

# **NAB Reconciliation Action Plan 2012**

Building strong, inclusive and sustainable communities



**nab**

more give, less take

# 20

In 2003, 20 Indigenous employees were recruited and inducted to NAB as a bulk group

# 90

90 = the average amount of days they spent working at NAB

# 0

0 = how many of those were still working at NAB after 90 days

# Working with Indigenous Australia

> NAB has committed to:

- **Employment** – real jobs for Aboriginal and Torres Strait Islander people
- **Financial inclusion** – microfinance products for people on low incomes and Indigenous Money Mentors
- **Cultural understanding** – increasing our understanding and building relationships in the communities we operate
- **Building business partnerships** - working together with Indigenous organisations and traditional owners to take advantage of emerging native title opportunities.



2007

Prime Minister launches NAB's first RAP

< 5 Indigenous employees at NAB

Indigenous Advisory Group established

2008

2009

72 Indigenous employees at NAB with 9 trainees to real jobs

Indigenous Money Mentor Network established

>2, 200 Indigenous clients access microfinance

2010



2011

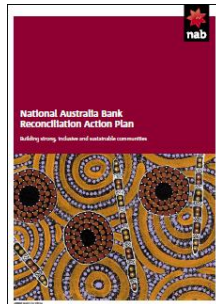
Target >130 Indigenous employees

Target > 5,600 Indigenous clients access microfinance

Target: Money Mentors assist 3,000 clients

2012

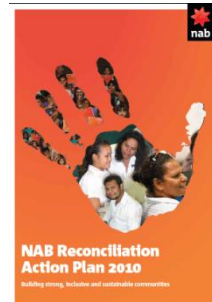
NAB partners with the Traditional Credit Union



35 new Indigenous recruits

15% of customers accessing microfinance are Indigenous

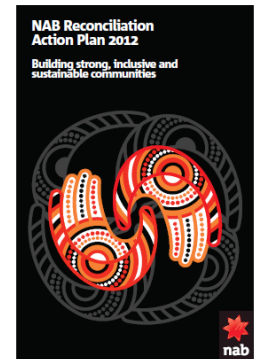
Cultural awareness commences: East Kimberley secondments, volunteering & cultural training



Additional Focus on Northern Australia Traditional Owners

97 Indigenous employees with 14 trainees to real jobs

Partnerships with Indigenous Chambers of Commerce established



# NAB's Indigenous Journey

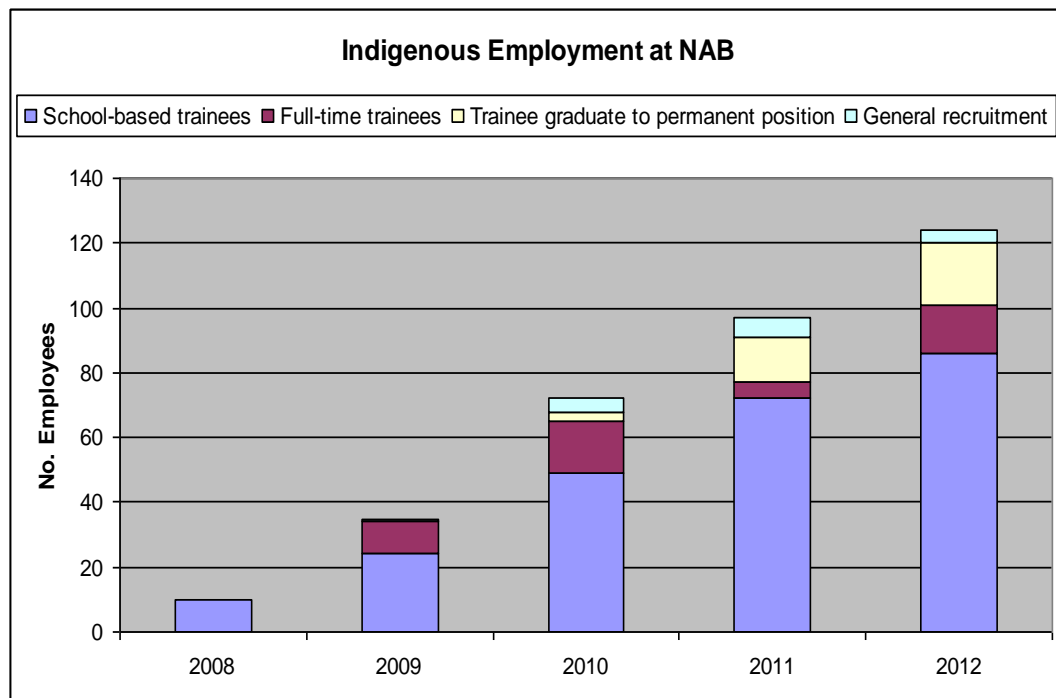


It's a marathon,  
not a sprint to the finish.

