

Opportunities for Early Childhood Education Career aspirants in New Zealand



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Scientific Career Planning

**Employability Enhancement
Support**

SMART Visa Filing

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**THE
5A
APPROACH**

Early Childhood Education

01

"Seeds of Knowledge, Blossoms of Tomorrow:
Cultivating Young Minds for a Promising Future!"

Congratulations on your exceptional academic journey so far. As our society transforms into a more interconnected global community, a wealth of opportunities awaits you in the dynamic field of early childhood education.

Early childhood educators play a pivotal role in shaping the future of our society by nurturing young minds during their most formative years. The success of any learning institution or educational program largely depends on the expertise and commitment of early childhood educators, be it in terms of curriculum design, classroom management, or child-centered pedagogies.

Educators within an institution often come together to form a vibrant learning community, collectively contributing to the growth and development of children. These professionals support decision-makers by providing critical insights into child behaviour, learning trends, and developmental milestones. They work collaboratively with parents, administrators, and other stakeholders to create an environment that optimally supports each child's unique learning journey.

As an accomplished academic, you possess unique skills that set you apart. Leveraging and further enhancing these key skills, you can make significant contributions to a learning institution's mission to nurture the leaders of tomorrow. To name a few:

1. Empathy and Compassion
2. Communication Skills
3. Problem-solving Abilities
4. Classroom Management
5. Team Building and Leadership
6. Creativity and Flexibility



As you explore further study and settlement options in New Zealand, becoming a truly Global Citizen, we have compiled this career guide. It details the career prospects, study options, eligibility and affordability criteria, along with information on post-study work visa and PR pathways under current rules and regulations. We believe it will support you in making a well-informed decision."

Overview of Early Childhood Education sector in New Zealand

New Zealand is renowned globally for its high standard of early childhood education (ECE), where children's holistic development is paramount. A career in ECE in New Zealand promises not only a rewarding professional life but also enriching personal growth, as you help mould future generations.

New Zealand's ECE sector is unique, influenced by a bicultural framework that acknowledges the Treaty of Waitangi's principles, integrating both Maori and Pakeha educational approaches. The system embraces a child-centred learning approach, guided by the Te Whāriki curriculum, which focuses on empowering children to learn and grow.

The ECE sector in New Zealand is well-regulated, ensuring high standards of care and education. To practice as an ECE professional in New Zealand, individuals must register with the Teaching Council of Aotearoa New Zealand and meet their fitness to teach requirements.

New Zealand welcomes overseas-trained ECE professionals who meet the qualification and registration requirements. Many institutions even offer additional support for overseas-trained educators, such as induction programs and professional development opportunities, ensuring they can contribute their skills and experiences to the New Zealand ECE sector effectively.

Whether you choose to work in a kindergarten, childcare centre, or home-based education service, as an ECE professional, you will play a pivotal role in children's early development. You will act as a facilitator of learning, a guide, and a nurturing presence that can profoundly impact young lives. Some of the key roles you would be able to secure are:

- Early Childhood Teacher
- Special Education Teacher
- ECE Consultant or Advisor
- Home-Based Educator
- Head Teacher
- Centre Manager



Pay

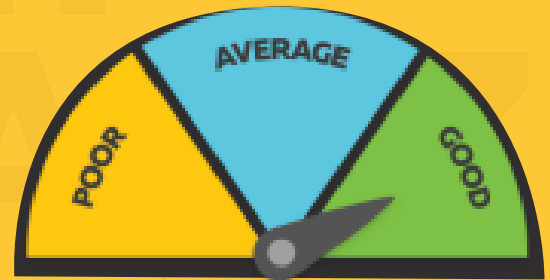
Qualified Early Childhood Teachers usually earn
\$60K-\$75K per year

Senior Early Childhood Teachers usually earn
\$75K-\$100K per year

Source: NZEI, 2022.

JOB Opportunities

03



For overseas-trained professionals or new entrants, the Early Childhood Education Career offers an Immigration pathway under the Green list “Work to residence” route. With our extensive experience in the sector, we can provide insights and guidance that will support your transition, education, registration and employment into this rewarding field.

Your journey in the world of Early Childhood Education begins with us.

These are valuable links (Click on the logo) to prominent regulatory and professional bodies as well as successful and progressive early childhood education centre operators in NZ.



