

INDIGENOUS EMPLOYMENT & ECONOMIC DEVELOPMENT

SPECIAL RATES
FOR NOT-FOR-PROFIT
AND INDIGENOUS
ORGANISATIONS

*Creating effective and sustainable strategies in Indigenous employment
to achieve outstanding economic outcomes*

18th - 20th April 2012 :: The Grace Hotel, Sydney

KEY BENEFITS OF ATTENDING:

DISCOVER the Indigenous employment strategies implemented by
industry leaders

ENGAGE and integrate Indigenous employees into the workforce

EDUCATE yourself on the Government's new employment initiatives

10 LEADING EDGE CASE-STUDIES

HEAR FROM THESE EXPERT SPEAKERS:

- **The Hon. Victor Dominello MP**, Minister for Citizenship & Communities and Minister for Aboriginal Affairs, NSW Government
- **Rhonda Parker**, CEO, Australian Employment Covenant
- **Janine Pitt**, State Manager NSW/ACT, Australian Government Department of Education, Employment & Workplace Relations
- **Tim Gartrell**, CEO, Generation One
- **Darryl Monaghan**, National Indigenous Manager, Australia Post
- **Estelle Olstein**, Diversity Manager, Woolworths
- **Jason Timor**, Indigenous Recruitment Adviser, Qantas
- **Abbey White**, Indigenous Employment Manager, National Australia Bank
- **Paul Brant**, Indigenous Employment Coordinator, Australian Broadcasting Corporation
- **Jason Lewin**, Indigenous Development Manager, Transfield Services
- **Danny Lester**, CEO, Aboriginal Employment Strategy
- **Nareen Young**, CEO, Diversity Council of Australia
- **Amanda Morgan**, Manager Equity, Diversity & Inclusion, Essential Energy
- **Kathryn Whyte-Southcombe**, Head of Change Management & Communications, Allens Arthur Robinson
- **Jeremy Heathcote**, Indigenous Employment Coordinator, Nura Gili Indigenous Programs, University of New South Wales
- **Sonya Pearce**, Director Indigenous Programs, University of Technology, Sydney
- **Daniel Archer**, General Manager Business Development & Indigenous Affairs, Downer EDI Mining

PLUS: DON'T MISS THESE TWO ESSENTIAL POST-CONFERENCE WORKSHOPS

WORKSHOP A:

How to integrate Indigenous employees into the workplace

Your workshop facilitator:

Russell Logan, Principal Facilitator,
Corporate Culcha

WORKSHOP B:

How to develop strategies for retention and workforce management

Your workshop facilitator:

Anthony Parkin, Consultant – Employment Services,
Scott Recruitment

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CONFERENCE DAY ONE

Wednesday 18th April 2012

8:30 Registration, morning coffee and tea

9:00 Welcome to Country address

9:10 Opening remarks from the chair
Tim Gartrell, CEO, Generation One
Tania Major, Spokesperson, Generation One

OVERCOMING BARRIERS TO INDIGENOUS EMPLOYMENT

9:20 **Ministerial Keynote**
What the NSW Government is doing to address the rate of Aboriginal unemployment

- Future government developments in opening up opportunities in Aboriginal employment and economic development

The Hon. Victor Dominello MP, Minister for Citizenship & Communities and Minister for Aboriginal Affairs, NSW Government

10:00 **The Australian Employment Covenant, where to from here?**
Rhonda Parker, CEO, Australian Employment Covenant

10:40 **Extended Q & A**

11:00 Morning tea

11:30 **A look at the Indigenous Economic Development Strategy 2011-2018**
The Australian Government is committed to reduce the employment gap between Indigenous and non-Indigenous Australians. The Department of Education, Employment & Workplace Relations (DEEWR) is not only striving to create more employment opportunities across industry sectors, but increasing Indigenous careers within the Australian workforce.

