IEAA would like to acknowledge the hard work and dedication of the following individuals on the Project Planning Committee:

- **Chris Ziguras (Chair)**  
  Vice President, IEAA; Deputy Dean (International), School of Global, Urban and Social Studies, RMIT

- **Melissa Banks**  
  Director, Swinburne International  
  Swinburne University of Technology

- **Mary Clarke**  
  Head, Education Policy  
  CPA Australia

- **Helen Cook**  
  Associate Director (Client Relations) Australasia  
  ETS Global

- **Rebecca Hall**  
  Director, International Education  
  Victorian Government Department of Economic Development

- **Rob Lawrence**  
  Chief Executive Officer  
  Prospect Research and Marketing

- **Danny Ong**  
  Multicultural Employment Consultant  
  Monash University

This program was correct as of Wednesday 13 May and is subject to change without notice.
This event is sponsored by ETS TOEFL and the Victorian Government Department of Economic Development, Jobs, Transport and Resources. It is also supported by the Australian Government Department of Education and Training.
International student employability has emerged as a key issue for the international education sector. Competition for graduate jobs is intense and, for international graduates planning to return home, overseas work experience has never been more important.

However, international students face a number of barriers when seeking employment in Australia. These include:

- overcoming a lack of workplace skills and experience
- a critical shortage of internships and work-integrated learning (WIL) opportunities
- industry and corporate reluctance to employ international graduates.

This national symposium will bring together students, education institutions and industry representatives to address some of these barriers and explore strategies to enhance the employability of Australia’s international students.

**KEY THEMES**

- How can we provide genuine WIL, meaningful internships and course-related job openings?
- How do we manage student expectations of post-study work arrangements against the reality of the employment market?
- How can we ensure industry and the corporate sector is more engaged and better educated about the benefits of employing international students?

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GOOD PRACTICE GUIDES
Three good practice guides – for students, institutions and employers – will be distributed prior to the symposium. Participants will have the opportunity to review the guides and contribute to their development at the symposium.

TARGET AUDIENCE
■ Researchers in international student employability
■ Senior policy makers in government and institutions
■ Career counsellors
■ International education professionals
■ Peak education bodies
■ Business and industry representatives.

OBJECTIVES
This symposium will bring together key stakeholders for a high-level discussion around employability and international students. It aims to generate practical policies and solutions across institutions, government and industry to help enhance the employability of international graduates.

DATE
Friday 15 May 2015

LOCATION
Investment Centre Victoria
Level 46, 55 Collins Street
Melbourne

ieaa.org.au/employability

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PROGRAM

REGISTRATION
9.00am – 9.30am

WELCOME
9.30am – 9.40am
- Julian Hill – Executive Director, International Education and Migration, Victorian Government Department of Economic Development
- Hon. Phil Honeywood – Chief Executive Officer (CEO), International Education Association of Australia (IEAA)

SCENE SETTING
9.40am – 10.00am
Australia is globally at the forefront of innovative training, but how do we provide greater access to employment for international students? Senator the Hon. Simon Birmingham discusses the challenges for Australia as a training leader.
- Senator the Hon. Simon Birmingham, Assistant Minister for Education and Training, Australian Government

EMPLOYABILITY: PROVIDING THE MIX TO SECURE THE MATCH
10.00am – 10.30am
The single most important return on investment for international students is employment. In order to secure employment, international students seek every opportunity to engage with industry, but few succeed. This paper draws on in-depth discussion with graduate recruiters from a wide range of industries to examine some of the barriers facing students and employers alike.
- Rob Lawrence – Principal, Prospect Research and Marketing

MORNING TEA
10.30am – 11.00am

GOOD PRACTICE GUIDES: STUDENTS, INSTITUTIONS AND EMPLOYERS
11.00am – 12.00pm
This session will examine the three good practice guides – aimed at students, institutions and employers – that have been commissioned especially for this symposium. The authors of each guide will provide an insight into current policies, highlight good practice and offer practical suggestions to enhance employability. Followed by Q&A.
- Associate Professor Chris Ziguras (Chair) – Vice-President, IEAA; Deputy Dean (International), School of Global, Urban and Social Studies, RMIT
- Jo Doyle – Manager, Careers and Further Studies, Trinity College
- Dr Cate Gribble – Senior Research Fellow, Centre for Research in Educational Futures and Innovation, Deakin University
- Racquel Shroff – Victorian Employers’ Chamber of Commerce and Industry (VECCI) / Katherine Smith – Senior Industry Policy Adviser, VECCI.

