



JMS job seekers catching up for a coffee before Christmas



Job Mentoring Service



Zlata Sosa, English Language Partners Wellington manager, talks at JMS Christmas party

NEWSLETTER 2018

Update from the coordinator



"In 2018, we have enrolled **52 new job seekers** and **41** of them have been **matched with their job mentors** who have supported them on their job seeking journey. Our job seekers have received additional help through 13 evening sessions and 40 job seekers' support groups. The most exciting are the achievements of our **41 job seekers who have received and accepted their job offers**. Our job seekers now work as Software developer, Software engineer, Delivery coordinator, Office manager, Learning coordinator etc. They have been employed by MBIE, MSD, Good Nature, Te Papa Tongarewa, MPI, EECA and others.

In Job Mentoring Service, we are very thrilled with their achievements, wishing them best of luck and offering them follow up coaching support in their first few months in their jobs. Special "thank you" to all our job mentors who have volunteered hundreds of hours and a warm welcome to 13 new job mentors who joined our team this year."

Sessions for Job Mentoring Service job seekers, run by professionals in 2018

- **CV's**
with HR professional Emma Hissey
- **LinkedIn**
with digital media specialist Ewa Betkier
- **Avoiding Cultural Misunderstandings in the Workplace**
with Rhiannon Robinson and Chloe Eberly from AFS
- **Another Thought for Your Next Step**
with HR manager Richard Huddleston
- **Writing Good Emails**
with Victoria University lecturer Nicky Riddiford
- **HR session at Vodafone**
with HR professionals Lyndsay Burns and Allison Sivorarath
- **CAR statements for your CVs and interviews**
with HR professional Emma Hissey
- **The Treaty of Waitangi at the workplace – personal observations**
with public sector professional Jonathan Easthope
- **Recruiting through agency vs. directly**
with senior recruiter Claudia Gonzalez
- **Language Mistakes that native speakers never make**
with an English teacher Emma Stein
- **Managing change**
with a change manager Cécile Knechciak
- **Interviews**
with an employment specialist from Victoria University Ewa Kusmierczyk-O'Connor

Monday morning group

Every Monday morning JMS job seekers and the JMS coordinator Olga catch up for an inspiring session, focused on job searching strategies. We usually discuss topics such the coffee catch up, building a network or preparing for interviews.

"I still remember that those job search sessions held in JMS were a favourite part of my life. There we learnt how to write CVs and cover letters, how to use job search tools such as LinkedIn and Seek, how to meet people and be prepared for interviews... I also met many other people in JMS, we built up supportive relationships and encouraged each other as we have same goals and purposes." (Malika)

"The Monday meeting was always a good to start my week and to find the motivation to apply." (Claire)

"It was amazing to see other people in a similar situation in the group. We shared difficulties and knowledge. Every meeting a new situation to be analysed and sometimes a moment to celebrate when a friend was being successful in a job application. That showed us that we were in a correct path." (Joao)



Mentor meetings

Every six weeks between 8-12 JMS mentors catch up to discuss their work with the job seekers, seek additional help, exchange information about the latest trends in the job market and have their say in the way Job Mentoring Service operates. These meetings have been incredibly productive and loads of fun.



STORIES AND PICTURES

Rhiannon and Leticia: Mentoring relationship that grew into friendship

My name is Rhiannon and I'm a job mentor.

I came to New Zealand eight years ago and while my journey has been bumpy, like living through the Christchurch earthquakes in my first year, it has also been great - I completed my degree and found a rewarding career.

I absolutely love my life in New Zealand.

Although **it has been a bit of a shaky experience as a migrant**, I also acknowledge my privilege as a Pākehā, with English as my first language and a Kiwi partner. It's important to acknowledge and re-balance privilege where we can, so job mentoring is one of the ways I try and do that. I also think that New Zealand has a long way to go in terms of having workplaces that support true diversity, and mentoring is a great place to start.

When I first met jobseeker Leticia I liked her straight away! She's enthusiastic, intelligent and open, and I immediately thought, 'Yep, this is someone who can roll with the punches and succeed in the not-for-profit industry'. We're similar in that the fit of the organisation is as important as the role for us.

Mentoring Leticia meant I could fulfill my 'crazy organiser' tendencies! Early on we started using my favourite app Trello, a collaboration tool where you can track tasks and make lists. We met for an hour once a week and collaborated over Trello. I'd load different articles, resources, and event invites to support the work we were doing in our sessions. I tried to mix the mentoring up as much as I could by doing things like having a guest mentor come along or attending events together.

