

# PROFESSIONAL, BUSINESS & GOVERNMENT SERVICES

Key Issue – Recruitment	Action	Priority	Timeframe	Responsibility
<b>Families</b>				
<ul style="list-style-type: none"> <li>Need a job for both partners ie, person may get employment, but partner needs employment as well.</li> <li>Networking works. Good connections already exist through HR network.</li> <li>Small community advantage. People are always in contact with each other.</li> </ul>	<ul style="list-style-type: none"> <li>Cooperation between HR networks.</li> <li>Have a free website where people can place CV's. Industry will have access. Open to everyone. Website to be linked with other job websites.</li> <li>Needs to be regularly cleaned so that potential employees who are no longer available aren't listed.</li> </ul>			
<ul style="list-style-type: none"> <li>Skilled families want good schools (secondary and tertiary levels).</li> </ul>	<ul style="list-style-type: none"> <li>High schools need to increase standards.</li> <li>Lots of low decile schools. Problem at high school level.</li> <li>Perception issue?</li> <li>Transport needed to get students to private schools.</li> </ul>			
<b>Workforce</b>				
<ul style="list-style-type: none"> <li>Lack of available workforce.</li> </ul>	<ul style="list-style-type: none"> <li>Bring staff from other centres for fixed periods when work demands are high (or send work to others (outsource)).</li> <li>Businesses need to make adjustments in order to survive.</li> </ul>			

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	<ul style="list-style-type: none"> <li>Employers need to expand on the countries that they are willing to employ people from.</li> <li>Pay equivalent to big centre wages to get staff to region.</li> <li>Highlight fact that Gisborne has less work pressure (ie, more flexible deadlines).</li> <li>Make use of technology, (ie, people working from home).</li> <li>More flexible workforce practice.</li> <li>Network with migrants.</li> <li>Network with overseas employees who are currently employed to find like minded people.</li> <li>Opportunity to highlight lifestyle choices.</li> <li>Send representatives overseas to recruit.</li> <li>Working smarter.</li> </ul>			
<ul style="list-style-type: none"> <li>Some workplaces cannot afford to employ one highly skilled worker nor have the workload.</li> </ul>	<ul style="list-style-type: none"> <li>Pool similar organisations together to employ people in a job sharing type role.</li> </ul>			
<ul style="list-style-type: none"> <li>Can local businesses afford to pay big city wages and compete with big cities?</li> </ul>	<ul style="list-style-type: none"> <li>If region is moving ahead, high wages are possible.</li> <li>New university grads employed get: Wellington \$40,000, Invercargill \$37,000, Dunedin</li> </ul>			

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	\$32,000, New Plymouth and Hawkes Bay between \$32-\$35,000. New Gisborne graduates get approx \$34,000.			
<ul style="list-style-type: none"> <li>Many people only want part-time jobs, but growth is needed in full-time jobs.</li> </ul>	<ul style="list-style-type: none"> <li>Working smarter, ie, have two-part timers working a full-time job (opportunity to employ the part timers with slightly different skills/strengths).</li> </ul>			
<ul style="list-style-type: none"> <li>Don't have official HR agency.</li> </ul>	<ul style="list-style-type: none"> <li>HRAS is being set up through McCullochs on 2<sup>nd</sup> November.</li> </ul>			
<ul style="list-style-type: none"> <li>Youth leaving for OE's and education.</li> </ul>	<ul style="list-style-type: none"> <li>Attract locals back to region (after training, OE etc).</li> <li>Bond and support staff. Pay for training on the condition that they come back.</li> </ul>			
<b>Career development</b>				
<ul style="list-style-type: none"> <li>Lack of career growth opportunities/ career development.</li> </ul>	<ul style="list-style-type: none"> <li>Highlight that graduates can get increased responsibilities when working in smaller companies.</li> </ul>			
<b>Perception of region</b>				
<ul style="list-style-type: none"> <li>Bad perception of Gisborne (gangs etc).</li> </ul>	<ul style="list-style-type: none"> <li>Review perceptions of the district.</li> </ul>			
<ul style="list-style-type: none"> <li>Antiquated management and leadership styles.</li> <li>Culture, reputation and image of organisations looking for staff.</li> <li>Easier to place staff in organisations with a good public</li> </ul>	<ul style="list-style-type: none"> <li>Buddy systems.</li> <li>Promote organisations with a good public image.</li> <li>Industry sectors to review their own recruitment issues.</li> </ul>			

