

4TH NATIONAL INDIGENOUS CAREER ADVANCEMENT FORUM

FUNDAMENTAL STRATEGIES TO SUPPORT AND
ADVANCE INDIGENOUS CAREER PROSPECTS

15 - 18 JUNE 2020
MELBOURNE

LEARN FROM



Cinda Viranna
Head of
Indigenous,
Diversity &
Inclusion



Topaz McAuliffe
Indigenous
Business
Development
Manager



Margot Eden
Associate Director,
Indigenous
Strategy & Social
Inclusion



Luke Bishop
Manager, Diversity,
Inclusion Program
Strategy & Delivery



Peter White
Senior Manager,
Aboriginal
Strategy &
Engagement



Bron Rose
District Manager,
Aboriginal Mental
Health Service &
Workforce



Paul Paton
Manager, Aboriginal
Partnerships &
Engagement
Support Unit



Vanda Strange
National
Indigenous
Engagement Lead



Michael Frangos
CEO,
Indigenous
Energy Australia



**Gningala
Yarran-Mark**
Aboriginal & Torres
Strait Islander
Co-ordinator



**Lesley
Jackson-Lopa**
Aboriginal
Recruitment
Business Partner



Wendy Ah Chin
Branch Manager



Seona James
Founder, Director



Jodie Clarke
Indigenous
Development
Coordinator



Dennis Batty
Chief Executive
Officer



CONTACT US

Call +61 2 8239 9711
Use Code - I

SUPPORTED BY



TOGETHER TOWARDS TOMORROW

Indigenous employees bring diverse perspectives, experiences and knowledge, which can generate long-term value through diversity. To create mutually beneficial Aboriginal employment strategies, you must first understand the fundamental role inclusivity plays. In doing so, you'll create a workplace of choice for Indigenous people and the wider community.

Support First Nations people by learning how to bridge the employment gap and provide pathways for career development in an open environment where everyone feels free to have a yarn. Explore practical strategies to guarantee the development and equality of Aboriginal and Torres Strait Islander talent in the workplace.

- ▶ **Reflect** on & maintain a cultural safety in your office
- ▶ **Innovative** strategies to advance your RAP
- ▶ **Stretch** your organisation's boundaries & develop strategic frameworks
- ▶ **Elevate** your Indigenous employees to their full potential

Book and Save

RAPID ACTION

Save up to \$1000

Book before 21 February 2020

VALUE PLUS

Save up to \$600

Book before 19 March 2020

SUPER SAVER

Save up to \$400

Book before 16 April 2020

EARLY BIRD

Save up to \$200

Book before 14 May 2020

PRE-SUMMIT WORKSHOP

15 JUNE

EFFECTIVE INDIGENOUS ENGAGEMENT & CAREER ADVANCEMENT WORKSHOP

Explore the maturity of your organisation's Indigenous engagement program

- ▶ Understand your organisation's business imperative and how it is working to meet requirements
- ▶ Treating targets as a starting point for the conversation (including targets informed by the IPP)
- ▶ Normalising diversity and inclusion into your organisation's DNA

Recruitment strategies and pre-employment training

- ▶ Identify and access the right talent pool for your organisation
- ▶ Indigenous media, online and other platforms for engagement
- ▶ Choosing culturally appropriate interview and induction environments and processes

Retention and development of Indigenous talent

- ▶ Developing culturally appropriate mentoring frameworks
- ▶ Secondment opportunities that are effective and yield positive long-term results
- ▶ Using technology to support engagement initiatives (delivering training to remote areas)

Creating a culturally safe workplace

- ▶ Accentuating and accelerating natural leadership strengths
- ▶ Move from understanding to execution, from 'what' to 'how'
- ▶ Code-switching to improve cross-cultural communication

How do we know when we get there? Going beyond tokenism

- ▶ Explore different metrics and measures to track performance
- ▶ Learn how to communicate successes to your business and its leaders
- ▶ Reflection on core themes and ideas addressed over the two days
- ▶ Practical takeaways and action plans to take back to your workplace



EXPERT FACILITATOR

John Briggs
Director
John Briggs Consultancy

WELCOME TO COUNTRY 9:00 - 9:15

HELP BRIDGE THE EMPLOYMENT DIVIDE & SECURE INDIGENOUS CAREER ADVANCEMENT CASE STUDY 9:15 - 9:50

Employment is central to bridging the gap between Indigenous and Non-Indigenous employees, providing the autonomy that allows Indigenous people to explore their aspirations. Increasing employment rates reduces Indigenous disadvantage through RAP initiatives and support programs. Join Cinda as she discusses the value of closing the employment gap and what you can do as advocates for Indigenous career advancement.

