

The 5th Annual Indigenous Career Development and Mentoring Conference 2011

Exploring New Directions in Recruiting, Developing and Retaining an Indigenous Workforce

FEATURED SPEAKERS



Georgia Symmons Head of Diversity and Inclusion
Australia Post



Mick Pittman Aboriginal Advisor, Public Sector Workforce
Department of Premier and Cabinet, New South Wales



Jason Timor Indigenous Recruitment Adviser
Qantas



Danny Lester Chief Executive
Aboriginal Employment Strategy



Amanda McCarthy Manager, Indigenous Programs
Essential Energy



Janine Pitt New South Wales / Australian Capital Territory State Manager
Department of Education, Employment and Workplace Relations (DEEWR)



Scott McCall Director
Mulga Gidgee Pty Ltd



Bruce McQualter Senior Manager, ANZ Traineeships and Indigenous
Employment
ANZ



Nareen Young Chief Executive Officer
Diversity Council Australia Limited (DCA)



Vladimir Williams Manager, Indigenous Employment, Staff and Student Equal
Opportunity Unit, Human Resources
University of Sydney



Linc Yow Yeh Manager, Indigenous Education Centre
Kangan Institute



Tracey Wilson Special Counsel
Aegis Consulting



Norelle Watson Indigenous Coordinator
Blue Care

Damian Byers Director of People, Learning and Culture
Fiona McLean Aboriginal Employment Manager
UnitingCare Ageing

Veronika Roth General Manager, Nura Gili Indigenous Programs Centre
Jeremy Heathcote Indigenous Employment Coordinator, Nura Gili Indigenous
Programs Centre
University of New South Wales (UNSW)

Darren Toomey Chairperson
Dubbo Aboriginal Community Workers Party (DACWP)

SUPPORTERS



MEDIA PARTNERS



15 & 16 November 2011
Novotel Darling Harbour, Sydney

EXPLORE

- The Next Phase in Developing and Retaining Indigenous Talent
- Optimising Indigenous Training and Employment Outcomes
- Providing Essential Support Through Mentoring and Ongoing Training
- Maintaining Engagement for Long-term Progression

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8.30 - 8.55 **Registration and Morning Coffee**

8.55 - 9.00 **Welcome to Country**

9.00 **Opening Remarks from the Chair**

9.00 - 9.40 **OPENING CASE STUDY**

Employment Opportunities to Career Opportunities

The Australian Government, Department of Education, Employment and Workplace Relations (DEEWR) is committed to reduce the employment gap between Indigenous and non-Indigenous Australians. DEEWR is not only striving to create more employment opportunities but they are endeavouring to develop Indigenous careers within the workforce. In this session Janine explores:

- Overview of key elements in the Indigenous Employment Program (IEP)
- Developing Indigenous workforce in communities and industries
- Support initiatives to recruit and retain Indigenous Australians in the workforce

Janine Pitt New South Wales / Australian Capital Territory State Manager

Department of Education, Employment and Workplace Relations (DEEWR)

9.40 - 9.45 **Questions and Discussion**

9.45 - 10.25 **CASE STUDY**

Bringing Indigenous Culture on Board

Qantas is a national icon and Australia's largest airline employing approximately 35,000 people globally. Qantas first launched a Reconciliation Action Plan (RAP) in 2007 and they actively promote their long standing commitment to Reconciliation, by providing an inclusive and supportive work environment. The Qantas' RAP is the foundation from which they continue to increase employment prospects for people, offering opportunities across Australia in all areas of their diverse business. Explore:

- Overview of Qantas's Reconciliation Action Plan
- Indigenous employer branding
- Indigenous candidate management
- Staff and community engagement

Jason Timor Indigenous Recruitment Adviser
Qantas

10.25 - 10.30 **Questions and Discussion**

10.30 - 11.00 **Morning Tea and Networking Break**

11.00 - 11.45 **CASE STUDY & INTERACTIVE SESSION**

Mentoring and Career Development Conversations – Aligning Individual and Organisational Goals

The University of Sydney is dedicated to assisting and guiding Indigenous staff members and students to achieve individual career goals as well as personal aims through their various career development and mentoring programs. In this interactive session Vladimir will use the University's Indigenous Employment Strategy as a guide to make this session relevant to the conference and participants by focusing on these key points;

- The value of being "interested, motivated and committed" to achieve your goals
- Using employment to gain access to your chosen career "employment to education"

- Indigenous employment options in 2012 (apprenticeships, traineeships and student cadetships).

