



Secondary School Employer Partnerships



Smartnz's Secondary School Employer Partnerships (SSEP) is an award-winning initiative raising student aspirations, resulting in higher achievement, retention and better transitions.

*Winner!*

Economic Development NZ  
2018 Excellence Awards

Best Practice in Collaboration  
(business, iwi, community)



SSEP are 3-year formal relationships between secondary schools and local employers who link into school faculties at Year 9 & 10, supporting contextualised learning in the classroom. SSEP provides a “real world” application of the curriculum and exposes students to a wide range of career opportunities inside and outside of the classroom. SSEP is a framework adapted to fit each schools kaupapa, curriculum and local industries. Companies work across a whole cohort of students at secondary school.

The National Education and Learning Priorities (NELP) sets out the Government’s priorities for education, ensuring the success and wellbeing of all learners. SSEP directly supports the NELP objective to “**Collaborate with industries and employers to ensure learners/ākōnga have the skills, knowledge and pathways to succeed at work.**”

Join the movement today!

For more information visit:

[www.smartnz.nz](http://www.smartnz.nz)

Watch SSEP videos and Case Studies on YouTube

Smart Waikato Trust

“Students are significantly less likely to become NEET (not in education, employment or training) if they experience four or more contacts with employers before they leave school.”  
*(Education and Employers Taskforce, 2012).*

SSEP to date



**10,000**  
STUDENTS  
*Ākonga*



**42** WAIKATO  
SECONDARY SCHOOLS  
*Kura*



**250**  
TEACHERS  
*Kaiako*



**250**  
EMPLOYERS  
*Rangatira*



CELEBRATING  
**5 YEARS** IN MAR 2021

THANK YOU TO OUR SPONSORS





# IMPACT OF SSEP

Schools are describing SSEP as creating transformational changes in the way that students are learning.

In 2021, 34 schools across the Waikato region are participating in SSEP.



Huntly College students and teachers at Mercury's Hamilton Head Office



SSEP has exposed students to opportunities they might not otherwise have seen. More importantly, it has given them the confidence to see themselves in an industry setting. They now have different career ambitions and have been exposed to careers they never knew existed. We are meeting with local employers this week to help us develop our term two learning modules. SSEP enables teachers to deliver curriculum in the context of local industry and expose the students to real career opportunities.

Sharon Moller, Deputy Principal, Huntly College



From a board perspective we're all very much in favour of SSEP. **The students are coming back enthusiastic about learning because they can see its relevance.** SSEP also fits in with the school's strategy of getting our kids ready for life outside the school gate. This is more how we would like to see things from an educational perspective.

Karl Thornton, Cambridge High School Board of Trustees Chairman



## Longitudinal Study

A longitudinal study between 2016 & 2020, tracking the 2016 pilot cohort from Fairfield College, who did SSEP Maths, compared with (2015) students who didn't.

See results below:

Since SSEP was introduced at Fairfield College, students have elected to take 'harder' maths in their senior years. There has been a:

70% increase in students selecting 'Academic' Maths at Year 12

90% increase in students taking Calculus at Year 13

Compared to the pre-SSEP cohort...

Fairfield College students' actual rate of completion:

increased by 40% for Year 12  
increased by 32% for Year 13

Fairfield College students' continued selection of the SSEP subject (Maths) has:

increased by 18% in Year 12  
increased by 9% in Year 13

2017 SSEP students reported that...

their intention to stay in school was enhanced by 30% since doing the SSEP programme



77% of teacher respondents said SSEP changed the way they planned curriculum

96% of teacher respondents said the real-life context offered by employers supported their professional development

80% of employer respondents said they would consider doing SSEP in an additional school

65% of employer respondents had had no previous contact with the school they partnered with

## SSEP Case Study

Te Wharekura o Maniapoto (Te Kuiti) and Waikato Regional Council



Te Atamihi, Year 10 student/ākonga



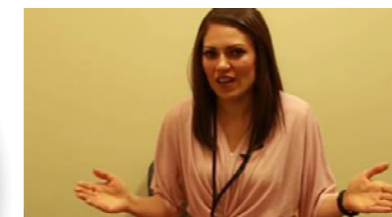
I didn't know all the processes and everything that people do to help it (the river) be clean – it was pretty cool. If I wanted to I could be in this industry and be this kind of person, as it's helping our rivers, helping what our tupuna helped cherish and it's like a spiritual kind of thing, and I love that about this area.



