## 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

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Speaker</th>
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<tbody>
<tr>
<td>9:00</td>
<td>Chairperson</td>
<td>Dr Noel Edge, Executive Director, Graduate Careers Australia</td>
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<tr>
<td>9:05</td>
<td>Opening Address</td>
<td>Ivan Neville, Branch Manager - Labour Market Research and Analysis, Department of Employment, Australian Government</td>
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<tr>
<td>9:30</td>
<td>Overview of the National WIL Strategy</td>
<td>Judie Kay, Assistant Director, Careers and Employability, RMIT University; President, Australian Collaborative Education Network (ACEN)</td>
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<td>10:00</td>
<td>Impact of the Turnbull government’s innovation agenda</td>
<td>Vicki Thomson, Chief Executive, Go8; The Australian’s Top 30 most influential people in Higher Education</td>
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<td>11:00</td>
<td>Incorporating employability skills into the academic curriculum</td>
<td>John Simons, Deputy Vice-Chancellor (Academic), Macquarie University</td>
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<td>1:30</td>
<td>Afternoon Keynote: Embedding employability as a key mindset</td>
<td>Professor Peter Cochrane AO, Vice-Chancellor, QUT; The Australian’s Top 30 most influential people in Higher Education</td>
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<td>Panel Dialogue: Exploring challenges and opportunities in internships and WIL</td>
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<td>Susan Marjorie Elston, Team Leader, Careers/WIL, University of Melbourne</td>
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<tr>
<td>3:00</td>
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<td>3:30</td>
<td>Business Case: Achieving buy-in and investment from key stakeholders</td>
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<td>STEM</td>
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### 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
Private & Confidential – Working Agenda
Version: 1 March 2016

- 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
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

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<td>Future of work – Skills and jobs in 2026</td>
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<td>Case Study: Examining employers’ approaches to engagement and employability</td>
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### Sydney, 2 August 2016

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<td>David Burt, Innovation Manager, CSIRO</td>
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<td>Renee Hindmarsh, Executive Director, Australian Technology Network</td>
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<td>Michael Ghazi, HR Manager - Business Partnering and Talent Acquisition, Samsung</td>
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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
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
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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