Job Ready Programme

ChristchurchNZ
Access Local Talent for Internship Projects to Help Your Business Grow

Local businesses have the opportunity to benefit from the global experience, skills and talent of international students studying in Canterbury. These students bring unique and diverse perspectives to the local workforce – strengthening business plans, strategies, and organisational development. Many international students bring with them years of experience working in international markets.

The Job Ready Programme runs workshops for these students on kiwi work culture and the local employment environment and helps prepare them for internships and employment. We then match students with the right skills for internship projects with local businesses.

Internship Projects

Our students are looking for internship projects that add value to your business. A typical internship is up to three months and is generally around 160–200 hours. The hours, duration and start dates are flexible, and are arranged between the business and intern to suit both parties.

Some internships are paid while some are unpaid, this is generally dependent on the type of project. ChristchurchNZ can provide guidance on this. The programme is delivered in partnership with University of Canterbury and Lincoln University. The internship should consist of a defined project that the intern is responsible for delivering, with the support and supervision of a staff member. Some examples of previous projects:

Marketing project for a local food brand:

Undertaking NZ and international market research; drafting a marketing campaign including strategy and tactics; and creating draft resources and material.

Cost modelling for a waste management business:

Mapping the current landscape and product segmentation; understand the profitability of each customer within top 10/20 and identifying customer type profitability; identifying ideal landscape/product segmentation and scope for future opportunities to invest in; and reviewing and enhancing financial measures and regular reporting.
The process

If you think you could benefit from the skills and experience of an intern and have a project in mind, register your interest here (www.christchurchnz.com/job-ready-for-business). We will then make contact with you and discuss the project and programme in more detail. When we have suitable students available we will forward you their resumes and you can decide whether you would like to interview them. We will arrange the interview and if you then decide to go ahead with the internship with one of the students we will support you with the necessary paperwork to ensure it is a seamless onboarding process. We can assist throughout the internship if any issues arise or additional support is needed. We will ask for feedback on completion of the internship.

Tech support for App development business:
Assisting in the development of Android apps; crash reporting & management; memory leak detection testing; and App testing

Engineering support for an agritech business:
Undertaking lab and field-work on new fruit yield analysers and making recommendations for modifications
FAQS

Q. I need someone to start now – can I get an intern right away?

A. We run workshops for students throughout the year, and always have students available for internships. However, we may not have students with the skills and experience you require at the time you need them. We will endeavour to find a student who has those skills but it may take some time.

Q. I’ve never employed an international student before – what can I expect?

A. Many of the students we work with have work experience in their home countries, and many are studying post-graduate programmes. Local employers will often want to see some local work experience when hiring international graduates, so an internship is a great way for students to get some local experience and learn about the Kiwi work culture. The Kiwi work culture may be quite different to that of their home countries so the students really value this opportunity, and appreciate your support and guidance as they learn about the Kiwi way of doing things.
FAQS

For some students English will not be their first language, but they will have sufficient English language skills for studying and working in an English speaking environment. Of course their proficiency in other languages provides a real value to many of our local businesses looking to enter international markets. International graduates are seen as an asset by those employers who have hired them, and businesses reported significant benefit in the two-way cultural exchange that occurs when employing international graduates.*

Q. Is there a cost for this service?
A. There is no cost to either the business or the student. ChristchurchNZ partners with UC and LU to deliver this programme as there is mutual value for both the business and the student, which ultimately helps to grow our local economy.

Q. I’m a small start-up – I don’t have an HR person or any experience hiring staff – what sorts of contracts do I need in place?
A. We can assist you with all the paperwork required (we have templates we will provide to you), and are happy to support you throughout the onboarding process and duration of the internship. We can also help you shape up the project so that it’s suitable for an internship.

Q. I don’t have a lot of free time, what are the expectations of support for the intern?
A. The intern will require someone to supervise them and mentor them throughout the internship. The value for the intern is in experiencing and learning about the Kiwi work culture, and in delivering a piece of work that they can include reference to in their CV. Some of the work should be done alongside other staff in the business. Some work may be completed remotely but it is important that the intern has the opportunity to experience a Kiwi workplace and interact with fellow employees.

*Employer Perceptions of Hiring International Graduates, Education NZ (July 2019)
Business Feedback

“Dan is an excellent operator. He helped us structure our programme and did really well - he was a big help to us.” Engineering project with Invert Robotics

“Manish was excellent. He is proactive and his behavioural economics were a real asset to our business.” Business project with Fabriko

“Varun hit the ground running on our social media project with great enthusiasm. He sought clarity when required and self-managed his workload with little guidance.” Marketing project with ChristchurchNZ

“Wendy was fantastic and has created some very useful cashflow spreadsheets for our export project.” Business project with Pampered Pooch

“Kristen completed a China market research report and was a great support - I highly recommend the programme.” Marketing project with Curiosity Group
If you think you could benefit from the skills and experience of an intern and have a project in mind, register your interest here (www.christchurchnz.com/job-ready-for-business). We will then make contact with you and discuss the project and programme in more detail.

If you would like to learn more about the programme call Rachel Flynn (0272750346) or email Rachel.Flynn@christchurchnz.com.