

# “Nice Work”

IF YOU CAN GET IT

Industry Seminar #1

Recruitment and Onboarding for a Productive and Diverse Workforce

Chisholm



# Today

## IDENTIFYING AND ADDRESSING BARRIERS IN THE SKILLS PIPELINE

- **What is the project:**  
Addressing the challenge - developing skills in manufacturing is not seen by everyone as a possibility.
- **The Business Case for Diversity in Manufacturing:**  
What does it actually mean for a productive business delivering to the customer.
- **Employer Perspective:**  
Hear from industry leaders in Southern Melbourne & their experience.
- **Hearing from you:**  
Q and A - what do you think? Any questions.
- **Where to from here?**  
Resources to share. Our next event. Getting your feedback.

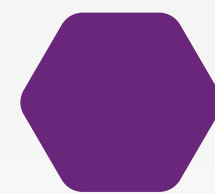


# The Project



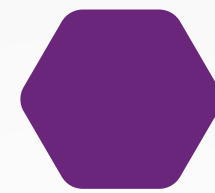
# “Nice Work” IF YOU CAN GET IT

This project is a place-based initiative applying gender-transformative practices to address inequities in the skills pipeline within Southern Melbourne's manufacturing sector.



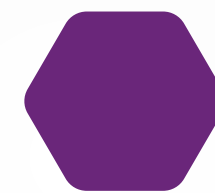
## Gender Transformative Practice

Not gender-neutral work. Focuses on challenging and reshaping gender norms and roles to achieve equitable outcomes.



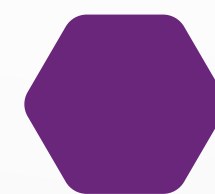
## Place-based approach

Tailored to the specific needs of the Southern Melbourne manufacturing community, engaging local stakeholders for sustainable impact. Demonstrates the "how" of gender equality work.



## Addressing skills pipeline inequity

Aims to create more inclusive pathways into manufacturing careers, especially for women and underrepresented groups. Not about attraction but retention.



## Collaborative effort

Partners include WHISE, Chisholm TAFE, and the South East Melbourne Manufacturers Alliance, working together to implement innovative strategies. Models partnership for gender equality change.



## Target outcomes

Enhancing diversity in the workforce, promoting gender equality, and building a more skilled and resilient industry.

# Gender impact assessment

## IDENTIFYING AND ADDRESSING BARRIERS IN THE SKILLS PIPELINE

### ● **Needs Analysis:**

Identify barriers and opportunities for gender-equal employment using gender impact assessment techniques.

### ● **Capability Building:**

Train TAFE staff on gender issues, pedagogy, and managing resistance.

### ● **Sustained Knowledge Transfer:**

Enhance TAFE leaders' capacity for long-term project sustainability.

### ● **Industry Engagement:**

Build relationships with local industry to promote gender equality in VET.

