



Your conference host

Jobs Australia is a national network of 260 organisations delivering employment and training services around Australia. The Jobs Australia Indigenous Training network has a further 100 members.

Jobs Australia is committed to Indigenous advancement through our policy and capacity-building work, the Indigenous Training Network, and also through the Jobs Australia Foundation, which supports (mainly young) Indigenous people to develop, flourish and lead.

In 2010 Jobs Australia hosted the first Indigenous Forces at Work Conference in Alice Springs. This was attended by over 200 delegates and had outstanding feedback.

Conference program and aims

Jobs Australia Indigenous Forces at Work Conferences put the highest priority on Indigenous voices and experiences, practical and proven strategies and case studies to achieve Indigenous employment and advancement, and a recognition of the importance of employers, government, and community and skills training organisations working together to achieve this.

Aims for the 2012 conference are to:

- **Draw inspiration** from the life stories of some unique indigenous people
- **Learn about recruitment and retention strategies** from employers committed to Indigenous employment
- **Share experiences of what works** in Indigenous education, skills, and employment and social enterprise development
- **Get a historical, economic and policy overview** of the gap between indigenous and non-indigenous welfare and progress towards closing it
- **Discover some examples of social enterprises** and social/environmental programs around Alice Springs
- **Make new professional contacts and friends.**

Jobs Australia Indigenous Forces at Work Conferences do not make a profit.

The conference will finish with a field trip to visit indigenous enterprises in Alice Spring, including Waltja Tjutangku Palyapayi, Tangentyere Employment Services and the Desert People's Centre. A walking tour option is also being investigated

Speakers at the conference will include:

Allyson Essex:	Department of Families Housing Community Services and Indigenous Affairs
Charles Prouse	CEO National Aboriginal Sporting Chance Academy NASCA
Dr Will Sanders	Deputy Director, Centre for Aboriginal Economic Policy Research, Canberra
Keith Castle	General Manager, Desert Knowledge Australia + Desert People's Centre
Phillip Morrissey	Indigenous Studies Academic Coordinator, Arts Faculty, University of Melbourne

Our conferences regard delegates as important sources of knowledge and expertise, and in all sessions we aim to foster sharing and discussion.

DRAFT PROGRAM Indigenous Forces at Work Conference Alice Springs March 21-23 2012

21/3/12		DAY 1		
0730	Registration			
0830	Welcome to Country Welcome to Conference CEO Jobs Australia			
0850	Reconciliation Action Planning for employment and quality of life: A case study Wendy Dawson , National Indigenous Manager, Sodexo.			
0920	Allyson Essex , Department of Families Housing Community Services and Indigenous Affairs			
0950	Storyteller session 1			
1020	Storyteller session 2			
1050	MORNING TEA (30 min)			
1120	Charles Prouse CEO National Aboriginal Sporting Chance Academy & Board member, AILC	Renee Coffey Programs Director, Australian Indigenous Education Foundation	What makes for success? Case studies Emily Preston Social Ventures Australia Charles Williams Aboriginal Employment Manager, Crown Melbourne Limited	
	Career paths into the sports and arts industries for indigenous school age people.		Emily will report on the findings of the Case Studies of Success project that learned about ways to engage unemployed Indigenous Australians in employment. Charles will outline Crown Casino's Indigenous Employment Program.	
1230	LUNCH (60 min)			
1330	Discussion Forum - Barb McGillivray Workplace engagement	Discussion Forum Work readiness and transition to work.	Information workshop : Kary Macliver Job Futures	Indigenous enterprise models and resources
	Many Indigenous organisations are assisting their clients to take the leap from education and training into sustainable employment. This forum will explore some of the ways Indigenous organisations have actively engaged people in work.	Indigenous Training Network (ITN) members across the country run successful work readiness programs to transition people from CDEP and welfare to work. This forum looks at examples and the common elements to be found in programs that are working.	From Employee to workplace leader Kary will explore the successful Job Futures DEEWR IEP program helping Indigenous Australians make the transition from employee to leader.	Toni Ah Sam , Chair of the Northern Territory Indigenous Business Network Wendy Dodd (tbc), Matrix on Board Richard Seymour Innovation & Enterprise Program Director, Sydney Uni Business School (tbc) Jason Quin Social Enterprise Hub Manager, Desert Peoples Centre <i>Resources and support for social enterprise development</i>

