

Graduate Employability and Industry Partnerships Forum

Sydney | 1 – 2 August 2016

Venue: Hotel in Sydney CBD Area, to be confirmed shortly

Day One Conference Speakers		Sydney, 1 August 2016
9:00	Chairperson	Dr Noel Edge , Executive Director, Graduate Careers Australia
9:05	Opening Address	Ivan Neville , Branch Manager - Labour Market Research and Analysis, Department of Employment, Australian Government
9:30	Overview of the National WIL Strategy	Judie Kay , Assistant Director, Careers and Employability, RMIT University; President, Australian Collaborative Education Network (ACEN)
10:00	Impact of the Turnbull government's innovation agenda	Vicki Thomson , Chief Executive, Go8; The Australian's Top 30 most influential people in Higher Education
10:30	<i>Morning Break</i>	
11:00	Incorporating employability skills into the academic curriculum	John Simons , Deputy Vice-Chancellor (Academic), Macquarie University
11:40	Partnerships Panel	<p>Session Moderator: Dr Noel Edge, Executive Director, Graduate Careers Australia</p> <p>Angela Carbone, Director, Education Excellence, Office of the Vice-Provost (Learning and Teaching), Monash University</p> <p>Taye Morris, Manager - Careers and Employment, University of New South Wales</p> <p>Kerry Grigg, Global Early Talent Recruitment and Development Director, Mars</p> <p>Kelly-Anne Kerley, NSW Graduate Talent Acquisition Manager, Deloitte</p> <p>Annika Wilson, Graduate Recruitment Manager, AECOM</p>
12:30	<i>Networking Lunch</i>	
1:30	Afternoon Keynote: Embedding employability as a key mindset	Professor Peter Coaldrake AO , Vice-Chancellor, QUT; The Australian's Top 30 most influential people in Higher Education
2:10	Panel Dialogue: Exploring challenges and opportunities in internships and WIL	<p>Session Moderator: Judie Kay, Assistant Director, Careers and Employability, RMIT University; President, Australian Collaborative Education Network (ACEN)</p> <p>Leanne Baker, Head of Career Services, Southern Cross University</p> <p>Susan Marjorie Elston, Team Leader, Careers/WIL, University of Melbourne</p>

		<p>Anna El Ali, <i>Talent Acquisition Program Lead, Westpac</i> Julie Duncan, <i>Talent Acquisition Director, PwC</i> Jake Pickard, <i>Head of Resourcing, AustralianSuper;</i> Australia's Top Intern Program 2015</p>
3:00	<i>Afternoon Tea</i>	
3:30	Business Case: Achieving buy-in and investment from key stakeholders	<p>Martin Smith, <i>Director, Graduate Career Development & Employability, University of Wollongong;</i> President, Career Industry Council Australia</p>
4:10	STEM	<p>Dr Roslyn Prinsley, <i>National Advisor Mathematics & Science Education & Industry, Office of the Chief Scientist</i></p>

Conference Day One – Monday, 1 August 2016

8:30 *Registration and Welcome Coffee*

9:00 *Chairperson's Welcome Address*

Dr Noel Edge, *Executive Director, Graduate Careers Australia*

OVERVIEW AND OUTLOOK

9:05 Opening Address: Issues and challenges facing graduates in the contemporary Australian labour market

- Recent developments in the graduate labour market – what does this mean for both employers and the higher education sector?
- Examining the role of the higher education sector in enhancing graduate employability
- Employability skills – what they really mean and why are they important

Ivan Neville, *Branch Manager - Labour Market Research and Analysis, Department of Employment, Australian Government*

9:30 Setting the scene: Overview of the National WIL Strategy

- Overview of the National WIL Strategy approaches and actions
- How this national strategy will guide the future growth of WIL and industry partnerships nationally
- Progress to date and next steps

Judie Kay, *Assistant Director, Careers and Employability, RMIT University; President, Australian Collaborative Education Network (ACEN)*

