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**Compere:** LUKE BONA  
**Item:** LUKE BONA INTERVIEWS KATHRYN MACMILLAN ABOUT HER BOOK, AND GILL STAPLETON ABOUT USANA.  
INTERVIEWEES: KATHRYN MACMILLAN, AUTHOR; GILL STAPLETON, USANA.

LUKE BONA: Now look, tough economic times, and I've had several men say to me that their wives have had to go out to work, to get a job to make ends meet, all because the major breadwinner has been laid off.

But it's a tough gig for many women. They've been out of the workforce for a number of years, have been raising a family full time. Maybe their qualifications have lapsed, maybe technology has surpassed them, and it makes it very, very difficult to get back into the workforce.

Maybe your family is in that situation. I'd like to hear from you. 131 873. How hard is it for mum to find a job? And tell me, on the open line, how has the workplace changed in the past five to 10 years.

Now, we've come across a great resource for women thinking about returning to work. It's a fabulous new book, it's called Kick Start Your Career... Again!, written by Kathryn MacMillan, and she has joined me in the studio this afternoon. Hello there.

KATHRYN MACMILLAN: Hi Luke. How are you?

LUKE BONA: I'm very well. Nice to talk to you. I suppose one way of re-kicking your career is to go and write a book about it [laughs].

KATHRYN MACMILLAN: Well, that's right. I had a bit of personal experience with it, and professionally as well, and there's certainly a need out there for women to have some information in this area.

LUKE BONA: Tell me about your experience.

KATHRYN MACMILLAN: Well, I ran a small business for many years.

LUKE BONA: What sort of business?

KATHRYN MACMILLAN: It was actually a ballet school. I was a ballerina. I wanted to be a ballerina when I was younger and went on to running a ballet school but contracted an autoimmune disease called lupus...

LUKE BONA: [Interrupts] Yeah.

KATHRYN MACMILLAN:... and had to give up the school and had some time off to regain my health and then had to kick start my career again. I had quite a few barriers: I was older, I was 36 at the time; I didn't have very strong formal education, always having done ballet all my life; and I needed the flexibility around my family. So it wasn't easy at the time to get back into the workforce.

LUKE BONA: Well, take me through some of the problems you encountered.

KATHRYN MACMILLAN: Well, one of the major problems is confidence, because the longer that you're out of the workforce you start to really doubt yourself and doubt your abilities, and that's a major issue for many women returning to work.

Also, finding employers who are interested in offering the level of flexibility that often women especially need to assist around their families. Although that is changing now and more and more employers are certainly very keen to offer flexibility because women in our position often bring a lot of wanted skills to a business that employers are very keen to have.

LUKE BONA: 131 873. If you'd like to talk to my guest, Kathryn MacMillan, give us a call right now. Are you in the process of looking for a job? What are some of the barriers you've reached whilst looking for employment, and if you did try to get back into the workforce and were successful, what tricks did you use? How did you do it? We'd love to hear their story.

Now, you're talking about flexibility. That's where Nine2Three comes in. Tell us about this.

KATHRYN MACMILLAN: That's correct. Well, Nine2Three is a recruitment company that specialises in placing people into flexible roles. We do everything from your normal permanent placement but with a speciality in this area.

So our clients are everyone from corporates who are keen on more mature candidates, people returning to the workforce, right down to small businesses who are, you know, looking for somebody, might be one day a week, a couple of days a week, and are willing to sort of offer that flexibility. And it's a very good match between employers who are looking for these people and the candidates themselves who need that sort of flexibility.

LUKE BONA: So Nine2Three is obviously aimed at women who have to fit their work around school pick-up hours.

KATHRYN MACMILLAN: Not just women these days. We deal with...

LUKE BONA: Okay. Yeah.

KATHRYN MACMILLAN: ... you know, quite a lot of men as well.

LUKE BONA: Gee, that was a sexist comment, wasn't it?

KATHRYN MACMILLAN: Absolutely. We have, you know, people who are semi-retired who are looking to work part time. We have young people who are studying, who are, you know, returning back for a post-graduate degree who are looking for work. So there's really a wide range, sort of - flexibility as a concept is really, you know, the major force here.

LUKE BONA: Now, you just mentioned people working from home. And that's a great option, isn't it, because you don't have to travel, you can be as flexible as you want and you could sort of, you know, pick and choose - pick your hours.

Now, I've got someone on the phone who's done all of this. Gill Stapleton is the general manager of USANA, a nutritional supplements network, and she is living proof that you can actually do this. And she's on the line now. Gill, good afternoon.

GILL STAPLETON: Good afternoon.

KATHRYN MACMILLAN: Hi Gill. How are you?

GILL STAPLETON: Hi. Thanks. Hi.

LUKE BONA: Now, tell us about USANA, your nutritional supplements network. Is this a bit like the Avon model but without the door-to-door selling?

GILL STAPLETON: It's a form of network marketing. Absolutely, a fabulous business model that we use. We have a lot of independent associates out there who love our product and consume them themselves and also use the network to distribute them to friends and family.

LUKE BONA: So like Mary Kay, but you stay at home?

GILL STAPLETON: Yes - sorry, say that again?

LUKE BONA: A bit like Mary Kay Cosmetics, but instead of driving around in the pink truck, you stay at home and you access your customers via the internet.

GILL STAPLETON: You can do, or we do still have people who work obviously face to face with their customers as well.

LUKE BONA: Now, how many people have you helped set up?

GILL STAPLETON: Across Australia and New Zealand, we're very proud to say that there's probably over 50,000 now, USANA associates who are enjoying our products throughout Australia and New Zealand.

LUKE BONA: And in the realistic world, what sort of money can you earn a year?

GILL STAPLETON: In the realistic world, we've - a lot of people - people join for different reasons, but the top five per cent of our associates are earning well above the average wage in Australia.

LUKE BONA: What's that?

GILL STAPLETON: The average wage? We'd say around \$50,000 to \$60,000.

LUKE BONA: So they're earning \$60,000 to \$70,000 a year?

GILL STAPLETON: Absolutely.

LUKE BONA: What sort of hours do they have to put in to earn 70K?

GILL STAPLETON: To put in those hours, they're probably working 20 to 30 hours a week. We have a very good example of a young man, actually - we're talking earlier about it's really open to men and women. A great young man in Newcastle, he's working 25 hours a week and supporting his family through his USANA business.

LUKE BONA: USANA, U, S, A, N, A. All right, we'll keep...

GILL STAPLETON: Yeah.

LUKE BONA:... we'll keep our eyes and ears open. Thank you very much.

GILL STAPLETON: Thank you.

LUKE BONA: Gill Stapleton. Well there you go, 70K a year for 30 hours. Is she stretching it, do you think? Is that possible?

KATHRYN MACMILLAN: Oh no, look, I think that's very possible. That's a, you know, a different model, working completely from home. Generally, the sort of work that we do is placing people into businesses.

LUKE BONA: Yeah.

KATHRYN MACMILLAN: But given - with technology these days and the advancement that, you know, are coming about, many people can combine work in the traditional workplace along with some working from home for the same company.

It's a - you know, that's certainly very much a trend that's developing as well. Businesses are looking at that.

LUKE BONA: Yeah. Kick Start Your Career... Again! It's the book written by my guest, Kathryn MacMillan.