

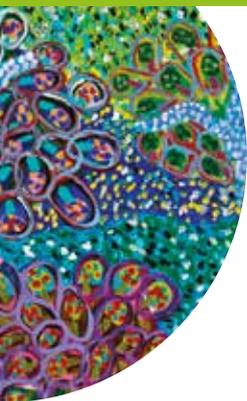
Solid partners Solid futures Inaugural annual forum

Working together better and smarter



4 December 2014
Brisbane Convention and Exhibition Centre

Great state. Great opportunity.
And a plan for the future.



Program

Opening session – Rooms P9 and P10

9:00 – 9:05

Master of Ceremonies

Catherine Liddle, Executive Producer,
National Indigenous Television

Welcome to Country

Danny Doyle

9:05 – 9:10

Vignette

The Journey: ‘Crayon to career’

9:10 – 9:20

Welcome address

The Honourable John-Paul Langbroek MP
Minister for Education, Training and Employment

9:20 – 9:30

Solid partners Solid futures – setting the context

Dr Jim Watterston
Director-General, Department of Education,
Training and Employment (DETE)

9:30 – 9:40

The importance of community voice

Deeann Natividad
Member, Queensland Indigenous Education
Consultative Committee (QIECC)

9:40 – 9:50

Phase 1: Early Childhood

Case Study: Mareeba Children and Family Centre,
Mulungu Aboriginal Corporation Primary Health Care Service,
Donna Grogan, Children and Family Centre Manager.

9:50 – 10:00

Phase 2: School

Case Study: Solid Pathways

Michelle Master, Indigenous Education Worker,
Wondall State School

Deb Brown, Associate Professor,
University of Queensland

10:00 – 10:10

Phase 3: Further education and training

Case Study: Pathways 2 Employment (P2E) –
training in early childhood education

Krystal Cathro – Year 11 student,
Ipswich State High School

Alison Evans – Education Manager,
C&K Early Learning Centres

10:10 – 10:20

Phase 4: Employment

Case Study: From Training to Employment
Paul Travers, Principal Indigenous Relations,
BHP Billiton Mitsubishi Alliance

10:20 – 10:50 *Morning tea*

10:50 – 10:55

Partnering for excellence in state schools

Selwyn Button, Assistant Director-General, State Schools –
Indigenous Education, DETE

10:55 – 11:05

Navigating the journey – successes and challenges

Ms Abby Louis, winner, Lambert McBride Perpetual
Bursary 2014



Room P9 and P10

11:10 – 12:00

Forum discussion –
Facilitator: Catherine Liddle, NITV

Topic	Partnering for success: ‘working together better and smarter’
DETE	Dr Jim Watterston, Director-General, DETE
DATSIMA	James Purtil, Director-General, DATSIMA
Community	Deeann Natividad, Member, QIECC
University student	Abby Louis, winner, Lambert McBride Perpetual Bursary 2014
Early childhood	Michael Tizard, CEO, Crèche and Kindergarten Association Ltd
Schooling	Jenny Wilson, Principal, Dunwich State School
Employer	Jenny Boss, Career Development Manager, ANZ Traineeships and Indigenous Employment, ANZ

12:00 – 12:10

Workshop session: Building a partnership
approach
Ian Dixon – Dixon Partnering Solutions

Concurrent workshops – Rooms P6, P7 and P8

12:10 – 1:15 pm

Room P6 – Phase 1: Early Childhood

Where are we now?
Where do we want to be?
What will it take to move
us forward?
How will we know if we
succeed?

Room P7 – Phase 2: School

Where are we now?
Where do we want to be?
What will it take to move
us forward?
How will we know if we
succeed?

Room P8 – Phases 3 and 4: Further education, training and employment

Where are we now?
Where do we want to be?
What will it take to move
us forward?
How will we know if we succeed?

1:15 – 2:00 pm *Lunch*

Rooms P9 and P10

2:00 – 2:30

Reporting back on workshop session:
Building the partnership approach
Ian Dixon – Dixon Partnering Solutions

2:30 – 2:45

Department of Education, Training and
Employment Partnership Strategy
Annette Whitehead

Deputy Director-General, Policy, Performance
and Planning, Department of Education,
Training and Employment

2:45 – 3:15

Group roundtable discussions:
DETE Partnership Strategy
All participants

3:15 – 3:30

Group roundtable discussions:
Reporting back – key messages
Ian Dixon – Dixon Partnering Solutions

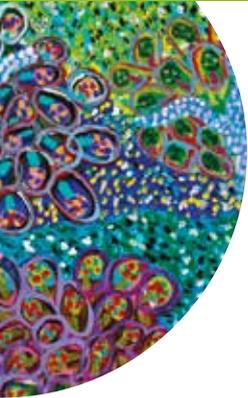
3:30 – 3:35

Summary of key messages
Selwyn Button, Assistant Director-General,
State Schools – Indigenous Education, DETE

3:35 – 3:45

Celebratory Performance:
Malu-Kiai Mura Buai

3:45 *Afternoon tea*



Solid partners Solid futures Inaugural annual forum

Working together better and smarter

Partnerships lie at the core of the Queensland Government's plan for achieving excellence in Aboriginal and Torres Strait Islander early childhood, education, training and employment – *Solid partners Solid futures*.