10:00 Examining the impact of the Turnbull government's innovation agenda on higher education and employability

- How can the higher education sector play in this new space?
- Innovating new career development and employability strategies in light of this focus
- Key steps for translating the Enterprise Agenda into employability, entrepreneurship and career development
- Boosting high-impact entrepreneurship: Students as job creators, not just seekers
- How Australian universities can develop a sustainable culture of entrepreneurship and engage with the start-up community

Vicki Thomson, Chief Executive, Go8; The Australian's Top 30 most influential people in Higher Education

10:30 *Morning Break*

PARTNERSHIPS TO IMPROVE STUDENT EMPLOYABILITY

11:00 Incorporating employability skills into the academic curriculum to boost career-readiness in graduates

- Enhancing the quality of learning and higher education to improve employability
- Understanding what it means to fit employability into the curriculum – and how to re-design it
- How can we ensure that the curriculum develops employable skills that meet industry demands?
- Collaborating and engaging with key industry partners to promote authentic learning
- Strategies to maximise the WIL (Work Integrated Learning) experience for a win-win situation

John Simons, Deputy Vice-Chancellor (Academic), Macquarie University

11:40 Partnerships Panel: Overcoming challenges and barriers to effective industry partnerships

- Working with both large and small-medium employers and the community to provide students with the right work experience
- Overcoming barriers for developing genuine partnerships between higher education and the industry e.g. lack of resourcing, time, budget
- How can businesses enhance the quality of higher education and reshape the next generation of work-integrated learning?
- Addressing and reconciling the 'expectations gaps':
 - Employability skills vs. employability outcomes
 - Employers vs. students vs. institutions' expectations towards employability

Session Moderator: Dr Noel Edge, Executive Director, Graduate Careers Australia

Angela Carbone, Director, Education Excellence, Office of the Vice-Provost (Learning and Teaching), Monash University

Taye Morris, Manager - Careers and Employment, University of New South Wales

Kerry Grigg, Global Early Talent Recruitment and Development Director, Mars

Kelly-Anne Kerley, NSW Graduate Talent Acquisition Manager, Deloitte

Annika Wilson, Graduate Recruitment Manager, AECOM

12:30 *Networking Lunch*

EMPLOYABILITY INITIATIVES - CASE STUDIES FROM LEADING EXAMPLES

1:30 Afternoon Keynote: Embedding employability as a key mindset throughout the institution

- Ensuring that graduate employability is a key value throughout the organisation
- Understanding why employability isn't just the responsibility of career services
- Opportunities and challenges in embedding employability and industry engagement into your vision, mission and strategy
- Actionable steps for initiating a whole-of-institution cultural change that integrates employability into decision making

Professor Peter Coaldrake AO, Vice-Chancellor, QUT; The Australian's Top 30 most influential people in Higher Education

2:10 Panel Dialogue: Exploring challenges and opportunities in internships and WIL

- Re-assessing the use of internships and placements to increase employability
- Reconciling the gap between internships and real work, and expectations between graduates and employers
- Managing and overcoming challenges stemming from Work Integrated Learning (WIL) and internships
- How can the industry build its capacity to design assessments and provide useful feedback to students
- Ensuring a worthwhile experience for undergraduates

Session Moderator: Judie Kay, Assistant Director, Careers and Employability, RMIT University; President, Australian Collaborative Education Network (ACEN)

Leanne Baker, Head of Career Services, Southern Cross University

Susan Marjorie Elston, Team Leader, Careers/WIL, University of Melbourne

Anna El Ali, Talent Acquisition Program Lead, Westpac

Julie Duncan, Talent Acquisition Director, PwC

Jake Pickard, Head of Resourcing, AustralianSuper; Australia's Top Intern Program 2015

3:00 *Afternoon Tea*

3:30 Business Case: Achieving buy-in and investment from key stakeholders: the students; institutions; industries & governments

