

## Changing Lives

**A bumper crop of new candidates have entered the teaching field in the past year. But it's not because people can't get work in other areas. The majority have made a conscious choice to go into teaching because they aim to make a difference to the lives of others.**

Dr Amy Edwards of the Bethlehem Tertiary Institute (BTI) in Tauranga says these days graduates come from many different professional backgrounds. BTI, which is accredited by the NZQA and The Teacher's Council, has a student teacher who was an industrial chemist; a former accountant and another who was teaching English as a second language in Switzerland, to name a few. "Most have considered teaching as a profession rather than a way out of the Recession. Generation Y don't just want to work; they want to stand back and say they've done something valuable." She says BTI graduates are people committed to service with a courageous desire to see positive change in the lives of others. Their Christian values are the driving force that compels them to enter fields of endeavour that require the development of personal relationships, commitment & compassion. Mark Bennett is one such example.

Trained as a pharmacist to follow in his father's footsteps, Mark was a successful pharmacist and business owner. But, as he watched his children grow, and he helped them with their homework, he became aware that his real passion lay in teaching.

When he stepped back from his business, he realised it was no longer fulfilling. So he decided to follow his passion. Now, part way through his secondary teaching qualification at BTI, Mark feels so energized by the change. He loves working with young people and trying to positively influence them to achieve a brighter future.

Dr Edwards says Mark chose BTI because it has a Christian world view. "He wants to do something that can have a huge influence so he has made a positive change. Mark is just buzzing at the moment. I think it's hugely courageous to step away from the security of running five stores."

Vicki Campbell, recruitment team leader for Education Personnel says most of her new candidates have already been through career changes by the time they come to her. As specialists in the

recruitment of teachers, trainers and education staff. Education Personnel, find people that the schools themselves can't find. "Most are experienced teachers from diverse backgrounds," says Vicki.

Education Personnel manage recruitment at all levels of the education system from early childhood to primary and secondary teachers to senior management right through to principals. A relief team deals with contract and casual staff in Wellington. Then a project team often works with the Ministry of Education. The permanent team deals with permanent positions including secondary teaching positions from Northland to Invercargill. Based on current patterns, the secondary teaching shortage continues particularly in areas like mathematics, science, English and technology, says Vicki. But if people think they can get a teaching job simply because schools have found it difficult to recruit good quality candidates, they can think again, she says.

To gauge motivation, one of the questions

Pharmacist Mark Bennet is retraining as a secondary teacher at BTI to follow his passion.

Judy Grose, principal (left) of Wilford School and Deeann Daniels, appointed by Education Personnel a syndicate leader at Wilford School in Wellington.



Vicki's team asks interviewees is where they want to be in five years time and whether they want to remain in teaching "For the people we want to be working with, the answer needs to be yes. You need to get to the core of what motivates them and what they are passionate about." She says, the Education Personnel recruitment process is very refined and tailored to being able to create a short-list, which actually works. "It's the knowledge of where and who to target. We're able to make contact with so many different people in education circles to say 'who do you know?'" It takes a lot of work to appoint."

When New Zealand trained primary teacher Deeann Daniels returned from her OE looking for work, she found a great position through Education Personnel and was amazed how easy they made it for her to step into the role. Deeann had applied for a number of

jobs in schools as well as signing up with Education Personnel. But Bill Grindell at Education Personnel made it easy & stress-free to get a job that exceeded her expectations because he knew everything about the school & the role.

"He had a really good picture of what I wanted. He then searched out appropriate positions that suited my criteria. He had an immense amount of detail on the school, the staff – all the important info. The position was also in middle management, something I hadn't previously considered but knowing the background of the school and with Bill's assurance, I saw this as an exciting challenge."

by Vicki Holder [www.realwords.co.nz](http://www.realwords.co.nz)

### MORE INFO

- www.bti.ac.nz
- www.edpersonnel.co.nz