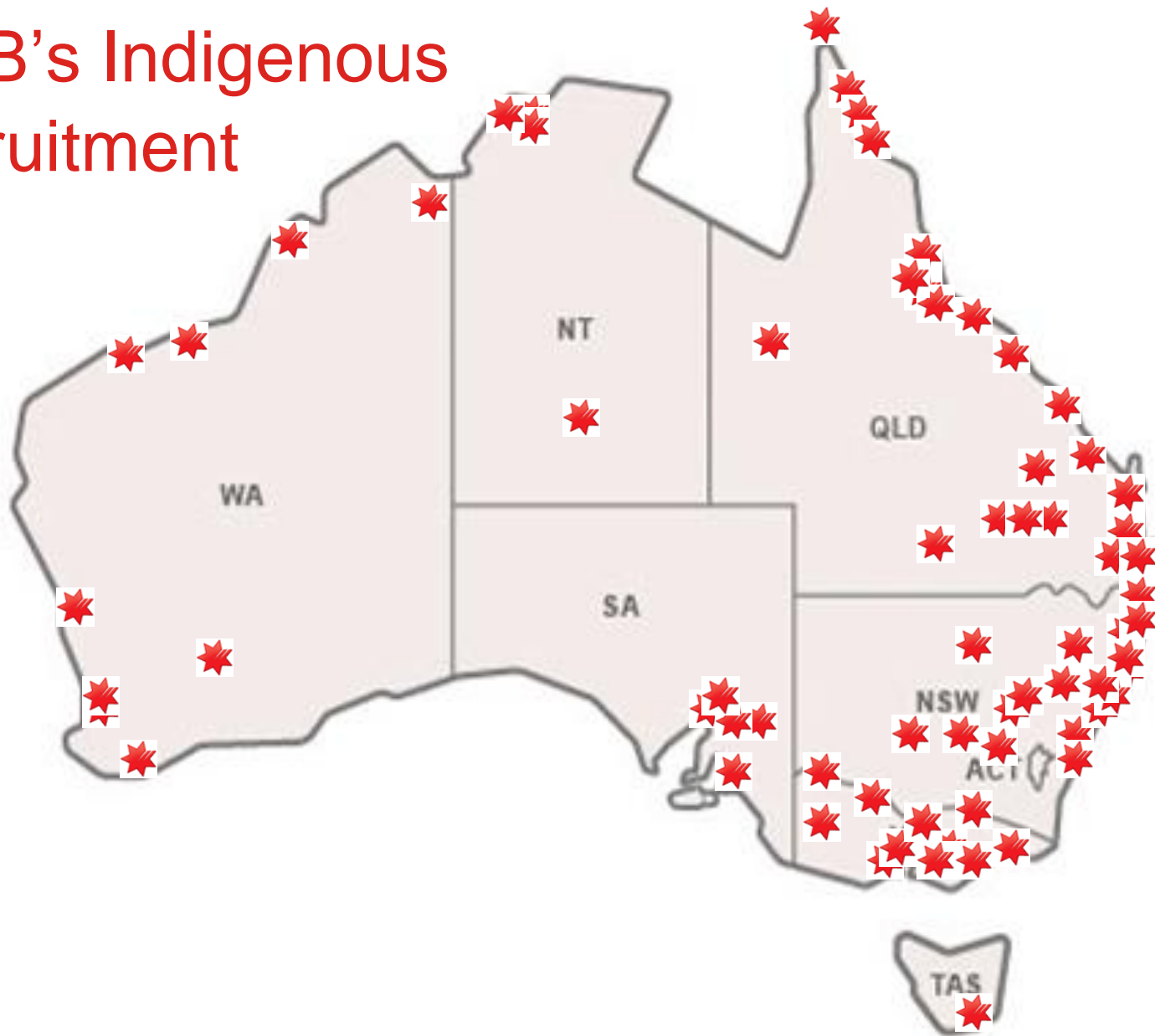


# Indigenous Employment at NAB

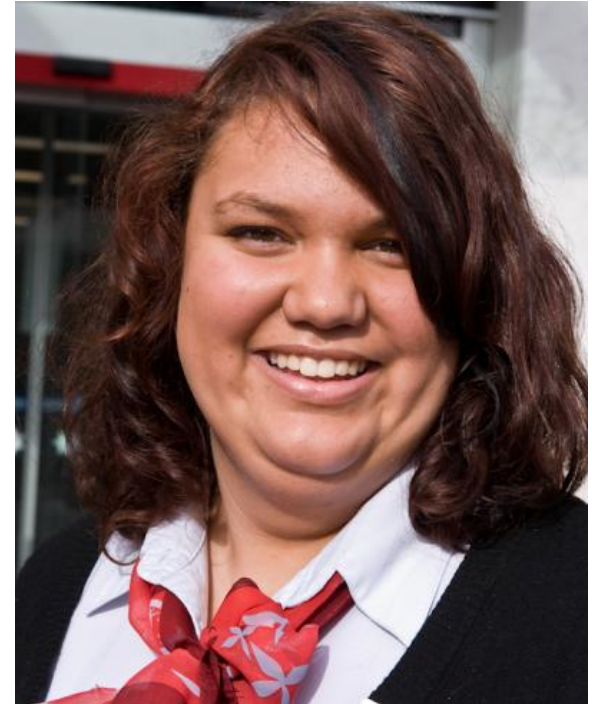
- > Steady growth in Indigenous employment
- > Currently >140 Indigenous employees at NAB.
- > Increase in Indigenous School-Based and Full-time Traineeships.
- > Importantly, those that are successfully completing traineeships are being offered 'real jobs'.
- > Offering internships in 2012 to build relationships with Indigenous university students.



# NAB's Indigenous recruitment



# School Based Trainees





# Full Time Trainees



All four ladies won the roles on their own merit. Not because they are Indigenous, but because they are good at what they do.

# General recruitment, Internships and Graduates – still a work in progress



# Longitudinal report

- > Questionnaires were developed for the trainees, the permanent employees, the NAB Managers, and the trainers and educators.
- > Some of the questions for the trainees were deliberately chosen from the Household Income and Labour Dynamic Australia (HILDA) survey conducted by the University of Melbourne.
- > HILDA is a household-based panel survey which began in 2001. It collects information annually on the economic and subjective wellbeing of participants.
- > The results from the HILDA survey have been used here to benchmark our findings about IEP participants.
- > All participants were female so only HILDA age specific results were compared with our findings.

	All SBTs	FT Trainees	Permanent	Total sample
	Per cent	Per cent	Per cent	Per cent
During the past 4 weeks have you had any of the following problems with work or other regular daily activities as a result of either you or a close family member's <del>physical</del> <u>illness</u> ?				
Cut down on time spent on work or other activities	22.73	40.00	0.00	24.32
Accomplished less than you would have liked	18.18	40.00	0.00	21.62
Did not do work or other activities as carefully as usual.	18.18	40.00	0.00	21.62
During the past 4 weeks have you had any of the following problems with work or other regular daily activities as a result of <u>other problems</u> for you or your close family?				
Cut down on time spent on work or other activities	40.91	40.00	0.00	35.14
Accomplished less than you would have liked	36.36	30.00	0.00	29.73