To ensure this is a highly interactive session, participants are strongly encouraged to consider how these points may relate to them to furthermore and to share their ideas and positive mentoring stories.

Vladimir Williams Manager, Indigenous Employment, Staff and Student Equal Opportunity Unit, Human Resources

University of Sydney

11.45 - 12.25 **CASE STUDY**

Leading the Way in Generating Career Opportunities for Indigenous People

Australia Post has been promoting Indigenous employment through its Indigenous Employment and Business Strategy for more than 20 years. Currently, Indigenous Australians employed or undertaking traineeships with Australia Post comprise 1.7 per cent of all employees. Also, since 2008, they have focused on increasing future opportunities for young Indigenous people. Gain valuable insight into:

- Overview of programs provided to young Indigenous Australians
- Generating training, employment and career opportunities for Indigenous people
- Maintaining Indigenous employment and diversity
- The benefits of diversity in workforce

Georgia Symmons Head of Diversity and Inclusion
Australia Post

12.25 - 12.30 **Questions and Discussion**

12.30 - 1.30 **Networking Lunch**

1.30 - 2.10 **CASE STUDY**

An Integrated and Coordinated Approach to Closing the Gap in Indigenous Employment

Blue Care, the award recipient of the Queensland Reconciliation for Business (Community Section) currently employs more than 180 Indigenous staff in diverse areas of care including nursing, personal care and support services. The organisation has established cross-cultural training programs, mentoring, scholarships and career paths for more than 130 trainees and continues to provide strong support to Aboriginal and Torres Strait Islander health providers across Queensland. Norelle will discuss:

- Closing the Gap on Indigenous employment and health
- Improving access by Indigenous people to health care services
- Facilitating equitable employment opportunities for Indigenous people
- Changing the culture from within
- Developing, implementing, monitoring and evaluating Indigenous staff management practices
- Working in partnership with Indigenous communities

Norelle Watson Indigenous Coordinator
Blue Care

2.10 - 2.15 **Questions and Discussion**

2.15 - 2.55 **CASE STUDY**

Providing Sustainable Employment, Career Development and Training

Since July 2007, UnitingCare NSW.ACT has been working to become a Corporate Leader in Indigenous Employment.

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TWO Separately Bookable, Half-Day Workshops on 17 November 2011

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They are dedicated to improving employment equity for Indigenous people by providing employment opportunities, training and career development for its workforce. Explore:

- Overview of key elements in UnitingCare Ageing Indigenous Employment Strategy
- Getting the foundations right
- Initiatives in providing employment and learning and development opportunities for the Indigenous community
- Benefits of cross cultural awareness training and initiated programs

Damian Byers Director of People, Learning and Culture

Fiona McLean Aboriginal Employment Manager
UnitingCare Ageing

2.55 - 3.00 **Questions and Discussion**

3.15 - 3.30 **Afternoon Tea and Networking Break**

3.30 - 4.10 **CASE STUDY**

The Next Steps in ANZ's Indigenous Employment Strategy

ANZ remains committed to increase employment targets for Aboriginal and Torres Strait Islander Australians, and by the end of 2011, ANZ aims to employ 352 entry-level roles in its branch network. This session will chart the latest steps in ANZ journey to increase Aboriginal and Torres Strait Islander representation in its workforce. This session looks into following key topics:

- Review and update on ANZ's key commitments in supporting Indigenous Australia: employment, financial literacy & inclusion, cultural recognition & awareness and capacity building
- New traineeships and mentoring initiatives
- Insights into the next recruitment drive
- Attraction and retention – experiences on what works

Bruce McQualter Senior Manager, ANZ Traineeships and Indigenous Employment
ANZ

4.10 - 4.15 **Questions and Discussion**

4.15 - 4.55 **EXPERT COMMENTARY**

Harnessing the Value of Diversity

Diversity Council Australia Limited (DCA) encourage and drive businesses to improve through successful diversity programs and develop leading diversity research and practices.

