

# Cadetships – Earn while you learn

A cadetship is a great pathway to a career in fields such as engineering, surveying, horticultural science and IT.

## WHAT ARE CADETSHIPS?

Cadets complete a diploma, or sometimes a degree, while working in industry. Once cadets have finished their qualification they are likely to be offered a higher level full-time position within the company.

Some of the qualifications completed by cadets include:

- New Zealand Diplomas in Engineering and Engineering Practice
- National Diploma in Surveying
- Diploma in Design Technology (CAD Draughting)
- Diploma in Information Technology
- Diploma in Horticulture
- Bachelor of Information Technology

Every company's cadetship programme is a bit different, but the advantages can include:

- Start earning straight from school while still getting a tertiary qualification
- Help with study costs (so you can avoid having a big student loan)
- A chance to see if it's the right career for you
- Flexible working hours, part-time work or work during the holidays
- Opportunities to apply the theory you're learning
- Being able to stay in your hometown and learn by distance education
- Mentoring from experienced professionals
- A chance to get to know the industry and build networks

## WHO OFFERS CADETSHIPS?

- Large engineering and construction companies including AECOM, Beca, Fulton Hogan, Downer, Opus, McConnell Dowell and MWH
- Local authorities such as city, district and regional councils
- Utility companies including Powerco, Transpower and Unison
- Software companies such as Fronde Systems Group
- The New Zealand Defence Forces



## HOW DO I FIND A CADETSHIP?

- Talk to the careers advisor at your school
- Look on job search websites and in the newspaper
- Talk to polytechnics or universities that offer the qualification you're interested in, as they may have a list of companies offering support for your study
- Cadetships may not be advertised so do some research and approach local companies and councils
- Entry requirements for tertiary courses vary but generally you'll need 40-60 credits at NCEA Level 2 in maths, science and technology subjects

## WHY DO COMPANIES OFFER CADETSHIPS?

Cadetship programmes are a good way to secure quality workers. A mixture of practical on-the-job training and a relevant qualification makes sure cadets acquire the specific skills that their employer needs. Cadets may be bonded for 1-2 years after graduating.

Outside major urban centres, cadetships are a way to develop the skills of home-grown talent in order to address regional shortages of qualified workers.

## FIND OUT MORE...

Engineering e2e has published a number of Industry Links Case studies on cadetships, including:

- **Cadetships – An Answer to Nz's Skills Shortage?**
- **Starting a Cadetship Programme**
- **Practice-Based Learning**
- **Supporting Cadets On Successful Engineering Pathways**