

## How to be an employer of choice...

During the 2019 NZDA employment fair we interviewed x21 graduate dentists. Below are the importance rankings they gave to six different factors. There are some challenges in the dental sector in general in terms of mentorship and some good news for employers outside of the major centres.

**#1**

### **Mentorship & professional support**

Mentorship and professional support were consistently ranked in the top two factors that new graduates are looking for in an employer. For most this was simply wanting a supportive team environment and not to be thrown in the deep end with unachievable targets or patient turnover rates. There was also a desire for technical coaching for more difficult procedures, feedback on work and a real desire for CPD development.

**#2**

### **Further training opportunities**

Further training opportunities ranked second with availability of CPD courses, oral surgery and cosmetic / aesthetic dentistry, endo and perio common themes.

**#3**

### **Location**

While this might seem like something you can't control - it is something you can leverage. With increasing house prices and congestion in major cities, graduates are becoming much more open to other options and in many cases stating they would be happy with anywhere outside of Auckland.

**#4**

### **Working Hours**

The large majority were keen for full time Monday – Friday and most happy to start early or finish late. However, in their initial stages many were keen for a slightly lower work load, in order to have space to be able to consolidate their learning. Among graduates interviewed there was an increasing trend towards eventually wanting to work a four-day week as a longer term goal. This is perhaps more of a generational work life balance theme, than something specific to dentistry.

**#5**

### **Remuneration**

Money ranked fifth out of the factors considered. While all wanted to hone their general dentistry skills, many mentioned that the reason they wouldn't initially consider specialisation was their level of debt.

**#6**

### **Practice Type**

While practice type ranked lowest, there was a consistent theme throughout of wanting to work in a busy, friendly and supportive team environment.