Did not do work or other activities as carefully as usual.	22.73	30.00	0.00	21.62
Number of respondents	22	10	5	37

	All SBTs Per cent	FT Trainees Per cent	Permanent Per cent	Total sample Per cent
1. Do you contribute to household finances?	59.09	100.00	80.00	72.97
2. Are you responsible for payment of any household bills such as electricity, gas or water?	22.73	60.00	60.00	37.84
3. Since January 2010 did any of the following happen to you or your family because of a shortage of money?				
Could not pay electricity, gas or telephone bills	18.18	40.00	0.00	21.62
Could not pay mortgage or rent on time	13.64	20.00	20.00	16.22
Pawned or sold something	13.64	0.00	0.00	8.11
Went without meals	4.55	20.00	0.00	8.11
Unable to heat home	0.00	0.00	0.00	0.00
Asked for financial help from welfare/ community organisation	4.55	10.00	0.00	5.41
4. Do you spend time at home looking after family members (eg, children or aged relatives)?	81.82	80.00	40.00	75.68
5. Do you have access to the internet at home?	86.36	70.00	60.00	78.38
Number of respondents	22	10	5	37

	All SBTs Per cent	FT Trainees Per cent	Permanent Per cent	Total sample Per cent
Having work, study and family responsibilities helps me develop as a person.	100.00	100.00	100.00	100.00
Having work, study and family responsibilities gives my life more variety.	90.91	100.00	100.00	94.59
Having work, study and family responsibilities encourages me to think more about my future goals.	100.00	100.00	100.00	100.00
Number of respondents	22	10	5	37

# Key Findings

- > Trainees reported considerable responsibilities at home and that family difficulties including poor health, financial matters and family problems make it harder to complete the traineeship.
- > For several of the successful trainees the program has been life changing in that it encouraged them to stay at school and consider their future.
- > There are some early indications that long term employment has provided stability and wellbeing for those employees who stayed beyond their traineeship.

# The next generation of bankers...



Now, more and more Aboriginal and Torres Strait Australians are seeing the long term career opportunities that await them in a bank, and more specifically at NAB.