Registration Process for Overseas trained Teachers

The stringent qualification and registration requirements ensure that all ECE teachers are well-equipped to make a positive impact on the lives of the children they teach.

As an overseas trained teacher looking to work in Early Childhood Education (ECE) in New Zealand, the key requirement is to have a teaching qualification that is comparable to a New Zealand Level 7 Diploma or higher, with a curriculum that includes teaching methods suited for children aged from birth to 6 years old.

Here's a general outline of the educational prerequisites:

- **Base Qualification:** You need to hold a recognized overseas tertiary qualification. The qualification should be an under grade degree as a minimum, higher the better.
- **A Formal Teaching Qualification at Degree Level:** You also must hold a teaching qualification such as bachelor of education, any teaching qualification lower than the degree such as diploma would not meet the threshold of at least a Level 7 Diploma on the New Zealand Qualifications Framework (NZQF). Many teachers generally do have a degree in their home country, such as a Bachelor of Education (Teaching).
- **Curriculum Emphasis:** Your teaching relevant study must have had an emphasis on curriculum, pedagogy, and practice in early childhood education, with suitable practicum placements.
- **Teaching Experience:** Your training should have included practical teaching experience. This should be professional experience in teaching children in the age range from birth to 6 years, undertaken as a component of your initial teacher education. Only the professional experience gained post the formal teaching qualification will have any positive impact on your registration process.

Once you've determined that your qualification and professional experience meet these requirements, you should proceed to have your qualification assessed by the New Zealand Qualifications Authority (NZQA) and apply for teacher registration and certification via the Teaching Council of Aotearoa New Zealand.

