

# CAREER PATHWAYS

*Discover • Plan • Grow*

*For rural professionals*

## *What is it?*

The Career Pathways tool is an interactive planning tool that helps the end user define their career plan and goals.

It has been designed with ease of use in mind, so runs from a robust USB flash drive that can be plugged into all computers. It even has additional storage capacity for personal files.

## *What does it cover?*

The Career Pathways tool works through all stages of career planning:

- Consider (options)
- Evaluate (self)
- Match
- Plan.



Users can 'explore their options' in the dairy industry – from on-farm positions such as a farm worker and sharemilker, to near-farm positions such as a contractor or rural banker. It provides an overview of career options, giving information on the roles, ideal qualifications, and provides an insight into the work through real-life profiles on video.

Next, users can use 'discover who I am' – to evaluate skills, goals, core values and other key personal qualities, through a series of simple assessments.

The interactive career map 'plan my goals' suggests relevant career options, helps set goals and creates a training plan tailored specifically for their career path.

**The tool provides professional development across a wide range of subjects including:**

- Personal development
- Management
- Financial management
- Goal setting.

It will even help the end user to build their CV in 'Getting started'.

Using the 'learning from others' philosophy, the Career Pathways tool profiles farmers at various stages of their careers, talking about their experiences, providing advice and giving users the opportunity to consider different options using real life stories.

## How to use it

The Career Pathways tool has been designed so it can be used over and over again, revisiting the career plan as circumstances change, goals are achieved or when aspirations and goals need to be redefined.

Created for all people involved in dairy farming, regardless of their age, stage or career goals, the tool can be used with employers, employees or both: you may find value in using it with both parties when developing training plans for on farm roles.

## How will I benefit from using this, as a rural professional?

The Career Pathways tool will help you to immediately see a level of intention from applicants who have used the tool.

We all know the value of planning. This tool helps users to put their thoughts into a career map, creating clarity and demonstrating their commitment to a career in the dairy industry. It demonstrates commitment to their dairy career and gives you a clear understanding of what they are looking to achieve in the immediate future.

It may help to reduce your recruitment and staff development processes as it ensures that the prospective applicant has a clear idea of their ideal farm role, and a clearer understanding of what is expected within that role, leaving you the opportunity to focus on the specifics of your clients' expectations for their own farm. Add on the fact that all users will be able to provide you with a complete training needs analysis, well thought out career plan and a firm picture of their ideal dairy farm role and the Career Pathways tool starts to demonstrate its unique effectiveness in complementing your own HR processes.

## Who to give it to?

This tool is suitable for anyone who is interested in planning their career through the dairy industry. This is not limited to employees; many employers will find value in using it with their staff as it provides a process to follow to identify their career goals and develop training needs analysis and plans.

### **There are two ways to provide this resource to your clients.**

1. Give them a Careers Pathways pack – we have given you one of the Career Pathways tools for your use. We are happy to discuss your requirements for additional USB sticks so that you can supply motivated farmers and prospective employees with the tool instantly, please contact [info@dairynz.co.nz](mailto:info@dairynz.co.nz). We see value in you providing them directly as this way it will get farmers started straight away and remove the delay in sending away for one. This also gives you the opportunity to work through it with them there and then.
2. Give them an order form - this provides them with more information on the tool and requires them to send some key details to us here at DairyNZ before we send them out their Career Pathways pack. We see this as a valuable process for those people who want to consider their options further and who would prefer to work through the process on their own before they discuss their findings with you.

## Recording requirements

In order to track people's progress through the career planning process and to be able to provide them with relevant updates, it is important that we have a register of each person who has received the tool. As such it would be appreciated if you could send us a monthly update of who you have provided the tool to.

*Please see the attached template of information we would like to you to supply.*

**To get more USB packs or order forms please email [info@dairynz.co.nz](mailto:info@dairynz.co.nz) or call 0800 4 DAIRYNZ (0800 4 324 7969)**