

**ep.education** Webinar: 5 Dec 2024

**Teach in**

**New Zealand**

**anzuk. scoot.**



# Housekeeping



Everyone will  
be on mute for  
the duration.



Feel free to ask  
questions in  
the chat box.

Where in the **world** are  
you viewing from?



Did you **spot** the  
sheep?



# Qualifications



## Getting your qualifications assessed.

International Qualification Assessment (IQA) through  
New Zealand Qualification Authority (NZQA)

### What you need to know:

- You'll need a Bachelor's Degree or higher degree in teaching (teaching practicums).
- A Post-Graduate Teaching Degree or Master's of Education may be recognised.
- The IQA determines whether your qualification is comparable to a NZ teaching degree.
- A stand-alone Teacher Licensure from American States does not qualify.
- We have seen “core-components” be awarded for these types of US qualifications:
  - BEd, BSc (Elementary Education or Teaching Subject), MEd, State-Administered Professional Teacher Certificates, BSc, BA (Special Education)

**\*exception: eligible WHV holders could do “untrained” substitute work**

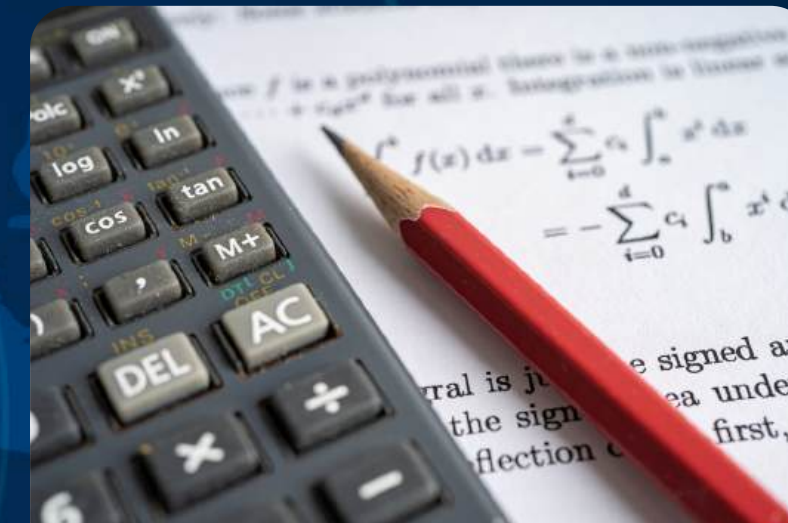
# BREAKING NEWS



**Secondary Teachers  
Put on Fast-Track to  
Residency**



**Immigration NZ visa  
costs\* increased  
from 1 October '24**



**New maths  
curriculum rolled  
out from Jan '25**

**\*if under 30, USA Working Holiday Visa  
costs \$670 NZD (approx. \$391 USD)**

# There's probably a few reasons you're here...



You're feeling stuck or stagnant.



You don't feel challenged in your role.



Growth opportunities are limited.



You're itching for change & travel but want job stability.

