

3rd Annual Indigenous Career Development and Mentoring Forum 2009

Strategies for Success in Recruiting, Developing and Retaining an Indigenous Workforce

Liquid Learning is delighted to announce that it will host the 3rd Annual Indigenous Career Development & Mentoring Forum in November 2009 - the premier meeting place for Indigenous employment managers in Australia. This event will provide practical value through case studies from leading experts and practitioners. The unique interactive format also sets the scene for debate and networking.

FEATURED SPEAKERS



Jason Mifsud Chief Executive Officer
AFL Foundation



Vladimir Williams Indigenous Employment Program Manager
University of Sydney



Phil Lockyer Indigenous Employment Manager
Commonwealth Bank of Australia



Peter Lalor Manager, Aboriginal Employment Programs
NSW Police Force



Damien Ardagh Program Manager, Vocational Training and Education Centre (VTEC)
Fortescue Metals Group Ltd



Mick Pittman Aboriginal Liaison Officer
WorkCover NSW



Kim Harrington Business Development and Policy Manager
QLD Tourism Industry Council



Wendy Harris Indigenous Employment Coordinator
VicRoads



Sara Noel People and Programs Manager



Glenda Roberts Community Relations Manager
Origin Communications



Steve Tiley Managing Director
Universal Engineering

Beverley Seiver Indigenous Services Manager
Centrelink

SUPPORTER MEDIA PARTNER



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development opportunities for professionals



17 & 18 November 2009
Rydges World Square, Sydney

EXPLORE

- Developing and Retaining Indigenous Talent
- Optimising your Indigenous Training and Employment Outcomes
- Improving Indigenous Career Prospects for the Long Term
- Instilling Cultural Intelligence and Support Networks within your Organisation

PLUS WORKSHOPS

Two Separately Bookable, Half-Day Workshops on 19 November 2009

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Day One 17 November 2009

8.30 - 8.55 **Registration and Morning Coffee**

8.55 - 9.00 **Official Welcome and Opening Remarks from the Chair**

9.00 - 9.50 **OPENING KEYNOTE CASE STUDY**

AFL Mentoring

The Australian Football League has a significant role in empowering Indigenous communities through leadership, social integration and various capacity building programs. Jason will speak about the success of Sports Ready Program including:

- Delivering career guidance
- Creating traineeship positions
- Targeting potential host employers of Indigenous trainees

Jason Mifsud Chief Executive Officer
AFL Foundation

9.50 - 10.00 **Questions and Discussion**

10.00 - 10.50 **CASE STUDY**

Developing Indigenous Talent - The Importance of Community Involvement

In this session, Vladimir will explore the need for developing Indigenous talent by assessing the strengths, passion and interests of the local community. Bringing people in the system to identify opportunities for local talent in the right environment creates the pathway for successful talent development. The session focus is on:

- Local community involvement
- Creating the right environment
- Managing expectations
- Sourcing good people
- Action oriented initiatives

Vladimir Williams Indigenous Employment Program Manager
University of Sydney

10.50 - 11.00 **Questions and Discussion**

11.00 - 11.20 **Morning Tea**

11.20 - 12.10 **CASE STUDY**

CBA Indigenous Employment

With the Reconciliation Action Plan, Commonwealth Bank has formalised commitment to Indigenous Australians. In September, CBA is launching its Indigenous Employment Strategy. Phil will talk through the main objectives focusing on:

- Training
- Recruitment
- Environment

Phil Lockyer Indigenous Employment Manager
Commonwealth Bank of Australia

12.10 - 12.20 **Questions and Discussion**

12.20 - 1.20 **Networking Lunch**

1.20 - 2.10 **CASE STUDY**

Developing your Indigenous Employment Brand - The VicRoads Recipe

Ingredients:

- Know your product: Research and develop your Indigenous Employment Strategy
- Making business cases for Indigenous employment and tapping into the Indigenous labour force
- Building a Culturally Safe workplace: The value of compulsory Indigenous Cultural Awareness training and Code of Conduct training to address potential racism and prejudice
- Going public: Marketing the VicRoads Indigenous Employment Program and its' opportunities (internally and externally)
- Measuring success: Setting and achieving targets, getting positive employment outcomes and sharing the story to build and maintain on-going support and momentum

Wendy Harris Indigenous Employment Coordinator
VicRoads

2.10 - 2.20 **Questions and Discussion**

2.20 - 3.10 **CASE STUDY**

Mentoring Indigenous Employees through Culturally Appropriate Frameworks

Centrelink is committed to providing Indigenous people with sustainable employment, career development and training in supportive and culturally sensitive work environments. Beverly will talk from her coaching perspective focusing on:

- Coaching and mentoring practices - Goals, challenges and successes
- Trends in the APS
- Recruitment and retention

Beverly Seiver Indigenous Services Manager
Centrelink
Committee Member
Indigenous APS Employees Network

3.10 - 3.20 **Questions and Discussion**

3.20 - 3.40 **Afternoon Tea**

3.40 - 4.30 **CASE STUDY**

NSW Police Force Aboriginal Employment Strategy

The Aboriginal Employment Strategy 2009 - 2012 aims to increase the number of Aboriginal people recruited and retained within NSW Police Force. The Strategy is underpinned by the recognition that the employment of Aboriginal people with specific knowledge and experience will significantly improve policing practices and thus crime prevention and management in the Aboriginal community. Peter will cover:

- Pre-Recruitment - Providing positive opportunities and experiences for potential Aboriginal recruits
- Recruitment - Effectively promote NSW Police Force as an employer of choice and career opportunity for Aboriginal people

PLUS WORKSHOPS!

TWO Post-Forum workshops on 19 November 2009

EARLY BIRD DISCOUNT

Receive \$100 off registration if you register and pay by 16 October 2009

- Retention - Provide a supportive environment, skills training, professional development and career pathways for Aboriginal staff

Peter Lalor Manager, Aboriginal Employment Programs
NSW Police Force

4.30 - 4.40 Questions and Discussion

4.40 - 5.30 CASE STUDY

Aboriginal and Torres Strait Islander Employment and Development Strategy – Working in Partnership with Communities

WorkCover NSW has built partnerships with Indigenous communities through innovative programs and strategies over recent years. The Aboriginal and Torres Strait Islander Employment and Development Strategy seek to strengthen these partnerships. An important strength of the Strategy is the valuing, developing and utilising of Aboriginal staff skills and experience to achieve corporate priorities and client initiatives. Mick will talk about:

- Two Ways Together and Making It Our Business
- WorkCover's Aboriginal and Torres Strait Islander Employment and Development Strategy 2008-11, WorkCover's Aboriginal and Torres Strait Islander Strategic Plan 2008-11 and WorkCover's Aboriginal and Torres Strait Islander Future Directions Operational Plan 2008-11
- Recruitment of Indigenous people through merit selection for roles across the organisation
- Skill acquisition and career development including mentor/mentee training for Indigenous staff
- Evaluation of an innovative Indigenous Cultural Learning Program to support development of Indigenous and non-Indigenous staff

Mick Pittman Aboriginal Liaison Officer
WorkCover NSW

5.30 - 5.40 Questions and Discussion

5.40 Concluding Remarks from the Chair

5.40 - 6.45 Networking Reception

8.30 - 8.55 Morning Coffee

8.55 - 9.00 Opening Remarks from the Chair

9.00 - 9.50 EXPERT COMMENTARY

Dare to Lead - Connecting Corporate Australia with Indigenous Australia

Dare to Lead for Business (DTL4B) provides practical and tailored support for corporates to plan and action their engagement with Indigenous Australians. DTL4B is linked to Dare to Lead, a program of Principals Australia. The 5000 schools who are members of the Dare to lead network of schools across Australia are part of a national network of school leaders who focus on achieving better educational outcomes for their Indigenous students and which play a critical role in linking schools with the workplace. DTL4B assists employers to scope out Indigenous recruitment strategies, liaise with DEEWR for employment strategy funding, and implement a structured recruitment plan which includes training and mentoring initiatives and corporate Indigenous cultural awareness delivery. The delivery of these services is provided by Corporate Culcha, an Indigenous workforce, training and Development Company. This presentation will provide explicit information on the linkages between Dare to Lead, DTL4B and Corporate Culcha and how it connects Indigenous talent to corporate Australia.