As such the key theme for the first annual forum is:

*The 'partnership approach' – Where are we now? Where do we want to be?
What will it take for us to move forward? How will we know if we succeed?*

Aim

The aim of the *Solid partners Solid futures* Annual Forum is to ensure there is communication and feedback to, among, and from all stakeholders in the partnership, with the goal of continuously improving the partnership and its outcomes.

Objectives

To achieve this aim, the annual forum will:

- Provide and seek **feedback on the progress** of the partnership approach
- **Build shared ownership** of the partnership approach
- **Showcase partnership programs** demonstrating on the ground practice, giving effect to *Solid partners Solid futures*



The Honourable John-Paul Langbroek MP

Minister for Education, Training and Employment

John-Paul Langbroek began his career as a dentist, running his own dental surgery on the Gold Coast for a number of years before entering politics.

John-Paul was elected to the Legislative Assembly of Queensland representing the Liberal National Party, in the seat of Surfers Paradise in 2004.

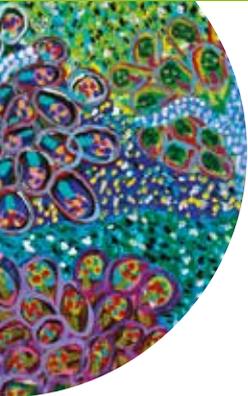
He served in numerous portfolios as Shadow Minister, including Education and Health and was Leader of the Opposition from 2009–2011.

John-Paul was sworn in as Minister for Education, Training and Employment on 3 April 2012.

He knows the great opportunities that can result from a good education and is very proud of being educated in the state school system, having captained Sunnybank State High School in his senior year.

Both his parents worked in Queensland's school system and with three children of his own, John-Paul understands how important it is for students to receive quality education and training experiences as a foundation for their future careers.

He has a strong focus on inclusive learning at all education levels to ensure that Queenslanders can participate fully in early childhood education and care, school, training and higher education.



Dr Jim Watterston

Director-General, Department of Education, Training and Employment

From his first job as a teacher in a remote Indigenous classroom to the helm of one of Queensland's biggest employers, Dr Jim Watterston brings more than 30 years' experience across all levels of education as Director-General of the Department of Education, Training and Employment.

With the belief that successful learners have a better chance in life, his commitment to strengthening education has been built from the ground up from classrooms to boardrooms all over Australia.

From building blocks of knowledge with year ones, teaching science and overseeing results as a principal and regional director, he has led a suite of significant reforms to make schools better. Dr Watterston has held senior executive positions including Deputy secretary of the School Education Group in Victoria's Department of Education and Early Childhood Development and Director-General of the Department of Education and Training in the Australian Capital Territory.

With a focus on empowering staff to succeed, Dr Watterston is driving his department to boost participation and quality in early childhood education and care, improve the performance of schools and deliver a more responsive vocational education and employment sector.



James Purtill

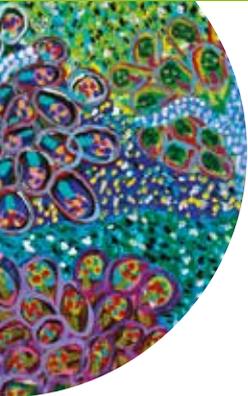
Director-General, Department of Aboriginal and Torres Strait and Multicultural Affairs

James Purtill is the Director-General of the Queensland Department of Aboriginal and Torres Strait and Multicultural Affairs. A scientist and business administrator by profession, James has Australian and international experience, has held several Chief Executive Officer roles in the Queensland Government, been a delegate to the United Nations and was awarded the Prime Minister's Centenary Medal.

Prior to his current role, James was also Chief Executive of the Environmental Protection Agency (including the Queensland Parks and Wildlife Service) for six years and Queensland Public Service Commissioner for two years. During his tenure, James was the Queensland government's community champion for Pormpuraaw and subsequently Mapoon on western Cape York peninsula.