# FOMO

your  
current  
job

you

all your friends  
in aus & nz





# Stress

Burnout

Anxiety

Admin tasks

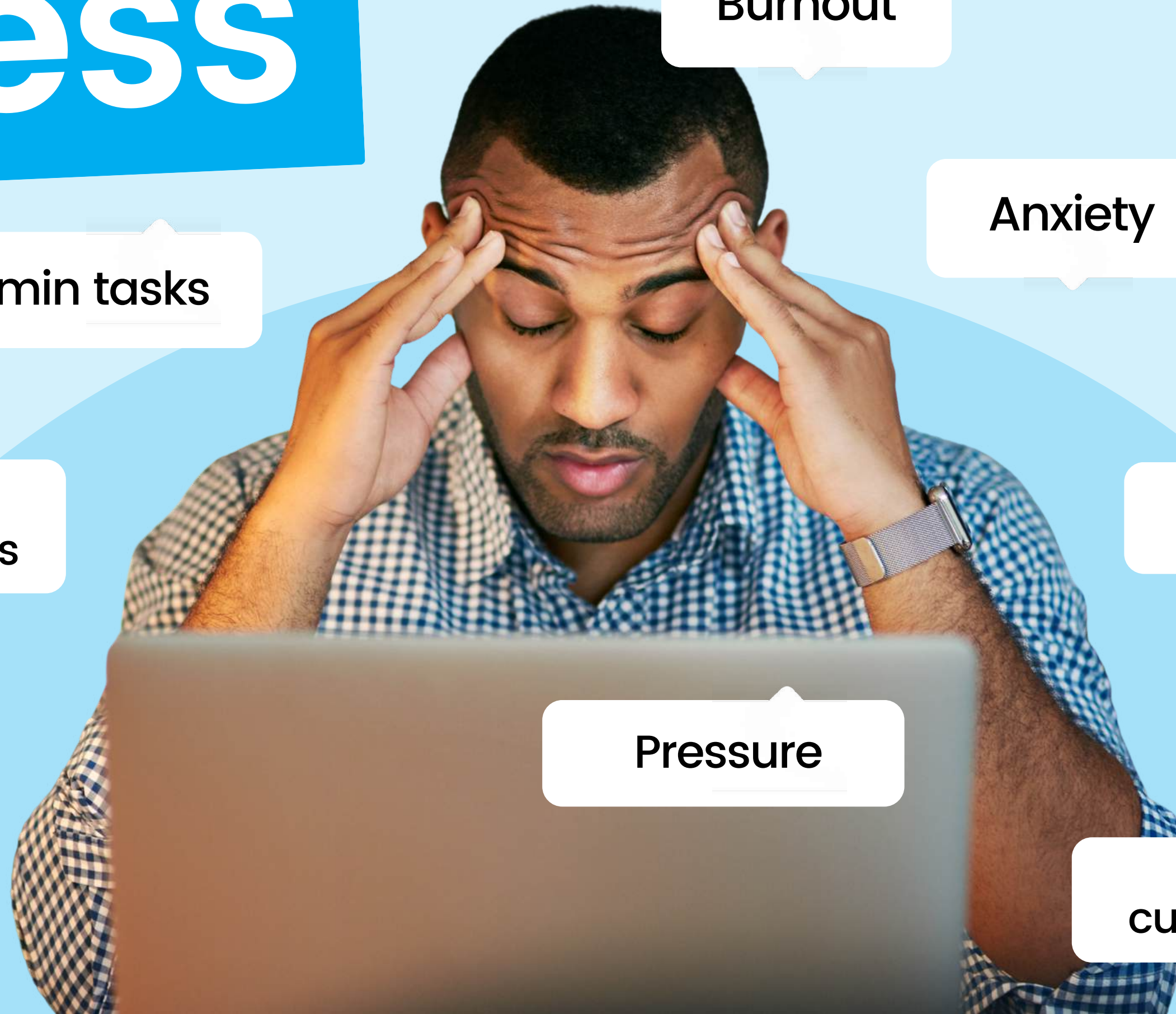
Fixation on  
exam results

Bureaucracy

High  
workloads

Pressure

Strict  
curriculum






Does this sound





like **you?**



## Some recruitment agencies will:

-  Say it's a breeze... and leave you in the lurch!
-  Not support you with compliance.
-  Ask you to pay for support.

## But, with **ep.education**, you will:

-  Get clear on the process.
-  Make informed decisions.
-  Be empowered to live and work in NZ.
-  And it won't cost you to work with us!



**Right educator,**

**right place, right time**

# Helping you secure your next teaching opportunity:



**25** years of  
people-centred  
recruitment.



Access to  
exclusive roles.



We manage  
the full  
recruitment  
process.



Work with  
experienced  
consultants.



Interview  
and CV  
preparation.



Post-  
placement  
support.



