

Business and Employment Development Committee

Meeting Date: Wednesday, 23 May, 2018
Location: Jervis Bay Rooms, City Administrative Centre, Bridge Road, Nowra
Time: 4:00pm

Addendum Agenda

Reports

BE18.14	Shoalhaven Professional Business Association Update on Current Activities.....	1
---------	--	---

BE18.14 Shoalhaven Professional Business Association Update on Current Activities

HPERM Ref: D18/169645

Submitted by: Steven Bayer – President SPBA

Recommendation (Item to be determined under delegated authority)

That the report on Update of Current Activities of Shoalhaven Professional Business Association (SPBA) be received for information.

Details

2018 Leadership Compass Program

SPBA's 2018 executive leadership program is nearing its mid-point with the culmination of the SPBA specific component of the program nearing completion.

This program aims to allow emerging business owners or managers the opportunity to improve their skills in business leadership, allowing them to improve their value or their business performance, which will lead to increased employment retention or stimulation in the Shoalhaven.

Each participant obtains Professional Development accreditation and SPBA have issued a Certificate of Professional Development gained by completing the Leadership Program.

The program has 16 participants from a variety of enterprises including government, entrepreneurs, NGOs, the Uniting Church, Franchises and Corporate sectors.

The tailored program includes the following;

- ten sessions (total of 20 hours) delivered fortnightly from January to June 2018, combining guest facilitated Leadership topics with peer mentoring and coaching;
- guest facilitators present and workshop with the group on each topic. Guest facilitators have included NSW Members of Parliament, and award-winning business land CEOs.

A graduation lunch will take place on 1 June 2018 at Nowra Golf Club to recognise the completion of the SPBA component of the course, with the guest address being provided by Bundanon Trust CEO Deborah Ely.

The Program then moves into a second phase to be completed in December 2018, resulting the completion of the Advanced Diploma of Leadership & Management, which is delivered in conjunction with Illawarra ITeC and supported through the NSW Smart and Skilled Program.

2018 Young Professional Mentor Program

The 2018 Young Professional Mentor Program is nearing completion. With 14 Mentors and Mentorees participating, the fifth iteration of the program is for Young Professionals in the Shoalhaven, who manage their own businesses or are employed in businesses.

The program is aimed to improve Young Professionals in the Shoalhaven, allowing them to gain greater personal or business confidence. With improved skills, these participants are likely to remain employed in the Shoalhaven, rather than leaving the region for improved opportunities.

In addition to their personal improvements, enhancing their business skills is likely to lead to growth and development in their business.

Participants and their Mentors, have been meeting regularly over a period of five months on a one-on-one basis.

In addition, participants enjoy intensive skills sessions (Knowledge Tables) which draw collective knowledge and experience from a facilitator and from within the group of Mentorees and Mentors.

The graduation function for the program will occur on Friday 29 June 2018 at Bomaderry Bowling Club. The theme for the evening will be Alumni – where we will be inviting as many past Mentorees and Mentors to help celebrate the current crop of participants.

The Mentor program is supported by Southern Phone and UOW Shoalhaven Campus, together with Bendigo Bank.

Graduate Recruitment Program

SPBA is developing a program to assist university Graduates and local businesses to allow better targeting of qualified or current students, and better processes for interviewing and 'on-boarding' by businesses.

The program will be specifically relevant to local tertiary education and local businesses, enhancing the desire to attract and retain potential employees to the Shoalhaven.

The following aims and objectives have been identified;

- Create/highlight/increase graduate and career opportunities to retain/attract young professionals to the Shoalhaven
- Create internships for students currently at university – paid or part of credit bearing subject – prelude to a graduate job
- Support the sustainability and growth of local businesses by addressing the skills shortage for professionals with experience
- Training to build the skills of young professionals to be successful in their job search – Supports university subjects for Career Ready Learning Programs*
- Training to build the skills of local businesses to reduce the risk of a wrong hire – strategies to retain staff

It is hoped that the program will be launched later in 2018.

The SPBA is supported by Shoalhaven City Council Economic Development Office, through an MOU, which allows the Association to provide events and programs to support and develop professionals and professional businesses in the Shoalhaven.