

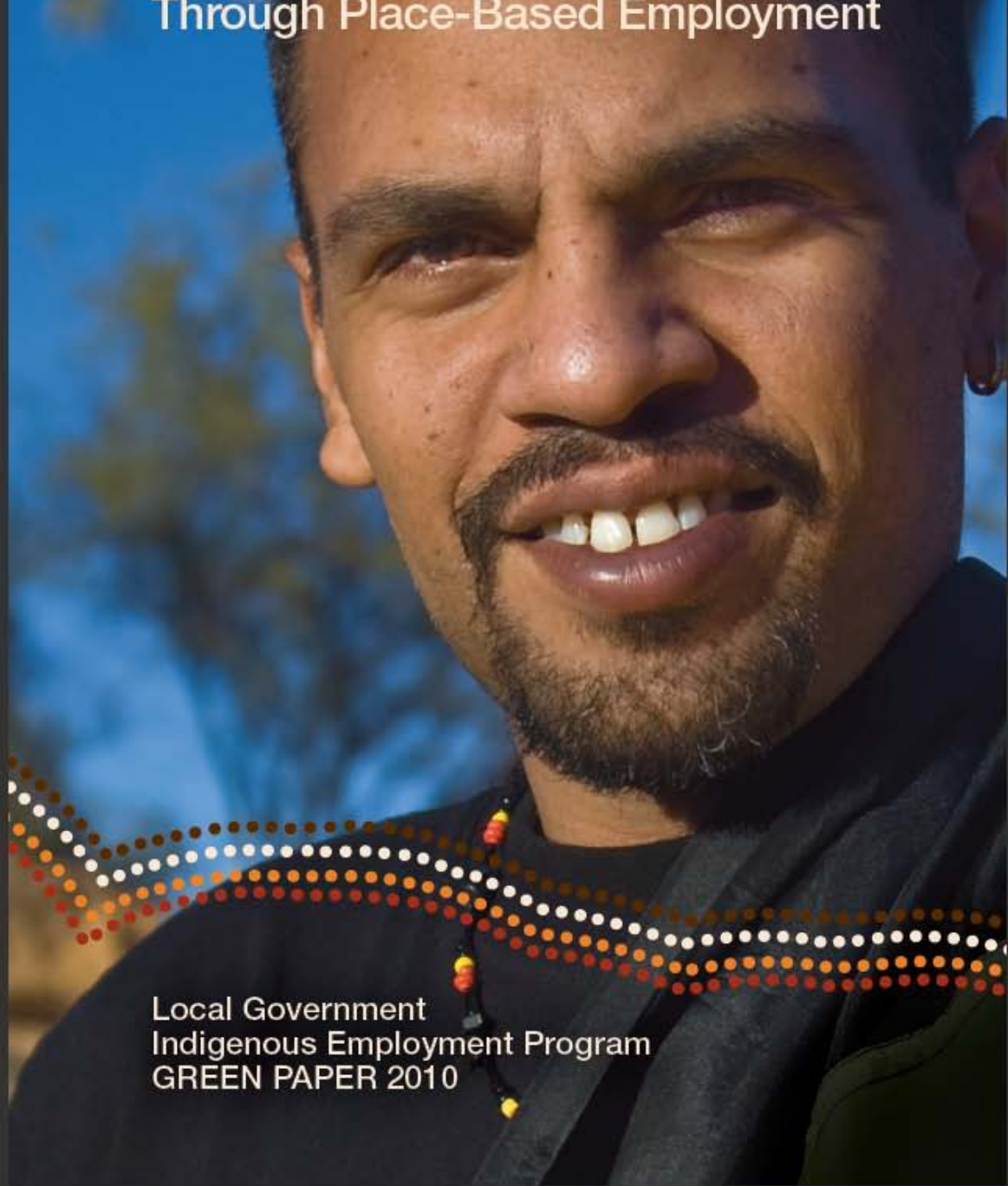
Aboriginal and Torres Strait Islander Employment in Local Government

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“As a major ‘place-based’ employer with national reach, **local government** is uniquely positioned to play a greater role in providing secure and diverse Indigenous employment opportunities while at the same time alleviating the impacts on the sector of skills shortages and an ageing workforce.”

Local Government Indigenous Employment Program Green Paper - Closing the Gap through Place-Based Employment

Through Place-Based Employment



Local Government
Indigenous Employment Program
GREEN PAPER 2010



Next Phase: A parallel process

Roundtable on Aboriginal and Torres Strait Islander Employment in Local Government on **26-27 July** opened by **Minister Mark Arbib**

The Roundtable + Green Paper responses will inform development of:

Replicable sustainable
Demonstration Projects
+
White Paper

Parallel process (cont)

and

Develop in conjunction with the workforce development component of ACELG's *Capacity Building Strategy for Rural-Remote and Indigenous Local Government*

and

Conduct a thorough Literature Review

Green Paper Responses – COMMON THEMES

- ❖ Preference for adoption of term ‘Aboriginal and Torres Strait Islander’ rather than ‘Indigenous’ in future related publications.
- ❖ No more training for training’s sake. Link training to employment outcomes.
- ❖ Sustainable jobs, e.g.
 - Don’t set the person up to fail. Do the Workforce Planning up front to ensure there *is* a need for that job long term – prove that the job is sustainable.
 - Ensure employment is sustainable and investigate long-term funding options, preferably >10 yrs and no less than 3.

Green Paper Responses – COMMON THEMES (cont)

- ❖ Make mentoring a higher priority**
- ❖ Conduct cultural competency and cultural awareness training for non-Indigenous council staff**
- ❖ To ensure Indigenous Employment Programs are prioritised, align programs' goals directly with council management key performance indicators and goals**
- ❖ Local Government needs to be more innovative in its approach to Aboriginal and Torres Strait Islander employment**

Green Paper Responses – COMMON THEMES (cont)

- ❖ **Recognise and address the challenges surrounding literacy and numeracy using culturally appropriate methods;**
- ❖ **Adopt English as a Second Language (ESL) methodology when delivering training in areas where Aboriginal people speak traditional languages, Aboriginal English or a mixture of these as their first language.**
- ❖ **Recognise and address the particular challenges of Aboriginal and Torres Strait Islanders living in population dense urban, urban fringe and regional areas e.g. competition for work**

Potential for a lot more

- **Partnerships and cross-sectoral approaches**
 - Rural-remote
 - Regional
 - Urban

- **'Whole of government' collaborations** between LG, FaHCSIA and DEEWR, and now with the RDAs, and State and Territory Governments.

- **Collaborations that allow for talent to be developed or tapped into** e.g. a GTO will have 100 Aboriginal trainees coming off a major regional roadwork project in 18 months. Will they have somewhere to go to or will they be **ALL SKILLED UP WITH NOWHERE TO GO?**

“ We started to focus on the issue, not the solution ...
We changed the value proposition from liability
to asset.

Education retention for our Indigenous students is now
around 90% (compared with 20% elsewhere), and our
Indigenous employment participation rate
is 90% ... ”

- Adrian Appo, Ganbina,
Shepparton, Victoria

Thank you.

Contact

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