

The background features several handprints in two colors: orange and grey. The prints are scattered across the page, with some overlapping. The orange prints are more numerous and larger, while the grey prints are fewer and smaller. The overall effect is a textured, layered background.

# Indigenous Workforce Participation

Joining the Dots

# **Jobs Australia**



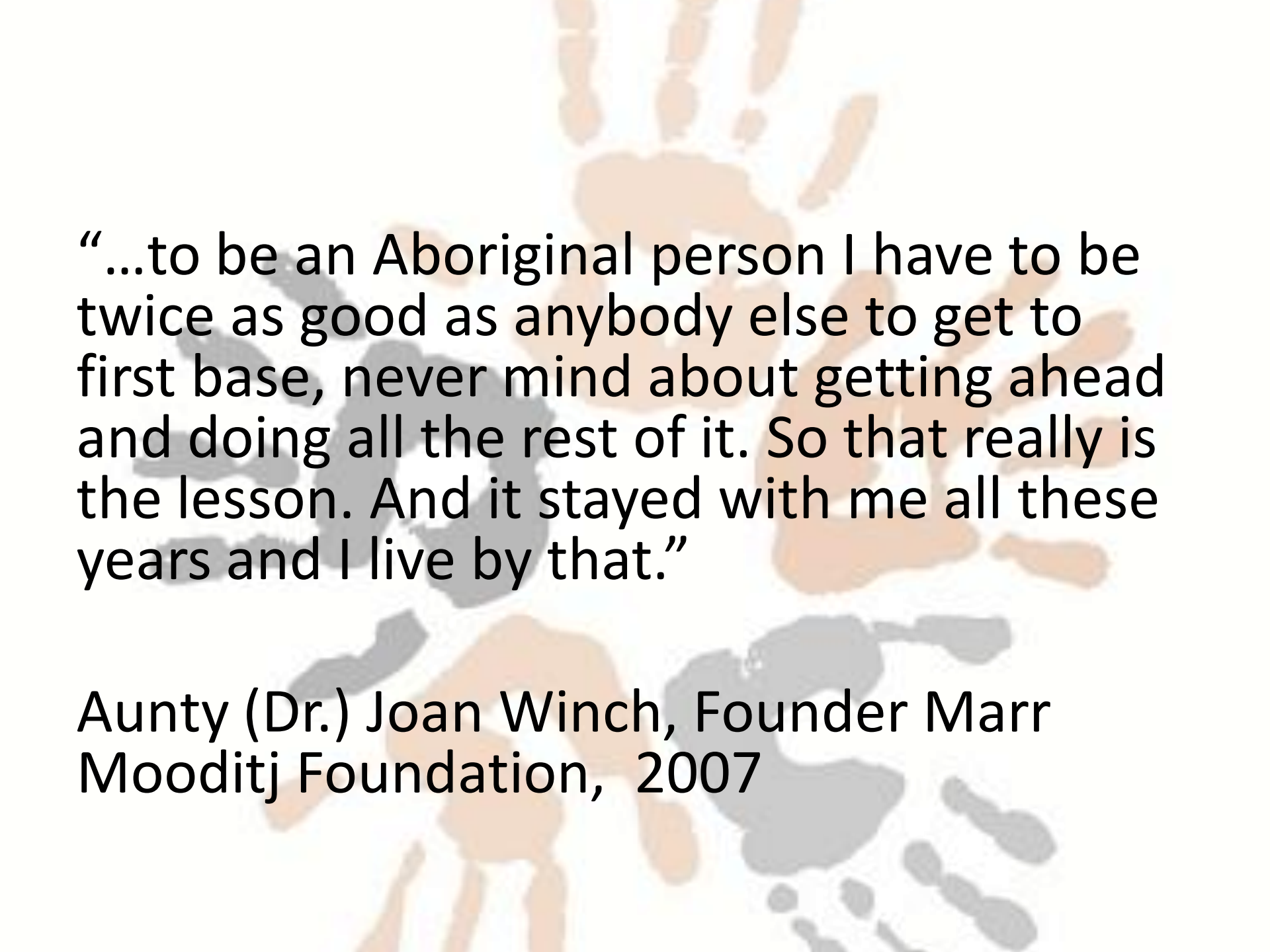
**Jobs Australia is the peak body for non-profit organisations that assist unemployed people to get and keep jobs.**

**We provide an independent voice for our members who range from large charitable organisations to small local community-based agencies.**

**We are proud to be fully funded by our members.**







“...to be an Aboriginal person I have to be twice as good as anybody else to get to first base, never mind about getting ahead and doing all the rest of it. So that really is the lesson. And it stayed with me all these years and I live by that.”