- This session explores:
- Overview of key elements in Indigenous Economic Development Strategy
 - Developing an Indigenous workforce
 - Increasing Indigenous employment in the public sector
 - Support initiatives to recruit and retain Indigenous Australians in the workforce

Janine Pitt, State Manager NSW/ACT, Australian Government Department of Education, Employment & Workplace Relations

TRAINING & EDUCATION

12:10 **'Closing the gap' by providing long-term, sustainable employment, training, education and business opportunities for Indigenous people and their communities**

- Overcoming past challenges to develop the 2010-2012 Indigenous Participation Strategy
- Establishing Transfield Services as a leader in supporting and building mutually respectful relationships with Indigenous people and communities
- Collaborating with key stakeholders to ensure mutually beneficial outcomes for Indigenous communities, our clients, our partners and Transfield Services
- Embedding the Indigenous Participation Strategy into all regional operations

Jason Lewin, Indigenous Development Manager, Transfield Services

1:00 Lunch

2:00 **Australia Post's Indigenous Employment Strategy: Looking forward**

- Providing realistic opportunities and real jobs for Indigenous Australians
- Maintaining quality of Indigenous talent entering the company
- Thinking long-term: What's next for Indigenous Employment Strategies at Australia Post

Darryl Monaghan, National Indigenous Manager, Australia Post

2:40 **Demand has never been stronger, yet supply remains weak. How do we overcome this?**

Panellists:

Darryl Monaghan, National Indigenous Manager, Australia Post

Jason Timor, Indigenous Recruitment Adviser, Qantas

Abbey White, Indigenous Employment Manager, National Australia Bank

3:20 Afternoon tea

3:40 **Unleashing Indigenous employment potential in an unlikely industry: A look at NAB's Indigenous employment strategies**

- The NAB journey
- Trials, tribulations and triumphs
- Real jobs, real opportunities

Abbey White, Indigenous Employment Manager, National Australia Bank

“ Indigenous talent is an untapped resource that has numerous commercial benefits for any business beyond a philanthropic message. ”

Jason Timor, Indigenous Recruitment Adviser, Qantas

4:20 **Overcoming challenges and lessons learned in Indigenous employment. A look at what Qantas is doing to increase their Indigenous headcount from employer branding to community engagement**

- Ensuring a multi-faceted approach to the market: Coupling traditional sourcing strategies with Indigenous community engagement
- Emphasising the education to employment journey and investing our efforts in school based trainees, cadetships and entry level roles across Qantas
- Building retention strategies that support the Indigenous Employment life cycle
- Supporting cultural identity for Qantas Indigenous employees

Jason Timor, Indigenous Recruitment Adviser, Qantas

5:00 Closing remarks from the chair

CONFERENCE DAY TWO

Thursday 19th April 2012

8:30 Morning coffee and tea

9:00 Opening remarks from the chair

WELL-INTEGRATED AND COLLABORATIVE APPROACHES TO RECRUITMENT

9:10 **Ensuring Indigenous employment initiatives are sustainable long-term**

Danny Lester, CEO, Aboriginal Employment Strategy

9:50 **Recognising that traditional human resource methods don't always work: Downer EDI Mining's culturally sensitive recruitment process**

CASE STUDY

- An overview of Downer EDI Mining's Indigenous Employment Strategy
- Developing positive relationships with Indigenous communities
- How is Downer EDI Mining differentiated from other miners?

Daniel Archer, General Manager Business Development & Indigenous Affairs, Downer EDI Mining

10:30 Morning tea

CAREER DEVELOPMENT

11:00 **University of New South Wales (UNSW) Indigenous Employment Strategy**

CASE STUDY

An overview of UNSW's Indigenous Employment Strategy: The development of processes that enable Indigenous employee attraction, retention and career pathways

- Promoting and facilitating the employment of Indigenous talent
- Thinking long-term: The 2010-2014 strategies

Jeremy Heathcote, Indigenous Employment Coordinator, Nura Gili Indigenous Programs, University of New South Wales

“*Indigenous employees are over-represented at lower level positions, and under-represented at higher level positions.*”

The Australian Public Service Commission 2011

11:40 **What can we do to overcome lack of career progression?**

PANEL DISCUSSION

Panelists:

- Nareen Young, CEO, Diversity Council of Australia**
- Sonya Pearce, Director Indigenous Programs, University of Technology, Sydney**
- Amanda Morgan, Manager Equity, Diversity & Inclusion, Essential Energy**

12:20 Lunch

CULTURAL APPRECIATION

“*This plan is targeted towards action not words; we are looking at 2% Indigenous Employment in the ABC as merely our starting point so we need to ensure we are pro-active.*”

Paul Brant, Indigenous Employment Coordinator, Australian Broadcasting Corporation

1:20 **Walking the talk: Innovative solutions the ABC are implementing to learn more about the Indigenous culture of Australia and educate their staff**

INTERACTIVE SESSION

The Australian Broadcasting Corporation has implemented the next phase of its Indigenous Employment Plan. This encompasses an online Indigenous Cultural package that has been developed for all staff of the ABC with the assistance and expertise of the Echidna Group, Indigenous staff of the ABC and the rich archives of the ABC. The package allows users to take a personal journey into the Indigenous culture of Australia and will ultimately assist in developing a better understanding of what Indigenous culture represents in modern day Australia.

- Introducing the package through a one hour presentation that has been rolled out across the ABC since 2010 across capital city locations and selected regional centres to ensure a wide and diverse coverage
- Featuring Indigenous staff of the ABC extensively throughout the package, providing introductions to each component, and a very frank and revealing Q&A session

Paul Brant, Indigenous Employment Coordinator, Australian Broadcasting Corporation

CASE STUDY

3:00 Afternoon tea

MEASURING THE OUTCOMES

3:30 **Mentoring for success: Understanding the importance of mentoring and management for retention and career progression. A look at Woolworths' commitment to sustainable Indigenous employment**

CASE STUDY

The Reconciliation Action Plan is a practical pathway towards greater inclusiveness within Woolworths, with over the last year, through formal pre-employment programs, offered jobs to more than 200 Indigenous people

- How to navigate a corporate world from a cultural perspective
- Providing mentor support for new employees
- The importance of retention and managing career progression
- Analysing the results: Where to from here?

Estelle Olstein, Diversity Manager, Woolworths

4:10 **Indigenous employment and engagement in the legal profession: A look at Allens Arthur Robinson's Reconciliation Action Plan**

CASE STUDY

Kathryn Whyte-Southcombe, Head of Change Management & Communications, Allens Arthur Robinson

4:50 Closing remarks from the chair

5:00 End of conference

WORKSHOP DAY

Friday 20th April 2012

WORKSHOP A: 9:00 - 12:00

How to integrate Indigenous employees into the workplace

Integrating Indigenous employees into the workplace can pose many challenges for the Indigenous employee, the employer, and non-Indigenous employees. As government and industry call for more jobs for Indigenous Australians, organisations must be prepared to integrate Indigenous workers into the workplace. This workshop will address common problems encountered by organisations.

Learn how to:

- Support mentoring strategies
- Strategise for career pathways
- Create a suitable workplace environment
- Cope with culture shock for both Indigenous and non-Indigenous employees
- Foster flexibility within the workplace

Russell Logan, Principal Facilitator, Corporate Culcha

(Lunch is provided for delegates attending both workshops)

WORKSHOP B: 1:00 - 4:00

How to develop strategies for retention and workforce management

This practical workshop will provide you with hands on guidance to demonstrate effective strategies for retention within your business/organisation. Our expert facilitator will answer your lingering questions and provide key solutions for you to take back to the office.

In this workshop you will learn:

- What is Job Services Australia and how can they assist in obtaining staff?
- Partnering with Jobs Services Australia to ensure practical and sustainable mentoring strategies to support your training programmes
- Working with Post Placement Support supplied by Jobs Services Australia
- Develop strategies to ensure career pathways for Indigenous staff
- Create a suitable workplace environment for Indigenous employees
- Cope with cultural shock for both Indigenous and non-Indigenous employees
- Foster flexibility within the workplace

Anthony Parkin, Consultant – Employment Services, Scott Recruitment