Since the establishment of the Council in 1985, they have expanded to cover all aspects of diversity in employment, reflecting changes in practice to embrace all areas of the diversity of human resources. Explore:

- The key to successful diversity programs and strategies
- Engaging Indigenous Australians in workplaces
- Unlocking the benefits of diversity

Nareen Young Chief Executive Officer
Diversity Council Australia Limited (DCA)

4.55 - 5.00 **Questions and Discussion**

5.00 **Concluding Remarks from the Chair**

5.00 - 6.00 **Networking Reception**

8.30 - 8.55 **Morning Coffee**

8.55 - 9.00 **Opening Remarks from the Chair**

9.00 - 9.40 **OPENING CASE STUDY**

Improving the Employment Experience for Aboriginal People in the NSW Public Sector

In 2006 the NSW Public Service launched 'Making It Our Business: Improving Aboriginal Employment in the NSW Public Sector 2006-2009'. This was updated with 'Making It Our Business' (MIOB): The NSW Aboriginal Employment Action Plan 2009-2012'. In this session, Mick will explore, Making It Our Business including recruitment, retention and career development in the NSW Public Sector; and next steps including formation of an Aboriginal Employment Advisory Committee which will:

- Provide input into the development and implementation of the next MIOB Action Plan
- Advise on the development of strategies and solutions to address barriers or impediments to Aboriginal recruitment, retention, and career development within the Public Sector
- Inform Government on best strategies and approach to Aboriginal employment
- Review and advise on resources and information published by the DPC or Public Service Commission for Aboriginal people
- Provide guidance and advice on Aboriginal cultural issues, protocols and programs

Mick Pittman Aboriginal Advisor, Public Sector
Workforce

Department of Premier and Cabinet, New South
Wales

9.40 - 9.45 **Questions and Discussion**

9.45 - 10.25 **CASE STUDY**

Nura Gili at UNSW

The University of New South Wales (UNSW) has committed to a Compact with the federal Government to increase Indigenous enrolments to 500 over the next five years. To achieve this, Schools and Faculties within UNSW are working closely with the Nura Gili Indigenous Programs Centre. In this session, gain an insight into;

- Nura Gili's focus of activities
- Supporting the recruitment and professional development of Indigenous staff
- Initiatives for further developing Indigenous employment opportunities

Veronika Roth General Manager, Nura Gili
Indigenous Programs Centre

Jeremy Heathcote Indigenous Employment
Coordinator, Nura Gili Indigenous Programs Centre
University of New South Wales (UNSW)

10.25 - 10.30 **Questions and Discussion**

10.30 - 11.00 **Morning Tea and Networking Break**

11.00 - 11.40 **CASE STUDY**

Matching the Right Career Seekers with the Right Career

The Aboriginal Employment Strategy (AES) has been operating since 1997 and is a 100% Indigenous, national,

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Building Skills and Providing Support for Sustainable Outcomes

non-for-profit recruitment company. AES has achieved over 5,000 career outcomes for Indigenous career seekers over the past three years and lead to make a real difference in their lives. In this session, explore:

- Mentoring through career development
- Providing training and guidance to turning a job into a career
- Maintaining high retention rate
- Indigenous know-how

Danny Lester Chief Executive
Aboriginal Employment Strategy

11.40 - 11.45 **Questions and Discussion**

11.45 - 12.25 **CASE STUDY**

Providing Quality Education and Training and Employment Opportunities

Kangan Institute is recognised as a leading provider of Vocational Education and Training (VET) to Indigenous students throughout Melbourne. The Institute aims to empower students by merging the cultural heritage and values of the traditional landowners, with contemporary Aboriginal culture and cutting-edge learning technology. In this session, explore:

- The key elements in the Institute's Indigenous Employment and Career Development Strategy
- Creating employment opportunities
- Pathways into future education and training