In the private sector, James was a Director with a large multi-national Engineering, Procurement and Contract Management firm, and served as Managing Director for an environmental rehabilitation company. He has also consulted to industry and government on a range of organisational design and environmental management issues. As General Manager Sustainability for an ASX top 20 resources company, he led the community and environmental programs for an \$18B project.

James holds a Science degree with Honours from the University of New South Wales, an MBA from the University of Queensland and is a Graduate of the Australian Institute of Company Directors and Executive Fellow of the Australian and New Zealand School of Government, as well as having served on the Board of ANZSOG.



Ms Abby Louis

Winner, Lambert McBride Perpetual Bursary 2014

An Arrernte woman (Central Australia), Abby is the oldest girl in a family of seven children and has a huge extended family. Growing up, the importance of family and looking after each other was emphasised, something which continued as they all reached adulthood.

Abby spent her childhood in Alice Springs, Northern Territory and Gunnedah, New South Wales, and quickly realised that a huge disparity existed between Indigenous and non-Indigenous people across Australia. This was accentuated further when her family moved to Queensland in Abby's second year of high school.

Given that her early years were quite chaotic, it is not surprising that her educational journey with eventual pursuit of tertiary study, was unconventional. Abby left school before finishing Grade 12, worked and travelled for a few years, completed a traineeship in disability services, had two children, worked in real estate and completed a tertiary bridging course, all before her eventual enrolment in a Bachelor of Psychology which she is currently undertaking. She feels her extensive life experience has been very beneficial to a social science degree by helping her develop interpersonal skills that have allowed Abby to identify and communicate with people from many different backgrounds.

Abby has now completed her third year of study, is working part-time as a support worker for an Indigenous drug and alcohol rehabilitation centre and, for the past two years, has been completing a cadetship with the ABC in the People division. Abby is proud to be able to offer support and encouragement to other Indigenous students, and believes that you should never underestimate the positive impact that education will have on your life. For her, this began in the home, as Abby's mother was a University graduate. The example she set led Abby to believe that she too could be a university graduate. Abby would not have been able to achieve what she has without the support of her family.



Deeann Natividad

Member, Queensland Indigenous Consultative Committee since 2012

Ms Natividad's cultural connections are with the Wakka and Gubi Gubi peoples in Queensland. Raised in Toowoomba, Ms Natividad has worked in Indigenous education, employment and training for the past 25 years – both in the Commonwealth Government and not for profit sector. She has a Bachelor of Arts in Journalism and a Graduate Diploma in Professional Communication (Public Relations). Ms Natividad was a finalist in the Queensland Telstra Business Women's Awards in 2012 in the White Pages Community and Government category. She is a Regional Leader for Mission Australia working across a wide range of community and employment services, Early Learning and Indigenous programs in Queensland and is passionate about developing real opportunities for Aboriginal and Torres Strait Islander individuals and communities to create pathways to a better life through education, employment and training.



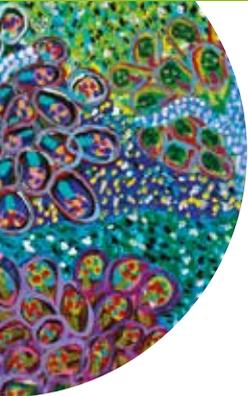
Jenny Wilson

Principal-Primary, Dunwich State School

Jenny was born and raised in Rockhampton and is very close to her extended family who still live there. Jenny has worked for Education Queensland for 33 years and is dedicated to improving outcomes for all students. In 2000 she was presented with an Australian Day Award for "Services to Education".

Jenny believes that every student can reach their full potential and has been an active member on Aboriginal and Torres Strait Islander committees at Bracken Ridge State High School and Cavendish Road State High School. Also, working in the "Multiple Pathways Program" as Head of Senior Schooling at Bracken Ridge State High, she promoted successful student transitions to university and employment. This program won an Education Queensland State Showcase Award in 2002.

Jenny is currently the Principal of Dunwich State School on Stradbroke Island (Minjerraba) on Quandamooka Country, which has 50% Indigenous students. On 4 July 2011 the Federal Court made two native title consent determinations recognising the Quandamooka People's native title rights and interests over land and waters on and surrounding North Stradbroke Island and some islands in Moreton



Bay. Jenny has connected with this powerful community to improve the well-being and academic outcomes of indigenous and non-indigenous students. The close partners of the school include Yulu-Burri-Ba Aboriginal Corporation for Community Health, Community Indigenous Sport and Recreation Officer, Queensland Police-Citizens Youth Welfare Association, Moorgumpin Minjerraba Elders in Council, Quandamooka Combined Aboriginal Organisations Forum, Quandomooka Yoolooburrabee Aboriginal Corporation and Sibelco. Together, they make a difference for every student, every day.

