

New Zealand: WE3 Continuum and Activities

Enabling understanding of the relationship between classroom and future workplaces through critical exploration and engagement with the labour market

Developed by Australian educationalist Dave Turner for the Eastern Bay of Plenty Regional Economic Development Trust on New Zealand’s North Island in 2020, the WE3 approach to career readiness is described as “scaffolding vocational education and successful youth transitions through Work Exposure, Work Exploration and Work Experience” (Turner, 2020_[233]). The three areas of focus resonate with the approaches described in this paper. Turner’s highly practical approach sets out a wide range of activities designed to “introduce, entice and induct young people into the world of work.” It includes a strong focus on the development young people’s critical thinking about the world of work by ensuring multiple, thoughtful engagements between young people and employers, employee volunteers and workplaces.

WE3 Continuum: examples of practical activities.

Work Exposure	Work Exploration	Work Experience
Activities that present ideas, information and concepts about the world of work and career development.	Activities in which young people actively explore and investigate the world of work.	Activities that offer young people close and more sustained opportunities for observation and participation in one or more workplaces.
Largely aimed at young people aged 10 to 14.	Largely aimed at young people aged 13 to 16.	Largely aimed at young people aged 16 to 18.
<i>Typical activities include:</i>	<i>Typical activities include:</i>	<i>Typical activities include:</i>
discussions of parental occupations	career talks from people in work about the jobs they do and how to access them	community and workplace based work placements, undertaking supervised work for one week
career talks from people in work about the jobs they do and the value they find in them	student research into specific occupations, access to them and their likely future characteristics	work shadowing focused around specific research questions
discussions of the gendered character of work	development of CV writing and interview skills with employee volunteers	student enterprises supported by employee volunteer coaches
workplace visits	job shadowing	student work-related projects addressing local community challenges with volunteer coaches
integration of workplace examples within related curricula	discussions (career conversations) with people in work about the future development of occupations	employer forum organised by students to bring together students and employers to discuss expectations and opportunities

Turner, D. (2020), *Work exposure, work exploration and work experience - continuum and activities*, DJ Turner consulting and Eastern Bay of Plenty Economic Development Agency, <https://tinyurl.com/The-WE3-Continuum-August-2020>.

Extracted from: Mann, A., V. Denis and C. Percy (2020), "Career ready?: How schools can better prepare young people for working life in the era of COVID-19", *OECD Education Working Papers*, No. 241, OECD Publishing, Paris, <https://doi.org/10.1787/e1503534-en>.