

Sector Workforce Snapshots

Young people 18-29 Years

Representation



of the sector's workforce

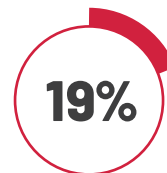


of people in governance roles

&

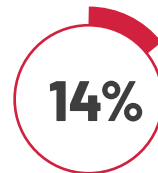


of Chairs



of paid employees

&



of people in leadership roles

Inclusion

Less likely to

- feel their contribution is valued by the organisation
- feel they are making a difference
- feel they can speak up without being punished or humiliated
- feel their organisation is committed to Diversity, Equity and Inclusion
- feel their organisation puts its commitment to DEI into practice
- be aware of whether their organisation has a DE&I policy/strategy than older people
- feel their organisation understands/ makes clear/is committed to honoring its Tiriti responsibilities
- feel their work contributes to honouring the organisation's Tiriti responsibilities
- trust in their organisation to handle integrity issues appropriately and effectively



More likely to

- feel their organisation gives them opportunities to share and celebrate their culture(s) and language(s)



In the last 12 months, discrimination, harassment or bullying in the workplace has been -

experienced by 13% (vs 10% Total Sample), and
observed by 22% (vs 20% Total Sample).

Engagement

88% are satisfied in their current role

More likely to

See benefit in

- opportunities to learn and develop personally
- flexible working arrangements
- the 'fit' with my lifestyle
- opportunities for professional development
- the opportunity to mix with successful people in the sector
- career opportunities

See barriers in

- poor salary/renumeration
- limited opportunities to progress
- lack of resources to do the job
- impact of COVID-19 on the sector



50% describe their future opportunities as excellent or good

Equity

Less likely to receive

- Extra annual leave
- Koru club membership



More likely to receive

- Paid training or courses for professional development
- Time off in lieu
- Tickets to sporting events
- Gym membership/access to recreation facilities



More likely to enter first role with a formal application process

Information has been sourced from the 2024 Diversity, Equity and Inclusion Survey, which provides insights on the make-up and experiences of board members and employees working in the play, active recreation and sport sector.

2024