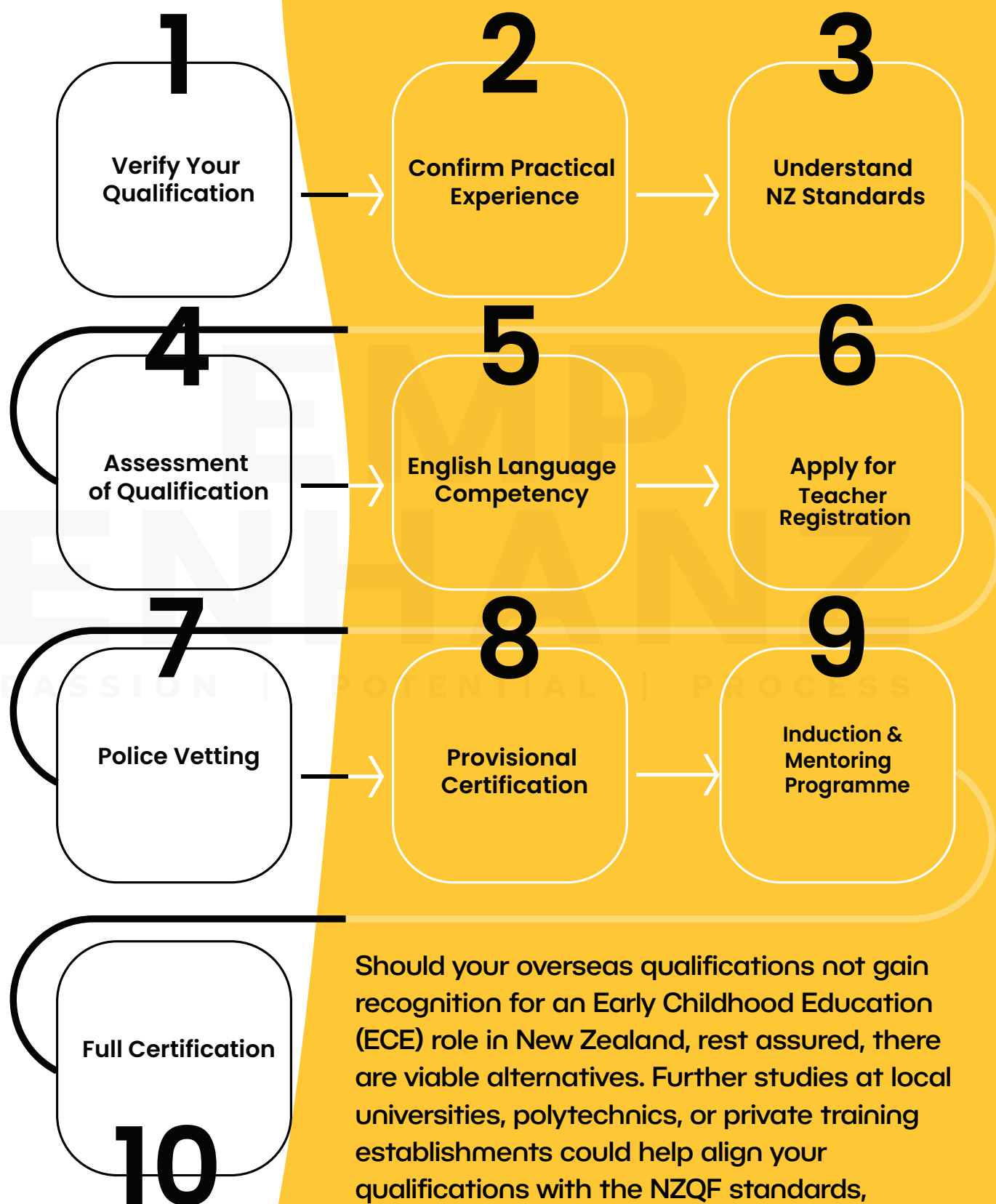
Documents Requirement

There are a range of documents you must provide as part of the assessment and evaluation process with NZQA, and subsequently, to the Teaching Council of NZ. Immigration authorities will also use these documents for identity verification and to verify that you meet the visa requirements.

- 1 Copy of Passport
- 2 Academic records including Marksheet and Degree Copies
- 3 Complete Academic Transcripts
- 4 Proof of Practicum or Teaching Experience
- 5 Employment Letters/Contracts with details of Responsibilities and Tasks
- 6 NZQA Assessment Report
- 7 Self Identity Documents
- 8 Police Clearance
- 9 Performance Evaluation or Letter of Recommendations
- 10 Digital Photograph

Please note, the document requirements may change occasionally. Contact us to verify the latest requirements stipulated by the Teaching Council of Aotearoa New Zealand and NZQA.

Assessment & Registration Process:



Should your overseas qualifications not gain recognition for an Early Childhood Education (ECE) role in New Zealand, rest assured, there are viable alternatives. Further studies at local universities, polytechnics, or private training establishments could help align your qualifications with the NZQF standards, enhancing your eligibility for ECE roles.

Study Options

To enhance their career profile and further develop their skill set; professionals from various streams can pursue a career in the ECE stream. Graduates & professionals from education or relevant backgrounds can choose this study path to gain quality education in the field of ECE to meet the entry and registration requirements of Teaching Council of NZ.

New Zealand has a wide range of tertiary education options. There are education providers in each of the leading centres and regional areas. The New Zealand tertiary sector covers private training establishments (PTEs), technology and polytechnics (ITPs) and universities.

NZ education System is a level-based system with vocational courses of up to 4 for school pass-outs in trades and skills. The academic-focused courses start with certificates and diplomas in levels 5 and 6 or an undergrad degree of three years combined at 5, 6 and 7 levels.

For graduate students; there are study options available in the form of a graduate diploma (Level 7, 1-year duration) or postgraduate Diploma (Level 8, 1-year duration) as well as a Master's (Level 9, 1-2 years duration)

For each year of study, students are awarded 120 credits. These credits are made of a combination of classroom studies and industry projects. Each subject generally carries 15 credits, and students have to study up to 8 papers to claim the 120 credits, or if an industry project (say 30 credits) is part of the course, the student will have to do six papers worth 15 credits each to make up for the balance of 90 credits.

When making a course selection, candidates should look at five factors; at the top are the interests and match to career aspirations, eligibility, affordability, visa suitability and program availability in the desired intake.



Master's degree - Vertical Progression -

If you are at an advanced stage of your career where you completed your bachelor's degree a few years back and have significant work experience, then you can opt for in-depth knowledge of your area of interest by choosing a master's program. The master's programs are available in both Research-based works and coursework details. The master programs are offered with both horizontal and vertical progression skills. A master's course can range from 12 to 24 months.

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Featured Programmes

1. Graduate Diploma in Teaching
(Early Childhood Education) Level 7
Total Credits: 135



2. Graduate Diploma in Teaching
(Early Childhood Education)
Total Credits: 160



3. Graduate Diploma in Teaching
Total Credits:- 150



4. Postgraduate Diploma in Education
(Early Childhood Education)
Total Credits: 120



5. Master of Teaching
Early Childhood Education
Total Credits: 180



Colleges & Provinces

A New Zealand education equips you with skills that match the future of work. The tertiary sector includes private training establishments (PTEs), government polytechnics or institutes of technology (ITPs), and public universities.

