



**career  
hauora**

*Empowering rangatahi  
to live their best life*

# CAREER HAUORA RESOURCE

## OVERVIEW

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# About Us



SmartNZ is the national brand of Smart Waikato, a charitable trust formed in 2009.

SmartNZ partners with iwi, business, education, government agencies and subject matter experts to deliver a range of practical, effective and innovative initiatives that better support rangatahi transitioning from education to employment. These initiatives are developed, implemented and tested in Waikato before being offered to the rest of the country. SmartNZ is best known for Secondary School Employer Partnerships (SSEP), endorseMe® digital work readiness tool and FutureForce® Careers Hub.

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

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



Hillcrest High School

Te Kura Tuarua o Tihipuke

Hillcrest High School is a decile 7 co-educational secondary school located in Hamilton city. Hillcrest High School is a very inclusive school where diversity is highly valued.

In 2021 Hillcrest High School implemented a Hauora (wellbeing) programme to replace the traditional form time. The programme was implemented in response to student, staff and community feedback. Feedback suggested that the hauora or wellbeing of an individual is increasingly important and needed to be a greater focus within the school curriculum. This dedicated hauora time allowed staff to work with students to explore themes such as financial skills, building relationships, future pathways, mindfulness, and building a sense of self.

[www.hillcrest-high.school.nz](http://www.hillcrest-high.school.nz)

## Acknowledgements

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# Te Whare Tapa Whā

Based on Dr Mason Durie's hauora/wellbeing model



## Taha Hinengaro Mental Wellbeing

Taha hinengaro is your mind, heart, conscience, thoughts, and feelings. It's about how you feel, as well as how you communicate and think. When your taha hinengaro is strong, you can better cope with the ups and downs of life. You can express your feelings and reach out for support from friends, whānau and hoamahi/ colleagues if you need to.

## Taha Whānau Social Wellbeing

Taha whānau is about who makes you feel you belong, who you care about and who you share your life with. Whānau is about extended relationships – not just your immediate relatives, it's your friends, colleagues, your community, and the people who you care about

## Taha Tinana Physical Wellbeing

Taha tinana is your physical wellbeing. It is about how your body grows, feels, and moves and how you care for it. Trying to nourish and strengthen your physical well-being will help you to cope with the ups and downs of life.

## Taha Wairua Spiritual Wellbeing

Taha wairua explores your relationship with the environment, people, and heritage in the past, present and future. Your spiritual essence is your life force – your mauri. This is who and what you are, where you have come from and where you are going. The way people view wairua can be very different. For some, wairua is the capacity for faith or religious beliefs or having a belief in a higher power. Others may describe wairua as an internal connection to the universe.

# About Career Hauora

The Māori concept of *hauora* takes a holistic approach to wellbeing including mental, physical, spiritual and social wellbeing, and connection to whenua (land, roots). See Dr Mason Durie's Te Whare Tapa Whā model on the previous page.

While this model has been applied largely to a health context in New Zealand, hauora is inextricably linked to all elements of life, including employment, family, social and economic outcomes.

As part of the Waikato Wellbeing Project\*, a 2020 hui with over 60 experts working with youth in Waikato found:

1. Many youth (rangatahi) struggle to transition from education to work
2. Many youth are not well prepared for working life and lack 'employability skills'
3. Youth wellbeing is affected by:
  - Lack of clear direction and pathways
  - Lack of confidence
  - Poor mental and/or physical health
  - Cultural and social inequities

## Why integrate Careers and Hauora in schools?

Based on empirical research and supported by personal observations in their work, hui attendees all agreed:

1. Having a purpose in life (studying, working, volunteering, caregiving etc.) has a significant impact on hauora.
2. The current 'ambulance at the bottom of the cliff' model to supporting young people struggling to transition into the workforce is too late for many youth.
3. More help is needed earlier so students still in school have hope, purpose and a pathway for their future.
4. We all want our young people to thrive.

\* For more on the Waikato Wellbeing Project see [www.waikatowellbeingproject.co.nz](http://www.waikatowellbeingproject.co.nz)



**About the Career Hauora iconography:** A career is a journey requiring action and effort to keep moving forward. The paddler needs to paddle on both sides to keep the waka moving in a straight line. Direction can be changed at any time. The two crossed hoe (paddles) represent a starting point or end goal. A crossroad and interconnection. Crossing the hoe in these designs connects the symbols; career and hauora. Each element affects the other and both are important for life-balance.

The manawa koru design on the hoe with the breath line down the middle refers to self / life breath / Rangi and Papa. The three manawa represent self-whanau-community and past-present-future. The Career Hauora iconography was designed by Arwen Denton, Ngāti Kahungunu.