- Understanding the link between return-on-investment and graduate employability
- The evidence and scholarship linking career development, employability and workplace participation and productivity
- Communicating the business case for more resources (financial and human resources) for graduate employability and career services
- Creating urgency– getting employability conversations to the top table – via recognition of a shared responsibility across stakeholders

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- Overcoming challenges in ensuring employability is central to senior decision making processes in education, government and industry

Martin Smith, *Director, Graduate Career Development & Employability, University of Wollongong;*
President, Career Industry Council Australia

TECHNOLOGY AND INNOVATION

4:10 Closing Keynote: Progressing the million-dollar focus on STEM careers and what needs to be done about graduate employability

- Aligning STEM education with industry requirements to boost employability and solve potential skill gaps
- Exploring practical ways to link curriculum and employment
- Addressing the issue of a lack of a clearly defined career path for STEM undergraduates

Dr Roslyn Prinsley, *National Advisor Mathematics & Science Education & Industry, Office of the Chief Scientist*

4:50 *Chairperson's Closing Address & End of Conference Day One*

Day Two Conference Speakers

		Sydney, 2 August 2016
9:00	Chairperson	Karen Walker , Head, Student Affairs and Engagement, Faculty of Arts and Social Sciences, University of Sydney
9:10	Addressing the 21st century employability challenges	Angela Carbone , Director, Education Excellence, Office of the Vice-Provost (Learning and Teaching), Monash University
9:50	HR Leaders Panel	Session Moderator: Karen Walker , Head, Student Affairs and Engagement, Faculty of Arts and Social Sciences, University of Sydney Belinda Reynolds , A/NZ Talent Acquisition Leader, IBM Milano Pellegrini , Head of HR, Supply Chain, Caltex Trudie Harriman , Head of Human Resources, Commercial and Customer Relationships, Qantas Maria Daley , Organisation Development Manager, Optus
10:40	<i>Morning Break</i>	
11:10	Trends and issues in Australia's graduate labour market	Andrew Taylor , Branch Manager, Economic and Market Analysis Branch, Department of Education and Training, Australian Government
11:50	Panel Dialogue: Learnings from top award-winning employability and industry engagement programmes	Session Moderator: Karen Walker , Head, Student Affairs and Engagement, Faculty of Arts and Social Sciences, University of Sydney Kirsty Mitchell , Director, Career Development Centre, Bond University Paul Preston , Manager, Student Experience and Career Development, ANU Careers Centre, Australian National University Dr Alan McAlpine , Manager Careers and Employment, QUT Freny Tayebjee , Manager Careers & Cooperative Education, Western Sydney University Martin Smith , Director, Graduate Career Development & Employability, University of Wollongong ; President, Career Industry Council Australia
12:40	<i>Networking Lunch</i>	
1:40	Preparing for the next wave of innovation	David Burt , Innovation Manager, CSIRO
2:20	Future of work – Skills and jobs in 2026	Renee Hindmarsh , Executive Director, Australian Technology Network
3:00	<i>Afternoon Tea</i>	
3:30	Case Study: Examining employers' approaches to engagement and employability	Michael Ghazi , HR Manager - Business Partnering and Talent Acquisition, Samsung

4:10 Case Study: Overcoming barriers
surrounding international graduate
employability

Professor Chris Pilgrim, *Pro Vice-Chancellor, Education &
Quality Services, Swinburne University of Technology*

Conference Day Two – Tuesday, 2 August 2016

8:30 *Registration and Welcome Coffee*

9:00 *Chairperson's Welcome Address*

Karen Walker, *Head, Student Affairs and Engagement, Faculty of Arts and Social Sciences, University of Sydney*

EMPLOYABILITY CHALLENGES

9:10 **Addressing the 21st century employability challenges**

- Reports on findings from a multi-institutional Australian Government commissioned project aimed at developing employability skills in students across five discipline areas
- Reviewing two employability frameworks and the contemporary employability skills students need
- Considering whose responsibility it is to develop employability skills in our students, along with practical and innovative approaches

