# Video: Glenn Early’s podcast

## Transcript

## Glenn Early, Employment advisor at Gentown Community and Business Hub speaking

**Challenging gender norms in career pathways.**

Hi, I’m Glenn Early and I’m an Employment Advisor here at GCBH.

That means that I help people find the education, training or employment they need to follow their career pathway.

You might have heard in an earlier podcast from Phillip Martin, our HR Manager, that we’re developing a gender equity strategy here at GCBH. In my role as Employment Advisor, that means that I’m aiming for everyone to have equal access to the training they need to get them into sustainable employment.

It’s pretty satisfying to help people find the job of their dreams and take the next step in their chosen career. Particularly when they’ve been working towards this goal for a long time.

I don’t know what it is about me, but people feel comfortable telling me their life dreams. Maybe it’s because I’ve got such a friendly face, eh?

Sometimes, in the middle of a consultation, job seekers will tell me about how they’ve been expected to do one kind of job, but they’ve secretly got a desire and the skills to do something completely different. So then I encourage them to think outside the square.

I remember one fella who came in thinking that we’d help him find a plumbing apprenticeship and he went on to become a kindergarten teacher! He is just so great with the little kids and he’s set up a bush kinder program in his local area.

Then there was this young woman who was brilliant in maths and loved building things. She thought she might study primary school teaching like her Mum, but I gave her all this information on an engineering courses. Now she’s graduated and working in this firm which does great work with Engineers Without Borders.

A few years ago, I was talking to my young cousin about a business course she was doing at TAFE. I thought I’d offer her my professional opinion, right? I said, “Oh you’d be great in HR.” And without missing a beat she said, “I’d like to run the business actually.”

It made me think differently about what jobs men and women can do. And that we shouldn’t make assumptions based on gender. And also, I started to think about what my role is, as a man, and how I can make a difference.

So I started to do some more research. I found this great discussion guide by the Male Champions of Change Institute that I’ll share with you in the credits. They’re an organisation that’s working with influential leaders to redefine what men can do to take action on gender inequality.

I also started to read about the gender pay gap. I always thought it was just about women not getting paid for doing the same job as a man. Turns out it’s more about the social and financial barriers which mean that, in general, women don’t earn as much as men over their career lifetime. Because women are expected to raise the kids or they can’t get a foothold in male dominated industries.

It’s pretty eye-opening and it’s making me see how organisations and individuals can create change. I reckon I’m getting there. And it makes me feel good that I can help other people get there too.

**Links for credits:**

Male Champions of Change: <https://malechampionsofchange.com/wp-content/uploads/2018/11/MCC_Gender-Equal-Future-of-Work.pdf>

Workplace Gender Equity Agency: <https://www.wgea.gov.au/topics/the-gender-pay-gap>