

Group 3 – Employer

DO NOT SHARE THIS HANDOUT WITH YOUR PARTNER UNTIL THE END OF THE ACTIVITY!

The goal of this activity is to practise speaking to employers and understanding incentives and entry points for partnership. As such, please find a partner for this activity. One person from your pair will be assigned the role of the employer, and the other will represent a career services staff from the TVET or HE institution. Please choose which of you will be the employer and which of you will represent the TVET or higher education institution. Everyone will receive a handout that describes you, your role, your incentives, your goal for the meeting and the organisation you represent. Please read the handout and do not share anything about your profile with your partner. After reading, please assume your role – you will have about thirty minutes for your meeting. We will come together and debrief.

The situation: You are meeting with a university that has a specialised programme to train women in agriculture, including agro-processing. They requested the meeting, and you are taking this meeting as you have a professional obligation to meet with a specific number of universities or TVET institutions each year as part of your job.

Your role: You are the head of talent acquisition at a large agro-processing company. You hire thousands of new employees every year. You are approached all the time by TVET, university and other representatives who all want you to hire their graduates but have very poor value propositions as to why their candidates are different. You've worked in this company for 20 years and don't enjoy your job anymore, and don't see the point in meeting with organisations like this. You are fairly rude and outwardly uninterested entering the conversation.

Your company: Your company is a large agro-processing company. You hire staff with and without a formal education and have an on the job training programme for your employees. The company hires and trains staff in batches, without any concern or interest in relation to Economic Inclusion and/or DEI aspects. There is high turnover every year.

Your incentives: You will only respond to incentives that aim to make your life and job easier. For example, cutting down on the amount of time it takes to recruit and train new hires, and/or initiatives that decrease turnover. This could include hiring batches of well-qualified students simultaneously. While you don't care about inclusive hiring per se, in your personal life you have a daughter with a disability and this is an important issue for you.

Your goal for this meeting: You are meeting with this organisation solely out of professional obligation and you want this meeting to be done as quickly as possible so you can go to lunch.