Paul Dodd Principal Consultant
Corporate Culcha

David Liddiard Chief Executive Officer
DTL4B

Andrea Harms National Director
Dare to Lead

9.50 - 10.00 Questions and Discussion

10.00 - 10.50 CASE STUDY

Fortescue Metals Vocational Training and Education Centre - Creating Career Pathways in the Mining Sector

Fortescue Metals Group's Vocational Training and Employment Centre (VTEC) is a program designed to equip local indigenous people with the skills to gain employment in the mining sector. The centre was established in 2006 and is based at Pundulmurra TAFE College in South Hedland. Damien will share the experience and the success of the centre in identifying employment opportunities for Aboriginal people.

Damien Ardagh Program Manager, Vocational Training and Education Centre (VTEC)
Fortescue Metals Group Ltd

10.50 - 11.00 Questions and Discussion

11.00 - 11.20 Morning Tea

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11.20 - 12.00 **EXPERT COMMENTARY**

Optimising your Indigenous Training and Employment Outcomes – The Importance of Culture-Fair Assessment

A key success factor in the recruitment Indigenous candidates is the initial assessment to establish appropriate pathways and development plans. Where significant language or cultural barriers exist with such candidates, the application of a valid, reliable, culture-fair assessment process optimises the potential for such placements being successful. Through Value Edge, a number of companies have recently introduced such a test called the Q Test which has been designed for Indigenous candidates to identify their training potential, or 'trainability', enabling companies to direct them onto appropriate training and employment pathways. Since 2004, ValueEdge has completed over 4,000 Q Test assessments with companies throughout Australia and Asia. Through these assessments, it has become increasingly clear that valid, reliable, culture-fair assessment can greatly assist in optimising outcomes relating to the training, employment and retention of Indigenous candidates.

Peter Davidson Principal Psychologist
Value Edge

12.00 - 12.10 **Questions and Discussion**

12.10 - 12.50 **CASE STUDY**

Indigenous Employment in NT – Training and Retraining Apprentices

This session will examine how a small business in Northern Territory, Universal Engineering has succeeded with recruiting, training and retaining Indigenous apprentices as part of its overall employment growth strategy. Steve will show that Indigenous employment can work with practical and effective recruitment, training and retention strategies.

Steve Tiley Managing Director
Universal Engineering

12.50 - 1.00 **Questions and Discussion**

1.00 - 2.00 **Networking Lunch**

2.00 - 2.40 **CASE STUDY**

Enhancing Indigenous Potential in the Workplace

Although most private and public sector organisations have various Indigenous employment programs, many Indigenous employees have been utilised and given limited scope for professional development. One of the challenges for development is the need to separate the cultural issues from the performance issues. Ensuring strategic and personal approach is the basis for personal and professional development. Sara and Glenda will explore practical and interactive strategies to enhance Indigenous potential in the workplace.

Sara Noel People and Programs Manager
Glenda Roberts Community Relations Manager
Origin Communications

2.40 - 2.50 **Questions and Discussion**

2.50 - 3.10 **Afternoon Tea**

3.10 - 3.50 **CASE STUDY**

Indigenous Employment Champions Network – Growing Indigenous Employment in Tourism

The Indigenous Employment Champions Network is an excellent platform for the Tourism Industry in QLD to contribute significantly to job creation for Indigenous Australians. The aim is to increase operators' awareness of how to encourage and maintain increased participation of indigenous peoples within mainstream tourism businesses.