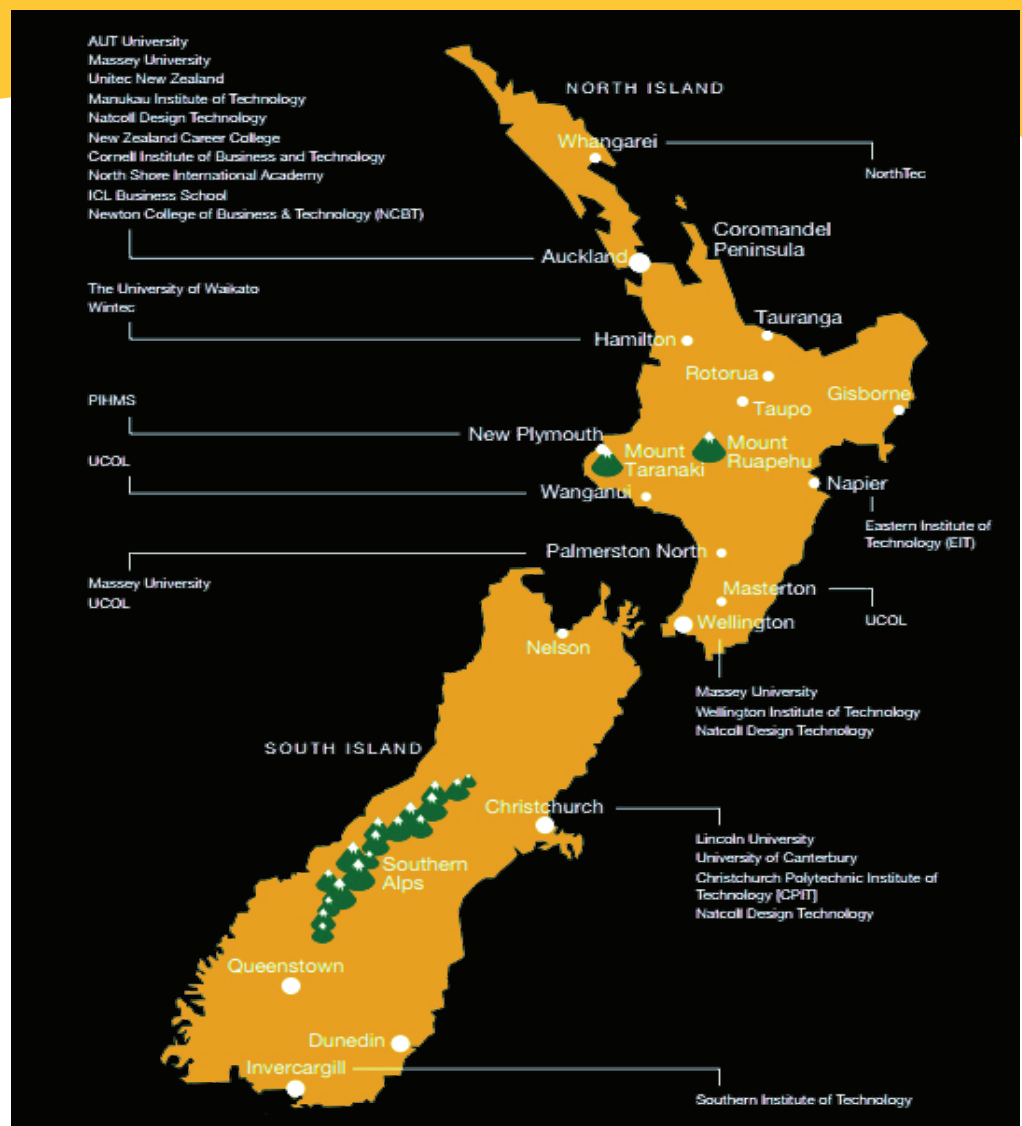
NZQA oversees PTEs and ITPs, ensuring programme quality, delivery standards, and compliance. Universities sit under a separate framework: each of the eight universities is autonomous, but they are collectively guided by Universities New Zealand, which manages academic quality through the Committee on University Academic Programmes (CUAP) and the Academic Quality Agency (AQA).

