific Island countries.

Definition:

Need to include self sufficiency as part of the Pacific “careers” definition. Definition must include the idea of “lifelong, life-wide and that careers do not necessarily happen in a sequence.

What could it look like?

Purpose:

Pacific Careers Network to:

- Support, enable, facilitate Pacific countries in Policy development
 - Customise services to each countries' need (scale/proportion)
 - Introduce policy sectors in each country to the idea of career policy approach
 - Pooling resources to develop resources regional as well as national programs
 - Assist with coordinating ministries and agencies
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Sustainability

- Funding needs to be identified as part of an effective Pacific Careers Network
- Need to link in with long term national commitments

- Must involve policy-makers at all stages of the process
- Establish a secretariat to coordinate activities – small steps first
- Go back to national policies to find out what they need – don't reinvent the wheel

General discussion:

Each country has its own priorities this needs to be taken into consideration when establishing a Pacific Careers Network.

For example:

- National priority for Niue is to retain skilled people

There is a need to balance

- ideal vs. reality
- policy vs. actual (in the village)

Pacific countries are in early stages of career development. We need to look at how a network could have an impact on the region. Need to look at the issues and what they mean for each country.

Careers that is relevant to Pacific

We need to remind ourselves of our individual country's strengths and existing systems that we can use to leverage off.

For example:

- Matai system in Samoa provides a mechanism for social cohesion.
- There are systems in place at the village level
- We focus on the collective not individual
- There is a need to look beyond career as a job or short term goal. It must look at other aspects of Pacific life.
- Traditional concept of Career development is about formal employment, there is a need to include the non-formal sector. This means redefining careers to reflect
 - Long term
 - Lifelong learning
- Contextualise careers in the Pacific

Policy development

There is a need to develop career policies. This needs to build on existing structures and national programs. With policy comes the need for programs to be sustainable. There have been too many examples of programs being set up in the Pacific that fall over once funding ceases.

Other topics that were discussed included:

- Shift in approach – more focus on trade training
- Scarce resources
- Begin regionally then move to individual country which will impact on individual citizens.
- Pooling resources – develop policy regionally – go on to develop national programs
- Assistance with coordinating ministries/agencies

- Identifying skills early – promoting opportunities in Secondary school – early intervention
 - Utilising radio
 - Consider impact of tsunami & environmental impact
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How are we going to get there?

1. Utilise existing SPBEA – central point for sharing information & learning's across the region.
Website for Pacific careers group (supported by SPBEA & Career Services)
2. Develop a joint statement from the Pacific Countries forum to support/mandate the work of officials as they return to their individual nation to gain support from their ministers/government that includes:
 - a. National Development
 - b. Regional support/collaboration from SPBEA
 - c. Support from NZ Career Services
3. Identify initial milestone/target/action point
 - Countries to send national plans to SPBEA
 - Report of proceedings/discussions from Pacific meetings 1 month from conference
 - Communiqué (refer point 2) one week from the conference