1430	Discussion Forum - Lyn Cullinane Recruitment and retention	Discussion Forum Engaging in Education & Training	Information workshop Phillip Morrissey. Academic Coordinator, Indigenous Studies, Melbourne University Engaging in higher education	Case studies of indigenous enterprises supporting employment skills and income growth
	Indigenous organisations and employers have developed a number of Indigenous recruitment and retention programs. This forum looks at what motivates Indigenous Australians to be fully engaged with the workplace and the success factors common to improved retention.	A number of Indigenous organisations currently run programs that successfully engage indigenous clients in employment and training, leading to employment outcomes. This forum will explore a number of such service models.	The Masters in Indigenous Policy is aimed at Indigenous people without tertiary qualifications working in organisations whose professional experience can be recognised, and whose knowledge and perspectives can also be better recognised and used in university teaching and research. <i>(in draft)</i>	Laura Egan on microenterprise for women Dave McLennan (TBC), Future Generations Aboriginal Corporation - Social Enterprise Franchising
1530	AFTERNOON TEA (30 min)			
1600	Storyteller session 3			Social enterprise challenges discussion and advice forum To draw from the expertise of those assembled to tackle specified challenges
1620	Storyteller session 4			
1650	Storyteller session 5			
1720	Close Day 1			
1800	Welcome Reception			
22/3/12	DAY 2			
0900	Introduction Day 2 Malarndirri McCarthy: NT Minister for Housing, Local Government and Regional Services (tbc)			
0930	How participatory monitoring and evaluation frameworks enable the measurement of outcomes for specific projects in Indigenous contexts. World Vision Australia			
1000	Panel discussion: Where Are the Jobs? Facilitated by David Thompson.	Justine Moss Australian Employment Covenant	Deb Nelson (TBC) Yarn'n Aboriginal Employment Services	Danny Lester (TBC) Aboriginal Employment Strategy
1100	Break (30 min)			
1130	Storyteller session 6			Language Literacy Numeracy for indigenous learners in the Australian Core Skills Framework – TAFE SA project
1200	Storyteller session 7			
1230	Lunch (60 min)			
1330	Discussion Forum Dave Widders Mentoring Programs	Discussion Forum Kangan Batman TAFE Urban based models of employment, engagement and transition	Discussion Forum Janine Hunter Aboriginal Workforce Development Centre Remote models of employment, engagement and transition	Dr Will Sanders Deputy Director, Centre for Aboriginal Economic Policy Research, ANU Indigenous Policies and People at Work

	<p>Mentoring programs can really improve employment outcomes for organisations involved in Indigenous employment and training.</p> <p>This forum explores programs such as the Jobs Australia Indigenous Mentoring Program, the Australian Apprenticeships Mentoring program, and others to be shared by delegates.</p>	<p>Urban job markets require different approaches and strategies from employers, Job Services Australia providers, RTOs and jobseekers to achieve successful outcomes.</p> <p>This forum will explore urban specific models of engagement and transition into work.</p>		<p>Will reflects on thirty years of Indigenous employment challenges and policies, particularly in northern more remote parts of Australia, with reference to some things WEH Stanner said in his 1967 article 'Industrial Justice in the Never Never'.</p>
1430	<p>Discussion Forum Norm Buchan, Tiwi Islands Training and Employment Board & David Thompson, Jobs Australia Working effectively in "place"</p>	<p>Workshop Jodie Belyea, Jobs Australia Foundation, and Paul Vandenberg, Australian Employment Covenant Indigenous Youth Leadership Program</p>	<p>Discussion Forum Keith Castle, Desert People Centre</p>	<p>Information Workshop Isabel Osuna-Gatty, Community Services and Health Industry Skills Council Indigenous WELL Projects</p>
	<p>This session will canvas ways to get programs and institutions at risk of operating in silos to mesh and work together. Can the nirvana of seamless and integrated service delivery meeting local needs really be achieved? What connections between communities, employers, training organisations and industry bodies are needed to make this possible?</p>	<p>This supports people aged 17 to 55 to develop leadership skills and knowledge through a range of practical learning activities, including (for the 2010 group) a 10 day trek of the KokodaTrack and (for the 2011 group) a 70km trek in the remote community of Jarlmadangah, Western Australian. The session covers practical strategies to engage and retain the young people and the mentors in the program.</p>	<p>Like the rest of Australia, adult education in remote Australia is focussed on getting a job. But the circumstance of many remote Aboriginal people are often very different: low literacy, limited understanding of or interest in the culture of 'job', and limited job opportunities. This session is an opportunity to hear some of the voices of those living in remote Australia and what they hope for from educators and enterprise opportunities.</p>	<p>The Waluwin Mayini project trains Indigenous people across the Riverina for jobs in the health services industry through the Indigenous Employment (IEP) and Workplace English Language and Literacy (WELL) programs. This session will be presented by one of the participants, a program manager and the WELL broker from the Community Services and Health Industry Skills Council. S&HISC.</p>
1330	Break (30 min)			
1600	Storyteller session 8			
1630	Storyteller session 9			
1700	Wrap up and Close			
1900	Conference Dinner			
23/3/11	Day 3			
0800	Networking breakfast			
	Field Trips or walking tour			
By 1700	Return to venue			