



First Nations Mentoring in the Workplace

Empowering First Nations employees in their career development and supporting retention.

For clients who are committed to supporting the professional development of their First Nations employees, Corporate Culcha has developed a unique and effective mentoring program specifically for Aboriginal and Torres Strait Islander people. This program aims to enhance career growth, foster inclusion, and contribute to overall business success.

Mentoring First Nations employees is not just an initiative — it's a commitment to building a better, more inclusive future.



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Program Structure:



Initial Assessment: Each participant undergoes a comprehensive assessment to identify career goals, strengths, and areas for development. This includes understanding unique cultural considerations.



Workshops and Training: Access to specialised workshops and training sessions designed to enhance skills and knowledge relevant to their career paths.



Mentor Matching: Participants are paired with experienced mentors who have a deep understanding of Aboriginal and Torres Strait Islander cultures, ensuring culturally relevant guidance and support.



Feedback and Evaluation: Regular feedback and evaluations to measure progress and make necessary improvements to the program. Matches can be adjusted via our mature re-matching process to maintain the integrity of the mentoring experience for mentees and mentors.



Regular Meetings: Scheduled one-on-one meetings ensure continuous progress, allowing for feedback and adjustments to the mentoring plan.

The Importance of First Nations Mentoring:

- **Cultural Diversity and Inclusion:** Mentoring enriches workplace culture by integrating diverse perspectives, fostering mutual respect and understanding.
- **Professional Development:** Provides First Nations employees with the guidance and support needed to navigate career challenges and opportunities, promoting career advancement.
- **Retention and Engagement:** Encourages a sense of belonging and loyalty, leading to higher retention rates and increased job satisfaction among First Nations employees.
- **Leadership and Innovation:** Cultivates future leaders and drives innovation by leveraging the unique insights and experiences of First Nations employees.

Program Duration:

- **12 Months Project Duration:** The ideal timeframe, includes 3 months preparation and 9 months of mentoring to allow for relationship building and effective mentoring.

Benefits:



- Enhanced career development opportunities
- Improved job satisfaction and retention rates
- Strengthened leadership pipeline
- Greater workplace diversity and cultural understanding



I had a huge outcome from the program personally. The value of speaking to another Indigenous male really helped me walk in two worlds. I felt better prepared to bounce back from any cultural insensitive issues that could arise and felt more comfortable in my own skin.

Mentee, ANZ



Join us in our commitment to fostering and sustaining an inclusive workplace. Learn more about our First Nations Mentoring Program and how you can get involved by visiting www.corporateculcha.com.au or contacting Kitrina Bushell by email kbushell@corporateculcha.com.au