The main challenge for Leticia was that she was putting the work in and not getting call-backs. She researched, networked, volunteered, and sought development opportunities, but the not-for-profit industry is a tough nut to crack: there aren't many opportunities and it's competitive. You're up against heaps of Victoria University social science grads who have done several internships.

Leticia needed local experience, so she started volunteering for AFS (an international youth exchange organisation, where I work) and Newtown Budgeting Service. The rest of the plan to get Leticia a job can



Rhiannon and Leticia celebrating Leticia's first week in her new job.

probably be described as relentless self-improvement! Learning about New Zealand's cultural context and Te Tiriti o Waitangi, how the mental health system works, taking advanced English classes, doing online study...the list goes on. And of course, continuing to network and apply for roles. The hard work and networking finally paid off.

Leticia got her lucky break and landed a role at AFS. After months of volunteering on our international student programme Leticia was offered the opportunity to attend a pre-conference workshop, Global Competence in International Education, at the New Zealand International Education Conference and it gave her the chance to shine. Shortly after, some roles came up and she got one. (She sat next to me and I totally set up her desk with cute stationary.)

I find mentoring empowering, rewarding, and fun! I have so much respect for the programme and I wanted to be part of it. The job seekers get great support—it's vital for them and their happiness in Aotearoa. I'm impressed by the calibre of the mentor group, and Leticia was a fab mentee.

My name is Leticia and I'm from Brazil. I've been living in New Zealand since May 2017. My husband got a job offer here and we decided to live abroad for a while and learn a new language and culture. I have a degree in psychology and worked for almost two years as an educational psychologist.

STORIES AND PICTURES

I felt connected with Rhiannon the first time I met her. Earlier I had been worried that my mentor would say, “Your English isn’t good enough to get a job in New Zealand”, but Rhiannon was totally the opposite. She listened to me, showed interest in my story, and encouraged me to keep studying English. She concentrated on what I had already done and showed me some information about working in psychology in New Zealand. She also taught me how to use Trello so everything we discussed was easy to access later.

The main benefits of mentoring were having more information about how the job market in my area works in New Zealand, and having someone motivating me through the process of finding a job. Rhiannon gave me useful and practical information about what I had to do and how, and she always considered my personality, my story, and what I was comfortable doing. She helped me improve my CV and cover letters and understand what I was doing wrong.

Rhiannon genuinely listened to me when I was feeling frustrated with the process and explained how hard it is finding a job in New Zealand, especially for migrants who work in my field. I always felt she was empathetic and believed in me.

I struggled to feel confident about what I could bring as a professional to New Zealand. I didn’t know if I was good enough, but through mentoring I realised my skills are valuable here and once I got over this barrier it would benefit me later.

I felt really happy when I got the job offer! I was grateful for everyone that supported me during the process: my husband, my family, friends, Rhiannon and Olga. I had spent hours in preparation, and this opportunity came just at the right moment.

I had a wonderful experience with the job mentoring service. I would recommend it for any migrant struggling to find a job in New Zealand. And I’ll never be able to return what Rhiannon did for me. She has a good heart and her mentoring skills are impressive.

My advice to others would be to keep studying English and improve your communication skills. Learn about New Zealand. Keep up your own professional development and be open to new challenges. Network, go to workshops, and keep improving your CVs and cover letters.



Mario

Mario Heredero:

Open to Change

My name is Mario Heredero and I moved to New Zealand two years ago. My plans to travel the rest of Europe from Spain changed when my partner got offered a great opportunity as a cancer researcher at the Malaghan Institute of Medical Research. You can’t say no to that!

With my Master’s degree in industrial and mechanical engineering, I worked in Catalonia as a research engineer in a centre similar to Callaghan Innovation in New Zealand, focused on energy efficiency, heat and energy recovery, and renewable energy. The projects I worked on helped companies apply the research to their technologies.

I found settling in New Zealand quite hard. The initial transfer was rushed; I had to resign and move to Wellington in a month. Then I was alone in a new house, in a new city, in a new country and I didn’t know anyone but had to find a job. Moreover, I wasn’t sure if I should try to find a job similar to the one I had in Catalonia, or explore new options. It took me a while to fully understand how things are done in New Zealand.

