



MONASH
College

1.4.C. International students and the Australian workplace - **workplace diversity** **from employers' perspective [1146]**



laipni lūdzam
powitanie tonga soa
benvenuto hoşgeldiniz
woezion welkom
benvenuto
bienvenida
huānyíng üdvözet hoş gelmişiniz
yokoso bienvenue
willkommen bem-vindo
dobredoden velkommen
soo dhaweyn
laipni lūdzam
ongietorri
i mirepritur
hwan-yeong
savāgata hai velkomið
üdvözöljük kalosórisma
ahlan wa sahan piligāenīmē
welkom dobro dosli
bienvenido velkominn
bun venit
kyaoso bagrison walcome vælcomin
sbāgata xush kelibsiz
kangei olandiridwa
bienvenu sälemdesw

PANELIST



FLEUR BENNETT

Graduate & Internship Program Manager



THE ADECCO GROUP



BROOKE YOUNG

Director, Monash Professional Pathways,
Monash College



CHLOE FAST

Senior People & Culture Business Partner



GIM NG

Business Development Manager,
Monash Professional Pathways,
Monash College

BACKGROUND

International education generated:

\$21.6 billion

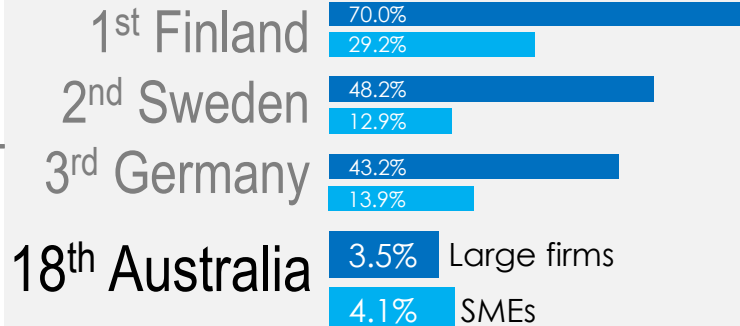
in 2015-16 - third largest export in Australia (VicWISE)

A study by AUIDF found that:

43%

of the 2014 international student cohort remained in Australia.

% of Large Business & SME collaborating with Higher Ed



A study by Hobsons Solutions found that

60% of Australian employers support **DIVERSITY** in recruitment

40%

of employers surveyed unaware of economic contribution by international students

PART 1: WORKPLACE DIVERSITY

- What is it?
- Why is it important?
- How does it affect your workforce planning?



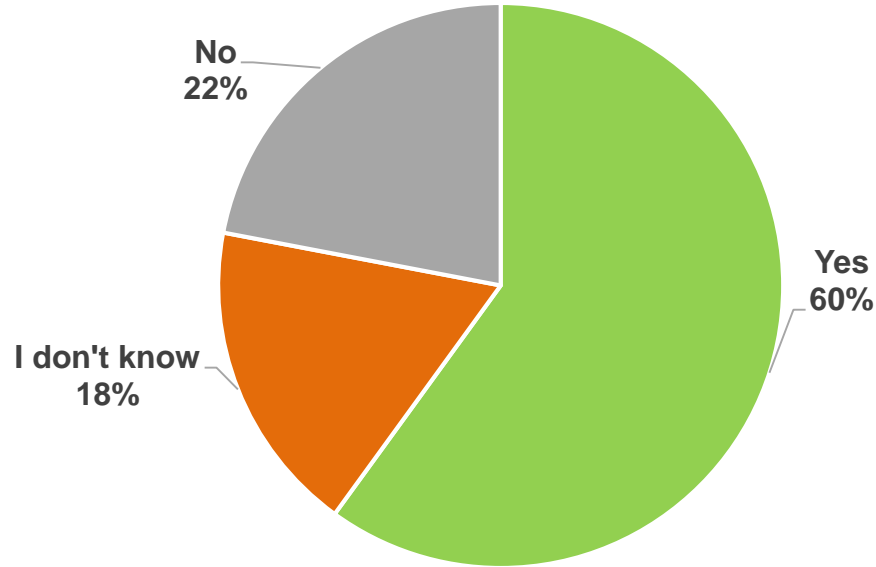
VoteTime: Yes or No

Does your workforce promote diversity in
recruitment of employees?



