

Aboriginal mentoring program

What the program offers

The Aboriginal Mentoring Program was highly successful when it was first run in 2008. Its aim is to increase retention of Aboriginal staff in the public sector and support more Aboriginal staff to take up senior positions. It is highly supported by the Department of Premier and Cabinet's Workforce Strategy and the Department of Aboriginal Affairs.

It has a blended learning approach with two days face to face at the commencement of the program, and a half day wrap up session at the end. In between mentors and mentees communicate by phone, email, and in a variety of online environments. A blended learning approach will increase participation from regional areas where many Aboriginal staff are located.

The mentor training is provided free of charge and can give participants a nationally recognised Statement of Attainment in four competency units towards the Diploma of Government (Management) PSP51104. Recognition of prior learning (RPL) available through the program can potentially fulfil another five competency units of the eleven units required. Mentors are not paid for their participation in the program.

The mentee training can give participants a nationally recognised Statement of Attainment in two competency units towards the Diploma of Government (Management) PSP51104.

The course for mentors will include:

- setting the ground rules for the mentoring arrangement the aim of which is for all parties to clearly understand the roles in their relationship
- establishing and imparting the framework within which the mentoring relationship will take place including timeframes for mentoring contacts, the likely lifespan of the mentoring relationship and a mechanism for the important feedback/evaluation process
- advanced communication strategies.

The best possible match will be made between mentor and mentee. IPAA NSW will have regular contact with the mentor and mentee to ensure the ongoing relevance and suitability of the relationship. If necessary a new mentor will be found for the mentee. Support will be provided for both parties.

Benefits for mentees

- Improved communication skills
- Improved leadership skills
- Enhanced problem solving skills
- Improved insights into people management
- Improved management of the balance between work, family and community
- Development of talent and potential

Benefits for mentors

- Increased awareness, confidence and ability to use a range of technologies
- An opportunity to contribute wisdom to others
- Learnings from cross-sectoral networking
- Potentially a nationally recognised qualification

Who should attend

Aboriginal public servants. This is an across sector program.

Program details

Duration

Two and one half day course
(9:00am–5:00pm and 1:00pm–5:00pm)

Code	Dates for 2009	Location
92AMP	10–11 Mar and 19 May	Cliftons
101AMP	22–23 Sept and 9 Dec	Cliftons

Catering

Morning/afternoon tea and lunch

Max. number of participants

12 mentees and 12 mentors

Fee (incl.10% GST)

Mentees only

\$4,400.00	non IPAA NSW members
\$4,180.00	IPAA NSW members
\$4,290.00	group booking

Enquiries Phone IPAA NSW on (02) 9228 5225,
or see our website at www.nsw.ipaa.org.au