



## Getting it right: how to avoid ‘all the gear and no idea’ hiring

When we’re hiring, finding someone who is “job ready” is like finding the pot of gold at the end of the rainbow. But sometimes, that one-day job ready course isn’t quite enough; our assumptions about job readiness get in the way.

Are we getting it right?

What does a smooth transition into work look like for your business? A certificate from a course, is a good starting point but doesn’t necessarily equip your new staff with the confidence, skills and ability to hit the ground running. How can you make sure they are as ready to work as they seem on paper?

### #GettingItRight



Broaden your **scope!** Try to move from focusing on ‘ticking the box’ for diversity. What are the social outcomes you are trying to achieve through social procurement?



Try to put together an individualised, tailored **career plan** for each employee. This could include working towards gaining a new skill, or their aspirations while they are an employee within your business.



Do your employees feel **safe** at work? What type of adjustments do you need to make it culturally safe? For example, for Aboriginal and Torres Strait Islander employees, a culturally safe workplace is key for retention. Some things that can help create safety include cultural awareness training for existing employees or mentoring and peer support for new hires.



Take time to **support** your employees and make sure you allocate time to **celebrate** your successes as individuals and as a team!



Remember we all need certainty. Giving your employees continuity of employment will help keep them engaged and build **trust**.

## Interested to learn more?

- [Read](#) about how Marriott Industries works on inclusion and the social fabric to help employees with disabilities gain work confidence.
- Watch this video called ‘[Supporting Sustainable Employment of Culturally Diverse Communities](#)’ by Jobsbank, Ability Works & RMIT.
- Read [this blog](#) about the [importance of creating wraparound supports](#) to maintain inclusive employment in your workplace.
- Visit our [Resource Centre](#) or [get in touch](#) with our team today.