



Organisation Profile

2024





About MCST

Started in June 2019, The Migrant Careers Support Trust aims to help migrants carve a successful career path for themselves. As a trust, we are concerned with the issues of our migrant communities, especially their career journeys. We strive to support migrants by providing information, guidance and upskilling opportunities, to settle into mainstream careers in NZ.

Since 2019, the trust has conducted around 20 physical workshops and 25 online events whilst creating important partnerships with key stakeholders, and developing a community of over 2000 migrants who have benefited from these events. Our Career Clinic Programme has helped provide more than 120 hours of career consultation to migrants from every ethnicity.

All our programmes are free of cost for the migrant community to attend.

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Our Mission

The greater mission of the trust is to achieve social equity, inclusion, and social cohesion through better economic integration of the migrant workers and people from ethnic communities, in the New Zealand society. The trust aims to provide support to migrant professionals, for them to excel in their careers.

Our Vision

Economic integration is the basis of cultural integration into a new society. Workplace success is the basis to reduce inequality of income and opportunity. This leads to increased economic wellbeing, which leads to better social cohesion. This will lead to overall greater wellbeing for the community and New Zealand.

Our Objective

The trust will strive to help migrant workers and professionals settle into the mainstream economy and workplaces in New Zealand, by providing training, counselling and any other form of support.

The Trust is supported by many government and non-government bodies/agencies and partners who can help and provide guidance to those in need. We hope to act as a conduit to refer migrants to the right agencies.



Job Seeker Bootcamps

The MCST strives to support migrants by providing information, guidance and upskilling opportunities, to settle into mainstream careers in NZ.

One of our most successful programmes have been the physical career workshops, which we call the – Job Seeker Bootcamp.

Our focus is is on guiding them with the skills they need to navigate the New Zealand job market. The boot camp is structured to focus on both hard and soft skills, as these are both important for success in today's competitive world.

We have a point of difference: We also talk about soft skills, like networking, kiwi corporate culture, interviews, etc. We also get industry experts to give guidance on different industry sectors and career opportunities in these.

Hard skills include topics like CV writing, interview tips, and improving English for formal communication at the workplace, etc.

Soft skills would comprise of the use of social media in job searching, the importance of networking, using LinkedIn the right way, etc.



Our impact

20

Physical workshops

25

Online Events

2,000+

Migrants benefitted

*Since 2019

These workshops support not only on new migrants, but also on migrants who have been in Aotearoa for more than 5 years, but are still stuck in the wrong job, or want to change the course of their professional lives.

Our panel of experts are leaders in their industries and are extremely supportive and generous to lend their time and share their inputs to provide guidance to the participants.

Each workshop will target a specific ethnic group, in terms of demographics who have a certain skill level. Like women and senior citizens, with little exposure to digital landscape; Middle aged professionals, who are having difficulty in changing careers, refugee community who are just starting to get into the NZ work landscape, or workers in need of change of industries, due to impact of COVID, etc.

The workshop usually ends with a success story of a migrant, who like the participants came to New Zealand with a dream and achieved all that they set out to achieve. The participants are exposed to a vast pool of knowledge, and helpful tips which can then help them in their professional growth.

“ I wanted to thank and share the experience of being a part of today's session. It was really a brain-shattering session.

This Boot Camp was really helpful for us to find out ways and get knowledge of Kiwi's mindset and current NZ Job Market. ”

- Aarti Umak

“ To be honest, I have to say everything was wonderful. I have had a very good experience and relationship with the Team at Migrants Career Support Trust and Garry. ”

- Antony Gracian



Please see our highlights videos:

<https://youtube.com/playlist?list=PLMQ4aoOK6Pv3bY0xSTO8hPWYLUcBzBIX->

(click on the play button to view)



Career Clinic

In an organic extension and growth of our services, the Career Clinic Programme was started in 2022, for direct counselling support to migrant community, with a focus on career issues.

The Career Clinic is a programme made for individuals, who need further one-to-one guidance in their career journey. Under this programme, they get access to 3, one-hour personalised counselling sessions from registered career counsellors. This focused approach targets their individual needs in a very effective way. This personalised attention ensures that the guidance they receive is relevant, practical, and impactful.

This service is provided by the migrants for the migrants. There is a need for empathy from the experts. Where there is a deeper understanding of the problems and issues faced, as we come from the community. There is a sense of belonging and empathy felt by our clients.

Through this programme, the trust also plays a part in connecting the migrants to the right agencies that can help them. We are supported by many government and non-government bodies/agencies and partners who can help and provide guidance to those in need. We will act as a conduit to refer the migrants to the right agencies.



Often migrants are very shy of speaking out about their problems and issues publicly. Even in a group of 20-30 people. As they do come from diverse backgrounds, there are different complex issues at play, including education, sexuality, complexes, etc; which all stem from the different cultural backgrounds and situations they have come from. They need a personal space, where they feel comfortable to speak out their problems, issues, etc. We therefore receive regular requests for counselling and this programme is very successful.

The main outcome of the Career Clinic is for migrants to be able to navigate their career journey better and thus become economically independent. This will help bridge the systemic inequalities that migrants have faced over generations, to settle into mainstream careers in New Zealand.



Our impact

42+

Clients helped

140+

Hours of consultation

*Since 2022

“ Seminars conducted by Migrant Careers were very helpful for updating my resume as well as preparing a cover letter for every job application.

