



# Tools for Tapping into Talent



**March 20, Auckland**

**March 21, Wellington**

**March 22, Christchurch**



# Programme

<b>9:30 – 9:40</b>	Introduction & outline
<b>9:40 – 9:45</b>	Quick Quiz
<b>9:45 – 10:00</b>	“Diversity in the work place” – DVD & discussion
<b>10:00 – 10:30</b>	Diversity game scenarios
<b>10:30 - 10:45</b>	Morning tea
<b>10:45 - 11:20</b>	Recruitment scenarios
<b>11:20 - 11:30</b>	Feedback / Discussion



# What is currently happening in New Zealand's Labour Market?

Are these statements True or False?	True	False
The growth rate of the New Zealand labour market is slowing		
Between 2011 and 2051, the number of 45 to 64-year-olds will rise to around 20% and the number of workers over 65 will double		
1 in 5 people in New Zealand report having a disability		
Currently fewer than 80% of our labour market are New Zealand European or Pakeha		
Currently 24% of New Zealanders under 18 are Maori		
By 2019, approximately 30% of new entrants into the labour market will be Pacific peoples		



# What is currently happening in New Zealand's Labour Market?

	True	False
By 2016, it is predicted that 9% of our working population will be Asian		
Currently 19.4% of our tertiary students are Maori		
Currently approximately 9% of our New Zealand resident tertiary students are Asian		
Statistics indicate that women earn 87% of men's average hourly pay		
The New Zealand workforce needs 55,000 new recruits each year to maintain current levels of economic growth		



## Diversity Game - Age Demographics

According to the latest census figure in 2006 the population of New Zealand was 4,027,947 (a 7.8% increase on 2001). What was the median age (that is, the middle number in the range of all ages) of the New Zealand population in 2006 and what is it projected to be in 2031?

- A. 30 years and 33 years**
- B. 36 years and 42 years**
- C. 40 years and 44 years**



# Age Demographics

**B is correct.** In 2006 the median age was exactly 35.9 years, and is projected to be 41.9 years in 2031 and 45.1 years in 2051. The New Zealand population together with populations of many other developed countries continues to age. For example, in 1965 a male in New Zealand was expected to live 68 years and by 2006 to live to age 78. In 1965 a female was expected to live to age 74 and by 2006 to age 82. The reasons for the structurally ageing population in New Zealand and other developed countries are declining fertility rates, advances in medical treatment leading to people living longer and the Baby Boomer generation reaching maturity.



# Age Society

It is often stated that there are sound financial reasons for organisations preferring to employ younger rather than older workers. Do you agree?

- A. Yes, because older workers are more subject to illness and injury will have a significant impact on their performance and productivity.**
- B. Yes, because older workers cannot cope with new technology and are largely unwilling to take retraining as they are nearing the end phase of their careers**
- C. No, because older workers are more stable and contribute to lower staff turnover**



# Age Society

**C is correct. A is not correct.** Research by the NSW Committee on Ageing in Australia shows that injuries are different in nature for the different age groups but not a significant factor in job performance.

**B is not correct.** Research has shown unwillingness by older workers to take retraining is an unfounded stereotype. In fact, research worldwide has demonstrated that older workers are more committed to their jobs and are more stable, therefore contributing to lower staff turnover. According to the Hudson Report's (2004) findings on New Zealand's ageing population, myths and stereotypes about mature workers are creating significant barriers for those seeking employment and obstructing their access to education and training.



# Diversity Demographics

Regarding the relative growth of the NZ-born and the foreign-born population in New Zealand between the 2001 Census and the 2006 Census, which of the following statements are true?

- A. The foreign-born population grew at twice the rate of NZ-born population**
- B. The foreign-born population grew at just over 4 times the rate of the NZ-born population**
- C. The foreign-born population grew at about 10 times the rate of NZ-born population**



# Diversity Demographics

**C is correct.** Between the 2001 Census and the 2006 Census the number of NZ-born people grew by 69,347 or 2.4%. The number of foreign-born grew by 180,915 or 25.9%.