PART 1: WORKPLACE DIVERSITY

Does your workforce promote diversity in recruitment of employees?



Source: Hobsons Solutions 2016

PART 2: INTERNATIONAL STUDENTS & THE AUSTRALIAN WORKPLACE

- Why hire international students?
- What role do they play in your organisation?
- How much do you rely on hiring international students to increase workplace diversity?



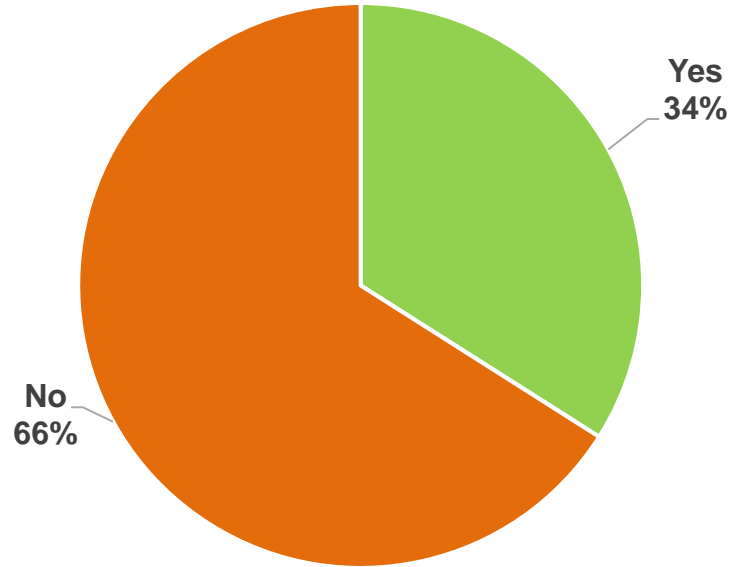
VoteTime: True or False

More than 50% of Australian employers hire international students.



PART 2: INTERNATIONAL STUDENTS & THE AUSTRALIAN WORKPLACE

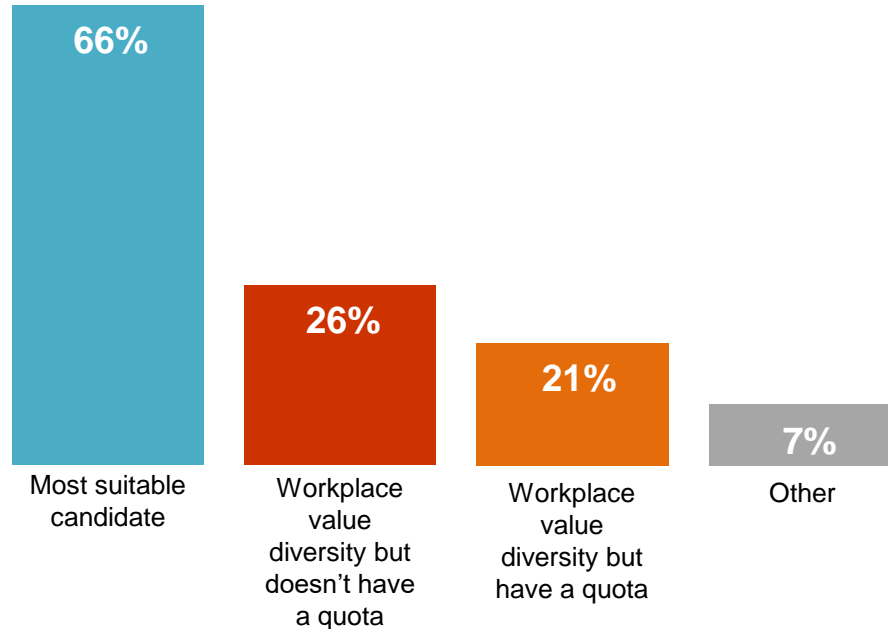
Does your workplace recruit international students/graduates?



Source: Hobsons Solutions 2016

PART 2: INTERNATIONAL STUDENTS & THE AUSTRALIAN WORKPLACE

Why does your workplace recruit international students?



