

# Acknowledgment of Country

I would like to respectfully acknowledge the traditional owners and custodians of country through Australia and their continuing connections to land, waters and community. I pay my respects to them and their cultures and Elders past, present and emerging.



Australian Government  
Department of Employment  
and Workplace Relations



# Hiring Outside the Box

Embracing gender diversity

28 AUGUST 2024

# Gender Diversity in the workforce

Occupations with a gender imbalance more likely to be impacted by skills shortages

Gender diversity at work means an equal and fair representation of people of all genders

**54%** of male dominated occupations in shortage



**40%** of female dominated occupations in shortage



# Diversity Council Australia

Lisa Annese (She/Her)  
Chief Executive Officer



*"First step for employers is to learn about diversity and inclusion"*

Benefits of a gender diverse workforce include:

- improved financial and operational performance
- the ability to meet skills shortages
- positive impact of organisational culture
- innovation and creativity
- capitalise on available talent

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

# John Holland

Ben Crough (He/Him)  
Inclusion, Diversity and Equity Manager

*“We are working towards increasing gender diversity, we recently celebrated the anniversary of our women’s network and are working hard to lower the gender pay gap.”*



**Inclusion, diversity and equity**  
Good for our community, business and people

**JOHN HOLLAND**

Our purpose	Our goal	Our focus	How	Outcomes	Ultimately
Transforming lives, including for our people	Industry leader in inclusion, diversity and equity	<ul style="list-style-type: none"><li>• Gender</li><li>• First Nations People</li><li>• LGBTI+</li><li>• Age</li><li>• Disability and neurodiversity</li><li>• Cultural and linguistic diversity</li></ul>	<ul style="list-style-type: none"><li>• Progressive recruitment</li><li>• Increasing respect for each other</li><li>• Improving employee experience and manager capability</li><li>• Embedding flexibility, especially on projects</li></ul>	<ul style="list-style-type: none"><li>• Inclusion embedded in everything we do</li><li>• A diverse John Holland delivering for customers</li><li>• Organisation-wide equity through our practices and processes</li><li>• Resolved cultural barriers impacting our industry</li></ul>	<ul style="list-style-type: none"><li>• Industry leader using our voice to influence for good</li><li>• Transforming lives</li><li>• A place where everyone feels they belong</li></ul>

# John Holland

Ben Crough (He/Him)  
Inclusion, Diversity and Equity Manager



*“Flex from the start hadn’t even finished yet, when Project Managers started ‘stealing’ the flexible work activations for their new projects.”*

The **Flex from the Start** initiative trialled different activations to identify scalable and sustainable flexible work arrangements to increase the participation of and retention of women.

Each project trialled one or two activations; examples of activations included:

- Flex boards with late starts or early finishes
- No meeting Mondays
- Compressed 9-day fortnights
- Pre-start meetings held the day before

# Trilogy Disability Services & Trilogy Disability Foundation

Petrina Heinze (She/Her)  
Education and Training Coordinator

*"We need to attract a diverse group of staff to match the diverse client group."*



## Industry Data

**86%**

Personal Care Assistants identify as **FEMALE**

## Trilogy Disability Services

**48%**

Disability Support Workers identify as **MALE**

- Use a strength-based approach, make no assumptions
- Information sessions inviting males to attend and find out more
- Look to recruit from non-traditional industries
- Recognise that there are many different learning styles
- Buddy-ship program

[www.trilogydisabilityservices.com.au](http://www.trilogydisabilityservices.com.au)  
[www.trilogydisabilityfoundation.org](http://www.trilogydisabilityfoundation.org)

# Takeaways



Organisational analysis



Leadership commitment & accountability



Inclusive policies



Develop a safe and supportive culture



Workplace flexibility



Recruitment processes



Mentorship, sponsorship programs and employee resource groups



Equal opportunities for development

**HIRING  
OUTSIDE  
THE BOX**

BUILD YOUR RECRUITMENT TOOLKIT



# Resources

## **Workplace Gender Equality Agency**

- [www.wgea.gov.au/take-action](http://www.wgea.gov.au/take-action)

## **Diversity Council Australia**

- [www.dca.org.au/resources/gender](http://www.dca.org.au/resources/gender)

## **Department of Employment and Workplace Relations – Inclusive recruitment**

- [www.dewr.gov.au/employing-and-supporting-women-your-organisation/inclusive-recruitment](http://www.dewr.gov.au/employing-and-supporting-women-your-organisation/inclusive-recruitment)

## **Department of Employment and Workplace Relations - Employing and supporting women in your organisation**

- [www.dewr.gov.au/employing-and-supporting-women-your-organisation](http://www.dewr.gov.au/employing-and-supporting-women-your-organisation)

## **Department of Employment and Workplace Relations – Toolkits**

- [www.dewr.gov.au/employing-and-supporting-women-your-organisation/career-revive/toolkits](http://www.dewr.gov.au/employing-and-supporting-women-your-organisation/career-revive/toolkits)

## **Inclusive Employers - Gender Diverse Applicants**

- [www.inclusiveemployers.com.au/inclusiverecruitment/genderdiverserecruitment/](http://www.inclusiveemployers.com.au/inclusiverecruitment/genderdiverserecruitment/)

## **Inclusive Employers - LGBTIQ+ Inclusive Employment**

- [www.inclusiveemployers.com.au/abc-of-lgbti-inclusive-employment/](http://www.inclusiveemployers.com.au/abc-of-lgbti-inclusive-employment/)

## **Office for Women SA - Guidelines for Gender Neutral Recruitment**

- [https://officeforwomen.sa.gov.au/\\_data/assets/pdf\\_file/0016/48112/Guidelines-Gender-Neutral-Recruitment-2022-04.pdf](https://officeforwomen.sa.gov.au/_data/assets/pdf_file/0016/48112/Guidelines-Gender-Neutral-Recruitment-2022-04.pdf)

## **Queensland Human Rights Commission**

- [www.qhrc.qld.gov.au/your-rights/for-lgbtiq-people/trans-@-work/for-employers](http://www.qhrc.qld.gov.au/your-rights/for-lgbtiq-people/trans-@-work/for-employers)

# Department Resources

## 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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## 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)

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## Local Jobs Program and Employment Facilitators

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

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## Recruit and keep women in work

<https://www.workforceaustralia.gov.au/businesses/help/advice/recruit-keep-women>

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## Launch into Work - Pre-employment projects support employment of women

<https://www.dewr.gov.au/launch-work>

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## Factsheets

<https://www.dewr.gov.au/employment/resources/hiring-outside-box-inclusive-recruitment>

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Have further questions? Email [engagement@dewr.gov.au](mailto:engagement@dewr.gov.au)

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