

HAYS Recruiting experts
worldwide



Jason Walker 31 May 2017
MITO Industry Event

ACCOUNTANCY & TAX/CONSTRUCTION/CONTACT CENTRES/OPERATIONS/EDUCATION/TECHNOLOGY/Legal/Safety/Policy & Compliance/OURCES & MINING/ENGINEERING/HUMAN RESOURCES/LOGISTICS/FACILITIES MANAGEMENT/FINANCIAL SERVICES/SOCIAL CARE/SALES & MARKETING/ENERGY/OFFICE SUPPORT/RESPONSE MANAGEMENT/HEALTHCARE/OIL & GAS/ARCHITECTURE/ASSESSMENT & DEVELOPMENT/PUBLIC SERVICES/ACCOUNTANCY & FINANCE/EDUCATION/PHARMA/CONSTRUCTION & PROPERTY/RESOURCE MANAGEMENT/MANUFACTURING & OPERATIONS/RETAIL/INFORMATION TECHNOLOGY/SALES & MARKETING STRATEGY/BANKING/MARKETING/ENGINEERING/TELECOMS/HUMAN RESOURCES/FINANCIAL PHARMA/MANUFACTURING/HEALTHCARE/AR PROCUREMENT/H

UCATION/PHARMACY/CONTACT CENTRES/OPERATIONS/TECHNOLOGY/NT/HEALTH & SAFETY/ENGINEERING/INSURANCE/ENGINEERING/HUMAN RESOURCES/LOGISTICS/FACILITIES MANAGEMENT/FINANCIAL SERVICES/SOCIAL CARE/SALES & MARKETING/ENERGY/OFFICE SUPPORT/RESPONSE MANAGEMENT/HEALTHCARE/OIL & GAS/ARCHITECTURE/ASSESSMENT & DEVELOPMENT/PUBLIC SERVICES/ACCOUNTANCY & FINANCE/EDUCATION/PHARMA/CONSTRUCTION & PROPERTY/RESOURCE MANAGEMENT/MANUFACTURING & OPERATIONS/RETAIL/INFORMATION TECHNOLOGY/SALES & MARKETING STRATEGY/BANKING/MARKETING/ENGINEERING/TELECOMS/HUMAN RESOURCES/FINANCIAL PHARMA/MANUFACTURING/HEALTHCARE/AR PROCUREMENT/H



1. Recruitment Trends

2. The NZ Skills Shortage Dynamic

3. Attracting Talent

4. Employee Engagement

RECRUITMENT TRENDS 2017/18

39

years

500+

organisations in NZ

187k+

employees



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**KEEP TRACK OF THE TRENDS
INSIGHTS FROM THE EXPERIENCE**

The 2017 Hays Salary Guide: Salary & Recruitment Trends



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**HARNESSING POSITIVITY
HOW WILL NEW ZEALAND
CAPITALISE?**

The 2017 Hays Salary Guide: Salary & Recruitment Trends

hays.com.au | hays.net.nz

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CONFIDENCE RISING ACROSS NEW ZEALAND

An improving economy, sturdy inflation, net migration growth, positive GDP forecasts and a flow of **government** and **private projects** are driving business and consumer confidence across New Zealand.



BUSINESS ACTIVITY INCREASES AGAIN

75%

Experienced an increase
in the past 12 months



81%

Expect further
increasing activity

+3%

2017 growth forecast



+3.5%

2018 growth forecast

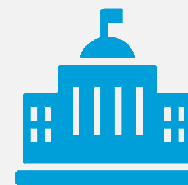
KEY FACTORS DRIVING BUSINESS ACTIVITY



**Current economic
conditions**



**Consumer/
business confidence**



**Projects driven
by government**

53%

**Say the economy will
strengthen**

+17%

vs last year

PERMANENT HEADCOUNTS TIPPED TO RISE



48% will
increase



43% remain the
same



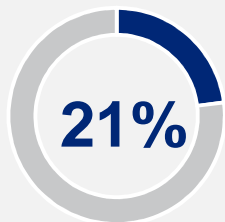
9% will decrease



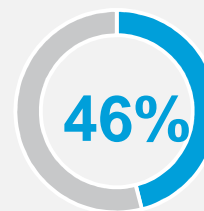
83%

will add full-time
permanent staff

TEMP/CONTRACT STAFF 'THE NEW NORMAL'