Angela Carbone, *Director, Education Excellence, Office of the Vice-Provost (Learning and Teaching), Monash University*

INDUSTRY ENGAGEMENT FROM ALL SIDES

9:50 **HR Leaders Panel: Top 100 Graduate Employers' perspectives on graduate employment and industry partnerships**

- What are employers looking for in graduates?
- Overcoming barriers to graduate employment and/or effective engagement and partnerships with the higher education sector
- Debate: How to break the sandstone ceiling in graduate employment – does it even exist?
- Understanding the role of HR in contributing to the employability process (learning and development, talent development etc.) beyond recruitment

Session Moderator: Karen Walker, Head, Student Affairs and Engagement, Faculty of Arts and Social Sciences, University of Sydney

Belinda Reynolds, *A/NZ Talent Acquisition Leader, IBM*

Milano Pellegrini, *Head of HR, Supply Chain, Caltex*

Trudie Harriman, *Head of Human Resources, Commercial and Customer Relationships, Qantas*

Maria Daley, *Organisation Development Manager, Optus*

Aventedge.

10:40 *Morning Break*

11:10 Trends and issues in Australia’s graduate labour market

- Is the higher education system producing too many graduates?
- Examining the Australian Government’s Quality Indicators for Learning and Teaching to measure students experience and satisfaction and graduate employment outcomes
- Analysing how well the higher education system is meeting labour market needs
- Insights into a new and innovative Employer Satisfaction Survey designed to assess the technical skills, generic skills and work readiness of graduates

Andrew Taylor, *Branch Manager, Economic and Market Analysis Branch, Department of Education and Training, Australian Government*

11:50 Panel Dialogue: Learnings from top award-winning employability and industry engagement programmes

- Key insights and learnings from effective engagement and employability strategies
- Employing integrated and sustainable approaches for engagement with employers and the industry
- Examining and leveraging models from what works for other institutions
- Redesigning the student experience to meet graduates’ employment needs

Session Moderator: Karen Walker, Head, Student Affairs and Engagement, Faculty of Arts and Social Sciences, University of Sydney

Kirsty Mitchell, *Director, Career Development Centre, Bond University*

Paul Preston, *Manager, Student Experience and Career Development, ANU Careers Centre, Australian National University*

Dr Alan McAlpine, *Manager Careers and Employment, QUT*

Freny Tayebjee, *Manager Careers & Cooperative Education, Western Sydney University*

Martin Smith, *Director, Graduate Career Development & Employability, University of Wollongong; President, Career Industry Council Australia*

12:40 *Networking Lunch*

FUTURE OF EMPLOYABILITY AND WORK

1:40 Preparing for the next wave of innovation

- How the higher education sector and industry can prepare for the skills needed for the future
- Encouraging innovation in the face of automation
- How to enhance students’ capacity for innovation

David Burt, *Innovation Manager, CSIRO*

2:20 Future of work – Skills and jobs in 2026

- How would the graduate labour market look like in 10 years?
- Examining proficiencies and abilities required in the near future across different work settings

- How can the industry and higher education sector prepare to meet the demands of the workplace in 2026?

Renee Hindmarsh, *Executive Director, Australian Technology Network*

3:00 *Afternoon Tea*

CASE STUDIES

3:30 Case Study: Examining employers' approaches to engagement and employability

- Leveraging lessons from an employer-initiated graduate programme
- Challenges and how to overcome

Michael Ghazi, *HR Manager - Business Partnering and Talent Acquisition, Samsung*

4:10 Case Study: Overcoming barriers surrounding international graduate employability

- Analysing the issues surrounding international students' employability in Australia
- How can the higher education sector help transition international graduates into Australian labour market or back home?

Professor Chris Pilgrim, *Pro Vice-Chancellor, Education & Quality Services, Swinburne University of Technology*

4:50 *Chairperson's Closing Address & End of Conference*