# Work & Play



# Why teach **abroad?**



## Personal growth

- Stepping out of your comfort zone
- Developing cultural awareness
- Experience living in another country



## Career development

- Overseas teaching experience is highly regarded globally
- References for future employment
- Diverse settings



## Life experience

- Make friends from all over the world
- Travel opportunities
- Expat community
- Educator community



# Work & Play





# The **NZ school** system

**ECE** Aged 0–5

Year 0 – 5

**Primary** Aged 5–13

Year 1 – 6

Primary

Year 7 – 8

Intermediate

**Secondary** Aged 13–18

Year 9 – 13

- Primary teachers are generalists, trained for all curriculum subjects
- Primary-trained educators can work in ECE centres
- Intermediate may have specialist teachers
- Secondary teachers are subject-specific



# The **NZ school** system

**Independent Schools** Aged 5-18

Year 1 - 13

- Pay 1% to 13% above the Government Pay Scales
- Many offer Cambridge IGCSE & A Level, IB, in addition to NCEA



# Early Childhood Education (ECE)

- State-Run Kindergartens (2-5 years)
- Privately run ECE centres (0-5 years)\*
  - large franchised businesses
  - small community-based centres
  - some have a language/cultural focus
  - some with specific philosophies (Rudolph Steiner & Montessori)
- Various in-home nanny arrangements
- Te Kōhanga Reo (Te Reo Maori immersion)
- Parent-run play centres
- Te Kura (The Correspondence School)

\*we mainly work with these ECE types



# Curriculum



## Te Whāriki – the ECE curriculum

- Principles of Empowerment, Holistic Development, Family & Community, Relationships

## NCEA\* – the secondary curriculum

- Year 11–13 (age 15–18) students earn credits through internal assessment & exams

\*university entrance

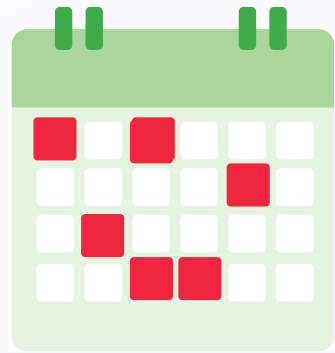
## The New Zealand Curriculum

- Primary school assessments are more varied & holistic – formative & summative approaches.

No special education curriculum.



# Work options



## Substitute - Day to Day Relief Teaching

Auckland & Wellington

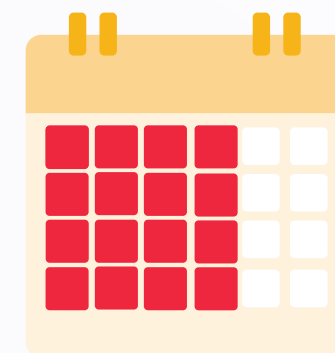
- Flexibility
- Variety of settings
- Work up to 5 days
- Short-term & block
- Pathway to perm



## Fixed-term Contracts

Maternity leave & role growth

- From 1 term to 1 year.
- Virtual interview before your travel begins.
- Ideal for WHV or open visa holders: fixed-term up to 12 months



## Permanent Contracts

Employment contract direct with a school/centre

- Work in the same school from the day you arrive
- Become part of the school community

# Work options

Depending on your experience, qualification & background working with children, there will be a role that suits you perfectly.





**Auckland**



**Wellington**

# Locations

The more flexible you are the better.

- Demand is highest in the North Island
- Auckland was the fastest-growing region in NZ over the last decade
- Auckland & Wellington have lots of job opportunities for partners.
- Cost of living similar across both locations
- Secondary demand across NZ