New Zealand has two main islands, each offering its own career landscape. The North Island hosts Auckland, the commercial hub with a third of the country's population, and Wellington, the political centre. The Waikato region, anchored by Hamilton, is a major employer in dairy, agritech, and research-intensive sectors. Further west, Taranaki on the North-West Coast is known for engineering, energy, and oil and gas.

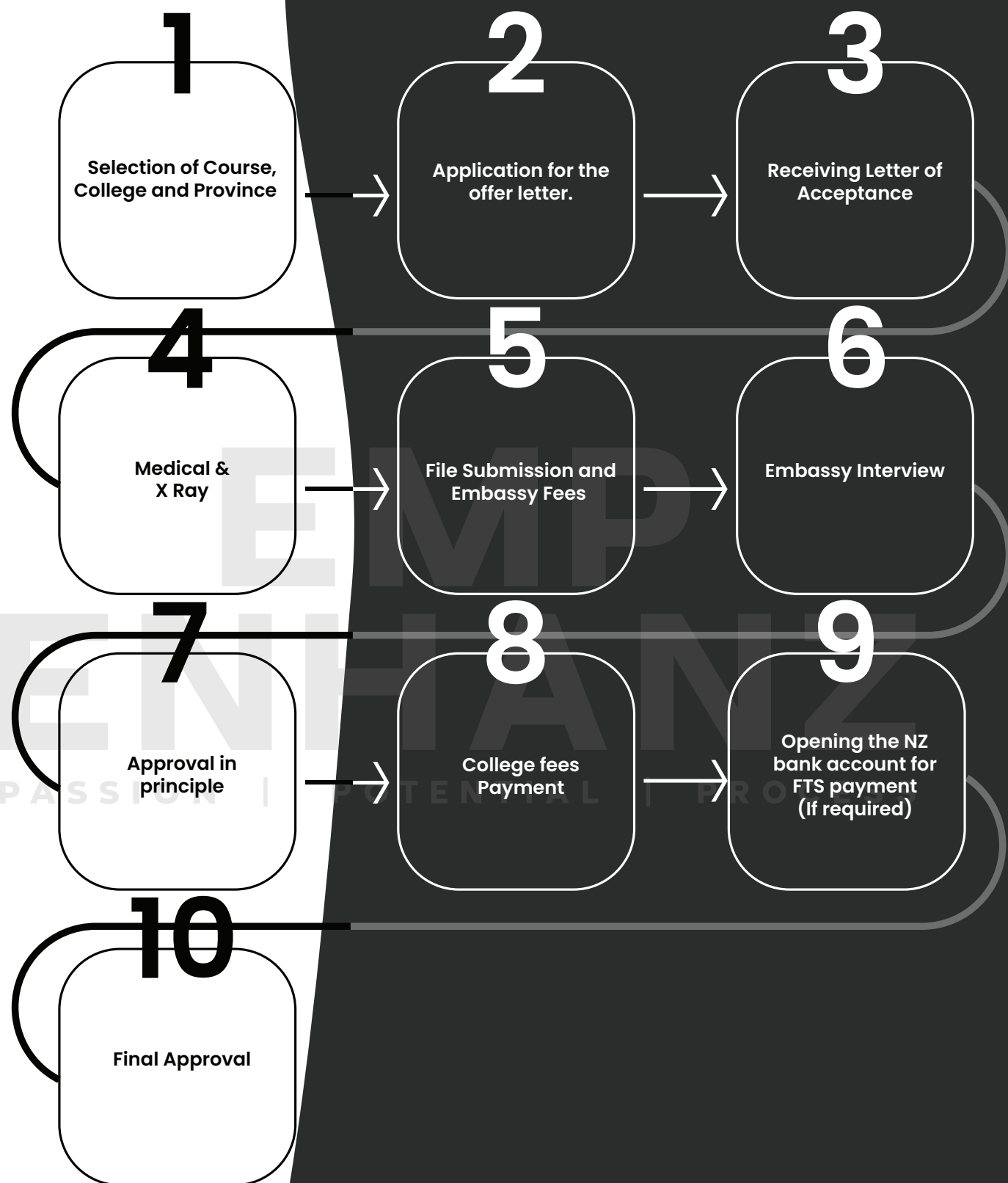
The South Island is anchored by Christchurch, the region's largest city and a centre for construction, technology, and advanced manufacturing. Dunedin and Invercargill sit further south, offering strong education, logistics, and primary-sector opportunities.



