

Social networks and employment in study-work transitions for Asia-born New Zealand trained business graduates

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**Our project –examining the impact of
*Asia-born New Zealand trained business
graduates*
on Asia New Zealand business
relationships – this paper is an extract
exploring the effect of social networks on
gaining employment**



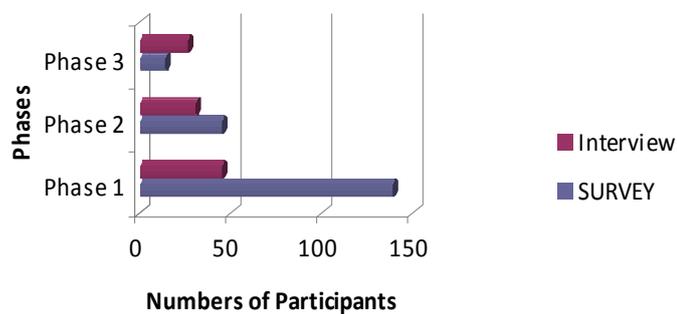
Context & Methodology

- Setting
 - Economic setting for employment
 - Migration opportunities
- Methodology
 - Online survey
 - Indepth interviews
 - Interviews with observers

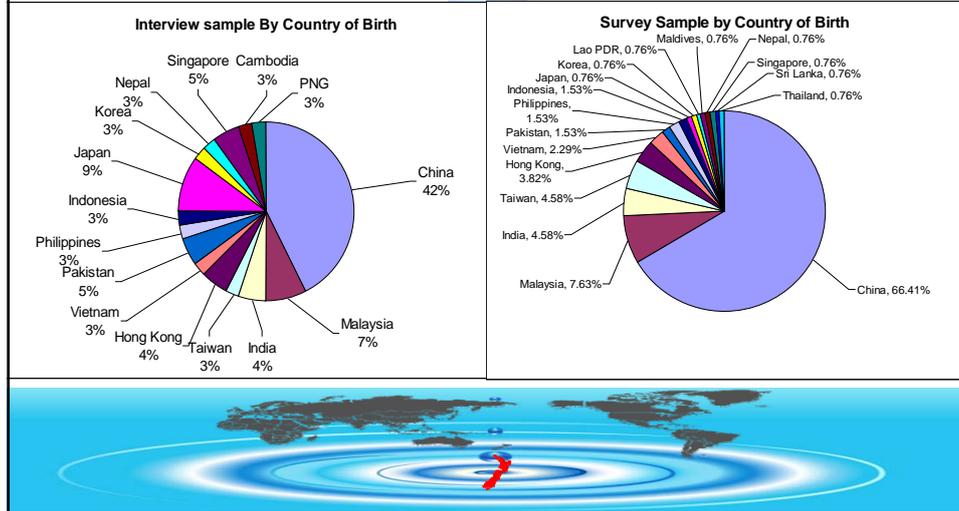


Attrition during study

Interview & Survey numbers Phases I,II, & III



Demographics



Findings - Seven post graduation pathways

- NZ Based degree –related employment
- Overseas-based degree-related employment
- NZ-based part time or temporary employment
- Overseas-based part time or temporary employment
- Unemployment, searching for NZ-based employment
- Unemployment searching for overseas- based employment
- Post-graduate study

Findings

- Graduate pathways to work are circuitous
- Lacks in responsiveness & relevance of careers advice
- Immigration related effects
- Reflections on NZ business qualifications
- Business connections
- Interpersonal connections



Graduate identified employment assisting factors

- Volunteer or other work experience
- Social connections
- Personal attributes
- Relevant job search support or career advice



Advice from Graduates

- Try to gain work experience
- Engage with life in New Zealand
- Try to understand the job market
- Network
- Identify and use your distinctiveness
- Identify and develop soft skills
- Learn to be flexible



Advice from graduates

“Work experience, social networks and networking are key elements in gaining access to labour markets. In addition, knowing how to present one-self to relate to those markets is an important dimension in increasing chances of a successful outcome.”



Implications

- The importance of relationships
 - Social networks need to be in place before graduation
- The importance of work experience
 - Course, internship and volunteer
- The importance of having knowledge of the process
 - How to find a job and relevant other processes especially immigration

We begin with
THE FUTURE
in mind



CONCLUDING RECOMMENDATIONS...

If New Zealand is to make good use of its Asia- born New Zealand trained graduates to enhance its trade, business and community connections with Asia then it must assist in enabling these graduates, when they are students, to develop effective social networks, work experience and understanding of processes in obtaining relevant jobs. Preparing students for the post academic transition should be part of policy, programmes and best practice for our education providers and interested government agencies

