



Aboriginal **E**mployment **S**trategy Ltd

**National Local Government Workforce
Development Forum**

24 March 2010



The Aboriginal Employment Strategy is about

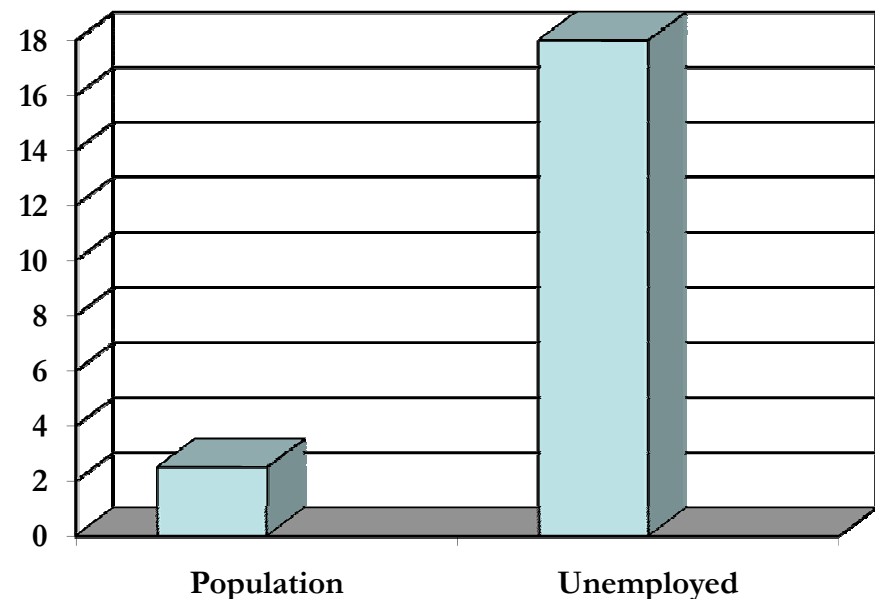
“A career opportunity for every Indigenous Australian”



Indigenous Employment Participation

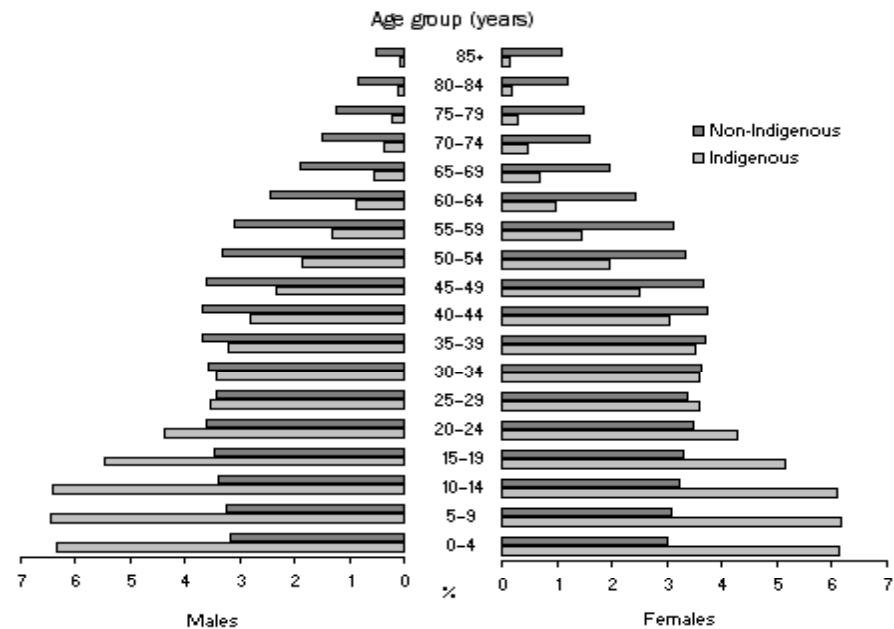
“Its about reaching your full potential and living your dreams”

When Indigenous people make up about 2.5% of the nations population, but the unemployment rate is about 18% we have an opportunity for change



Indigenous Population

“Approximately 75% of Indigenous people live within a short distance of a mainstream economy and therefore real employment opportunities”



INDIGENOUS AND NON-INDIGENOUS POPULATION -30 JUNE 2006

All statistics from the Australian Bureau of Statistics



What we know

Statistics show that Indigenous Australians are the most disadvantaged group in all quality of life indicators:

1. Greatly reduced life expectancy
2. Generational unemployment
3. Long term unemployment
4. Substantially lower levels in education
5. Lower income
6. Demanding social issues



Reality Snapshot

Unemployment Data

Indigenous	18.0%
Non Indigenous	5.3%

Education

	Indigenous	Non Indigenous
Year 12 Completion	42.9%	75.6%
Year 11 Completion	69.7%	89.4%
Year 10 Completion	90.5%	99.7%
Life Expectancy Gap		

	Indigenous	Non Indigenous
Females	65 years	84 years

Males	59 years	79 years
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All statistics from the Australian Bureau of Statistics



Workforce Planning = School Based Traineeships

- Australian workplace population is ageing and new initiatives are required
- Employers will need to invest and realign their current workplace profiling to increase Youth employees within their business
- Indigenous Youth representation over the next 5 years will be one solution for the future workforce
- School Retention, Career Preparation, Financial remuneration and being part of the business world is a reality through the School Based Traineeships – Emerging Schools and Businesses together



Workforce Planning = School Based Traineeships (con't)

- Two Year Program that captures Year 12 graduation and Certificate II qualification
- Indigenous Trainee contributes to the overall family circle
- Ensuring Indigenous Youth reach their “FULL POTENTIAL”
- Local Government provides an answer for Economic Independence for Indigenous People
- The AES has created a pipeline of Indigenous Talent for you the commercial world, we now need to broaden and increase this pipeline

National Reform – Town Planners

- Federal Policy reform on a National Local Government Agreement that supports an increase to Town Planners
- Funding aligned to Indigenous Students with career plans to engage in University to become Town Planners
- Funding aligned to Schools who have Local Government partnerships that provide real careers for Indigenous students
- Four year program that is funded by the Federal government and the relevant Local Government organisation

What is the Aboriginal Employment Strategy ?

- The Aboriginal Employment Strategy (AES) is a 100% Indigenous, not-for-profit National recruitment company.
- Being wholly Indigenous gives us the “know how” to match the right career seekers to the right opportunities, to ensure higher levels of career retention.
- No other recruitment organisation offers this kind of expertise, commitment, value and national coverage.



AES Approach

- Our objective is to seek career opportunities first and then provide the relevant sourcing, assessment and coaching of Aboriginal people to ensure they are retained in employment and work towards a career development goal.
- We are working towards providing opportunities that will enable Aboriginal people to reach their full potential and to live their dreams.
- We turn the unemployed into the employed, short-term work into long-term, candidates into valued staff members, jobs into careers, job seekers into career seekers, workers into professionals.



Key Business Drivers

The AES Key Business Drivers are aligned to meeting the needs of Employers and to increase the supply of Indigenous career seekers.

We do this by;

- Recruitment Services
- Group Training Operations
- Registered Training Services
- Inspirational Programs
- Youth Entrepreneurial Program

“It’s about = A CAREER”

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