Given the Chance

An ANZ program in partnership with the Brotherhood of St Laurence

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ANZ - committed to driving diversity

ANZ has developed a range of programs and networks to support:

- Indigenous employment & retention
- Recruitment and retention of people with disabilities
- Cultural & ethnicity programs
- Increasing women in management
- Mature age recruitment and retention
- Access to flexible working arrangements
- Financial literacy & inclusion
What is Given the Chance?

- Developed by the Brotherhood of St Laurence in 2002
- First piloted by ANZ in April 2007
- ANZ has completed five Given the Chance intakes
- Fifteen Refugees now employed at ANZ, through the support of the Given the Chance Program
Structured support for the program

3 pillars of support

- Pre work skills training
- Tailored recruitment
- Building Bridges training
- Business Mentoring
- Program Manager
- Intensive casework, pre and post placement.

- Responsible for the governance and implementation of the program
Structured support for the participants

Team Leader

Work Experience Participant

Buddy

Mentor

Mentor Participant Buddy Manager
Lessons learned

• **Provide feedback as per any other employee**

• **Remember ‘unwritten’ cultural differences**

• **Educate employees on religious or cultural customs that may affect behaviour at work**
Given the Chance: great for ANZ...

- Meets overall diversity agenda and company values
- Employment of highly engaged, award-winning and enthusiastic people
- Proven lower attrition than other recruitment avenues
- Lower recruitment costs
Employment helps create social inclusion

Provides skills through on the job training

Builds confidence and understanding of working in Australian organisations

...and great for the participants too!
Questions?
Contact

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