TOI-OHOMAI
Institute of Technology



Steps of Visa Process:



Documents Requirement

There are a range of documents you must provide at the different stages of your application to the institute and, subsequently, to immigration authorities. Immigration authorities use these documents for identity verification and to verify that you meet the eligibility and affordability criteria.

1. Copy of Passport
2. Language Proficiency Test Result
3. Academic School records including Marksheet, Certificates and Transcripts
4. Academic University records including Marksheet, Certificates and Transcripts in case of Post Graduation Program
5. Resume for Postgraduate Students or experienced professional
6. Self Identity Documents
7. Family Identity Documents
8. Financial Documents showing funds availability and sources
9. Income proofs for Principal applicant and the sponsors.
10. Digital Photograph
11. SOP

Eligibility

New Zealand educational institutions have a good reputation worldwide. These institutions have some strict assessment criteria to maintain their quality and standard of education.

Applicants must meet academic score criteria and the linguistic proficiency requirements to get admission to their desired institute.

The academic scores criteria for courses after graduation are generally around 60% for community college and university admissions. Some colleges accept lower scores, subject to the other factors of a student's profile.

English proficiency is critical for a student's academic success; a good command of English will ensure that the students make the most of the learning opportunities. English Language proficiency criteria depend on the institutes and course selection.

For Postgraduate diplomas and master's programmes at universities or polytechnics, the required scores are a minimum of 6.5 overall and no less than in any test modules.

Generally, for graduate diploma courses, the requirement is 6.0 overall, not less than 5.5 in each module, i.e. reading, writing, listening and speaking.

IELTS equivalent tests, such as PTE and TOEFL are also recognised to meet the eligibility criteria.



Note:

For Post graduate diplomas and master's programmes at universities or polytechnics , the required scores are minimum 7 overall and no less than 7 in any of the test modules.



Note:

IELTS equivalent tests such as PTE and TOEFL are also recognized to meet the eligibility criteria.

Affordability

Studying in New Zealand is a meaningful investment. Your total cost has two parts: tuition fees and living expenses. You must also show Immigration New Zealand that your funds are genuine and available, whether through family savings, asset sales, or education loans. INZ will check the trail of funds to confirm affordability.

On Average, the tuition fees are as detailed below:

Typical Tuition Costs :

For L7 Graduate Diploma Courses (Polytechnics/ITPs) -

NZ\$25K to NZ\$32K per year

For L8 Post-Grad Diploma Courses(ITPs) -

NZ\$25K-NZ\$32K per year

Masters Degree (ITPs) -

NZ\$27K to NZ\$32K per year,
Usually 1.5 years in duration

University Postgraduate & Master's Programmes:

Higher Fee range, Usually
NZ\$45k to NZ\$60K
(in total depending on programme length,
institution, and location)

Living Expenses:

INZ requires proof of NZ\$20,000 per year of study for living costs. A 1.5-year programme means showing NZ\$30,000.

Average weekly expenses range from NZ\$450-\$500, covering accommodation, food, transport, and utilities. Most students flat together to manage costs.

FTS (Funds Transfer scheme)

In rare cases, students may be asked to use the Funds Transfer Scheme (FTS), where NZ\$20,000 is deposited into a New Zealand bank account and released in 12 equal instalments to support living expenses.

Planning Your Finances

We use a structured financial planning tool that helps students map out:

- Initial outgoings and acceptable fund sources
- Earning potential during studies (part-time work rights)
- Income opportunities after graduation on a post-study work visa
- Additional household income if a partner accompanies the student with full-time work rights



Post-Study Work Visa

New Zealand's Post-Study Work Visa lets you turn your qualification into real-world experience and build a pathway toward residency. The length and conditions of your PSW depend on the level of your course and whether it is on Immigration New Zealand's approved lists.

Key PSW settings for students

Master's degree (Level 9):

Eligible for a 3-year PSW, provided you study full-time in New Zealand for at least 30 weeks.

Postgraduate Diploma (Level 8):

Most Level 8 PGDips that meet INZ's study-length rules are eligible for a PSW matching the duration of your study.

Graduate Diplomas (non-degree Level 7):

PSW is only available if your specific Graduate Diploma is linked to **Green List occupations**.