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PERSPECTIVES ON INTERNATIONAL STUDENT EMPLOYABILITY:
PANEL DISCUSSION
12.00pm – 1.00pm
Panel discussion followed by Q&A.
- Judie Kay (Chair) – Assistant Director, Careers and Employment, RMIT; President, Australian Collaborative Education Network (ACEN)
- Geoff Adams – Co-founder and Director, GradAustralia
- Julie Howell – President, National Association of Graduate Careers Advisory Services (NAGCAS); Associate Director, Careers and Employment Centre, Curtin University
- Jenny Lambert – Director, Employment Education & Training, Australian Chamber of Commerce and Industry (ACCI)
- Amrit Saboo – International Student Graduate
- Alice Wong – Head of Asian Leadership, Human Resources, Westpac Group

LUNCH
1.00pm – 2.00pm

BREAKOUT SESSIONS
2.00pm – 3.10pm
These breakout sessions will provide an opportunity to contribute to the three good practice guides commissioned especially for this symposium. Participants will reflect on the content of the guides and how we can maximise their use to enhance employment outcomes for Australia’s international students. There will be two separate sessions allowing participants to provide input into two guides of their choice.

BREAKOUT SESSIONS REPORT BACK
3.10pm – 3.40pm

NEXT DIRECTIONS: PANEL DISCUSSION
3.40pm – 4.20pm
Representatives from the various international education sectors will reflect on the challenges, outcomes and opportunities emerging from the symposium.
- Helen Cook (Chair) – Associate Director, Client Relations (Australasia), ETS Global
- Melissa Banks – Australian Universities International Directors’ Forum (AUIDF) representative; Director, Swinburne International, Swinburne University of Technology
- Phil Honeywood – Chief Executive Officer, IEAA
- Helen Zimmerman – Group General Manager, Government & Stakeholder Relations, Navitas

NETWORKING DRINKS
4.30pm – 5.30pm

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SPEAKER BIOS

Geoff Adams

Geoff is a co-founder and Director of GradAustralia, which was founded in 2014 to help university students make informed career decisions and identify the most suitable employment opportunities.

Geoff specialises in working with employers to identify graduate recruitment needs and design campaigns to attract graduate talent from around Australia and abroad. In his current role as the Australian representative of GradMalaysia and GradSingapore, Geoff consults to large Malaysian and Singaporean companies looking to repatriate international students educated in Australia, and has developed a unique understanding of Asian and Australian graduate recruitment markets.

Melissa Banks

Melissa is currently Director, Swinburne International, at Swinburne University of Technology.

With over 25 years’ experience in the sector, Melissa has led major research projects and contributed to national and international forums and publications on a range of topics relevant to international education.

In 2012, Melissa was the recipient of the prestigious IEAA award for Distinguished Contribution to the Field of International Education.

Simon Birmingham

Simon Birmingham has served as a Liberal Party Senator for South Australia since May 2007 and was appointed to the position of Assistant Minister for Education and Training in December 2014.

After less than three years in the Senate Simon was appointed to the Shadow Ministry, serving as Shadow Parliamentary Secretary for the Murray-Darling Basin and the Environment until the 2013 election.

Following the change of government in 2013, Simon served as Parliamentary Secretary to the Minister for the Environment with responsibility for water policy, including the Murray-Darling Basin, National Parks and the Bureau of Meteorology.

In 2014 Simon was appointed to serve as the Assistant Minister for Education and Training in the Abbott Ministry, with specific responsibility for vocational education, apprenticeships, training and skills.

Helen Cook

Helen Cook is the Associate Director Client Relations (Australasia) for Educational Testing Service (ETS), the largest not-for-profit research and measurement company globally.

As a consultant and researcher with over 25 years experience, Helen works with education institutions, organisations and government regarding the TOEFL test, the most longstanding English proficiency test worldwide.

Prior to joining ETS, Helen held senior management positions in international higher education, including the role of Executive Director, QUT International.

Helen has also held leadership roles and board positions in international education. From 2008–2012, Helen was Vice-President of IEAA.
**Jo Doyle**

Jo has over 15 years experience working with international students in Australia and overseas. She is passionate about developing global employability opportunities and recently spent three months working with the world leading careers team at the University of Exeter in the United Kingdom as part of an Endeavour Executive Fellowship.

Jo is currently the Manager of Careers and Further Studies at Trinity College, the University of Melbourne, where she runs embedded career development programs for Foundation Studies and residential students.

Prior to this, she was the Manager of Swinburne’s Professional Year Program where she was responsible for placing international students on internships in the small-to-medium business sector.

**Phil Honeywood**

Hon. Phil Honeywood is the Chief Executive Officer of IEAA.

He was a member of the Victorian State Parliament, Australia, for 18 years (1988-2006). During this period Phil served as the Victorian Minister for Tertiary Education, Training and Multicultural Affairs and was Deputy Leader of the Opposition 2002-2006.

After retiring from politics in 2006, Phil became Marketing Director and CEO at Stott’s Business College and Cambridge International College, Melbourne. He also served on the Governing Council of Swinburne University of Technology.

Phil is currently a member of three Federal Government committees: TEQSA Advisory Council, New Colombo Plan and the Education Visa Consultative Committee.

**Cate Gribble**

Dr Cate Gribble is a Senior Research Fellow in the Faculty of Arts and Education at Deakin University in Melbourne.

