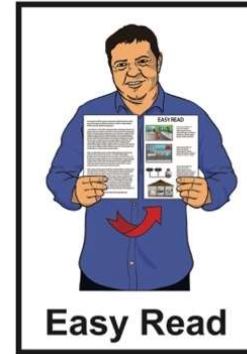




**TOI MAI**  
Workforce  
Development  
Council



# Barriers to diversity in the Aotearoa New Zealand tech sector – Part 5: Workforce



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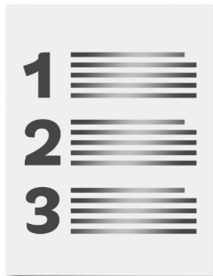


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# What is this document about?



This Easy Read document is a **summary** of a report by **Toi Mai – Workforce Development Council** called **Barriers to diversity in the Aotearoa tech sector**.



A **summary**:

- is shorter than the main document
- tells you the main ideas.



In this document **Toi Mai – Workforce Development Council** will be called **Toi Mai**.



A **barrier** is something that can stop you from doing something.

Barriers can include things like:

- how much money you get
- where you live
- whether you have a disability
- your **race**
- your **gender**.



## **Race** means:

- the colour of your skin
- the country you come from.

In Aotearoa New Zealand there are many different people who are from different races including:

- Māori
- Samoan
- Tongan
- New Zealand European.



**Gender** is if you are:

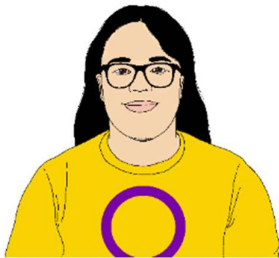
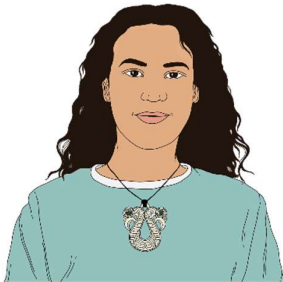
- a man
- a woman
- another gender like nonbinary.



Here **diversity** means having lots of different people in a workplace like:

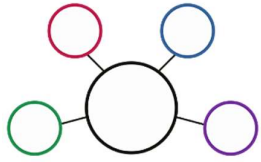
- Māori people
- Pasifika peoples
- disabled people
- **LGBTTQIA+** people.





**LGBTTQIA+** stands for people who are:

- lesbian
- gay
- bisexual
- transgender
- takatāpui
- queer
- intersex
- asexual
- + is for other people who fit in similar groups.

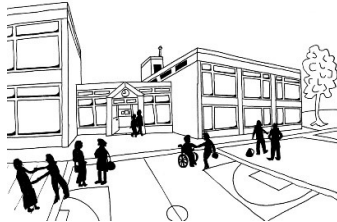


This summary of **Barriers to diversity in the Aotearoa tech sector** is in 5 parts.



The 5 parts are:

- Part 1: Introduction
- Part 2: Domestic
- Part 3: School
- Part 4: Tertiary education
- Part 5: Workforce.



5

This is Part 5.





This part is about the workforce:

- barriers
- initiatives
- recommendations.



You can read the other parts of the **Barriers to diversity in the Aotearoa tech sector** Easy Read summary at this **website**:

**[tinyurl.com/35mvwaw6](https://tinyurl.com/35mvwaw6)**

## What did Toi Mai want to find out?



Toi Mai wanted to find out what the barriers are for some people to get:

- training in the tech sector
- work in the tech sector.



Toi Mai found things out by:

- reading things written about the tech sector
- talking to people in the tech industry
- talking to people who work for them.





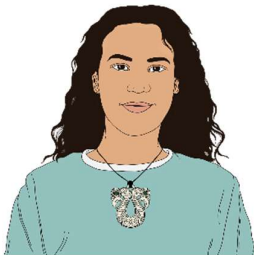
The groups Toi Mai decided to look at for the report were:



- tāngata whenua / Māori
- tagata Pasifika / Pasifika peoples



- disabled people
- women including:



- young women
- girls

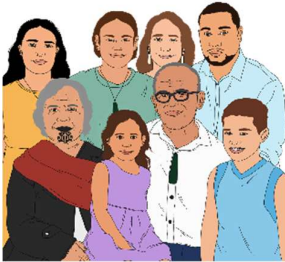


- LBTTQIA+ people.

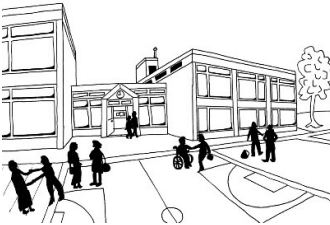
Toi Mai looked at 4 different areas where the barriers happen:



- domestic like:
  - home
  - communities
  - whānau / families



- school including:



- primary school
- high school

- tertiary education like:



- polytechnics
- universities

- finding work in the tech sector.





These areas are talked about in Parts 2 to 5.



You can read the other parts of the **Barriers to diversity in the Aotearoa tech sector** Easy Read summary at this **website**:

**[tinyurl.com/35mvwaw6](https://tinyurl.com/35mvwaw6)**

## What are the barriers at work?



Toi Mai looked at the barriers in the workforce area which stop people from getting into the tech sector.