Linc Yow Yeh Manager, Indigenous Education Centre
Kangan Institute

12.25 - 12.30 **Questions and Discussion**

12.30 - 1.30 **Networking Lunch**

1.30 - 2.10 **CASE STUDY**

Creating Opportunities for Indigenous Australians and Fostering a Culturally Supportive Environment

Essential Energy is focused on increasing the representation of Indigenous employees across their workforce. They are looking to further strengthen Indigenous representation and achieve a 5.7 per cent employment participation rate. Recently, they have launched the 2011 Indigenous Employment and Development Strategy to achieve their objectives and provide even more opportunities for Indigenous people. Explore:

- Key elements in Indigenous Employment and Development Strategy 2011
- Foundation for long-term employment
- The importance of providing a culturally supportive environment

Amanda McCarthy Manager, Indigenous Programs
Essential Energy

2.10 - 2.15 **Questions and Discussion**

2.15 - 2.55 **EXPERT COMMENTARY**

"Don't Leave Me This Way..." – Attrition & Retention: Key Drivers for Indigenous Employees

Mulga Gidgee has been delivering quality Indigenous employment and training related services to government and non-government sectors since 2006. They have their expertise in the areas of pre-employment training, mentoring and cross cultural engagement. In this presentation Scott will discuss:

- The top 10 reasons for Indigenous staff attrition
- Secrets to achieving a 90% staff retention rate

- Engaging your workforce in your Indigenous employment strategy

Scott McCall Director
Mulga Gidgee Pty Ltd

2.55 - 3.00 **Questions and Discussion**

3.00 - 3.30 **Afternoon Tea**

3.30 - 4.10 **CASE STUDY**

What Makes an Effective Indigenous Employment Strategy

Consultants from Aegis Consulting have been involved in creating a variety of Indigenous employment programs using different formats and funding sources. This session will showcase three of these programs while comparing and contrasting their sources of funding, project ownership and outcomes achieved. This session will explore:

- Underpinning philosophy of the programs
- Aligning programs with Government priorities and 'Closing the Gap'
- Common features of successful employment strategies
- Creating long-term careers, not just jobs

Tracey Wilson Special Counsel
Aegis Consulting

4.10 - 4.15 **Questions and Discussion**

4.15 - 4.55 **CASE STUDY**

Effective Community and Engagement – Approaches for Improving Quality Education and Employment in Aboriginal Communities

The Dubbo Aboriginal Community Workers Party (DACWP) seeks to provide a unified voice for the Aboriginal people in Dubbo. In 2006, they introduced 'The Dubbo Aboriginal Community Strategy 2006-2020: Community and Families Working with Government to Shape the Future' hoping to see positive changes until 2020. Explore:

- Introduction to the 2020 vision
- Overview of DACWP's strategies to improve employment opportunities and to provide quality education
- Progress update

Darren Toomey Chairperson
Dubbo Aboriginal Community Workers Party (DACWP)

4.55 - 5.00 **Questions and Discussion**

5.00 **Concluding Remarks from the Chair and Forum Close**

WHO WILL ATTEND

- Indigenous / Aboriginal Employment Manager / Coordinator
- Human Resources / People and Culture
- Learning / Organisation Development
- Job Support Networks
- Career Development Programs
- Vocational Education and Training (VET)
- Coaching / Mentoring
- Indigenous Community Relations / Liaison Managers
- Diversity / Inclusion Managers
- Aboriginal Apprenticeships / Cadetships
- Recruitment and Retention

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9.00 - 12.30 **WORKSHOP A**

"Ways of the Mentor..." – An Introduction to Workplace Mentoring

Mulga Gidgee has been delivering quality employment and community related services to government and non-government sectors since 2006. In this time the company has trained and mentored hundreds of Indigenous clients in urban, rural and remote locations across Australia. In this workshop session, with Scott and Chrissy, participants will learn and discuss the following key topics:

- What is mentoring? – business case studies and models
- The good, the bad and the ugly – pitfalls and pointers for mentor selection and development
- Cross cultural mentoring and counselling
- How to implement a mentoring program for your organisation

Expert Facilitators: Scott McCall Director

Chrissy Ynfante Manager

Mulga Gidgee Pty Ltd

Scott has over 20 years of experience in the Indigenous employment and training sector. Before establishing Mulga Gidgee, Scott was with Qantas managing their Indigenous programs and he was also the Chief Executive Officer of an Indigenous Registered Training Organisation (RTO) based in Arnhem Land NT. He is one of Australia's most experienced experts in Indigenous community development, education and employment.