Regular, ongoing basis



Special projects/workloads

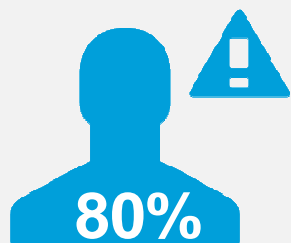


20% will increase



8% will decrease

THE IMPACT OF SKILL SHORTAGES



said skills shortages will impact
effective operations



overtime increased in 28%
of organisations



staff turnover has increased for
28% of employers

55%

of overtime was unpaid

RECRUITING OFFSHORE



Before proposed changes, 84% said they would consider employing or sponsoring a qualified overseas candidate



Work permit and visa review underway



Skilled Migrant

\$48,859 (\$23.49 p/h)

Unskilled

\$73,299 (\$35.24 p/h)

Bonus Points

Earnings

\$97,718 (\$46.98 p/h)

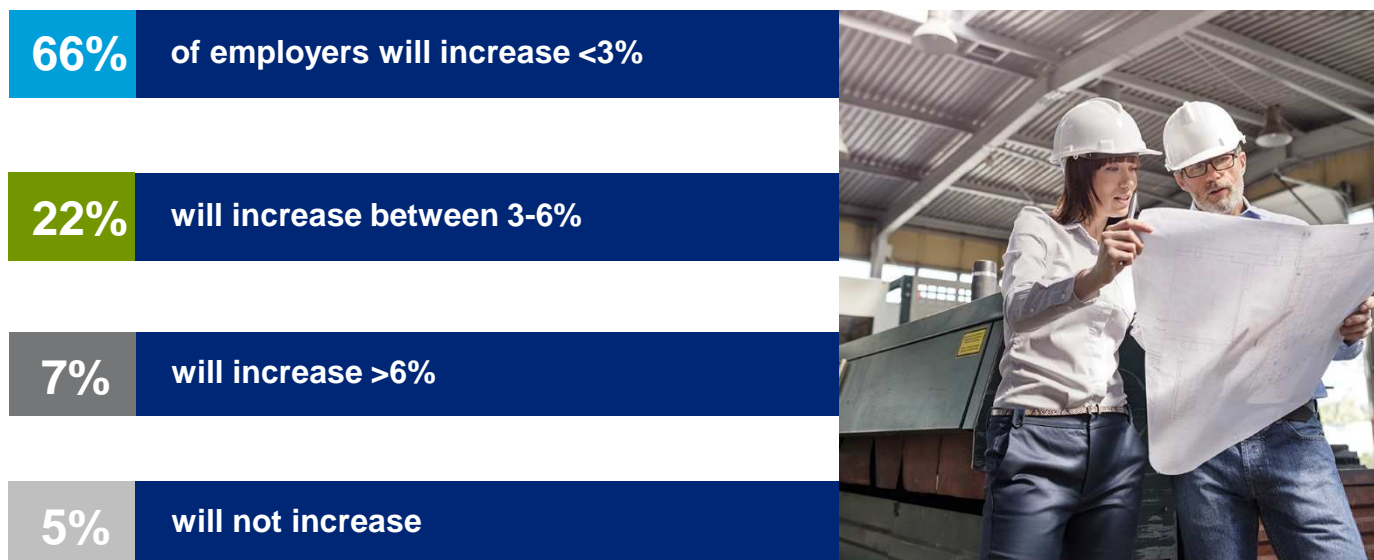
Age

30 – 39

Stand down period after 3 years

Source: Hays Salary Survey 2017/NZ Immigration

SEDATE SALARY INCREASES



Source: Hays Salary Survey 2017

EMPLOYEE EXPECTATIONS



Source: Hays Salary Survey 2017

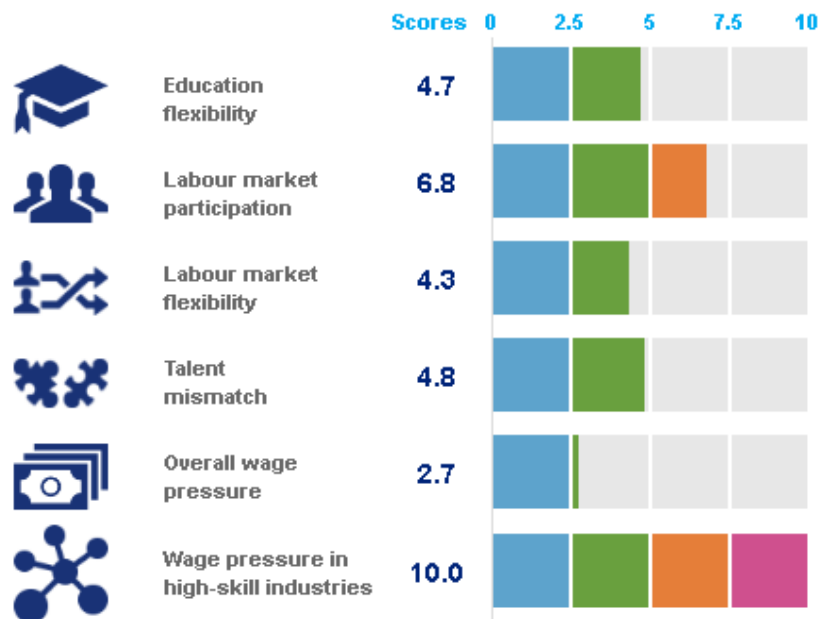
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THE NZ SKILLS SHORTAGE DYNAMIC



Raising educational standards is crucial to bridging skills gaps. NZ's educational is flexible enough to meet labour market needs.

High labour market participation with limited number of experienced individuals available to enter the work-force

Government policies aligned with labour market dynamics. Low barriers restricting the local labour market.

The gap between the skills that businesses are looking for and the matching skills available in the labour market. Balanced ?

Overall wage pressures are low and those pressures aren't as apparent as they have been historically

Wages in high-skill industries (such as in engineering or technology) are growing faster than in low-skill industries skills

THE FOURTH INDUSTRIAL REVOLUTION BECKONS

It is expected to bring with it a huge leap forward in how **robotics and AI** is used within the workplace – across **all industries and sectors** – and, as a result, an even greater need for **continuous skills development** in order to **stay relevant** in the job market.