# Career Hauora & Te Whare Tapa Whā

Hauora impacts every part of life – including career.  
Different aspects of career also impact on hauora.

## Taha Hinengaro

Mental Wellbeing

The spillover of emotions, stressors, perceived failures, and successes impacts on overall mental wellbeing. Positive hinengaro is transferred to career, and different aspects of career impacts on hinengaro.

## Taha Whānau

Social Wellbeing

Your career often dictates how you spend most of your day and who you spend it with. When aspects of career are going well this can positively affect relationships at home. Equally home life and whānau have a big influence on career, including career choices.

## Taha Tinana

Physical Wellbeing

Rest and nutrition contribute to energy and concentration levels. This has direct impact on performance and when well-managed reduces the likelihood of mistakes and accidents. Physical strength or fitness is a requirement for many jobs. A drug-free and healthy body is important for opening career doors.

## Taha Wairua

Spiritual Wellbeing

Whether a student, a caregiver, a paid worker, or volunteer – a reason to get out of bed in the morning gives purpose. Employment status has been strongly linked to health and wellbeing outcomes.

## Whenua

Connection to land, roots, identity

Research shows strong links between identity, career, and wellbeing. Many people disconnected to their whenua find their place and identity through their work. Others deeply connected to their whenua find ways to enrich, give back or manāki their whenua, whakapapa and whānau through their work.

# Aims of the Resource

The Career Hauora resource is designed to scaffold learning and career action each year, providing students with practical tools, activities and information to:

- Reduce career anxiety
- Prepare students for life after school
- Empower our young people to live their best life



At Year 9 students are preparing for the journey – kia rite (get ready). The focus is on identity and creating a vision for the future. Students also gain an understanding of the importance of school in building the foundations for their career.

At Year 10 students are given the tools to start paddling (hoea!). Students will be introduced to pathways they may not be aware of and start exploring career options to help with school subject choices heading into the senior school years.

At Year 11 the pace picks up (kia tere) – students’ career journey will take them outside of the school gates to engage with the ‘real world’. During this year students will be challenged to make new contacts and conduct real world research to help solidify their thinking.

At Year 12 many students will be preparing to leave school – by the end of this year all students should be well positioned to leave school whether they intend to return to Year 13 or not. This is the time to stay strong and get stuck in – kia kaha!

At Year 13 students will be focused on their own individual career journey beyond school. With a full career hauora kete, it’s time to paddle their waka out into the ocean of life (hoea tō waka).

# By the end of the year...

Year 9 students	Should be able to identify who they are, what is important to them, their strengths and interests, and areas they would like to work on. Career goal setting is introduced in the context of hauora and school.
Year 10 students	Should have two or three ideas of career pathways they are interested in and have identified which school subjects will be important to them in the senior school.
Year 11 students	Should know what they need to have in place before they leave school and set goals to start working toward achieving them including: <ul style="list-style-type: none"> <li>• Driver license</li> <li>• Bank account</li> <li>• CV</li> <li>• Work experience</li> <li>• endorseMe® employability record</li> <li>• Job hunting skills</li> <li>• Professional contacts</li> </ul>
Year 12 students	Should have everything they need at a practical level to be ready to leave school, whether they intend to return to Year 13 or not. Those who are leaving should have a clear plan for their next step.
Year 13 students	Should have a clear plan for their next step and the practical tools and knowledge to succeed in tertiary education and the wider world.



# How to Use This Resource

The Career Hauora Resource is housed in digital format on the SmartNZ website. Hyperlinks in this document will take you directly to the online resource.

## Required, Recommended and Optional Activities

Each Topic has a selection of activities to choose from depending on teacher time allocation and student capability. Topics can be delivered as a standalone lesson or be spread out across multiple lessons and/or homework.

- Required activities directly meet the learning objectives of the Unit and should be delivered as a minimum.
- Recommended activities are designed to check the students' understanding and learning of the material.
- Optional activities provide students with deeper learning opportunities.

Each activity has a suggested time allocation indication to help teachers decide which activities may best fit their timetable.

## Lesson planning

Many Career Hauora activities require no advance planning.

Some lesson preparation (e.g. printing) will be required at times – this is indicated on the Activity where applicable.

In recognition that much of the Career Hauora material will be new to many teachers, we have supplied introductory videos for each topic to support teaching delivery and key messages. These videos are indicated as Required Activities.

## Feedback on the Career Hauora resources

In the interests of continual improvement, we would appreciate teacher feedback on the resources. Feedback can be done at any time via the SurveyMonkey link: <https://www.surveymonkey.com/r/CareerHauoraTEACHERS>



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