Jaimee Tamaki, Teacher/Kaiako



It's been so good. I have seen huge growth in the kids. And it's given them some autonomy back as Māori in our own rohe to say 'we know what the Regional Council does for us, we've got some familiar faces in the Council', which for Māori is a huge connection. I think the context outside of school, this haerenga has had a huge impact. Because we, our kids, are isolated, we don't get out, they don't often see other non-whānau come into our kura. So having this opportunity, ngā mihi.



Meshweyla Macdonald, Waikato Regional Council



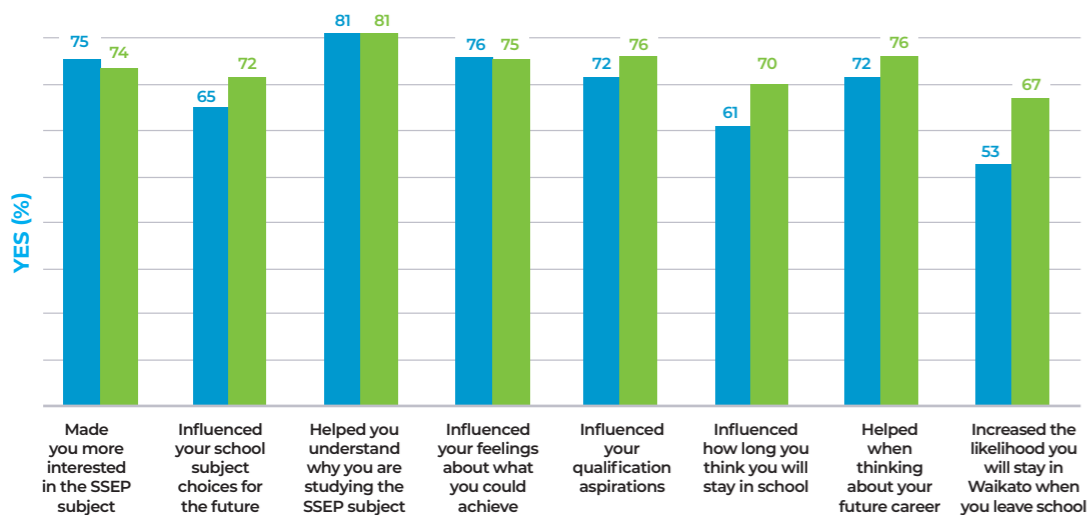
Historically the Council hasn't had very much engagement with youth. We want more young people to go into the environmental sector. Consulting with careers advisors about what the best way of doing that is, the advice received was that you need students to be able to experience what you do and then you're more likely to leave a lasting impact so that's been great!

In 2017 546 SSEP students responded to a survey assessing the impact of the programme. Independently analysed by a senior statistician from Hamilton City Council using the ordered logit model. **Key findings:**



## SSEP student survey results 2016 - 2020

Percentage of Year 9 and 10 students that answered 'YES' to: Has the experience of having business people in your school and going out into to their workplace...



All SSEP student survey responses 2016 - 2020 n = 2909 All Māori students 2016 - 2020 n = 544

8,885 Total SSEP participants

2,909 Total survey responses

67% Year 10 33% Year 9

51.9% Female 47.3% Male 0.8% Gender diverse

Watch the SSEP Case Study video here:

11min [www.youtube.com/watch?v=i-bPBtGwD94&t=8s](https://www.youtube.com/watch?v=i-bPBtGwD94&t=8s)



Thank you to our Waikato SSEP participants, schools and employer partners for 2021



