

# WELCOME TO CAREER REVIVE



## Purpose:

Supporting women to step up or step back into work.



## About the initiative

It is a reality that many women will need to take time out of the workforce to fulfil caregiving responsibilities. The Career Revive Initiative is a commitment to support women to return to the workforce, by supporting the companies that employ them. You are part of the flagship project, receiving expert business improvement advice and support from the Department of Employment, Skills, Small and Family Business and KPMG.



## In the next year, KPMG will:

- Assign a mentor to provide business improvement advice and support you to strengthen your people practices
- Review your physical workplace, processes, policies and culture to identify strengths that you can leverage and barriers that may prevent you from attracting and retaining talent
- Develop a tailored action plan for your 'returner program'
- Develop a case study of your business, for inclusion in an online toolkit.



## How We Work

- Understand you
- Tailor solutions
- Support you to support your employees

## Contact Us



Phone  
(02) 6240 9471



Email  
CareerRevive@employment.gov.au



## PROCESS OVERVIEW

Your Career Revive journey is described in more detail over page.

# YOUR CAREER REVIVE JOURNEY

### Initial Communications from the Department

You will receive an email from the Department to say you have been successful in your application to participate in Career Revive

### START OF BUSINESS JOURNEY



### MONTH 1

**Information Pack**  
You will receive an information pack from KPMG via email

### Agreement Letter

You will receive an Agreement Letter from KPMG to sign and return

### Mentor Selection

You will receive information about our panel of Mentors so you can select one that best fits your needs

### Introductory Teleconference

KPMG will meet with you to introduce your Action Plan Development Team and your chosen Mentor, via teleconference. We will discuss your goals and current challenges in supporting women returning to work. We will also discuss what would like to see as the key outcomes from your Career Revive experience.



### MONTH 3

### Face-to-Face Meetings

You will meet with the KPMG Team and your chosen Mentor to test and validate the draft Action Plan and discuss your specific goals and challenges.



### Diagnostic Tool

KPMG will work with you to complete a Diagnostic Tool for your business. This will provide insights about strengths and areas to channel effort to improve business practices to attract and retain skilled women.



### Draft Action Plan

KPMG will work with you to develop a Draft Action Plan based on your specific business strengths and challenges.

### MONTH 4

### Mentoring Session

The chosen Mentor will conduct a mentoring session with you to support you in the implementation of new ideas and strategies to support your business



### Check-in Meeting

The KPMG Team and Mentor will meet with you to discuss your progress against the Action Plan

### MONTH 6



### Refine Action Plan

KPMG will refine your Action Plan based on the mentoring session



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KPMG will refine your Action Plan based on the mentoring session

### MONTH 8



### Check-in Meeting

The KPMG Team and Mentor will meet with you to discuss progress related to your Action Plan.

### Diagnostic Tool

KPMG will work with you to undertake a second Diagnostic Tool to review and build on the progress your business has made



### Case Study

We will develop a case study of your business for inclusion in the online toolkit, providing best practice advice and learnings for all businesses.



### MONTH 10-11



### Refine Action Plan

KPMG will refine your Action Plan based on the mentoring session

### LESSONS LEARNT AND NEXT STEPS

### Final Meeting

The Mentor will conduct a final meeting with you to discuss the Action Plan, the benefits you have achieved and the next steps for your organisation

# FAQs

## WHO WILL BE DELIVERING THIS INITIATIVE?

- The Department of Employment, Skills, Small and Family Business (the Department) and KPMG are collaborating in the delivery of the Career Revive Initiative.
- In addition to a mentor of your choosing, you will work with an Action Plan Development Team (comprising two KPMG members). The mentor will build rapport and trusted relationships with your business and will support you to implement change.
- The Department is available to support if you have concerns that you do not feel comfortable raising directly with your mentor or the KPMG project team.

## WHAT CAN I EXPECT IN THE COMING WEEKS?

- Shortly, a KPMG project team member will be contacting you via phone to discuss questions you might have about the initiative as well as next steps.
- You will then receive a Business Agreement and mentor profile pack. We encourage you to review the videos provided, and to select the mentor you feel can provide the most support in your individual context.
- Once you have selected your mentor, KPMG will arrange a teleconference with business leaders to introduce the Action Plan Development team and mentor. During this initial discussion, we will gain an understanding of what the leader's see as their current business challenges and what they would like to see as the outcomes of the process.

## WHAT SHOULD I TELL MY COLLEAGUES ABOUT THE INITIATIVE?

- Your business has been selected to participate in an Australian Government pilot initiative, aimed at addressing systematic barriers preventing skilled women in regional Australia from returning to the workforce.
- The Career Revive initiative will support up to 30 medium to large businesses undertake a review of their current practices, policies and culture and develop a tailored plan to help them to attract and retain a skilled female workforce.
- This as an exciting opportunity to be part of a ground breaking initiative, which will determine whether tailored interventions can help to shift the barriers women face when they return to work.

## CAN I EXPECT ANY SUPPORT FOLLOWING THE TWELVE MONTH PERIOD?

- Unfortunately KPMG and the Department can only provide business support over the 12 month period. At project conclusion, your mentor may choose provide ongoing support, but this will be at their discretion.

## HOW OFTEN CAN I EXPECT TO BE CONTACTED?

- The project team and your mentor will be in regular contact throughout the pilot. You can contact the team or the Department directly at any time of your choosing.

*"Women in regional areas can experience barriers that make it harder for them to return to work such as access to childcare, transport, training and development.*

*Career Revive will offer expert advice to regional business on how to support and attract women back into the workforce by improving their business practices and policies."*

Senator the Hon Marise Payne  
Senator the Hon Michaelia Cash