## Rest of New Zealand

- Fixed-term & Permanent contacts
- ECE, Primary, Secondary, SEN teachers







**What **sector** do you work in?**

**Getting ready to**

**teach in NZ**

**It's not going**

**to be easy.**

# In demand



## ECE

- IQA “ECE core components” outcome required
- Relief/Supply



## Primary

- Auckland demand
- WHV in Wellington
- All levels
- Relief/Supply



## Secondary

- STEM Subjects
- English, PE
- Cambridge/IB
- Relief/Supply



## Special Education

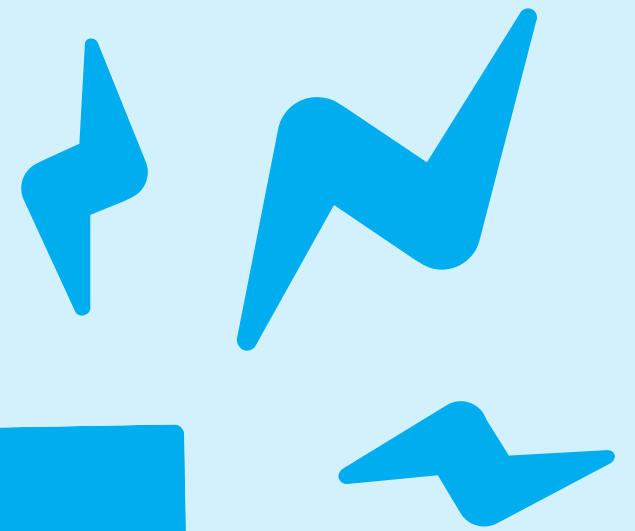
- Experience with high & complex needs.
- Recruiting all year!

+ Catholic Tagged

**Navigating the**

**4 Agency Process**

**for Educator  
Compliance**





**Get your qualifications assessed**

**1**



**Gain NZ teacher registration & practising certificate**

**2**



**Get your right to work in New Zealand**

**3**



**Get a salary assessment**

**4**

# 4 Agency Process



## Get your qualifications assessed.

International Qualification Assessment (IQA)  
through NZQA

### Top Tips:

- From 1 Jan '25 all teachers must have teaching IQA
- All qualifications must be assessed to work in ECE.

### Common Challenges:

- Take your time, try not to see it as a mountain.
- Teaching IQA = assess up to 3 quals. Helpful for salary assessment.
- Verifying your Qualifications: Independent verification organisation OR directly from your university.

# 4 Agency Process



## Gain NZ Teacher Registration & Practising Certificate

Teaching Council of Aotearoa New Zealand

# 2

### Top Tips:

- Watch our webinar.
- Be prepared, take the time to gather all the documentation: qualifications, transcripts, proof of identity, reference letters, etc.
- Taught in Australia? Apply via TTMRA.

### Common Challenges:

- Correct Police Checks from every country, 12months+ over 10 years
- Certified, colour copies of documents
- Registration (for life) AND practising certificates (3 years)
- Maths/English tests for some educators.
- Having detailed examples of practicum, etc.



# 4 Agency Process

# 3



## Get your right to work in NZ

Immigration New Zealand

### Top Tips:

- Trick question! We can't give immigration advice.
- Check out Immigration New Zealand's website.
- Working Holiday Visa: 1 year to enter NZ. Can apply early.

### Common Challenges:

- Not visiting [immigration.govt.nz](https://immigration.govt.nz) website.
- Know if you'll need to do a medical examination.
- Not understanding the visa processing times.
- Only apply when you have all the paperwork!
- What visa will you travel on?
  - Working Holiday, AEWV, Partnership, STR, etc.

# 4 Agency Process



## Get a salary assessment.

Education Payroll (only for Schools, not ECE)



### Top Tips:

- Be prepared! Get all of your statements of service.
- You'll complete salary assessment once you have a job.

### Common Challenges:

- Missing info = not being paid at correct rate.
- You'll be back-paid, but it pays to have everything ready before you leave home.
- Statements of service can take time!
- International school experience might be assessed differently.

# Salaries

- **School Salary Scale:**
  - Pay depends on qualifications and experience
  - From approx. \$59,027 to \$99,216
- **ECE teachers: \$60,000 to \$90,000**
- **Relief Teaching**
  - ECE : \$36.57 – \$50.06/h incl. holiday pay
  - Schools: \$310–\$400/day



\*all costs in NZD

# Compliance



## Educator Compliance

ep.education is committed to meeting the highest level of compliance vetting standards, in line with the NZ Children's Act.

