

Opportunities for Secondary Teaching Career aspirants in New Zealand



EMPENHANCZ
PASSION | POTENTIAL | PROCESS

Scientific Career Planning

**Employability Enhancement
Support**

SMART Visa Filing

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**THE
5A
APPROACH**

Secondary Education

01

"Empowering Minds, Shaping Futures:
Guiding Youth Toward Success!"

Congratulations on your outstanding academic journey so far. In today's fast-paced, globally interconnected world, endless opportunities await you in the field of Secondary Education, where educators are entrusted with the critical responsibility of preparing the next generation for the challenges and opportunities of tomorrow.

Secondary teachers play a transformative role by equipping students with not only academic knowledge but also the life skills necessary to navigate a complex and ever-changing global landscape. Whether it's developing engaging curricula, mastering subject-specific expertise, or fostering an environment of critical thinking and creativity, secondary educators are at the heart of shaping future leaders, innovators, and problem-solvers.

In secondary education, teachers collaborate within a dynamic educational community, contributing insights that shape teaching methodologies, learning outcomes, and student well-being. They work closely with school leadership, parents, and other stakeholders to ensure that every student's individual strengths are nurtured, helping them transition from adolescence into adulthood with confidence and purpose.

As a skilled academic, you possess unique talents that position you to make a meaningful impact within the classroom and beyond. By honing these skills, you will play a vital role in supporting New Zealand's education system in fostering students who are well-prepared for their futures, whether in higher education, the workforce, or as global citizens.

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 Secondary Education Sector in New Zealand

New Zealand is renowned for its high-quality Secondary Education, where fostering critical thinking, creativity, and resilience in students is at the core of the curriculum. A career in secondary education in New Zealand offers a fulfilling professional journey, allowing you to play a key role in shaping the future of young adults as they prepare for higher education, the workforce, and life beyond school.

The Secondary Education sector in New Zealand operates within a bicultural framework, influenced by the principles of the Treaty of Waitangi. This ensures that both Māori and Pākehā perspectives are interwoven into teaching practices and curriculum design. The New Zealand Curriculum for secondary education focuses on developing lifelong learners, empowering students to be adaptable, confident, and capable in a global context.

The secondary education system is well-regulated to uphold high standards of teaching and learning. To work as a secondary teacher, individuals must register with the Teaching Council of Aotearoa New Zealand and meet their professional standards and fitness to teach requirements. The New Zealand education system places strong emphasis on continuous professional development, ensuring teachers remain equipped with the latest teaching methods and knowledge.

As a secondary teacher in New Zealand, you will play a crucial role in guiding students through their final years of schooling, helping them develop subject-specific expertise, critical thinking, and the social skills they need for life after school. Your role will be pivotal in helping students transition successfully into further education or their chosen career paths.

Some of the key roles you would be able to secure are:

- Secondary School Teacher
- Subject Specialist Teacher
- Curriculum Advisor or Consultant
- Head of Department (HOD)
- Learning Support Coordinator



Pay

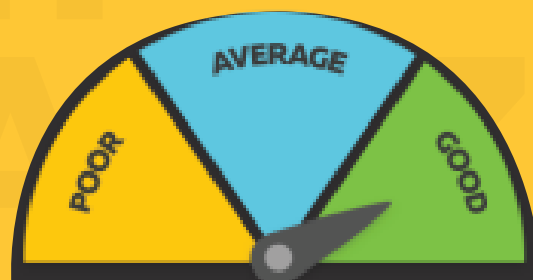
Qualified Secondary Teachers usually earn
\$75K-\$85K per year

Senior Secondary Teachers usually earn
\$85K-\$100K per year

Source: NZEI, 2022.

JOB Opportunities

03



For overseas-trained professionals or new entrants, a career in Secondary Education offers a strong immigration pathway. With our extensive experience in the education sector, we provide tailored insights and guidance to support your transition, from education and registration to employment in this rewarding field.

