

Routes to Employment for Indian Students

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First..... a short Story

- I am an immigrant to NZ
- Arrived September 23rd 2006
- First radio interview within 2 weeks of arrival
- First TV interview as part of the Mark Sainsbury Show
- Introduced as “1 of 30 leading Aucklanders”



Why New Zealand?

- Opportunity, opportunity, opportunity
 - Big fish / small pond
- Western Education 'Lite' (not Diet Education!)
 - Not the UK, US, Australia or Canada
 - Safe environment
 - Multi-cultural environment
- Qualifications recognised around the world
 - Engineering is IPENZ accredited / computing by IITP etc
- Opportunities post graduation
 - NZ Economic growth – the 'Rock Star' economy
 - Cost effective education – cheaper than UK / US / Australia
 - Stayback Visa terms
- Demand for capability
 - Certain key areas in STEM fields in particular
 - Engineers in strong demand nationally

Indian students coming to NZ: current issues & expectations

- India focus on mass education vs specific work ready skills
 - Does a great job domestically
 - Industry optimised in India to accept students of the type
 - Expectation that a large company will take on through induction scheme
- Over reliance on rote education
- Emphasis on theory
- Less emphasis on practical skills
- Flawed thinking in minds of students
 - Having a badge automatically get a job
 - Better ranked university = Better badge
 - Better badge = Better job
 - Higher qualification beats lower qualification
 - Ergo master degree \geq PGDip
 - PGDip \geq Bachelor degree etc

What skills are we actually after?

- Small companies need multi-skilled workers
 - Majority of NZ companies are small
 - Students need to understand our economy
 - Badges from study less important than the person
- Specialisation not essential - unless super specialised and in demand
 - For example: 20 heart surgeons in NZ
 - Less automotive engineers than heart surgeons – we have no car manufacturing
- Work experience is key to employability
 - Companies choose experience over badges
 - Skills \geq badges
 - Skills \geq institutions
 - Spending more on ranking and/or longer qualification does not make a difference

Implications

- Counselling
- Demand moderation
- Get students to do their research
 - What is my target industry?
 - Does NZ have that industry?
 - If not that industry what else interests me?
- Spoon feeding is not an option
- Promoting work experience before application
 - No work experience \neq No possibility of work
 - Work experience is a strong predictor of success
 - Waiting for longer makes success more likely
- Promote proactive behaviour

Summary: Does the System work?

- Yes - absolutely
- AUT ethos is strong on 'value added' education
 - Emphasise employment skills
- Very high employment rates from PG programmes
 - E.g. Master of Construction Management (MCM)
 - Master of Engineering Project Management (MEPM)
 - PGDip Computer and Information Systems etc
- Strong correlation between experience and employment

The background features a decorative design on the left side. It consists of a dense field of small, overlapping triangles in various shades of orange and red. To the right of this field, a series of larger, white triangles are arranged in a diagonal line, creating a sense of movement or a path. The rest of the background is a solid, light cream color.

Thank You!
Questions?