Cinda Viranna
Head of Indigenous, Diversity & Inclusion
Australian Broadcasting Corporation



EFFECTIVE MENTORING PROGRAMS FOR INDIGENOUS CAREER DEVELOPMENT EXPERT COMMENTARY 9:50 - 10:40

Many Indigenous people who seek jobs must cope with personal, social and cultural pressures in contrast to their non-Indigenous peers. These pressures place the Indigenous employee at risk of failing to complete accredited training programs or remain in the workforce. Early intervention through a structured mentoring relationship may give Indigenous people the tools and support they need to deal with conflicting demands. Dennis will discuss how you can develop and deliver a successful mentoring program that will assist in retaining your Indigenous employees and support their career progression.

Dennis Batty
Chief Executive Officer
Indigenous Employment Partners



MORNING TEA 10:40 - 10:55

SOCIAL INCLUSION STRATEGY - A COMMITMENT TO SOCIAL INCLUSIVITY CASE STUDY 10:55 - 11:55

Without social inclusion, diversity will reap no benefit. Innovation will halt, leaving your organisation as an echo chamber of outdated norms. Join Margot as she discusses how you can support Indigenous career pathways by fostering social inclusivity through inclusive strategies and programs.

Margot Eden
Associate Director, Indigenous Strategy & Social Inclusion
University of Melbourne



EFFECTIVE STRATEGIES IN LAUNCHING YOUR RECONCILIATION ACTION PLAN EXPERT COMMENTARY 11:55 - 12:45

RAPs assist organisations in creating a workplace culture that understands, values and respects the histories, cultures and contributions of Aboriginal and Torres Strait Islander peoples. They transform attitudes through action to develop cultural awareness and foster relationships between employees and First Australians. But how do you create the foundations for your organisation's reconciliation journey? How do you establish strategies to ensure the success of your RAP, and what RAP best suits you? Join Seona as she discusses how you can design a RAP, as well as identify what RAP best suits you.

Seona James
Founder, Director
Indigenous Cultural Connection



LUNCH 12:45 - 1:45

SETTING THE SCENE - ESTABLISHING A CULTURALLY SAFE & AWARE ENVIRONMENT PANEL 1:45 - 2:35

A safe and culturally responsive workplace environment acknowledges, respects, and accommodates difference. Cross-cultural training programs and strategies can bring traction in the private and public workplace domain. Join our panellists as they discuss methods, strategies and critical points in creating an office culture that is aware, informed and safe.

Bron Rose
District Manager, Aboriginal Mental Health Service & Workforce
Hunter New England Local Health District



Wendy Ah Chin
Branch Manager
National Indigenous Australians Agency



Jodie Clarke
Indigenous Development Coordinator
Armadale City Council



STRATEGIES FOR STRENGTHENING CAREER DEVELOPMENT JOURNEYS CASE STUDY 2:35 - 3:25

Career development plans are imperative to beneficial employment outcomes for Indigenous Australians. However, the inclination for 'identified' and 'designated' positions is a common error in this pursuit, creating frustration for the employees who plan to progress beyond the position. Join Nathan as he discusses how you can create authentic growth opportunities for your employees.

Nathan Lovett
Chief Executive Officer
National Indigenous Culinary Institute



AFTERNOON TEA 3:25 - 3:40

KEEPING YOUR EMPLOYEES ENGAGED THROUGH A YIELDING RECONCILIATION ACTION PLAN CASE STUDY 3:40 - 4:30

Companies tend to roll out intensive cultural training regarding RAPs, overwhelming and disengaging staff. So how do you ensure you're keeping employees informed about the value of your RAP? Join Vanda as she discusses how you can secure the success of your RAP through a strategic rollout.

Vanda Strange
National Indigenous Engagement Lead
nbn Australia



NETWORKING CANAPÉS 4:30 - 5:30

Continue to network while you enjoy complimentary refreshments.

CREATING TRACTION IN ATTRACTING INDIGENOUS CANDIDATES

CASE STUDY 9:00 - 10:00

To support and increase Indigenous employment, you must also support the underlying methodology. You can only achieve this through an embedded understanding of how to promote growth within the Indigenous community. Join Gningala as she discusses how UGL has managed to resolve their employment targets through identifying barriers to employee attraction and working in partnership with Indigenous businesses to support and develop Aboriginal and Torres Strait Islander candidates.