Toi Mai found out that people who work in the tech sector in Aotearoa New Zealand are mostly:

- Pākehā / white
- Asian
- **middle-class**
- men.



Here **middle-class** means:

- having a good amount of money to live on
- being able to get a good job
- having a good place to live.



Toi Mai found out the tech sector also hires many people from outside Aotearoa New Zealand.



Toi Mai says workplaces in the tech sector should include more:

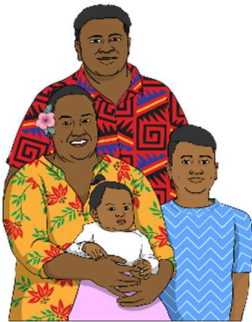
- Māori
- Pasifika peoples.



Toi Mai says workplaces in the tech sector can do this by saying it is important to use workers:



- **values**
- **customs**
- **knowledge.**



**Values** means things that are important to a group of people.



**Customs** are things groups of people do like:

- songs they sing
- how they talk to different types of people
- the language they use.







Here **knowledge** means the things a person has learned by being with their community.



Toi Mai says workplaces in the tech sector can also show that more women work there.



Toi Mai found out there are some people who feel like they cannot do a job in the tech sector because they were treated badly:

- at school
- in other jobs.





Toi Mai says this includes:

- LGBTTQIA+ people
- disabled people
- people who are not:



- working
- getting an education
- getting training.



Toi Mai found out that some disabled people think their disability could be a problem at work.



Toi Mai found out that some **employers** might not want to train a disabled person to do a job because that person might leave.



An **employer** is the person you work for at a job.



Toi Maid says this is because they might be working somewhere where a lot of things need to be done in very little time.



Toi Mai found out neurodivergent people may have problems in a job because an employer will not know about their **invisible disability**.



An **invisible disability** means having a disability that:

- happens inside the body like in your brain
- cannot be seen by other people
- needs different types of support.





Toi Mai says it is important to have a tech sector that supports disabled people.

# Initiatives and recommendations



Toi Mai has found **initiatives** in the workplace area that support people getting into the tech sector.



An **initiative** is a thing being done to make something better.



Toi Mai has made **recommendations** in the workplace area on how to support people getting into the tech sector.



A **recommendation** is a thing that would be good to do.

# Workforce initiatives



1.

**Ngāi Tahu** are working with people in the tech sector to create apprenticeships for Māori learners.



**Ngāi Tahu** are a Māori iwi / tribe in the South Island of Aotearoa New Zealand.



This initiative is funded by the Ministry of Business, Innovation and Employment.



## 2.

There is an initiative by the tech sector called Summer of Tech that lets employers meet learners.

The learners get:

- **paid work experience**
- jobs when they finish their courses.



**Work experience** means doing a job for a little while to find out if it is a good job for you.

**Paid work experience** means you get money for doing the job.

### 3.



ReThink Tech Talent is an initiative that supports people with **dyslexia** to work in the tech sector.



**Dyslexia** is a learning disability where someone finds it harder to:

- read
- write.



ReThink Tech Talent is being tried out in Canterbury.



If the initiative works well it will be done in the rest of Aotearoa New Zealand.



# Workforce recommendations



1.

Toi Mai will tell employers in the tech sector what are good ways to go about hiring different types of people.



2.

Toi Mai wants employers in the tech sector to work with:

- them
- education providers.





This is so they can support making **earn as you learn** ways for people to get into the tech sector that include:



- women
- Māori
- Pasifika peoples
- disabled people.



**Earn as you learn** is a way you can learn new skills while you:

- work
- and
- get given money for doing that work.



### 3.

Toi Mai wants tech sector groups to work with them to support:



- understanding the cultures of the people they employ



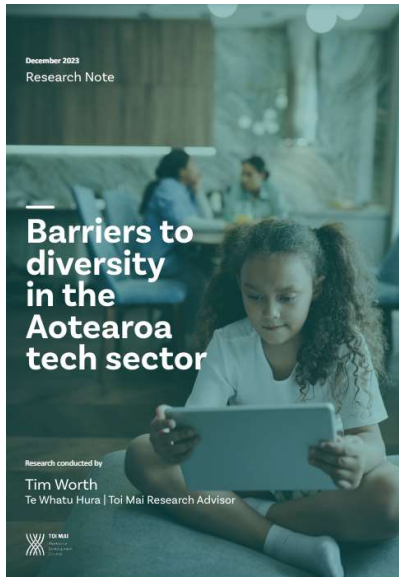
- including lots of different people in their workplaces.

## Where to find more information



You can read the other parts of the **Barriers to diversity in the Aotearoa tech sector** Easy Read summary at this **website**:

[tinyurl.com/35mvwaw6](https://tinyurl.com/35mvwaw6)



You can read the full **Barriers to diversity in the Aotearoa tech sector** report at this **website**:

[tinyurl.com/2amxkzrh](https://tinyurl.com/2amxkzrh)



This website is not in Easy Read.



You can contact Toi Mai at their  
**website:**

**[www.toimai.nz/contact-us/](http://www.toimai.nz/contact-us/)**



You can also contact Toi Mai:

- **by phone:**

**04 909 0316**

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This information was written by Toi Mai  
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It has been translated into Easy Read  
by the Make it Easy Kia Māmā Mai  
service of People First New Zealand  
Ngā Tāngata Tuatahi.



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