Across study and work, many students can realistically spend up to five years in New Zealand, combining education, skilled experience, and steps toward residence.

If you are coming to New Zealand with your partner, they may be able to apply for a Partner of a Student Work Visa, which usually gives full-time open work rights for the same duration as your student visa, if you are studying a Master's (Level 9),

This allows couples to plan their finances and careers together, while keeping the main focus on the student's study-to-settle journey.

1+3
2+3
1+1+3



Our Navigator program helps international students maximize their work experience opportunities. Our focus is to enhance the employability of fresh graduates, which is achieved through education, industry engagement, and real-world experience. We empower you, so you complete your study and settle abroad goals promptly.

PR Pathways

After completing your course qualification and utilising your PGWP, you will plan for a Permanent Residency in New Zealand. Local Employers prefer students with previous study and job experience in NZ because of the outstanding education of NZ institutions.

NZ is eager to retain International students who can contribute to the economy. For foreign students in New Zealand, there are the following categories in which they can apply for Permanent Residency :

1. Skilled Migrant Category

2. Greenlist Residence Pathway

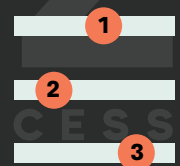
i) Straight to Residence Pathway

ii) Work to Residence Pathway

Qualification



ANZSCO Aligned Jobs



The NZ government manages all these categories to support and provide the skilled workforce required by local businesses and industry sectors.

1. Skilled Migrant Category

This is a point-based system where the points are allocated for employability factors such as qualifications and experience. A critical factor is having a SKILLED job offer aligned with NOL by an accredited employer. This visa is for people with skills contributing to New Zealand's economic growth. Before the applicant can apply, they will need to lodge an expression of interest (EOI) with their work experience and qualifications details. Please refer to this link to calculate the points.

<https://www.immigration.govt.nz/visas/skilled-migrant-cat>

2. Green List Pathway to NZ Residency

The Green List covers occupations New Zealand considers in demand, with defined pathways to residence. If your role is on the list and you meet the exact qualification, experience, registration, and pay requirements, and your employer is accredited, the residency process can be more straightforward.

But a Green List job or a work visa does not guarantee residency. You must still meet all role-specific criteria and standard checks, including health, character, age, and English.

In reality, residency depends on three things aligning: the role being on the Green List, you meeting INZ's requirements for that role, and your employer meeting accreditation rules.

Our Role in your SUCCESS

We use world-renowned scientific career discovery tools to help you connect with your true calling and career paths.

We recognize that obtaining your visa can be challenging, but by enhancing your profile with targeted skills and certifications, we ensure your visa application stands out.

Once we've helped you make informed career choices and secure your dream visa, our Career Integration Plans ensure your success by preparing you for every critical stage of your journey from student visa to PR. This program provides industry insights, enabling you to gain work experience early in your studies so that by the time you graduate, you'll have a strong combination of practical experience and a quality education to enhance your career prospects.

Our scientific & holistic approach of **5A's** is the key, seamlessly connecting each phase of your journey for optimal results.

Don't let opportunities pass you by.

Seize the success you deserve by leveraging our exceptional services and support.

EmployAbility

AIM

ASSESS

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5A
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CliftonStrengths



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WHY US?

At EMPENHANZ, we're building something bigger than courses or consultations. We bring the whole journey together career clarity, operational excellence, skill-building, employability, and real pathways into New Zealand's evolving workforce. Our approach comes from **25 years of practical industry experience**, so everything we offer is grounded, relevant, and aligned with where the future of work is heading.

We don't treat your future as a checklist of rules, regulations, and policy steps. The process matters, but it's not the starting point.

What we focus on first is helping you connect with your passion and build your real potential. Once that foundation is strong, the process tends to fall into place.

At its heart, this is about helping capable people stop getting overlooked, start showing their true strengths, and move into careers that offer stability and long-term growth. It feels more like a partnership than a service because our goal is to create opportunities that last and support lives that genuinely move forward.



25 YEARS
Overseas Experience

EMPENHANZ
PASSION | POTENTIAL | PROCESS



To ensure your success, please reach us at:

 www.empenhanz.life

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Zariya "The chain that changes"

In partnership with all our students of **SKILLS TO SUCCEED** program, we sponsor the study of an underprivileged child. Let's become Zariya of each other.

