Tertiary benchmarks roadmap

Outcomes dimension

Student career management competencies

S1 Developing self-awareness	S2 Exploring opportunities	S3 Deciding and acting	S4 Transitions
Students have a strong awareness of self, their identity, language and culture, how they relate to others and their potential for development. They can identify their social and cultural influences, and how they interact with the economy and society. Students are able to consider, analyse and apply these competencies to the lives they currently have and aspire to have.	Students can identify, evaluate and act on the opportunities available to them in life, learning and work. They are aware of the shifts in regional, national and global economies and society, and how that influences their life, learning and work.	Students make well-informed decisions and implement flexible life, learning and work plans. They are adaptable and responsive to change. They can find alternatives when faced with obstacles, and have the resilience and ability to adapt as their life, learning and work environments change.	Students develop and articulate their own personal and marketable identity that reflects their values, skills, training, knowledge and interests. This is evident in all communications they share with the wider world, including prospective employers, broader networks and in online spaces.
S1.1 Self-knowledge S1.2 Developing capabilities S1.3 Changing and growing	S2.1 Opportunity awareness S2.2 Life, learning and work realities S2.3 Accessing and using information	S3.1 Making life, learning and work decisions S3.2 Life, learning and work plans	S4.1 Developing a marketable identity S4.2 Communicating

Input dimensions

Organisation engagement

O1 Organisation-wide policies and plans	O2 Roles and responsibilities	O3 Provision of resources and support
Active and committed leadership is informed by evidence-based practice, and drives the organisation's policy and plans for the development of student career management competencies. These policies and plans are integrated into the organisation's programmes and services, information systems, employer engagement strategy and reporting.	There is a strategic, planned, team approach to career development. The career development team has a direct link to the organisation's senior management team and includes a career development specialist/s to enable organisation-wide integration of a range of career development programmes and services. The roles and responsibilities of career development staff are clearly defined, with accountability through organisational and evidence-based systems. Note: Not all organisations will choose to establish a specific career development department. Where they do not, it must be considered how access to quality career development programmes and services will be provided.	The organisation provides the career development information management and professional resources to ensure programmes and services meet the identified career development needs of all students. The organisation makes best use of its own research capabilities and collaborates with partner organisations to enhance programmes and services and improve student outcomes. Career development resources are used strategically to ensure successful student outcomes.

O1.1 Career programme policy and planning
O1.2 Organisation-wide approach
    a) course content, structures and profile
    b) organisational strategy and documents
    c) equity
	O2.1 Career development leadership
	O2.2 Career development staff
	O2.3 Career development specialist's qualifications
		O3.1 Organisation-wide career development information management
		O3.2 Organisation-wide student data management
		O3.3 Research, collaboration and innovation
		O3.4 Allocation and use of resources for career development
		O3.5 Career development facilities

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Student engagement

SE1 Organisation-wide approach	SE2 Documentation and planning	SE3 Information systems and resources	SE4 Engaging student networks
There is evidence of cohesive, co-ordinated, organisation-wide career development programmes and services that effectively engage students. They provide a variety of opportunities for all students to develop and demonstrate their career management competencies throughout their tertiary experience. This information is clearly available in a comprehensive online career portfolio that each student compiles throughout their tertiary study.	Career development information systems, programmes and services are developed and enhanced through data analysis, review and evaluation. The systems, programmes and services are enriched by incorporating new approaches and opportunities to meet the identified, specific career development needs of students.	Student engagement is supported by career development information systems that are able to be accessed easily by current and prospective students, staff, employers and local communities. Career development information systems are up to date, relevant and regularly reviewed to ensure currency.	Programmes and services actively engage students, whānau, 'āiga, families and the community in supporting their students. Networking and network development are evident and ongoing activities, and are used as a source of shared learning, knowledge production and knowledge management.
SE1.1 Career development programmes and services SE1.2 Online career portfolio	SE2.1 Planning and review SE2.2 Response to current trends and new opportunities	SE3.1 Student access to career development information systems SE3.2 Career development information services content	SE4.1 Participation SE4.2 Networks and partnerships

Employer and industry engagement

E1 Effective engagement processes	E2 Student engagement with employers and industry
Employers and industry and tertiary organisations will co-operate to ensure an effective engagement strategy is implemented. This will incorporate memoranda of understanding, formal agreements, partnerships and strong relationships that enable mutually beneficial outcomes for all stakeholders, particularly students.	Students have access to work programmes and events relevant to their programme of study, and access to current industry data that will enhance their career competencies and prepare them for their post-study activity.
E1.1 Strategy E1.2 Relationships	E2.1 Industry programmes E2.2 Employability skills E2.3 Industry awareness E2.4 Events

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