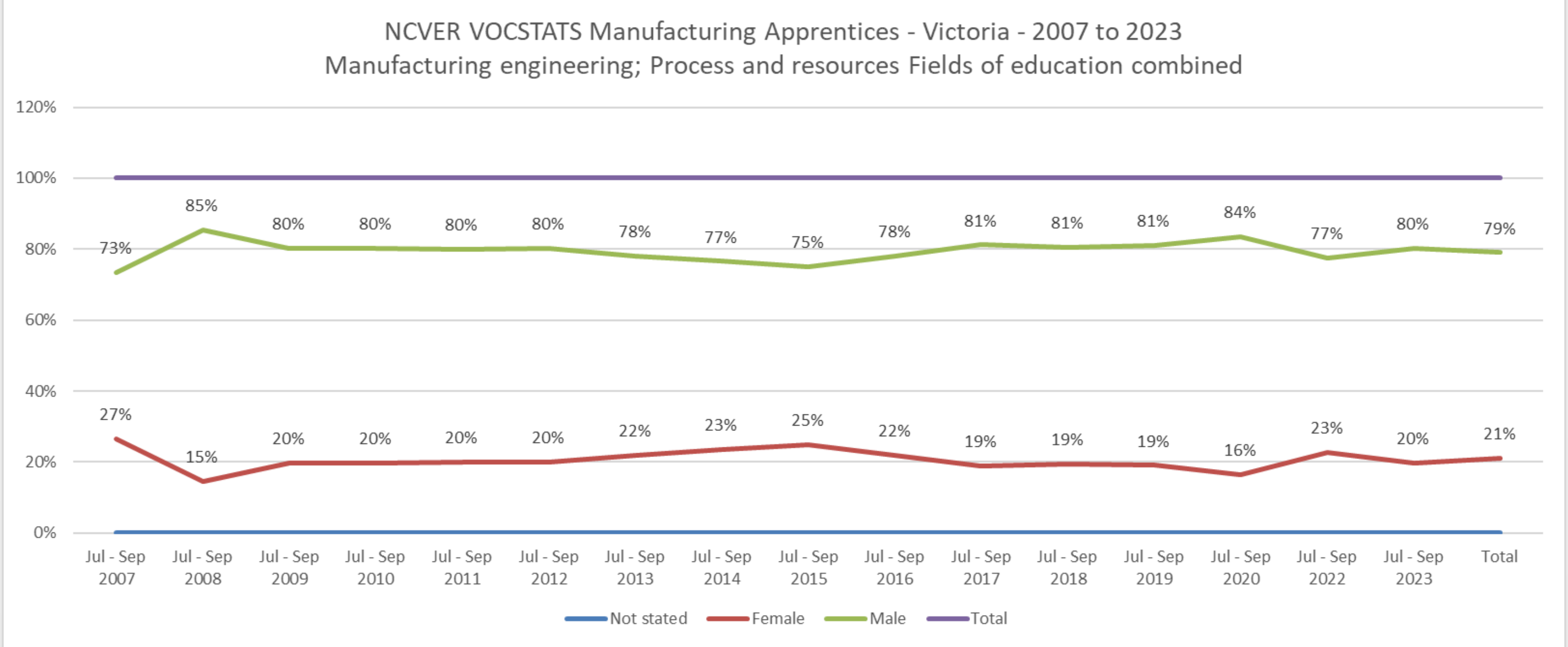
### ● **Promotion and Evaluation:**

Share project outcomes and evaluations with stakeholders.



# The data

# Gender Segregation and VET (Manufacturing)



# There is this thing...

## Workplace Gender Equality Agency, 2023 for Manufacturing Industry

**18.1%**

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Mean total remuneration gap in manufacturing [Takes into account base salary as well as additional benefits like bonuses, superannuation, overtime, and other allowances]

**91%**

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Of CEO's in manufacturing are male  
77% of Heads of Business are male  
74% of Key Management Personnel are male

**90%**

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Technicians and trade workers are men, 85% of machinery operators are men - 68% of clerical and admin workers are women







# The business case



# Benefits to Business

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## Enhanced Innovation and Problem-Solving

- Collaboration across varied backgrounds boosts creativity.
- Multiple perspectives improve problem-solving capacity.

## Improved Financial Performance

- Firms with diverse leadership see higher research intensity and better performance.
- Diverse companies outperform non-diverse competitors by 35%.

# Key Challenges & Opportunities



## Addressing Skills Shortages

- Need to increase apprentice pipeline.
- Managing the 'skills retirement cliff' due to an ageing workforce.

## Improving Diversity in Leadership

- Over 57% of engineers born overseas, yet leadership lacks diversity.
- Cultural diversity in leadership boosts competitive edge, especially in engineering.

## Strategies for Inclusion

- Promote careers in schools and communities.
- Flexible work arrangements, succession planning, and mentoring initiatives.



# Looking forward

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## Future Outlook

- Australia poised to lead in cultural diversity in engineering and manufacturing.
- Companies investing in diversity consistently outperform competitors.

## Actions

- Expanding diversity will enhance innovation, productivity, and market competitiveness.
- Implementing strategies for inclusion will position Australia as a leader in innovative manufacturing.