We are here to guide you through every step of your secondary teaching career journey, from selecting the right qualifications to securing your registration with the Teaching Council of New Zealand. Additionally, we assist with employment opportunities at reputable secondary schools, helping you achieve your professional goals in New Zealand. These are valuable links (Click on the logo) to prominent regulatory and professional bodies



Registration Process for Overseas trained Secondary Teachers

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

As an overseas trained teacher looking to work in Secondary Teaching Segment 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 students in 9 to 13 grades.

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 students in the age range from 9 to 13 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.

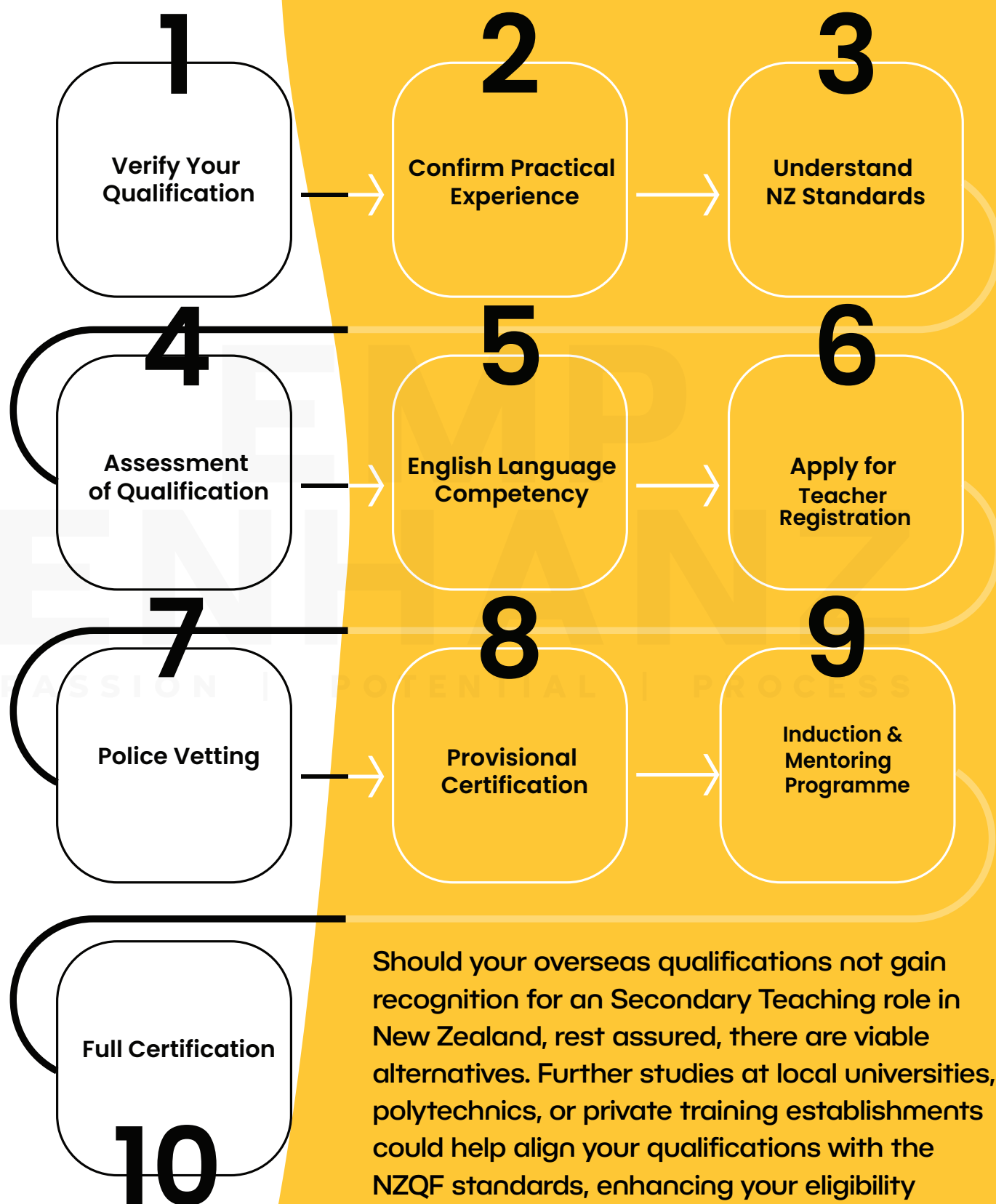
Documents Requirement

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 Secondary Teaching 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