Jenny has been with her husband for 28 years and together they are proud of their two daughters who are pursuing university studies.



Jenny Boss

Career Development Manager, ANZ Traineeships and Indigenous Employment, ANZ

Jenny is employed within the Diversity and Inclusion team at ANZ Banking Group predominately working in Indigenous Employment and Refugee work placements.

Jenny commenced work with ANZ in 1995 starting as a part time teller in country South Australia. Over the ensuing 15 years she progressed through various roles to Branch Manager. This involved transferring to Mount Isa and then Brisbane. Whilst in the management role Jenny found a passion for coaching and development of her team and others. Two years were then spent rolling out a customer service platform through Queensland, facilitating sessions and coaching Branch Managers.

In 2011 an opportunity to work within the Indigenous Employment field of ANZ arose and Jenny was successful in the role. This involved recruiting school-based trainees and full-time trainees to work in ANZ branches throughout Queensland and the Northern Territory in line with the ANZ Indigenous Action Plan. Over the years her area included most of New South Wales.

In 2014 Jenny was given the opportunity to pilot the Given the Chance program – ANZ’s program to give refugees work placements and potential employment within the organisation. To date, 12 candidates are currently going through placements throughout Queensland.

Jenny has an amazing husband, Paul, and they have a 21-year-old son. He has a mild disability – Ectodermal Dysplasia which has extended their involvement with the ozED Australian support group, mentoring other families to manage the condition.



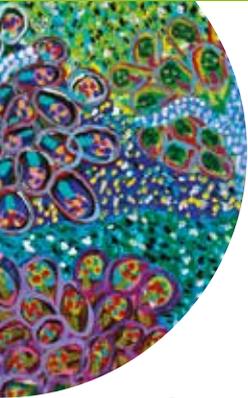
Michael Tizard

Chief Executive Officer, The Crèche & Kindergarten Association Limited

Michael has as a Bachelor of Arts, Bachelor of Social Work and Post Grad Diploma in Arts Social Administration. He has completed the New South Wales Premiers Department’s Executive Development Program.

Michael has worked in front line, middle management and executive roles in child protection, family support, disability and early childhood education and care for the past 30 years. He has worked in both Government and non-Government organisations in Victoria, New South Wales and Queensland. Following roles in statutory child protection in Victoria he was CEO of Children’s Protection Society for eight years and worked in New South Wales as a Principal Policy Advisor and Regional Director for the Department of Community Services. He worked as a Regional Director for the Department of Ageing, Disability and Home Care before joining The Benevolent Society as a Senior Manager where he has established The Benevolent Society in Queensland.

Michael is currently the CEO of Crèche and Kindergarten Association Ltd. He has a strong interest in working in partnership with Aboriginal and Torres Strait Islander community organisations to build capacity and culturally competent services. C&K is a current member of PeakCare Queensland and Michael has served on the Board of Peakcare for three terms and was the Chair for two terms. He has been on the CAFWAA Board for several years, is a current Families Australia Board Member and has been a Foster Carer for the past five years.



Ian Dixon

Managing Director, DIXON Partnering Solutions

Ian is an internationally recognised Partnership Broker who is at the leading edge of cross-sector partnering development and practice. As an expert in this field he is sought after as a strategic partnering adviser, keynote speaker, coach and mentor.

Ian is able to 'bridge the divide' between the business, government, community and education sectors. He works in the space between organisations and is able to navigate through the maze of complex relationships and competing interests to achieve results.

Ian provides strategic advice to major companies; federal, state and local governments; not for profit organisations and educational institutions on how they can work together in new ways to solve our toughest economic, social and environmental challenges.

Ian brings high level skills in brokering complex multi-stakeholder partnerships and collaborative ventures and is one of only eight Authorised Lead Trainers globally for the international Partnership Brokers Training Program.

Prior to founding DIXON Partnering Solutions in 1999, Ian held a number of Chief Executive positions within the South Australian State Government in areas such as Industry and Trade, Mines and Energy, Local Government and was Executive Director of the Local Government Boundary Reform Board.

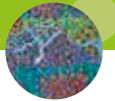


Marcia Dwonczyk

Associate, Dixon Partnering Solutions

Marcia Dwonczyk has over 25 years of experience in senior executive roles in the government and non-government sectors, across Australia and overseas.

Marcia is an internationally accredited Partnership Broker and conducts training for the Partnership Brokers Association.



Specialising in working with diverse stakeholders around complex issues, Marcia works with people to build their knowledge and skills in partnering and engagement to develop new approaches to address these issues. She has contributed to sustainable and effective partnerships in areas including early childhood development, mental health, and Aboriginal and Torres Strait Islander health and wellbeing.