**Cambridge High School (Science)**



**Coromandel Area School (Science)**



**Fairfield College (Maths)**



**Hamilton Christian School (Multiple subjects)**



**Hamilton Girls High School (Maths)**



**Hamilton Junior High School (Maths and Science)**



**Hillcrest High School (Science)**



**Huntly College (Project-based learning)**



**Matamata College (Maths)**



**Melville High School (Science)**



**Mercury Bay Area School (Business)**



**Ngaruawahia High School (Science)**



**Ngā Taiātea (Multiple subjects)**



**Onewhero Area School (Multiple subjects)**



**Paeroa College (Maths)**



**Piopia College (Multiple subjects)**



**Putaruru College (Project-based learning)**



**Raglan Area School (Maths)**



**Rototuna Junior High School (Business)**



**St John's College (STEM subjects)**



**Tai Wānanga (Project-based learning)**



**Taumarunui High School (Multiple subjects)**



**Te Kopuku High School (Science)**



**Te Kuiti High School (Science and Maths)**



**Te Wharekura o Manaia (Multiple subjects)**



**Te Wharekura o Maniapoto (Multiple subjects)**



**Te Wharekura o Nga Purapura o Te Aroha**



**Thames High School (Business)**



**100% KARA-LEAH**

**Tokoroa High School (Business)**



**Waihi College (Science)**



**Waikato Diocesan School for Girls (Science & Project-based learning)**



**Whangamata Area School (Multiple subjects)**



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With thanks to our sponsors



As at March 2021  
For more information on SSEP see:  
[www.smartwaikato.co.nz](http://www.smartwaikato.co.nz)



# OUTCOMES OF SSEP

SSEP results show significant positive outcomes on students, teachers and employer partners. 76% of students found SSEP influenced their feelings about what they could achieve after school.

## Feedback from SSEP employers, teachers and students



Karen Hughes, science teacher, Cambridge High School



Through SSEP our students have got a broader understanding of how what we do in class fits into their life-long pathways. We talk about creating life-long learners in education. This is not just about what we're doing in class, but how it links to the wider industry and what they can see for their own futures.



Markus Woutersen, Dairy Farmer



It's really exciting to have got to the stage through SSEP that we've now employed one of the students [after school]. For me it's so rewarding to teach someone from scratch and in the future, I'd be keen-as to take someone on again.



Dylan, Year 12 student, Cambridge High School



**The job here is everything that I wanted – outdoors, interactive, not sitting behind a desk all day.** Hopefully I'll go to Lincoln University and start to do dairy work here and there and get my own farm when I'm old enough.

Watch our Primary Industries Case Study video here:

12min [www.youtube.com/watch?v=nPiATeafn68](https://www.youtube.com/watch?v=nPiATeafn68)

Watch our Digital Industry Case Study video here:

15min [www.youtube.com/watch?v=q2a4S5xcuMo](https://www.youtube.com/watch?v=q2a4S5xcuMo)

Watch more SSEP videos on



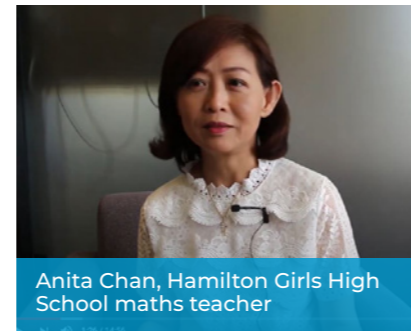
Smart Waikato Trust



David Hallet, Company-X



One of the issues we face is the underrepresentation of women in technology. So we were keen to partner with a girls' school so we could hope to influence and inspire girls into the industry.



Anita Chan, Hamilton Girls High School maths teacher



It's exciting when I get questions from students about how what they are learning in class can be used in workplaces of the employers we have visited. In my teaching I can now draw on the experiences we had in our visits with the employers.

For example when we did our 'number' achievement standard I could draw on the examples and worksheets from PWC to illustrate the use of percentages, ratios, etc in a real life situation, making the maths 'real' for the students.



Nikaia, Hamilton Girls High School Year 10 maths student



Before SSEP, I've only just known about the main jobs and how they work. Having Company-X come into our class has allowed me to think of doing things with computers and seeing how fun it can actually be.

# SSEP TRANSITIONS

SSEP provides a platform for employers to build stronger relationships with schools. This results in more offers of work experience and employment opportunities for students.

