

3RD NATIONAL INDIGENOUS CAREER ADVANCEMENT FORUM

EFFECTIVE TRAINING STRATEGIES FOR
INDIGENOUS TALENT DEVELOPMENT



28 - 31
MAY 2019

MELBOURNE MARRIOTT
HOTEL

LEARN FROM



Mark Kucks
Indigenous
Program Manager



Ali Jalayer
Branch Manager, Specialist
Programmes Branch, Youth
and Programmes Group



Fiona MacDonald
Senior Manager,
Diversity, Inclusion
& Flexibility



Jacqui Bainbridge
Senior Manager,
Social Responsibility



Rory Smeaton
Aboriginal Employment
& Skills Manager



ALSO FEATURING



EVENT PARTNERS



CONTACT US

Call +61 2 8239 9711 Priority Code - 1



EMPOWER & EXCEL

Providing the opportunity for Indigenous employees to pursue their professional potential should be a top priority for all organisations. A diverse mix of thought, experience and culture boosts innovation and employee engagement for your workforce.

Join us to learn the most effective ways to provide effective career services and maximise Indigenous talent. You will learn how to enhance career progression and employment opportunities for your Aboriginal and Torres Strait Islander workforce.

Hear from a lineup of exceptional speakers from leading organisations and network with like-minded passionate individuals, all working together to close the Indigenous employment gap.

- ▶ **Design** & maintain effective career services
- ▶ **Innovate** your learning delivery
- ▶ **Create** a culture of inclusivity
- ▶ **Gain** recognition as an employer of choice

WHO WILL ATTEND?

Directors, Managers, Coordinators and Consultants involved in:

- ▶ Indigenous Employment
- ▶ Aboriginal Workforce Development
- ▶ Reconciliation Action Plan (RAP)
- ▶ Indigenous Liaison / Engagement
- ▶ Coaching / Mentoring
- ▶ Indigenous Education Programs
- ▶ Indigenous Training and Development Programs
- ▶ Human Resources
- ▶ Diversity / Inclusion
- ▶ Organisational Development
- ▶ Indigenous Policy / Service Delivery
- ▶ Recruitment / Talent Sourcing
- ▶ Job Support Networks

WHAT OUR DELEGATES ARE SAYING

“Very worthwhile and incredibly valuable. Liquid Learning is excellent. Really flawless, thank you.”

“The best conference I have been to. Packed an extraordinary amount of information, speakers, and messages into the 2 days.”

29 MAY FORUM DAY 1

WELCOME TO COUNTRY

9:00 - 9:15

SUPPORT INDIGENOUS STAFF TO PURSUE THEIR PROFESSIONAL POTENTIAL KEYNOTE

9:15 - 10:00

When it comes to Indigenous career advancement, there is no one-size-fits-all approach. Learn how to stay true to your company values, gain buy-in and earn a credible reputation.

Mark Kucks
Indigenous Program Manager
Hutchinson Builders



EFFECTIVE CAREER SERVICES TO ENHANCE EMPLOYMENT OUTCOMES

CASE STUDY

10:00 - 10:40

Hear how Rory has successfully created, developed and maintained career services for Aboriginal and Torres Strait Islander peoples.

Rory Smeaton
Aboriginal Employment and Skills Manager
Level Crossing Removal Project



THE VALUE OF PATHWAY PROGRAMS

CASE STUDY

10:55 - 11:45

The Melbourne Indigenous Professional Employment Program at the University of Melbourne provides a supportive and enriching journey to build a career and grow your network. Dan will share his experiences as a Coordinator encompassing the challenges and successes along the way.

Daniel Little
Indigenous Employment Officer, Murrup Barak,
Melbourne Institute for Indigenous Development
University of Melbourne



HARNESS THE STRENGTHS OF THE INDIVIDUAL

CASE STUDY

11:45 - 12:35

Through initiatives such as shadowing senior managers, external training, and strategic employment placements, you can ensure Indigenous Australians are receiving the right training to take the next step in their careers.

Sean Armistead
General Manager, Indigenous & Community Engagement
Sodexo Australia



CREATE SYNERGY BETWEEN YOUR ORGANISATION & THE COMMUNITY

PANEL

1:35 - 2:25

Building positive partnerships between Aboriginal and Torres Strait Islander peoples and the broader Australian community are a prerequisite for success. Our panel of experts will discuss strategies for building respectful relationships with the community.

Marc Bennie
General Manager,
Indigenous Programs & Community Investment
AccorHotels



Isaac Harrison
Founder & Director
Bunjil Energy



Paul Paton Manager,
Aboriginal Partnerships & Engagement Support Unit
Department of Environment, Land, Water and Planning



Mark Kucks
Indigenous Program Manager
Hutchinson Builders



WHAT CAN YOUR ORGANISATION DO TO ENGAGE AT SCHOOL LEVEL?