Gningala YarranMark

Aboriginal & Torres Strait Islander Co-ordinator
UGL Limited



GETTING IT RIGHT – KEY SUCCESS FACTORS FOR INDIGENOUS EMPLOYMENT & RETENTION

CASE STUDY 10:00 - 11:00

Success isn't measured by the number of Indigenous people employed, but rather by retention and contribution. Unfortunately, retention is a challenge, attributed to the lack of cultural awareness within the organisation, a deficit in support from senior management, and inadequate support for Indigenous employees.

Coles is the largest private-sector employer of Indigenous Australians and has implemented an employment model that resulted in a dramatic improvement in Indigenous employment and retention. Join Topaz as she discusses the strategic elements and methods you can execute to boost the retention of your workforce.

Topaz McAuliffe

Indigenous Business Development Manager
Coles Group



MORNING TEA

11:00 - 11:15

HARNESS THE STRENGTHS OF THE INDIVIDUAL - THE VALUE OF PATHWAY PROGRAMS

PANEL 11:15 - 12:20

You might have heard of the words "bridging", "enabling" or, most commonly, "career pathways". These are terms used to describe structured programs in which Indigenous candidates can build their skills, helping them launch a long-term career. But what works? How should you implement these pathways? Join our group of panellists as they discuss alternative pathway programs, which pathways work better than others, and thoughts on how we can harness the strengths of our Indigenous employees.

Luke Bishop

Manager, Diversity, Inclusion Program
Strategy & Delivery
National Australia Bank



Peter White

Senior Manager, Aboriginal Strategy
& Engagement
Create NSW



Michael Frangos

Chief Executive Officer
Indigenous Energy Australia



Gningala YarranMark

Aboriginal & Torres Strait Islander Co-ordinator
UGL Limited



Lesley Jackson-Lopa Bishop

Aboriginal Recruitment Business Partner
Department of Justice and Community Safety



AFFIRMATIVE MEASURES IN INDIGENOUS TALENT ACQUISITION

CASE STUDY 12:20 - 1:20

Australian businesses are committed to improving and sustaining employment outcomes for people from diverse backgrounds by recognising the knowledge, insights and capabilities of Aboriginal and Torres Strait Islander people. Applying recruitment provisions tailored to Indigenous peoples for job vacancies will succeed in asserting your organisation's cultural competency. Discover how you can strengthen your Indigenous employment strategies for attracting and employing Indigenous talent for your business.

Cassimah Hodgman

Senior Adviser, Aboriginal Employment Unit
Victorian Public Sector Commission



LUNCH

1:20 - 2:20

EFFECTIVE STRATEGIES TO SUPPORT SELF-DETERMINATION OF ABORIGINAL COMMUNITIES

CASE STUDY 2:20 - 3:20

The Government acknowledges that Aboriginal Victorians hold the knowledge and expertise about what is best for themselves, their families and their communities. Aboriginal self-determination is driven by communities, while the Government is responsible for the supporting systems and structures. Cross-examine the initiatives undertaken at the Department of Environment, Land, Water and Planning, and learn how you can infuse these strategies throughout your organisation.

Paul Paton

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



AFTERNOON TEA

3:20 - 3:40

TOGETHER TOWARDS TOMORROW

ROUNDTABLE 3:40 - 4:30

Summarise the takeaways from the event and share ideas for taking the next step in your career.

**BOOK
AND SAVE!**

\$600

BOOK AND PAY BEFORE
19 MARCH 2020
TO SAVE UP TO \$600

PLUS TWO WORKSHOPS!

Plus two separately bookable interactive workshops before & after the event



LIQUIDLEARNING
bebetter

POST-SUMMIT WORKSHOP

18 JUNE

A HAND GUIDE FOR COLLABORATION TO FOSTER CULTURAL SAFETY IN YOUR OFFICE

Creating partnerships with Indigenous communities is critical to ensuring the cultural safety of your Indigenous employees. A culturally safe environment provides cultural awareness to your non-Indigenous employees and will support the satisfaction and retention of your Indigenous staff.

Attending this workshop will provide you with the skills to understand how to impact cultural safety in a positive manner through collaboration, supporting and enhancing diversity of thought, cultural awareness and organisational effectiveness.

