

The Department of Employment  
and Workplace Relations presents



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and Workplace Relations presents



# Hiring Outside the Box

**BUILD YOUR RECRUITMENT TOOLKIT**

AUGUST 2023

# Hiring outside the box



**63% of recruiting employers reported difficulty in recruiting #**



**3.5% Unemployment rate \***



**6.4% Underemployment rate \***

# Recruitment Experiences and Outlook Survey | Jobs and Skills Australia

\* Labour Force, Australia, June 2023 | Australian Bureau of Statistics ([abs.gov.au](https://abs.gov.au))

## Why inclusive recruitment?



### The talent case

Increase the quality and size of the candidate pool.



### The business case

Diversity fosters innovation and creativity, ultimately improving business performance and the wellbeing of employees.

**HIRING  
OUTSIDE  
THE BOX**

BUILD YOUR RECRUITMENT TOOLKIT

# Rose D'Almada-Remedios

Senior Research Manager  
Diversity Council Australia



## AUSTRALIA'S GOT TALENT AND THERE'S A MUCH BETTER WAY TO FIND IT!



**31%**  
of Australian organisations  
say they **can't find  
workers** to fill jobs.<sup>1</sup>



**3,000,000**  
Australians are **looking for  
work** or want more work.<sup>2</sup>

## SAY HI TO INCLUSIVE RECRUITMENT!

A great tool for employers, changing the way you do recruitment and making a positive difference to more workers and workplaces along the way.  
DCA defines inclusive recruitment as hiring practices that:



value  
diversity



are bias  
free, and



enable a diversity of  
talent to be sourced,  
assessed, selected,  
and appointed

**WATCH**



THE INTRODUCTORY VIDEO



**READ**



OUR RESEARCH REPORT



**CONNECT**



WITH OUR TOOL KIT

# Belinda Burrows

People Services Manager  
Geraldton Fishermen's  
Co-operative



GERALDTON  
FISHERMEN'S  
CO-OPERATIVE

Rock Lobster Exporters

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# Bus Driver Open Day Sessions

**McKayla Godfrey**  
Driver Recruitment Manager  
Busways



[www.busways.com.au](http://www.busways.com.au)

**Kate Hickman**  
Chief People Officer  
Infoxchange



[www.infoxchange.org/au](http://www.infoxchange.org/au)

  
**178**  
STAFF



**42%**  
FEMALE

**55%**  
MALE

**03%**  
NON-BINARY



SPEAK A  
LANGUAGE  
OTHER THAN  
ENGLISH  
FLUENTLY

**40%**

(End of financial year 2022 results)



**10%**  
LIVE WITH A  
DISABILITY

**43%**  
BORN OUTSIDE  
OF AUSTRALIA



ACROSS  
**18**  
COUNTRIES

# Takeaways

*“Doing things differently”*

## Job Design

- Flexible workplace adjustments and policies

*“Inclusive recruitment”*

## Attraction and Selection

- Review your recruitment processes
- Streamline requirements
- Overcome unconscious bias

*“Culture and Community”*

## Onboarding

- Training, mentoring and other supports

*“Investment in training and upskilling”*

**Take the first step and  
implement small changes**



## Resources

### Workforce Australia for Business

- [www.workforceaustralia.gov.au/businesses/](http://www.workforceaustralia.gov.au/businesses/)
- [www.dewr.gov.au/workforce-australia/resources/workforce-australia-business-factsheet](http://www.dewr.gov.au/workforce-australia/resources/workforce-australia-business-factsheet)

### Local Jobs Program and Employment Facilitators

- [www.dewr.gov.au/local-jobs/employment-facilitators](http://www.dewr.gov.au/local-jobs/employment-facilitators)

### Hiring Outside the Box

- [www.dewr.gov.au/employment/hiring-staff/hiring-outside-box](http://www.dewr.gov.au/employment/hiring-staff/hiring-outside-box)



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