Source: Hobsons Solutions 2016

PART 2: INTERNATIONAL STUDENTS & THE AUSTRALIAN WORKPLACE



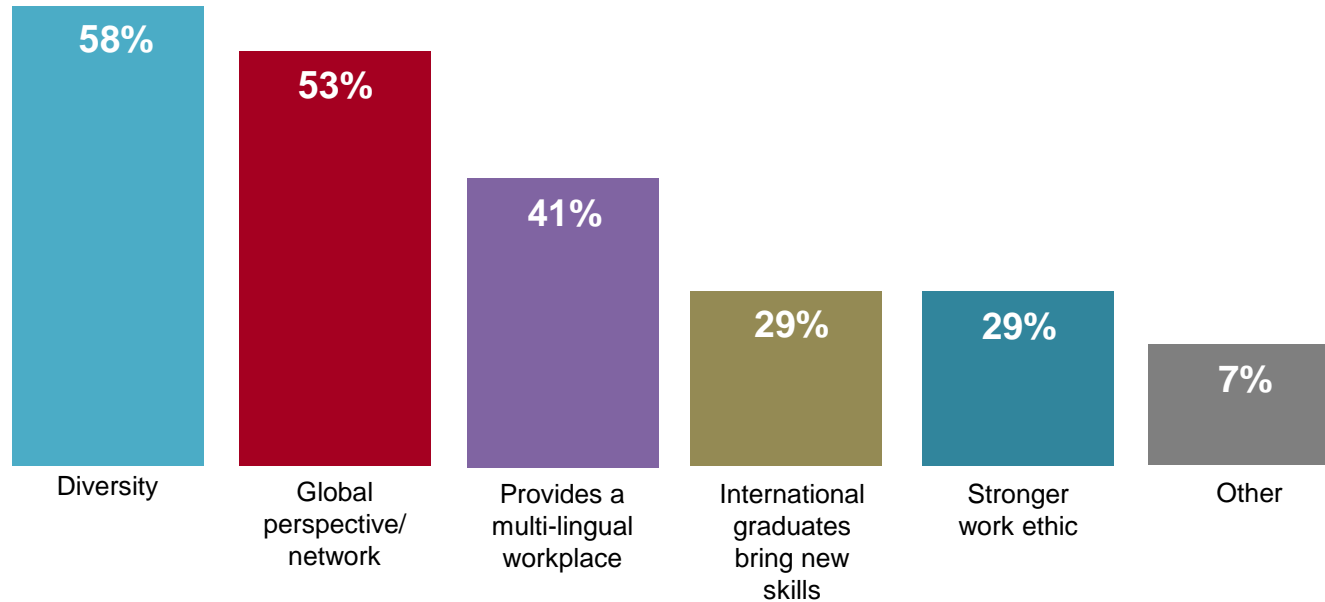
Hiring international graduates provide us the best insights to what drives their technological needs and wants. Not only they provide fresh perspective from their use of technology, it also provide us an opportunity to expand and support our workplace cultural diversity.



Siew Ying
Business Engagement Manager (IT)
Monash College

PART 2: INTERNATIONAL STUDENTS & THE AUSTRALIAN WORKPLACE

Perceived benefits of employing international students



Source: Hobsons Solutions 2016

PART 3: RECRUITING INTERNATIONAL STUDENTS/GRADUATES

- Recruitment strategies
- Job readiness/skills
- Misconceptions
- Use of technology



PART 3: RECRUITING INTERNATIONAL STUDENTS/GRADUATES

- Success stories/best practice
 - Carsales.com Ltd
 - The Adecco Group
 - Monash College



PART 4: INDUSTRY ENGAGEMENT

- Employer's perspective
- Institution's perspective



VoteTime: Yes or No

Do you think that your institution is a leader in engaging with industry.



20%

of Australian university and HR leaders strongly agree they are a leader in engaging with industry

Source: Mercer 2016

4%

of **Australian university** and **HR leaders** who strongly agree that, when it comes to industry engagement across the university, **their institution has well-functioning governance processes, role clarity and enabling infrastructures**

Source: Mercer 2016



One more thing...

*Human beings revel in sameness.
Sameness creates narrow
thinking. The strength lies in
differences, not similarities.*

Stephen R. Covey