Create successful engagement and participation across your organisation

- ▶ Understand how cultural awareness contributes to an inclusive workplace
- ▶ Promote effective leadership to drive Indigenous initiatives
- ▶ Normalise diversity and inclusion into your organisation's DNA

Develop a culturally competent workplace that supports your organisational values

- ▶ Embrace an organisation-wide understanding of Indigenous culture
- ▶ Manage and promote cross-cultural conversations
- ▶ Design and maintain a values-based culture

Successful approaches to Indigenous Cultural Awareness

- ▶ Build sustainable partnerships with the community
- ▶ Enhance cultural competency through internal and external skills training
- ▶ Understanding the importance of a Reconciliation Action Plan

Manage potential blockers

- ▶ Manage personal and professional morale in potentially challenging environments
- ▶ Get comfortable with uncomfortable conversations when needed
- ▶ Identify and develop strategies to handle potential roadblocks



EXPERT FACILITATOR

Michelle Dunscombe
Community Development Consultant &
Community Emergency Plan Facilitator
Jeder Institute

ALSO AVAILABLE

LEADERSHIP PSYCHOLOGY WORKSHOP

APPLY THE TOOLS OF PSYCHOLOGY TO DEVELOP RESILIENT LEADERS & BOOST ORGANISATIONAL EFFICACY



15 - 16 APRIL 2020

CLIFTONS MELBOURNE

WHO WILL ATTEND?

Directors, Managers, Coordinators and Consultants involved in:

- ▶ Indigenous Employment
- ▶ Aboriginal Workforce Development
- ▶ Reconciliation Action Plan (RAP)
- ▶ Indigenous Liaison / Engagement
- ▶ Indigenous Coaching / Mentoring
- ▶ Indigenous Training & Development Programs
- ▶ Diversity & Inclusion
- ▶ Organisational Development
- ▶ Indigenous Policy & Service Delivery
- ▶ Human Resources & Recruitment

4th National Indigenous Career Advancement Forum

15 - 18 June 2020

Pan Pacific Melbourne

Booking Form

Event Reference: ICA0620A - M
Priority Code: I

Registration Information

Organisation Name

Address Suburb State Postcode

Booking Contact Information

Title Full Name Position Email Phone

Delegate Information

#	Title	Full Name or TBA	Position	Email	Attendance Date/s
1					<input type="checkbox"/> 15 <input type="checkbox"/> 16 & 17 <input type="checkbox"/> 18
2					<input type="checkbox"/> 15 <input type="checkbox"/> 16 & 17 <input type="checkbox"/> 18
3					<input type="checkbox"/> 15 <input type="checkbox"/> 16 & 17 <input type="checkbox"/> 18
4					<input type="checkbox"/> 15 <input type="checkbox"/> 16 & 17 <input type="checkbox"/> 18
5					<input type="checkbox"/> 15 <input type="checkbox"/> 16 & 17 <input type="checkbox"/> 18
6					<input type="checkbox"/> 15 <input type="checkbox"/> 16 & 17 <input type="checkbox"/> 18
7					<input type="checkbox"/> 15 <input type="checkbox"/> 16 & 17 <input type="checkbox"/> 18
8					<input type="checkbox"/> 15 <input type="checkbox"/> 16 & 17 <input type="checkbox"/> 18
9					<input type="checkbox"/> 15 <input type="checkbox"/> 16 & 17 <input type="checkbox"/> 18
10					<input type="checkbox"/> 15 <input type="checkbox"/> 16 & 17 <input type="checkbox"/> 18

Your Investment

Options (per person)	Rapid Action Rate	Value Plus Rate	Super Saver Rate	Early Bird Rate	Standard Rate
Qty	Register and pay by 21 February	Register and pay by 19 March	Register and pay by 16 April	Register and pay by 14 May	
4 Days	\$3495 + GST = (\$3844.50)	\$3895 + GST = (\$4284.50)	\$4095 + GST = (\$4504.50)	\$4295 + GST = (\$4724.50)	\$4495 + GST = (\$4944.50)
3 Days	\$2695 + GST = (\$2964.50)	\$3095 + GST = (\$3404.50)	\$3295 + GST = (\$3624.50)	\$3495 + GST = (\$3844.50)	\$3695 + GST = (\$4064.50)
2 Days	\$1795 + GST = (\$1974.50)	\$2195 + GST = (\$2414.50)	\$2395 + GST = (\$2634.50)	\$2595 + GST = (\$2854.50)	\$2795 + GST = (\$3074.50)
1 Day Workshop	\$1395 + GST = (\$1534.50)	\$1495 + GST = (\$1644.50)	\$1595 + GST = (\$1754.50)	\$1695 + GST = (\$1864.50)	\$1795 + GST = (\$1974.50)
Discounted off standard rates :	Save up to \$1000	Save up to \$600	Save up to \$400	Save up to \$200	All prices listed in Australian Dollars