I express my sincere gratitude to you for all your efforts and assistance given to expatriates like me for achieving a better life in New Zealand. ”

- Fithin Varghese Antony

“ I highly recommend Migrant Career Support Trust to all those who are struggling to find the right job or to understand the work culture in New Zealand.

Thank you so much for everything. ”

- Namitha Sumanti

“ Thank you very much Garry for organizing these sessions. It is really commendable what you do for new migrants. I am sure many of us have gained a lot from this. ”

- Sherry

“ I am writing for submission of my warm gratitude for the lovely sessions as your guidance helped me to get my current job.

Thank you so much for providing that platform where migrants like me can seek help to join the mainstream of workforce in New Zealand and that too free of cost. ”

- Pankil



Our Feedback on Career Clinic

<https://www.youtube.com/watch?v=XRJ05AtnAm0>

(click on the play button to view)



Career Webinars

We also conduct online webinars, which cover all the above topics. The online webinars help reach out to migrant in other regions, where we cannot reach physically.

This also helps us keep a library of content & resources for free use of migrants in the coming years and months.

These are all compiled in a playlist

[https://www.youtube.com/playlist?](https://www.youtube.com/playlist?list=PLMQ4aoOK6Pv3UXAKIP4cnVTfMdMTbQ470)

[list=PLMQ4aoOK6Pv3UXAKIP4cnVTfMdMTbQ470](https://www.youtube.com/playlist?list=PLMQ4aoOK6Pv3UXAKIP4cnVTfMdMTbQ470)



(click on the image to view)



Our Impact

Since 2019, the trust has conducted webinars on around 21 topics, with resources of over 25 hours of viewing.

New Initiatives

In 2023, we announced and started a groundbreaking new project. We believe that diversity in governance is essential, and there are countless qualified, experienced Kiwis with ethnic backgrounds ready to make a significant impact at the highest levels.

That's why, we inked a Memorandum of Understanding (MOU) with Governance New Zealand Inc. Governance NZ is New Zealand's only truly chartered professional body focused on best practice governance for individuals & organisations. Together, we're on a mission to bridge the knowledge gap and introduce aspiring professionals to the world of Governance.





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Governance is a distinct skill set that requires learning and refinement. Through our upcoming workshops, we aim to equip ethnic professionals with the expertise needed to excel in board roles and contribute your unique perspective to decision-making processes.

We started workshops on Stepping into Governance: Governance Training Workshop for Ethnic Communities, with the inaugural one being held on 28 October 2023.

During this comprehensive one-day workshop, we impart valuable insights into the responsibilities of a board director in both the commercial and not-for-profit sectors. We demystify common misconceptions surrounding governance and provide the attendees with practical knowledge and skills that you can immediately apply.

Our program is specifically designed for ethnic professionals who are either new to the world of governance or seeking to secure a board appointment and advance their careers in governance. Don't miss this opportunity to supercharge your career and make a meaningful impact in the world of governance.

See video of the workshop here:

https://youtu.be/kqLrPC-vhq4?si=5PAfJXCU8wVd_A2r

(click on the play button to view)



Objectives Achieved

Some of the key objectives that we achieve via our work, include the below.

Encourage participation in employment and society, including via community employment initiatives:

Migrants who are economically independent are more confident and happy to engage with the wider community. They are able to participate and give more to the community as well. This programme will help them also participate or get involved in the mainstream workforce. This is also a community led initiative. Participation in the mainstream workforce is the primary objective of our workshops.

Grow a socially inclusive Aotearoa New Zealand - By promoting social, economic and cultural equity:

The main purpose of this project is to enhance economic equity, by providing equity of opportunities and support. This will help in increasing social equity as well, as a result of better settlement in their careers.

Develop capability and ability within ethnic communities:

These programmes build the capability in the migrant community to help and guide each other for career growth. These workshops are organised by us migrants, with the help of migrant experts. So the community gets to help themselves. Also, we will do workshops for Governance, which will be helping building leadership in our community.





Improve community resilience and support their recovery from COVID-19 and prepare for any future shocks:

These workshops help reduce the downstream social and economic costs to communities and government. As the migrants settle into the careers of their choice, there is less likelihood of them taking government support. They will be able to provide better for their families and the wider community as well. This will reduce the downstream socio-economic costs of the government. Also, supports the recovery after COVID.



Support alternative means for ethnic communities to stay socially connected:

The physical workshops help build a community where they can network, get to know each other and stay connected for help and support. Our online workshops help the people who cannot attend the workshops physically, to take advantage of this and stay connected with a wider community.



Help vulnerable and disadvantaged people and support them to be more collaborative and sustainable:

We will be working with other community organisations, of various ethnicities, races and religions, to be able to get a wider net of attendees. Also, we will collaborate with other agencies like Citizen Advice Bureau, Libraries, Belong Aotearoa and similar organisations, to get the best talent on board. This helping the vulnerable with essential tools to be independent and also network with each other and support each other.



Thank you to our partners and sponsors

Your unwavering support is the driving force behind our success, and we are truly grateful for the invaluable collaboration.

thank you

to our funders and partners



COMMUNITY PARTNERS





Migrant Careers Support Trust

Aiming for excellence



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<https://nz.linkedin.com/company/migrant-careers>



www.youtube.com/@migrantcareers7222/

Get Involved



Scan and signup to our newsletter and events invites.



Scan and signup to give your expert services for supporting the migrant community.

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