# Employer Perspective

Focus on Recruitment





# Hearing from business - Diversity in Practice & Recruitment

## **Girish Fernandez**

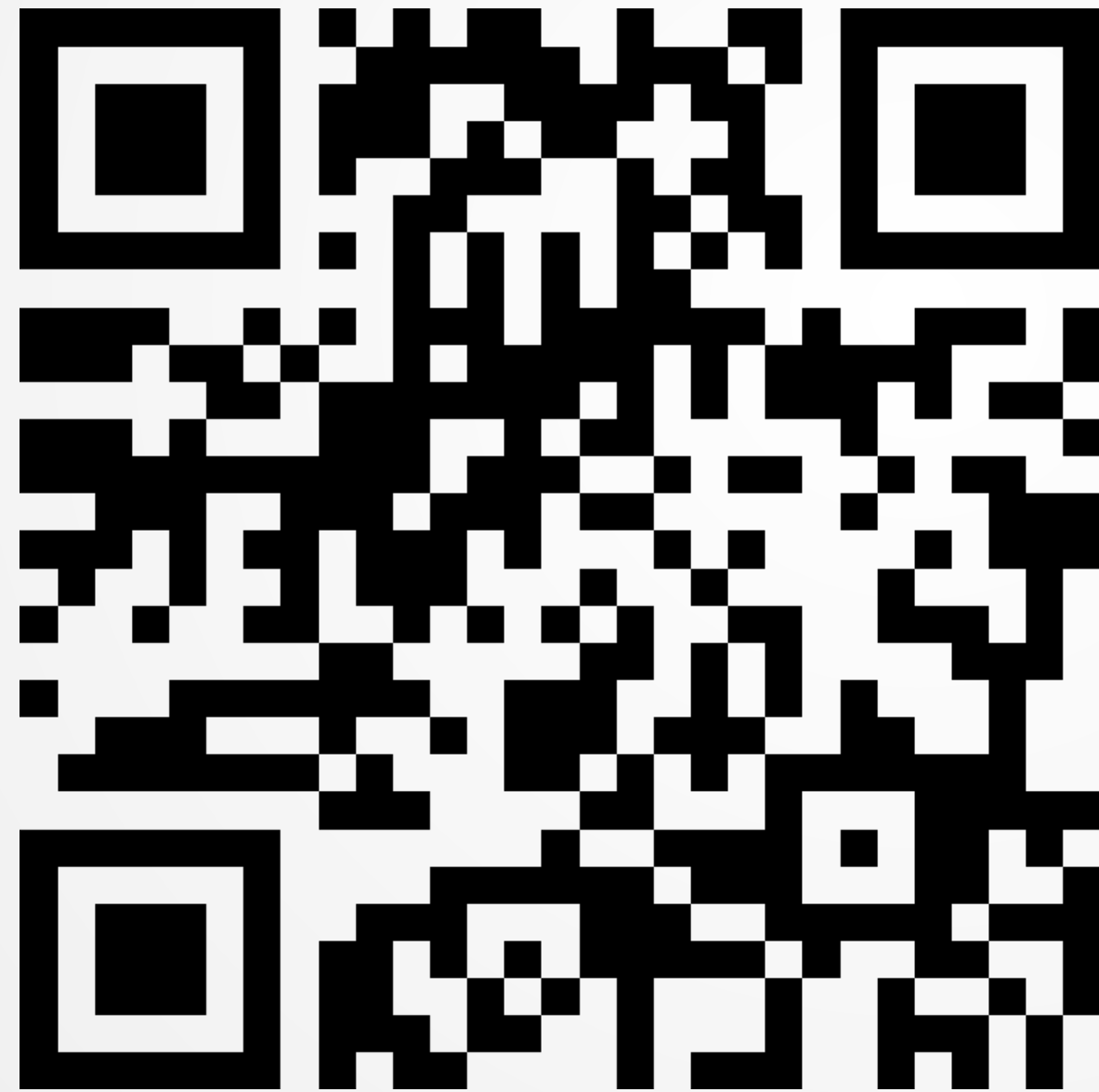
Director of VGL - ALLIED CONNECTORS

## **Donna Paxton**

General Manager of Group Human Resources, Jayco  
Corporation Pty Ltd

# Where to next?

[slido.com](https://www.slido.com) #1943121



A stylized illustration on the left side of the slide depicts several people in a meeting. One person in the foreground is wearing a red hat with white polka dots and a purple top. Another person behind them is wearing a purple top and has their hand near their face. The illustration uses bold black outlines and a color palette of purple, white, and red.

# Conclusion



Resource sharing



More forums



Contribution to broader agenda



Keep focused on Southern Melbourne