Group Discounts Available:	20% off Standard Rate Team of 3 - 4	30% off Standard Rate Team of 5+	Partner Discount	Members of supporting organisations receive a special 10% discount off standard rates!	TOTAL incl GST
----------------------------	--	-------------------------------------	------------------	--	----------------

Conditions: Group discounts apply for bookings made simultaneously. Only one discount applies. Group discounts apply to standard rates only. Group discounts are not applicable to Value Plus, Super Saver and Early Bird rates. Discounts cannot be applied retrospectively and must be claimed at the time of booking. Liquid Learning Group reserves the right to have sole discretion on an organisation's eligibility for discounts.

Note: Course materials, refreshments & lunches are included. Travel and accommodation are NOT included. Registration options are per person only.

Payment Details

Payment is required prior to attending this event

Credit Card

Cheque (payable to Liquid Learning Group Pty Ltd)

Electronic Funds Transfer

Please invoice me:

Purchase Order No. #

Credit Card Details - Please charge my credit card for this registration:

Card Type Visa MasterCard American Express

Note: 2% surcharge applies to American Express payments

Card Number Expiry /

CVV Full Name as on card

Cardholder's Contact Number

Signature

X

Electronic Funds Transfer (EFT)

Please transfer funds directly to:
Westpac Account Name: Liquid Learning Group Pty Ltd
BSB: 032 002
Account No: 407 273
SWIFT Code: WPACAU2S

Amount

Please quote ref ICA0620A - M and registrant name

Authority

Authorising Manager's Details: This registration is invalid without a signature

Name	Position	Phone
Email	Signature	Date
	X	

Email this form to: registration@liquidlearning.com.au or Call us on: +61 2 8239 9711

Registration Policy: If you are unable to attend this event, you may send a substitute delegate in your place at no additional cost. Please advise us of any substitutions as soon as possible. Alternatively, you may transfer your registration to another event run by Liquid Learning Group Pty Ltd. A 10% service fee may apply. Should you wish to cancel your registration, please notify us in writing as soon as possible and a credit note will be issued. This credit note will be valid for use at any future event held by Liquid Learning Group Pty Ltd in twelve months following the date of issue. Cancellation notifications received less than 14 days from the event running will receive a credit note to the value of the registration fee less a service fee of \$400 plus GST. Liquid Learning Group Pty Ltd does not provide refunds for cancellation. The prices above are based on one person per registration. It is not possible for multiple people to attend within any day of the event on a single registration. Split tickets, i.e. a different person attending each day of the event, can be arranged. A fee will apply. Please call us for details. Liquid Learning Group Pty Ltd takes all care to produce high-quality events that deliver as promised. All advertised details are correct at time of publishing. However, when circumstances beyond our control prevail,

we reserve the right to change program content, facilitators or venues. We also reserve the right to cancel or reschedule events if circumstances arise whereby the performance of the event is no longer feasible, possible or legal. Liquid Learning Group Pty Ltd will not be responsible for any loss or damage arising from any changes to or cancelling or rescheduling of an event. If an event is cancelled or rescheduled, Liquid Learning Group Pty Ltd will make every effort to contact every registered delegate. If an event is cancelled or you are unable to attend the rescheduled event, you will be issued with a credit note valid for use towards any future Liquid Learning Group Pty Ltd event held in the twelve months following the date of issue.

Disclaimer: Liquid Learning Group Pty Ltd has taken due care in selecting qualified professionals as its authors and course facilitators. The information provided by course facilitators is not produced by Liquid Learning Group Pty Ltd and should not be regarded as advice. Liquid Learning Group Pty Ltd accepts no responsibility for reliance on such information and recommends that its clients seek further professional advice.

Privacy Statement: Liquid Learning Group Pty Ltd is committed to your privacy. All information collected on this registration will be held in the strictest of confidence and in accordance with the Privacy Act 1988. Liquid Learning Group Pty Ltd will add your information to a secure database. This will be used primarily to contact you for ongoing research, product development and notice of future events and services offered by Liquid Learning Group Pty Ltd. Occasionally you may receive information from organisations associated with Liquid Learning Group Pty Ltd. If you do not wish to receive such information please tick this box:

To update or have your details deleted please advise our Database team at Liquid Learning Group Pty Ltd, Level 9, 80 Clarence Street, Sydney NSW 2000, tel: +61 2 8239 9700, email: database@liquidlearning.com.au
© 2020 Liquid Learning Group Pty Ltd ACN 108 415 354