Chrissy is a skilled personal development trainer, mentor, actor and stylist who has worked intimately with Indigenous clients for several years. Chrissy has an enviable track record of success in supporting the long term unemployed into work and keeping them there.

12.30 - 1.30 **NETWORKING LUNCH**

1.30 - 5.00 **WORKSHOP B**

Effective Indigenous Employment Strategy

Aegis Consulting has special expertise in the area of Indigenous Affairs. Since their establishment in 2002, they have provided solutions and assisted organisations to implement and develop better Indigenous employment strategies. Through attending this workshop, participants will walk away with practical ideas and strategies to:

- Implement effective Indigenous employment strategies in their workplace
- Build cultural intelligence into an organisation
- Apply effective mentoring for Indigenous people
- Heighten retention rates

This workshop will highlight and compare three Indigenous employment programs: the first, a private program; the second, a federally funded Individualised Education Program (IEP); and the third, a social enterprise.

Expert Facilitators: Tracey Wilson Special Counsel

Annette Tranent Special Counsel

Aegis Consulting

Michelle Lloyd Co-owner and Manager

Eco Creek Adventure and Cultural Camp

Aegis Consulting was established in 2002. Since 2002, they have provided independent expert advice to government, business and not for profit organisations on various issues on public policy and regulation, stakeholder and Indigenous relations. They have expertise in Indigenous affairs assisting organisations to improve and meet their objectives.

ABOUT THE EVENT

The 5th Indigenous Career Development and Mentoring Conference is a timely event that builds on the success of the preceding events. This case study-driven, interactive conference, will address recruitment and retention, cultural awareness, training and support strategies tailored to the Indigenous workforce, and the related issues of leadership and capacity-building in the Indigenous community.

An outstanding and passionate group of speakers from leading Public and Private Sector, community and Indigenous organisations will present their perspectives and experiences. They will highlight key success factors in driving their programs forward, and will also address challenges faced and how these can be overcome. They will also provide insight on future directions and areas for further development.

This conference represents the premier learning and networking opportunity for professionals, dedicated to improving the wellbeing of our communities through targeted development of the next generation of Indigenous business professionals and leaders. Attended by a 'who's who' of practitioners in Australia, this is the perfect opportunity to advance your employment strategy and expand your network of colleagues who share your objectives and passion.

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* Please photocopy this form if more than three will attend

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Please confirm my registration for **The 5th Annual Indigenous Career Development and Mentoring Conference 2011**

No. #	Options (per person)	Standard Rate	Early Bird Rate*	Super Saver Rate**
<input type="checkbox"/>	Conference + 2 Half Day Workshops (3 days)	\$3395 + GST = (\$3734.50)	\$3295 + GST = (\$3624.50)	\$3195 + GST = (\$3514.50)
<input type="checkbox"/>	Conference + 1 Half Day Workshop (2.5 days)	\$2795 + GST = (\$3074.50)	\$2695 + GST = (\$2964.50)	\$2595 + GST = (\$2854.50)
<input type="checkbox"/>	Conference Only (2 days)	\$2195 + GST = (\$2414.50)	\$2095 + GST = (\$2304.50)	\$1995 + GST = (\$2194.50)
<input type="checkbox"/>	2 Half Day Workshops (1 day)	\$1295 + GST = (\$1424.50)	N/A	N/A
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<input type="checkbox"/>	Conference + 2 Half Day Workshops (3 days)	\$2295 + GST = (\$2524.50)	No further discounts apply to Indigenous Community and Land Councils.
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 4+ people 10% off Standard Rate
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Note: Course materials, refreshments & lunches are included. Travel and accommodation are NOT included.

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All Prices listed in Australian Dollars

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