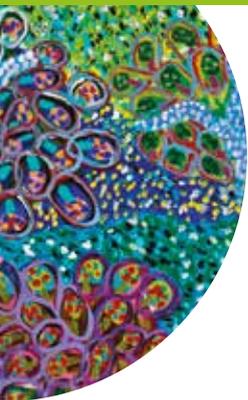
Master of Ceremonies: Catherine Liddle

Catherine is an Arrente/Luritja woman from the Central Australian regions. She has extensive news and current affairs experience having worked as journalist, producer and television news Presenter for NITV, the ABC and Imparja Television. She has also held managerial positions within the Northern Territory Department of Education and enjoyed Ministerial appointments and personal invitations to serve on several Education and Community Interest advisory groups and committees. Catherine is also the current Co-Chair of the SBS Reconciliation Action Plan.

Having lived on outstations, community, towns and cities Catherine has broad personal experience of the many issues that impact on Indigenous Australians as well as a comprehensive professional understanding of the news and current affairs landscape as it pertains to Aboriginal and Torres Strait Islanders.

Presently the driving force behind NITV's emerging Current Affairs Platforms, Catherine is constantly seeking to find new pathways through which to engage both Indigenous and non-Indigenous Australians in understanding the very diverse life experiences of Aboriginal and Torres Strait Islander peoples, and to encourage viewers to think more deeply about the complexity of the issues that underlie both disadvantage and success. Catherine's special interest remains Education and she has a comprehensive knowledge of both national and international education systems, innovations and engagement programs from early childhood to University.

Catherine also has four children, one at University, one in high school and two at primary school.



Case studies

Mareeba Children and Family Centre — WannaBe

The Mareeba children and family centre (CFC) is one of 10 centres established under a joint Queensland and Australian Government commitment. CFCs provide integrated early childhood education and care, parent and family support and child and maternal health services to Aboriginal and Torres Strait Islander families with children from birth to eight years of age.

A key factor in the success and growth of the Mareeba CFC is their governance structure, which involved developing partnerships with Elders, Community, families and local service early childhood providers with the lead agency, Mulungu Aboriginal Corporation Primary Health Care Service (Mulungu) leading the process but also embedding themselves as an equal partner in the structure.

The centre's innovative WannaBe Program has evolved through regular engagement and ongoing collaboration with Mareeba CFC's partners. WannaBe is an early intervention program that aims to equip parents/carers with the necessary tools, skills and strategies to focus on their child's health, social, emotional and educational achievement so they can positively influence their children's decisions and attitudes towards what they "wanna be" when they grow up. The program is targeted at families with young children.



Solid Pathways

The Solid Pathways program aims to increase the retention and achievement levels of Aboriginal and Torres Strait Islander students from Years 4–12 who have been identified in the top two bands of NAPLAN – reading and/or numeracy.

Developed as a partnership between DETE and the University of Queensland, Solid Pathways uses online programs to engage students in critical and creative thinking and peer interaction.

Currently offered only in South East Queensland, the program is approved to expand in 2015 to Darling Downs South West, South East, North Coast and North Queensland regions.

Pathways 2 Success – Early Childhood Education

The aim was to create meaningful learning experiences for students and permanent employment opportunities in early childhood education in line with Phase 3 of Solid partners Solid Futures ‘That our Aboriginal and Torres Strait Islander students make successful transition from school to training, further study or into employment.’

Students are supported in a culturally safe and appropriate manner to ensure they are successful in completing Certificate III in Child Services through a school-based traineeship over Years 11 and 12 and are given the possibility of completing a Diploma in Early Childhood Education after Year 12 leading to full-time employment.

From Training to Employment: A Case Study

The BHP Billiton Mitsubishi Alliance (BMA) understands the value of diversity in the workforce and is seeking to strengthen diversity by attracting more Aboriginal and female employees.

This presentation will consider challenges and opportunities around increasing the numbers of Aboriginal people in the coal mining industry.

The presentation considers past approaches to Indigenous employment issues, and the role Government can play in setting policy context and direction to support success.



Artwork by: Josiah Omeenyo

Agent: Lockhart River Arts Indigenous Corporation

Josiah Omeenyo is a cultural leader in his community and an accomplished traditional dancer and singer. His art work expresses his enthusiasm for life. Josiah is represented by major galleries both in Australia and overseas.



FOREST MANAGEMENT



RECYCLED CONTENT



RENEWABLE ENERGY



ENVIRONMENTAL
MANAGEMENT SYSTEMS



AUSTRALIAN MADE

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