(The 2006 census records 879,543 people in NZ who were born overseas. 251,688 of these people were born in the UK or Ireland; 251,130 in Asia.)



# Demographic Summary

<b>Labour Force Projections</b>	<b>2001</b>	<b>2006</b>	<b>2011</b>	<b>2021</b>	<b>2026</b>	<b>2051</b>
<b>Total Size</b>	<b>1.96m</b>	<b>2.15m</b>	<b>2.26m</b>	<b>2.37m</b>	<b>2.39m</b>	<b>2.38m</b>
<b>Median Age</b>	<b>39.3</b>	<b>40.8</b>	<b>41.19</b>	<b>42.6</b>	<b>42.5</b>	<b>43.6</b>
<b>Over 65</b>	<b>1.93%</b>	<b>2.83%</b>	<b>3.27%</b>	<b>4.29%</b>	<b>4.93%</b>	<b>5.33%</b>
<b>Aged 25 - 44</b>	<b>47.74%</b>	<b>43.63%</b>	<b>40.45%</b>	<b>38.76%</b>	<b>39.51%</b>	<b>38.04%</b>
<b>Ethnicity (tot Pop.)</b>	<b>European 79%</b> <b>Maori 15%</b> <b>Pacific 7%</b> <b>Asian 7%</b>			<b>European 70%</b> <b>Maori 17%</b> <b>Pacific 9%</b> <b>Asian 15%</b>		



# Recruitment Scenarios

## How would you respond to these situations?

1. You have been asked to help recruit a sales manager for a large retail firm. An explicit part of the client's brief is that the manager must be a woman. How will you respond?
2. You are a young woman, still pretty new in the job. You have been sent to take a brief from an old established client who wishes to recruit a receptionist for their business. When you ask what they are looking for, the client replies, "I want someone attractive and with a great figure - just like you really". What do you do?



# Recruitment Scenarios

3. You are presenting a potential shortlist for a manager's role in the building industry. The client is particularly interested in asking questions about people's family circumstances. He then comments, "We can't have anyone who is gay, you know, they just wouldn't fit in around here." You happen to know that your strongest candidate is gay. How do you respond?
4. You are meeting with three managers from your client organisation to discuss the shortlist for a job. The discussion has been useful until you come to discuss a Sri Lankan applicant. One of the managers laughs and says: "We can't have that person. I couldn't say their name and they wouldn't be able to speak to us." The other two managers do not say anything, but look uncomfortable. What do you do?



# Recruitment Scenarios

5. You have just taken over the contract for a long-standing client in the professional services area. You have gone to meet them to get an understanding of their business. They describe their organisation as young and energetic. Their instructions to you are to focus on graduate recruitment, and to not bother with people over the age of 28. They only want people who be a fit with their team; people who will work hard and play hard. What is your response?
  
6. John is in his early 30s. He has told you that he has had continuous experience in the IT sector for the past 10 years. He has recently been shortlisted for a position, but a verbal reference check with a previous employer has revealed that he had a period of six months off due to mental illness. John has now been rejected for the job, as the employer doesn't feel she can trust someone who has lied. John is angry as he feels he is being discriminated against. How would you advise him?



# Recruitment Scenarios

7. You have a candidate who is looking for work in the legal area. Her qualifications are impressive. She has had a few years of basic experience and is now looking for a more challenging role. Your client is initially interested in seeing her, but when you also mention that the candidate is blind, your client refuses even to meet her. What do you do?



# Resources from the EEO Trust

- Versatile workplace business success
- Employing Disabled People
- Making a difference: why and how to employ and work effectively with Maori (2006)
- Diversity in the workplace - DVD
- Work & Age Report (2005)
- Library Resources
- Toolkits
- Peoplepower
- EEO Trust newsletter / Work & Life Bulletin
- Website: [www.eeotrust.org.nz](http://www.eeotrust.org.nz)



Thank you!