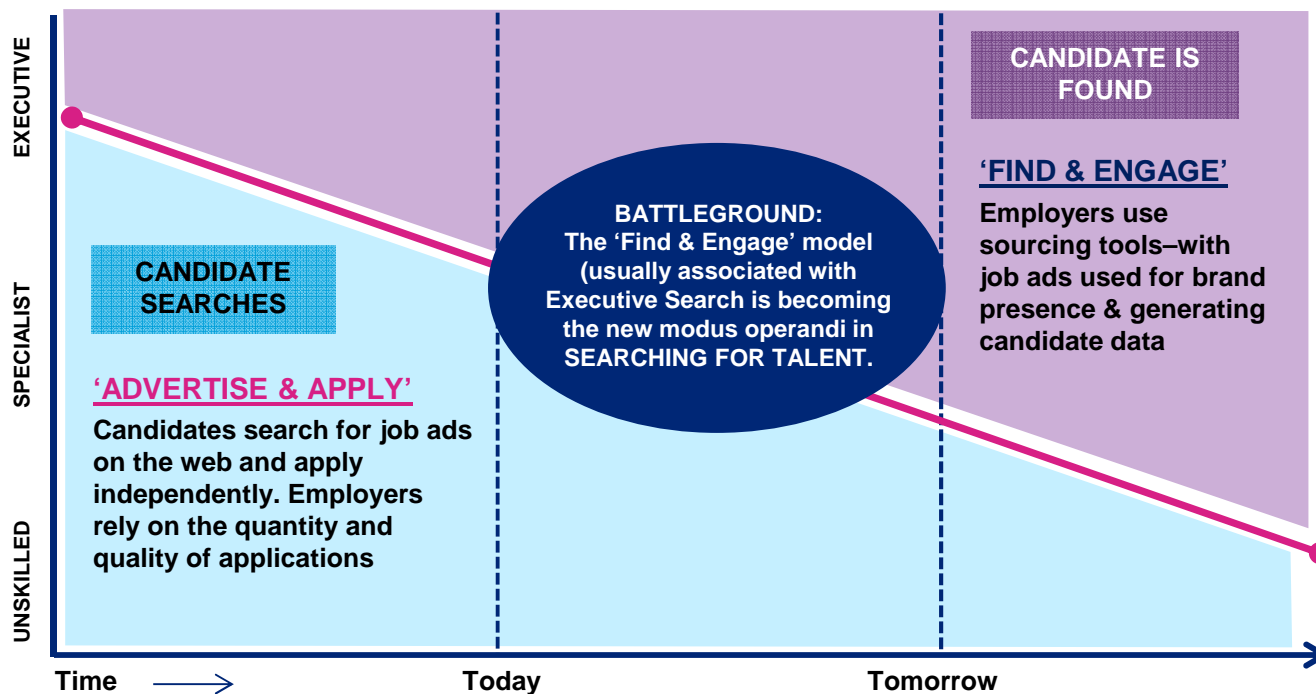
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ATTRACTING TALENT: FROM “ADVERTISE AND APPLY TO ‘FIND AND ENGAGE’”



SOURCING EXPERTISE MAXIMISING YOUR RESOURCES

What we do

- Instagram
- Facebook
- LinkedIn
- Talent Mapping
- Manager Networking
- Community Partners
- Tertiary Institutes
- Student Job Search
- SEEK Talent search
- Talent pooling previous Candidates
- Job Boards
- Careers Site

- Open Days
- Diversity Leads
- Job Fairs
- Referrals
- Print
- Community presentations
- Proactive generation of frequently recruited roles
- Boolean sourcing in Google
- Off shore



Your Employment Value Proposition (EVP)

Attraction  Engagement



BENCHMARKING

- Current perceptions and priorities
- Your on-line profile

DESIGN

- Development of a compelling and credible EVP that showcases company strengths

IMPLEMENTATION

- EVP roll-out, promotion and identification of improvement opportunities
- On-line Value Proposition

MEASUREMENT

- Consistent tracking to measure impact of EVP and improvements

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DEFINING STAFF ENGAGEMENT

An engaged workforce

“...is typically one in which employees understand and are committed to an organisation’s values and objectives, and are passionately motivated and willing to not only offer their very best work but to go above and beyond to move the organisation forward and achieve organisational goals.”

An engaged workforce doesn’t just happen.



WHAT MAKES AN EMPLOYEE HAPPY?

- 78% of employees submitted recognition as the main motivating factor in their career.
- 69% of employees say they would work harder if they were better recognised
- 52% are not satisfied with the level of recognition they receive
- 49% of employees say they would leave their current job for a company that clearly recognised employees for their efforts
- 39% of workers do not feel appreciated at work.

STAFF APPRECIATION INITIATIVES ARE FREE !

- Company memo's or announcements to recognize specific achievements
- Congratulating during meetings, impromptu site gatherings
- Certificates, a Friday afternoon off etc.
- Providing support, flexibility or understanding when work-life conflicts arise
- It needs to be authentic, deserving, encouraging and specific

YOUR RETURN ON INVESTMENT

- Companies with high performing recognition programs are **12 X** more likely to have strong business incomes.
- Employers that invest in incentive and recognition programs had improved engagement levels and enjoyed increased revenues by **as much as 23%**.
- Reduced Recruitment Costs



THANK YOU



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