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<ul style="list-style-type: none"> <li>Some industries have an image problem and are not appealing to young people.</li> </ul>				
<ul style="list-style-type: none"> <li>Lots of people globally are searching for careers via the Internet.</li> </ul>	<ul style="list-style-type: none"> <li>Respond to enquiries and they are more likely to come.</li> <li>Send them information about the region. PR package. Let them know what they can expect and what it is like to live in the region.</li> </ul>			

Key Issue – Retention	Business management	Action	Priority	Timeframe	Responsibility
<ul style="list-style-type: none"> <li>• Culture and values of organisations.</li> </ul>	<ul style="list-style-type: none"> <li>• Organisations need to understand what it is like to work in that organisation.</li> </ul>				
<ul style="list-style-type: none"> <li>• Gaps between generations and expectations of these different groups.</li> </ul>	<ul style="list-style-type: none"> <li>• Getting managers and leaders to understand gaps in generations.</li> <li>• Need to realise and manage different generations with different needs. Keeping up with current practice.</li> </ul>				
<ul style="list-style-type: none"> <li>• Small businesses.</li> <li>• Small businesses with 20 years experience may have one years experience repeated 20 times.</li> </ul>	<ul style="list-style-type: none"> <li>• Research best practice for small business.</li> </ul>				
<b>Staff</b>					
<ul style="list-style-type: none"> <li>• Career and professional development.</li> <li>• A lot of employment in Gisborne is with long term staff.</li> </ul>	<ul style="list-style-type: none"> <li>• Link with other small businesses from outside of the district to share knowledge, experiences and expertise.</li> <li>• Develop national networks.</li> <li>• Need to provide ongoing professional development/challenges. Particularly important for 17-27 year age group.</li> </ul>				
<ul style="list-style-type: none"> <li>• Need to retain skilled workers.</li> <li>• Don't want to become an</li> </ul>	<ul style="list-style-type: none"> <li>• Need to retain skilled workers.</li> </ul>				

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outsourcing centre. • Staff leaving for OE/travel.	<ul style="list-style-type: none"> <li>• Offer alternatives ie, take six months off work instead of leaving to take an OE.</li> <li>• Offer sabbatical.</li> <li>• Offer 80% wages per year so worker receives a full year's pay on the fifth year.</li> </ul>			
• Need support groups for young professionals.	<ul style="list-style-type: none"> <li>• Support industry and professional youth groups running for the support of (young) professionals.</li> </ul>			
<b>Local businesses</b>				
• Need to support existing business services.	<ul style="list-style-type: none"> <li>• Council and business to have a policy of giving preference to local business services ie, if two tenders are equal, preference should go to local businesses.</li> <li>• Local businesses need to be competitive and support each other.</li> <li>• Use local talent. Results in increased staff retention.</li> </ul>			

Key Issue – Education and Training	Action	Priority	Timeframe	Responsibility
<ul style="list-style-type: none"> <li>• Career development.</li> </ul>	<ul style="list-style-type: none"> <li>• Look at skills required and train current staff to change roles rather than seek employment elsewhere.</li> <li>• More businesses to do career development planning for/with their employees.</li> </ul>			
<ul style="list-style-type: none"> <li>• Change of attitude in the business sector towards training.</li> <li>• Hard issue as some employers are under staffed and can't afford to have their staff not working.</li> </ul>	<ul style="list-style-type: none"> <li>• Businesses need to release staff for training.</li> </ul>			
<ul style="list-style-type: none"> <li>• Further education of employees.</li> </ul>	<ul style="list-style-type: none"> <li>• Must be willing to pay for some/all training themselves.</li> <li>• Must be willing to train/upskill.</li> <li>• Send people to workshops outside region. Expose them to new ideas away from local pressures.</li> <li>• Staff responsibility issue. Staff need to do things for themselves. Can't expect to be spoon feed.</li> <li>• Use some of their holidays etc to upskill.</li> </ul>			
<ul style="list-style-type: none"> <li>• Polytechnic needs to have real</li> </ul>	<ul style="list-style-type: none"> <li>• Need to target specific</li> </ul>			

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<p>degrees eg, accounting, science.</p>	<p>industries.</p> <ul style="list-style-type: none"> <li>• Polytechnic needs partnerships with other centres to achieve this.</li> <li>• Use technology to teach real degree courses ie, video conferencing etc.</li> <li>• Working smarter with the provision of education.</li> </ul>			
<ul style="list-style-type: none"> <li>• Scale issue with training. Some industries only have training providers outside region.</li> </ul>	<ul style="list-style-type: none"> <li>• Bring graduates in.</li> </ul>			



<b>Key Issue – other</b>	<b>Action</b>
• Coordinated recruitment through DHB.	•
• [investigate normal staff retention levels - turnover]	•
• Increased red tape	•
• More flexible workforce practice - results in more work for management.	•