Fostering Our Future

**Graduate Employment/Recruitment Questionnaire**

Hello

Fostering our future is a member lead initiative aimed at proactively managing the future capability and capacity of the public works engineering profession and asset management within New Zealand. This initiative is in response to the increasing challenge faced by public works organisations to attract and retain the people they need.

Sustaining the high level of skill and experience in our workforce now is under increasing pressure from an ageing workforce and a globally competitive marketplace. The IPWEA would like to take a more proactive approach to addressing these challenges before they start to have a real impact on the core services we provide to our communities.

During May of this year, the Otago/Southland branch of IPWEA NZ placed a stand at the Canterbury University careers fair to attract graduate engineers into the local government engineering sector. This was a collaborative effort by organisations within the Otago/Southland region to address their own challenge in attracting graduates. The learnings they took from this were stark and valuable.

* As a sector, we need to promote the benefits and opportunities of working in public works and in local government. Collectively, the local government sector is the 3rd largest by revenue in New Zealand, yet there is little presence of our sector by students.
* Many students and graduates are passionate about making a difference in the world. They want to be given opportunities.
* The new generation naturally work in teams and openly share knowledge. They have grown up in a globally connected world and view sharing knowledge and cognitive diversity as fundamental to problem solving.
* They want to work! Many students and graduates talked to are willing to work in all parts of New Zealand and across many organisations. They recognise the importance of experience and want structured career development.
* As a sector we need to be more specific on the work that our industry can offer each tertiary discipline. Conversely, education providers need to work closely with us to ensure they recognise our needs.

IPWEA NZ are now developing a business case for this initiative for the whole of New Zealand. We are undertaking a strategic assessment to better understand the scale and nature of these problems. We want to better understand the benefits and risks of fostering our own future workforce. Right now, we are in the stage of gathering more evidence of the issues that you face as an organisation in attracting and retaining the people you need.

So we would appreciate if you could invest a few minutes of your time completing this survey on behalf of your organisation by Thursday the 13th of October 2016.

Thank you in advance.

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**Fostering our Future Project Manager and IPWEA Board Member**

1. **Your details**

|  |  |
| --- | --- |
| **Organisation and/or department survey is being filled out on behalf of:**  E.g. QLDC, Infrastructure and Planning |  |
| **Name/position of respondent:** |  |

1. **Recruitment**

Does your organisation/department actively target the employment of graduates?

Choose an item.

**If yes,** what methods do you use? e.g. attendance at university careers fairs, targeted advertising, etc.

Click or tap here to enter text.

**If no,** do you believe you would benefit from graduate-targeted recruitment?

Choose an item.

**If no**, why do you feel it is not a good fit for your organisation?

Click or tap here to enter text.

If your organisation has experienced barriers to successful graduate recruitment, please give details below:

Click or tap here to enter text.

1. **Career progression**

Does your organisation provide a systematic career progression path for graduates?

Choose an item.

**If no**, please give details below.

Click or tap here to enter text.

**If yes**, please give details below.

Click or tap here to enter text.

It would be helpful to understand what types of skills, training and experience you formally provide in order to get your graduates ‘up to speed’ for a career in public works and infrastructure.

Click or tap here to enter text.

1. **Demographics of your workforce**

To help us understand the age diversity of your workforce, please give approximate numbers of your workforce working directly within the infrastructure/public works of your organisation.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Age range** | **Number of Males** | **Number of Females** |  |  |
| 16-20 |  |  |  |  |
| 20-29 |  |  |  |  |
| 30-39 |  |  |  |  |
| 40-49 |  |  |  |  |
| 50-59 |  |  |  |  |
| 60-69 |  |  |  |  |
| 70 and above |  |  |  |  |

1. **Workforce experience**

To help us understand the years of experience that exists in our sector, please give approximate numbers within your organisation that have worked within the infrastructure/public works sector for the following number of years.

|  |  |  |
| --- | --- | --- |
| **Years of Experience** | **Number of Males** | **Number of Females** |
| 0-5 |  |  |
| 5-10 |  |  |
| 10-15 |  |  |
| 15-20 |  |  |
| 20-30 |  |  |
| 30 and above |  |  |

1. **Workforce skills**

To help us understand the current skills profile of your workforce, please enter the number of people with the following level of qualifications.

|  |  |
| --- | --- |
| **Level of education** | **Number of Staff** |
| High school level or equivalent |  |
| Tertiary – Technical and Certificate level or equivalent (1-2 years) |  |
| Tertiary – Bachelor degree or equivalent (3-4 years) |  |
| Tertiary – Postgraduate or equivalent |  |
| Other (please specify) |  |

1. **Succession**

Does your organisation/department have a plan for succession of your experienced or soon to be retiring employees?

Choose an item.

**If yes,** what methods do you use? e.g. mentoring schemes, team working, documentation of systems/processes, etc.

Click or tap here to enter text.

**If no,** do you believe you would benefit from formal succession planning?

Choose an item.

1. **Attracting and Keeping People**

Briefly list the challenges your organisation/department faces in attracting and retaining the workforce your organisation will need in the foreseeable future?

Click or tap here to enter text.

Thanks for your time and valuable input. It is much appreciated.

Once completed, please save this file, with your organisation in the file name. Then email it to Vaughn Crowther at [vcrowther@rationale.co.nz](mailto:vcrowther@rationale.co.nz).