I came across JMS while exploring the Immigration NZ website. Contacting Olga helped me the most during my settling and job seeking process in New Zealand. She put me in contact with other skilled migrants that were in a similar position to me and some of them became my first friends here. I got a mentor, Sophie, who I will always be grateful for—her support, help, advice and coaching got me through the jobseeking emotional rollercoaster.

STORIES AND PICTURES

I was surprised to find that New Zealanders are really friendly if you tell them where you're from and what you did in your previous job. With Sophie's help, that opened the door to a new strategy: meeting people and networking. Meeting one person led to meeting another, and another. I found out about different companies and sectors that I hadn't expected and made some new friends along the way—it was much more fun than staying at home waiting for something to happen.

I eventually got my job through a friend of a friend of my mentor. I'm a Production & Process Engineer at Goodnature, a company based in Newtown that manufactures and sells traps. It's a special company and I admire their challenge: to rid New Zealand and the world of pests. Their challenge and the great team at Goodnature made me change my career and get into manufacturing. I was also lucky to get this job before it was advertised.

What's next for me? Keep learning and working in my new role for a while. There is a lot to discover and do in this new adventure at Goodnature. I have also started mentoring at JMS to give back all the help that I received, and I have to admit that I am enjoying it!

If you're a job seeker, be strong and go out. It takes time and there will be tough moments—and failure—but the most important thing is to try to learn from them and be open to change. Good luck!

EVENTS

Volunteer Connect Award

Each year Job Mentoring Service along with Volunteer Wellington and Citizen Advice Bureau organises the Volunteer Connect Award for recent migrants who have made a significant contribution to not for profit organisations as volunteers. This year three of JMS job mentors were nominated as well as few job seekers volunteering for other organisations.

Rana Nezam has been volunteering for JMS as a graphic designer

"As working on Job Mentoring Services' newsletter was my first job here, it gave me more confidence that my skills are needed. During the work with Olga on planning and organising the contents of this newsletter, we kept talking about the life and the culture here in Wellington. So it wasn't only a work experience it is indeed a life experience. I got a lot of compliments and that helps me get better idea about the design's trend here. I started to break the ice and meeting more people and build my own network. It also encouraged me to do more volunteering jobs and enlarge my network."



Migrant volunteers from English Language Partners Wellington received their Volunteer Connect Award certificates

JMS Christmas party

At the end of November JMS organised a traditional End of Year party at the Southern Cross Café (that was a wonderful host for us) again. It was a great chance to recognize the hard work of job mentors and job seekers and celebrate successes. It was also a great opportunity for networking and meeting interesting people. Special thanks to our job seekers Julia and Liliana who volunteered to prepare special gifts for our job mentors.



job mentor Mariana Barbosa Batista talks about her experience working with her job seeker Stephanie.

CONNECTING WITH PROFESSIONAL

In May, Vodafone HR professional and JMS job mentor Lyndsay Burns organised a session at the Vodafone Wellington offices. 20 JMS job seekers joined to learn all the tips and tricks from Lyndsay and her colleague Allison Sivorarath.

It was a fantastic insight into the NZ work environment and a great opportunity to hear directly from Human Resources professionals. We learnt about the Vodafone recruitment process and what they are looking for from their candidates.

We also received some fantastic resources about how to make a CV stand out, tips for writing cover letters and how to refine interview techniques.



Lyndsay and Allison from Vodafone facilitate the session for JMS job seekers

TIPS

Useful link

Connect with your local community and expand your network while having fun, Use these links:

- <https://www.wecc.org.nz/services-and-resources/employment-support>
- <https://www.volunteerwellington.org.nz/>
- <https://www.careers.govt.nz/>
- <https://www.meetup.com/cities/nz/wellington/>
- <http://www.newcomers.co.nz/regions/wellington-wairarapa/wellington/>
- <https://www.neighbourly.co.nz/>

What to do over the Christmas

Relax: it's hard looking for a job. Take a break and relax. Try Worser Bay beach or Scorching Bay beach. You will feel like you're on holiday!

Enjoy: there's lots of summer activities in the city. Check the Wellington City Council's website <http://wellington.govt.nz/events/event-calendar> for free events.

Network: connect with your neighbours or friends. That will make you feel better and it might help with your job search too.

Volunteer: places like the city mission or churches might need people to help out with holiday-related activities e.g. in hospitality roles. There may also be conservation and outdoor activities to do.

Read: check out new books in English. It will relax you and help you learn some new words.

Reflect: think about what you have done and think if you would like to make any changes in your approach next year.

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