- Project background - Indigenous Employers Champions Network
- Current snap shot of Indigenous Employment in Tourism
- What are the benefits of having Indigenous staff?
- Recruitment and Retention - What works and what doesn't!

Kim Harrington Business Development and Policy Manager

QLD Tourism Industry Council

3.50 - 4.00 **Questions and Discussion**

4.00 - 4.50 **INTERACTIVE SESSION**

Developing and Retaining Indigenous Talent

This highly interactive session will offer participants an opportunity to reflect on the learning outcomes from the conference and share their insights into the key issues on developing and retaining local Indigenous talent. You will be able to gain a unique insight on how to embed upskilling and career progression pathways to enhance the career development and retention of your Indigenous employees.

4.50 - 4.55 **Closing Remarks**

5.00 **Close of Forum**

WHO WILL ATTEND

This forum is the premier meeting place for managers, advisors and officers responsible for:

- Indigenous Employment
- Human Resources
- Training / Learning and Organisation Development
- Recruitment
- Diversity / Culture
- Coaching and Mentoring
- Indigenous Policy / Service Delivery
- Indigenous Programs
- Community Relations
- Employment / Job Network Agencies



9.00 - 12.30 **WORKSHOP A**

Retaining Indigenous Employees - Fostering Cultural Intelligence in Your Organisation

Indigenous recruitment has been a focus in various forms since the mid 1980s, since then other key measures such as the Reconciliation Action Plan have emerged in corporate Australia. However, once when you implement your Indigenous employment plan, understanding and building cultural intelligence into your workforce in order to retain Indigenous talent can be a real challenge. Julie will examine how to retain Indigenous employees by using interactive strategies and real world examples. **Are you positioned to meet the Challenge?**

This workshop will cover:

- Key questions to consider when planning your organisation's approach to embedding inclusion
- Imperatives for success: what have public sector organisations, locally and globally, identified as critical success criteria?
- How to ensure diversity produces real dividends
- Quick wins, long term goals and best practice ideas

**Expert Facilitator: Julie Smith Director
Juzun Smith Consulting**

Julie is a Kalkadoon woman who hails originally from Western Queensland. She has over 30 years of experience in Indigenous Affairs and has worked in Indigenous and non-Indigenous communities, academia as well as the private and public sectors. She is a mentor and coach to both public and private sector senior executives.

12.30 - 1.30 **NETWORKING LUNCH**

1.30 - 5.00 **WORKSHOP B**

Indigenous Training and Development – Connecting Corporate Australia with Indigenous Australia

Team members of Dare to Lead for Business (DTL4B) and Corporate Culcha will facilitate an interactive workshop with participants highlighting their successful model of connecting corporate Australia with Indigenous Australia. From the school room to the boardroom. Step by step approaches to developing internal processes that provide cultural competent strategies to engage with community, recruit, retain and develop Indigenous talent.

- Moving through change
- Change and Adaptation – for programs and people
- Cultural Dissonance – finding the connection
- Practicalities of implementation and project management

Expert Facilitators: Paul Dodd Principal Consultant
Corporate Culcha

Colin Lane Community Engagement Consultant
DTL4B

This expert panel are all highly experienced practitioners in developing successful and sustainable Indigenous recruitment and employment programs within a variety of organisations and industries.

ABOUT THE EVENT

The 3rd Annual Indigenous Career Development & Mentoring Forum aims to enhance the debate on how to attract, engage, develop and retain Indigenous employees. The Forum will feature a series of case studies and interactive sessions addressing key issues related to recruitment and retention, ongoing support and training, providing delegates with a deeper understanding and insight into how organisations can implement effective Indigenous employment strategies.

A range of speakers from leading public and private sector, community and Indigenous organisations will present their perspectives and experiences regarding the progress being made across the nation, the challenges being faced, and the possible frameworks for future direction and development.

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17 & 18 November 2009

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