### In addition to 4 Agency Processes:

- Your CV (5 year work history)
- Photo ID
- Police Checks (unregistered)
- Headshot
- Qualifications
- Induction



**Are you still **awake?****

# What you need to **consider** before you move



**Time**



**Money**



**Energy**

# Time

- Qualification Assessment: Up to 6 months.
- Teaching Council: 6-12 weeks
- Immigration: 80% within 8 weeks.
- Interviewing & Recruitment: Up to 1 month.

**Total Time: 7 - 9 months\***

**\*Fast-track your applications with [ep.education](http://ep.education)**



# Money

\*Remember, this is per person. Family relocation costs can be \$20k - \$30k

- Qualification Assessment: \$746
- Teaching Council: \$564.37
- Immigration: \$670 - \$1540 (STR \$6490)
- Flights: \$2500
- AirBnB: \$900

+ Insurance, Relocation Costs, School Fees, Storage, Moving Services, Bond, Medicals, Police Checks, etc.

**Total Cost: \$8000 NZD, or \$4,700 USD per person\***





# Energy

- Interviewing
- Resigning
- Emotional & Psychological Adjustment
- Networking
- Cultural Adjustments
- Family Considerations
- Professional Development

**Total Energy:** 😊



# Relocation **grant**

- Need registration & certification
- Full-time role, 12+ months
- Reimbursement: apply on arrival within 90 days
- Limited number available
- Keep your receipts!



**Educator Referral Bonus £100 / \$250 NZD**

**It's not easy, but  
it will be worth it.**



**Have your thoughts** **changed?**

**Are you in?**



# The **academic year** ahead

2024

**Term 3**

22 Jul – 27 Sep

**Term 4**

14 Oct – 20 Dec



6 week summer break

2025

**Term 1**

27 Jan – 11 Apr

**Term 2**

28 Apr – 27 Jun

- Each term approx. 10 weeks with 2 week holidays
- Academic year runs from approx. Jan to Dec
- No set resignation dates: long-term & perm roles advertised throughout the year



# The process



Initial Contact



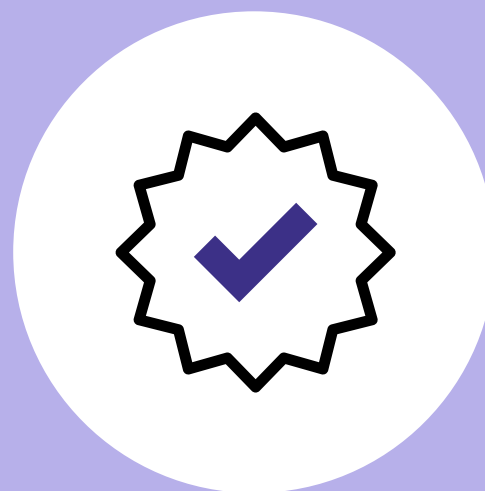
Compliance



Meet your Consultant



Interview/Induction



Clear for Work



In the Classroom



# Your **next steps:**

## Step #1:

Is teaching in NZ right for you?

## Step #2:

International Qualification  
Assessment (IQA)

## Step #3:



The screenshot shows an email composition window with a yellow header bar containing an envelope icon, the text "New Message", and window control icons (minimize, maximize, close). The main content area has a "To" field with the email address "careteam@epeducation.co.nz" and a "Subject" field with the text "I'm in!". Below the subject field is a PDF attachment icon (a document with a folded corner and the text "PDF") and the text "Attach your CV & a brief message". At the bottom of the window is a "SEND" button and a row of icons for text formatting (font size, bold, italic), emojis, a download arrow, a link icon, an image icon, a link icon, a star icon, and a trash can icon.

New Message

To **careteam@epeducation.co.nz**

Subject **I'm in!**

 **Attach your CV & a brief message**

SEND





How **useful** was this webinar?

**Time for your  
questions.**



**ep.education**

# Thank you

Thanks for coming along, we hope you enjoyed the session!

Feel free to stay & ask us any questions.

**[careteam@epeducation.co.nz](mailto:careteam@epeducation.co.nz)**