## Preliminary Findings from 40 SSEP employers 2018 - 2020 work opportunities for youth

As at 19 February 2021

		Opportunities		
		2018	2019	2020
Jobs	Work Experience	53	48	49
	Seasonal	115	112	129
	Part time	12	14	11
	Full time	15	53	71
	Internships	5	13	12
	Cadetships	12	4	1
Apprenticeships		26	26	32
<b>Total preliminary findings</b>		<b>238</b>	<b>270</b>	<b>305</b>



**813** total work opportunities for youth for the 2018 - 2020 period.



Of the total work opportunities for youth for the 2018 - 2020 period,

**650 were paid opportunities**



We have employed one of the students for 3 - 4 days a week for 1hr per day. She is helping out in IT and Admin functions based at our Head Office.

∴ The Lines Company, Te Kuiti



SSEP is a well-researched, well-justified programme that we think is structured to deliver huge value to students, to business and to the community, both now and into the future.

∴ Don Scarlet, Mercury Energy



Te Kuiti High students at The Lines Company

Ngā Taiātea Wharekura students at Te Kōhao Health

Te Wharekura o Maniapoto students testing water clarity





# WHY BRING SSEP TO YOUR REGION?

SSEP creates a framework where schools and employers have a clear understanding and commitment to work together contextualising classroom work into the real world. This helps to develop relationships from senior school and beyond, setting up career pathways in local employment. Ultimately, employers know how to engage, and educators know where connections need to take place.



## BENEFITS OF LICENSING SMART WAIKATO'S SSEP INITIATIVE

- Tap into a proven programme that allows industry to showcase career pathways, increases student engagement, educator industry knowledge and employer awareness of young people
- 5 years of research to support the programme, validated by external source
- Extensive facilitator training and regular coaching by certified trainer accompanies the licence
- Video resources of teachers, employers and students endorsing the programme
- Tailored to local industry employment opportunities
- Extensive resources available to assist facilitators, teachers and employers
- Independent analysis and evaluation of individual school programmes at year-end
- Raise student aspirations, especially Māori and ensure they choose/retain important subjects in senior school that align with chosen pathways
- More successful transitions from school into jobs/training in local industry
- Tap into SmartNZ's relevant nationwide employer connections

**Why schools should get involved: Teachers discuss SSEP**

3min

[www.youtube.com/watch?v=mgXfJzV5Uag](https://www.youtube.com/watch?v=mgXfJzV5Uag)

**Why funders should support SSEP:**

3min

[www.youtube.com/watch?v=Zage7zqhy9w](https://www.youtube.com/watch?v=Zage7zqhy9w)

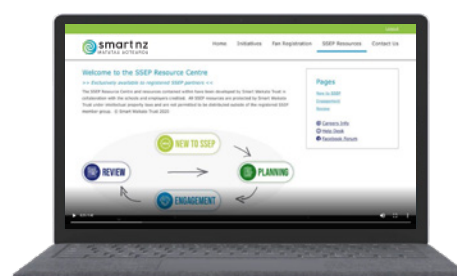


## SSEP RESOURCE CENTRE

The SSEP Resource Centre houses SSEP examples, templates, videos, facilitation support services, information for new participants, and more. It is exclusively available to all registered SSEP schools and employer partners and helps build capability to ensure the initiative is sustainable well into the future.

**The SSEP Resource Centre is located on the SmartNZ website and includes:**

- Induction and promotional material for teachers, students and employers new to SSEP
- Teacher and employer tips for getting the most out of SSEP
- Ideas and examples of SSEP activities
- Virtual SSEP videos and workplace visits to support classroom and distance learning
- Planning tips and templates (Education outside the classroom (EOTC), Health & Safety, lesson plan examples, 'how to' guides and more!)
- Careers and survey links
- SSEP Network forum to connect and share ideas with other SSEP schools and employer partners



**smartnz**  
MATATAU AOTEAROA

To go to the SSEP Resource Centre visit:  
[www.smartnz.nz](http://www.smartnz.nz)



For more info on SSEP see:  
[www.smartwaikato.co.nz](http://www.smartwaikato.co.nz)