If an overseas-trained teacher's qualifications do not meet the registration requirements set by the Teaching Council of New Zealand (NZTC), they have the opportunity to pursue further studies in New Zealand to acquire the necessary qualifications and practical exposure to meet these criteria.

Professionals from various educational streams, especially those with an interest in Secondary Education, can pursue further study to enhance their career profile and develop the skills needed for registration as a teacher in New Zealand. The pathway to becoming a registered teacher includes completing recognized qualifications at Level 7 or higher on the New Zealand Qualifications Framework (NZQF).

Here's a general outline of relevant study options:

Graduate Diploma in Teaching (Level 7): This is a one-year qualification designed for those who already hold a bachelor's degree in a relevant field but need to meet New Zealand's teaching requirements. It provides comprehensive training in teaching methods, curriculum development, and practical classroom experience, preparing graduates for registration as a teacher in primary or secondary education.

Postgraduate Diploma (Level 8): This one-year qualification allows graduates to further specialize and deepen their teaching knowledge. It's suitable for professionals looking to enhance their pedagogical skills and meet specific registration requirements, particularly if they want to focus on advanced educational methodologies or leadership roles.

Master's Degree (Level 9): For those seeking a deeper academic experience, a Master's degree typically takes 1-2 years to complete. It provides both theoretical and practical components, including classroom experience and often includes opportunities for research. This qualification offers a robust foundation for teaching and further professional development in New Zealand's education sector.



New Zealand's Education System

New Zealand offers a wide range of tertiary education options, including universities, Institutes of Technology and Polytechnics (ITPs), and Private Training Establishments (PTEs). These institutions provide flexible study options, allowing professionals to gain qualifications while benefiting from practical, real-world teaching experience.

Level 7 and Above Programs: The NZQF is structured to provide clear pathways from undergraduate degrees (Level 7) through to postgraduate qualifications (Level 8) and Master's degrees (Level 9). For professionals looking to meet teaching registration requirements, Level 7 Graduate Diplomas or higher qualifications are often required.

Credit Structure and Study Components

Each year of study at a New Zealand tertiary institution typically involves 120 credits, a combination of classroom learning and industry projects. Courses are made up of individual subjects, each usually worth 15 credits, with practical placements often carrying more weight. For example, an industry project might be worth 30 credits, and in such cases, the student would complete six other subjects to balance the total of 120 credits.

Featured Programmes

- 1. Graduate Diploma in Teaching
(Secondary Teaching) LEVEL 7
Total Credits: 120**



- 2. Graduate Diploma in Teaching
(Secondary Teaching) LEVEL 7
Total Credits: 150**



- 3. Master of Teaching & Learning
Level 9 Total Credits:- 180**



- 4. Postgraduate Diploma in Teaching
& Learning - Secondary
Total Credits: 150**



- 5. Postgraduate Diploma in Teaching
& Learning - Secondary
Total credits:- 150**



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.