Her current research focuses on international student mobility, migration and employability. In 2015 Cate was awarded the inaugural World Association for Cooperative Education (WACE) research award to investigate international students’ experiences of work integrated learning (WIL) in Australia and Canada.

Other current projects include an investigation of employability in different cultural contexts (funded by the UK Society for Research in Higher Education) and ‘New Colombo Plan: Australians as international students in Asia’ with colleagues from Deakin University and the University of Adelaide.

**Julie Howell**

Julie Howell is the Associate Director of the Curtin University Careers and Employment Centre. She is the current President of the National Association of Graduate Careers Advisory Services (NAGCAS) and sits on the board of Graduate Careers Australia. Julie’s employment has substantially lain within the education sector and has included being employed in higher education, secondary, and community education, in both Australia and Canada.

Underpinning these responsibilities in program management has always been her background in the delivery of educational and training programs. Julie is committed to the higher education sector, government and industry working together to ensure all students receive quality career development support to enhance their employability skills and to prepare and empower them to develop successful careers.

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Judie Kay

Judie Kay is Associate Director, Careers and Employability at RMIT and President of Australian Collaborative Education Network (ACEN) – Australia’s national association for work integrated learning (WIL) which she co-founded.

Judie has extensive experience in industry engagement and the strategic implementation of university-wide WIL policy, systems and projects in three universities. She has been involved in a range of national WIL projects including project lead for the National WIL Portal, the Leading WIL project and currently an OLT project developing resources for WIL partnerships. International projects have included implementing innovative global student WIL exchanges, mentoring programs and career resources for RMIT students globally.

Jenny Lambert

Jenny joined the Australian Chamber of Commerce and Industry (ACCI) in May 2011 and is currently Director of Employment, Education and Training. Jenny has been serving the business community for 30 years as a senior manager within industry associations, including 17 years as a CEO.

Jenny took on her first CEO role as head of Restaurant and Catering NSW, and then jointly took on the national CEO role until 1999. She then spent six years as CEO of Meetings & Events Australia, two years as CEO of the Nursery & Garden Industry Australia, and three years as CEO of the National Tourism Alliance.

Rob Lawrence

Rob’s understanding of education market dynamics, demand and drivers is without equal. Each year, he interviews thousands of students, academics, employers and opinion leaders, on behalf of universities, government agencies, institutions and cooperative organisations around the world.

He has worked in over 45 countries on projects for eight governments and 14 peak bodies, 90+ universities and countless institutions. Recently Rob has worked on the New Colombo Plan, the AUIDF employability benchmark, as well as the testing and development of FutureUnlimited.

Amrit Saboo

Amrit has had an enriched experience of two years being involved at Novatti. During this period he played an entrepreneurial role in developing the organisation’s presence as a global brand.

While exploring new opportunities, Amrit is contributing his time to the National Education Alliance for Borderline Personality Disorder, a not-for-profit Australian organisation, to improve its digital presence.

As an international student, Amrit has a dual master degree from RMIT in Commerce and Business Information Technology. He is also serving as an alumni mentor for RMIT’s current students.

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SPEAKER BIOS

Alice Wong
Alice is Head of Asian Leadership, Westpac Group. She sits on the Boards of Asialink and International House at the University of Melbourne, as well as the Institute of Public Administration Australia and Swinburne University of Technology. She was a member of the Advisory Committee of the Confucius Institute at the University of Melbourne, the Asia Society AustralAsia Centre and the Prime Minister’s Reference Group for the National Asian Languages and Studies in Schools Program.

Alice has a unique understanding of Asian and Australian business and economic conditions, international trade, and Asian and Western business cultures. Her initiatives have focused on increased dialogue and connectivity between the Asian community and the Australian mainstream.

Chris Ziguras
Chris Ziguras is Deputy Dean (International) at RMIT’s School of Global, Urban and Social Studies. His research focuses on globalisation processes in education, particularly the regulation of cross-border provision.

He oversees a wide range of international projects at RMIT and is Vice President of IEAA. His most recent book, Governing Cross-Border Higher Education, was published by Routledge in 2014.

Helen Zimmerman
Helen has worked in leadership roles in Australian public and private education for over 30 years. She is currently a senior executive of Navitas, a leading global education provider that offers education and educational services to students and professionals including university programs, creative media education and professional education.

Prior to joining Navitas Helen was Managing Director of the ACL Group of companies, the largest private provider of English language education in Australia.

Helen is the Immediate Past President of IEAA. She is Chair of the Australian Business and Community Network and has served on the boards of a number of peak professional education associations and regulatory bodies.

Helen is currently a member of the Victorian International Education Ministerial Advisory Roundtable and an invited guest to NSW International Education Advisory Board, as well as an Honorary Senior Fellow of the LH Martin Institute of the University of Melbourne and a Fellow of the Australian Institute of Company Directors.