CASE STUDY

2:25 - 3:15

Indigenous training starts at any time or level, but reaching out to the local school and educational services will help promote training, work experience and employment opportunities.

Troy Robbins Manager, Regional Stakeholder Relations & Communications
Lynette O'Connell Team Leader, Project Coordinator, Indigenous Education
Kellie Jones Indigenous Corporate Business Development, Engagement & Capacity Building Officer



Bendigo TAFE, Kangan Institute

A STORY OF SUCCESS FROM SNAP UNDERWOOD

CASE STUDY

3:30 - 4:30

Karen will share how she engages the community, supports Aboriginal employment and provides mentoring and training to Indigenous staff.

TBA

30 MAY

FORUM DAY 2

BE RECOGNISED AS AN EMPLOYER OF CHOICE

KEYNOTE

9:00 - 10:00

Diversity strengthens your business' wealth of knowledge, skills and experience. Hear how to attract Indigenous employees and develop effective strategies to make your organisation an employer of choice.

Annette Lamb

General Manager, Aboriginal Programs & Strategy
Ability Options



DEVELOP YOUR INDIGENOUS EMPLOYMENT OUTCOMES

CASE STUDY

10:00 - 11:00

Attracting, developing and retaining skilled Indigenous employees enhances organisations and is essential to retaining a culturally diverse workforce. Hear from Ali Jalayer, of the Australian Government Department of Jobs and Small Businesses as he shares his insights.

Ali Jalayer

Branch Manager, Specialist Programmes Branch,
Youth and Programmes Group

Department of Jobs and Small Business



FACILITATE CAREER ADVANCEMENT IN YOUR ORGANISATION

EXPERT COMMENTARY

11:15 - 12:15

Many organisations recognise the need to put employees' professional development at the heart of company policy. Learn the most effective ways to support your workforce in reaching their career potential.

Melinda Weston

Career Coach

Melinda Weston Consulting

KEY STRATEGIES FOR INDIGENOUS ENGAGEMENT & PROGRESSION

PANEL

1:15 - 2:15

A diverse workplace creates a positive and productive environment for all employees to succeed. Explore essential strategies to ensure long-term progression for Indigenous employees.

Fiona MacDonald

Senior Manager, Diversity, Inclusion & Flexibility

ANZ



Jacqui Bainbridge

Senior Manager, Social Responsibility

Toll Group



Joe Murfet

Senior Project Officer,

Victorian Aboriginal Business Strategy Implementation

Department of Jobs, Precincts & Regions



Chris Bonney

Indigenous Relations Adviser

Cushman & Wakefield



Lesley Jackson-Lopa

Aboriginal Recruitment Business Partner

Department of Justice and Community Safety



Sharni Wearne

Culture & Inclusion Lead

Medibank



ORGANISATIONAL CROSS-CULTURAL TRAINING TO ENABLE SUSTAINABLE CAREER PROGRESSION

CASE STUDY

2:15 - 3:15

Providing your organisation with techniques to improve and strengthen cross-cultural understanding is a secure investment for your organisation's overall governance.



Chris Bonney

Indigenous Relations Adviser

Cushman & Wakefield

PATHWAYS TO SUSTAINABLE AND MEANINGFUL CAREERS

ROUNDTABLE

3:30 - 4:20

This interactive roundtable session will give you the opportunity to reflect on the previous two days and form an action plan for your return to work.

Kerina Alter

Director, Career Transition, Executive & Leadership Coaching,
Training & Change Management

Altered Career

28 MAY

PRE-FORUM WORKSHOP

IS YOUR ORGANISATION CULTURALLY COMPETENT?

Learn how to improve collaboration, diversity of thought, productivity and organisational effectiveness by building successful partnerships with Indigenous communities and people.

Modules

- ▶ Create successful engagement and participation across your organisation
- ▶ Develop a culturally competent workplace that supports your organisational values
- ▶ Successful approaches to Indigenous Cultural Awareness
- ▶ Manage potential blockers

Dennis Batty Chief Executive Officer

Sara Stuart Founding Partner

Indigenous Employment Partners

31 MAY

POST-FORUM WORKSHOP

OVERCOME BARRIERS TO SUSTAINABLE CAREER PROGRESSION FOR INDIGENOUS EMPLOYEES

Explore the ways in which your organisation can provide effective solutions to the challenges surrounding sustainable career progression for your Indigenous workforce.

Modules

- ▶ Empower your organisation to make changes towards reconciliation
- ▶ Retention and development of Indigenous talent
- ▶ Cultural responsiveness and inclusion
- ▶ Accentuate and accelerate natural leadership strengths

Shawn Andrews

Founder & Director

Indigate