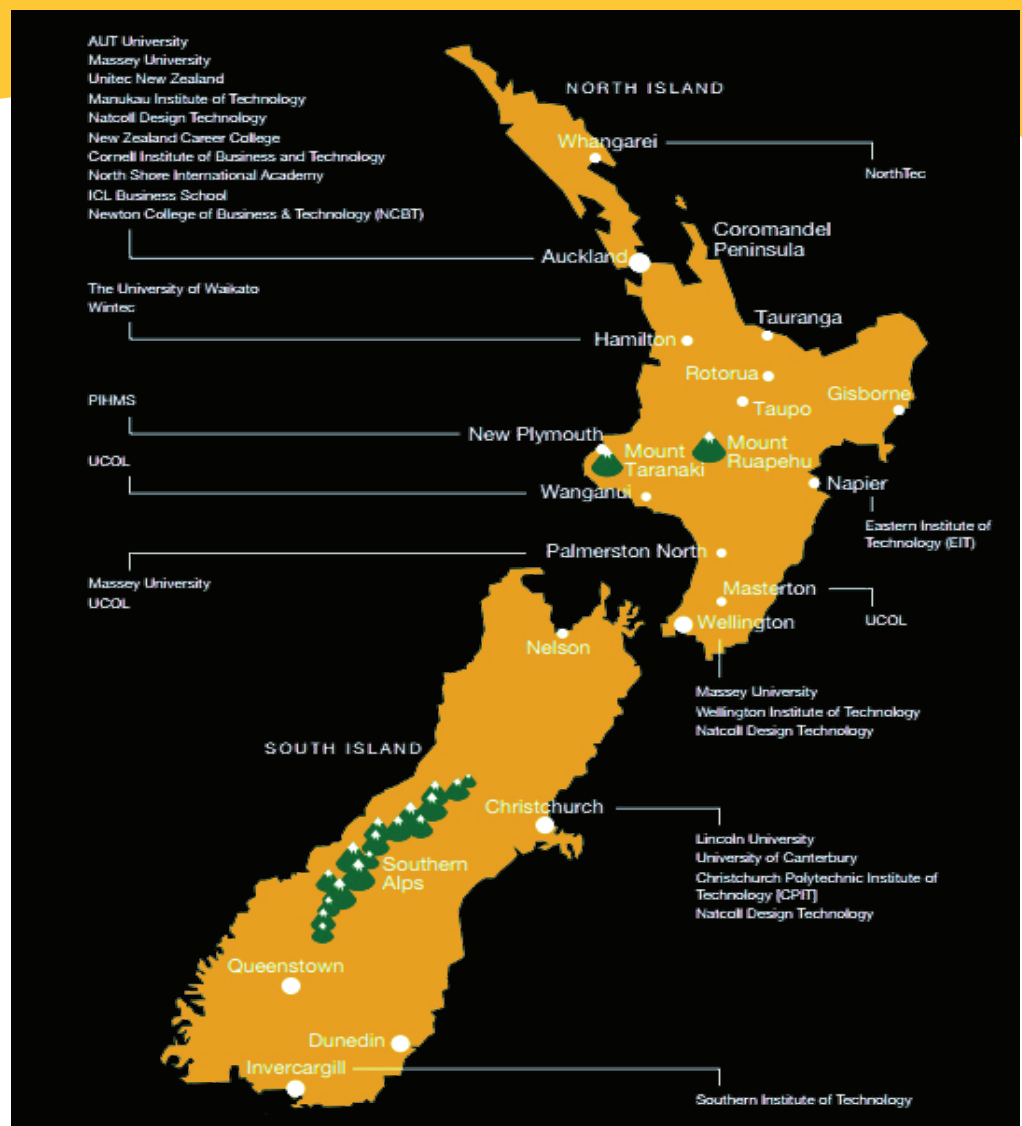
NZQA oversees PTEs and ITPs, ensuring programme quality, delivery standards, and compliance. Universities sit under a separate framework: each of the eight universities is autonomous, but they are collectively guided by Universities New Zealand, which manages academic quality through the Committee on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

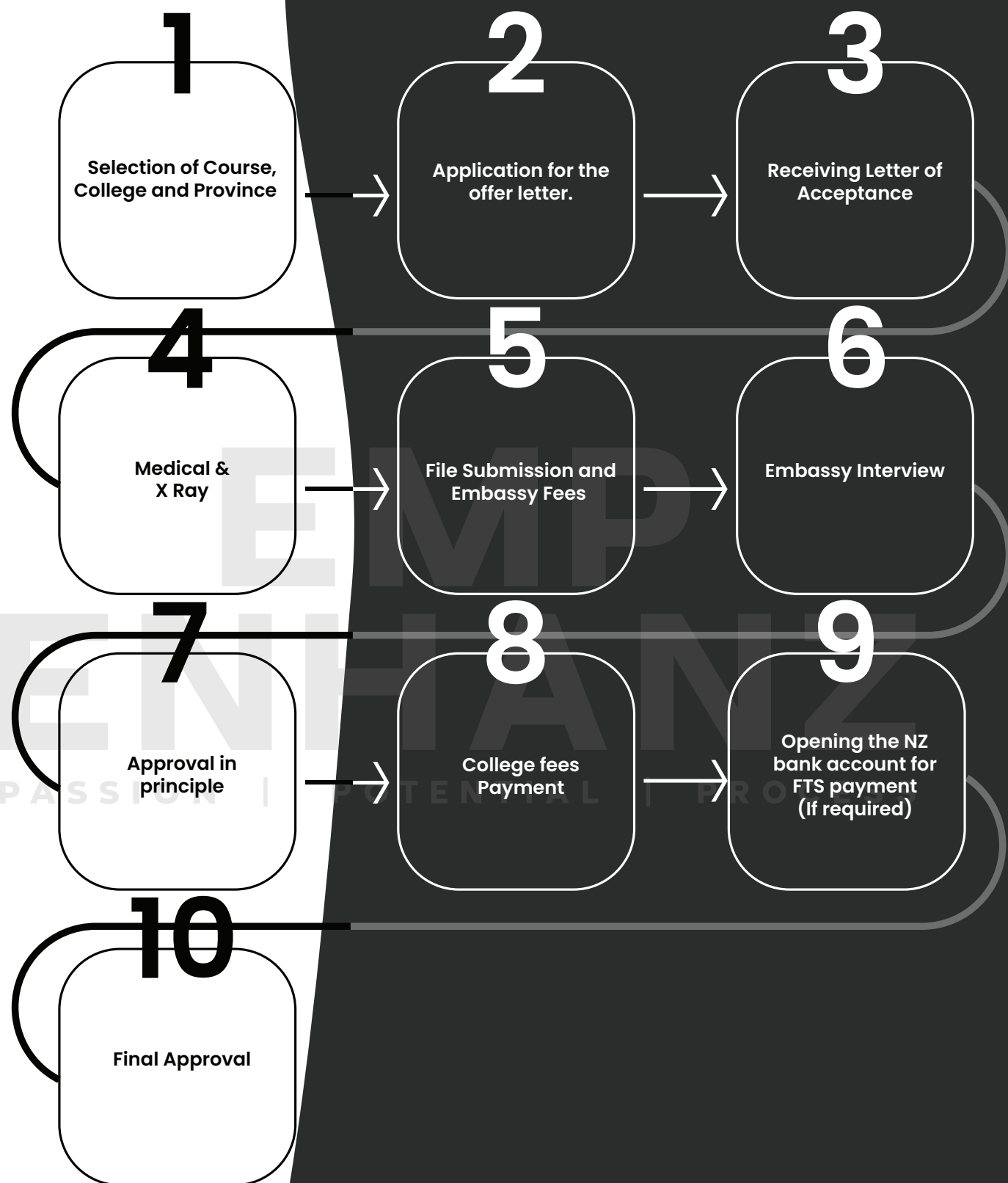
The South Island is anchored by Christchurch, the region's largest city and a centre for construction, technology, and advanced manufacturing. Dunedin and Invercargill sit further south, offering strong education, logistics, and primary-sector opportunities.



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

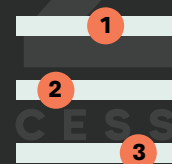
i) Straight to Residence Pathway

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

ALIGN

ACT

ACHIEVE

THE
5A
APPROACH

CliftonStrengths



EMPENHANZ
PASSION | POTENTIAL | PROCESS

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.