Aunty (Dr.) Joan Winch, Founder Marr Mooditj Foundation, 2007

# Employment

- ✓ Support employment of Indigenous Australians
- ✓ Promote Indigenous business development through Indigenous procurement practices
- ✓ Support culturally appropriate management and governance practices
- ✓ Provide policy advice and advocacy
- ✓ Facilitate the development of networks

# Training



- ✓ Capacity building
- ✓ Support and advocacy
- ✓ Training delivery
- ✓ TAE Bridging course
- ✓ Mentoring Course
- ✓ Mentoring program development
- ✓ Indigenous Forces at Work  
National Conference

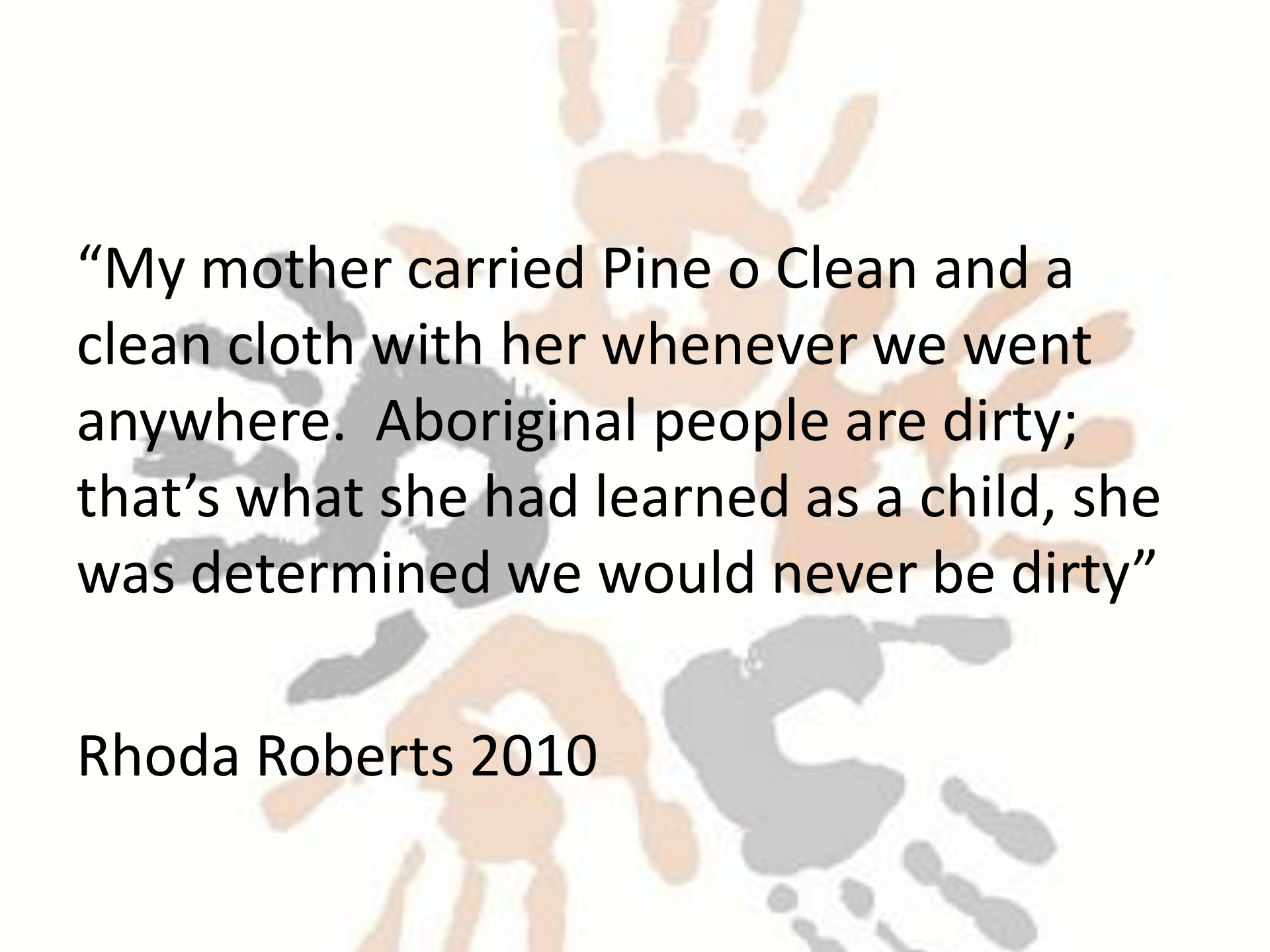
# Training

- ✓ 80973ACT Course in Mentoring Indigenous Australians
- ✓ CHC40808 Certificate IV in Community Development
- ✓ Indigenous RTO development
- ✓ Indigenous training and short course development
- ✓ Professional Development Workshops
- ✓ ELLN









“My mother carried Pine o Clean and a clean cloth with her whenever we went anywhere. Aboriginal people are dirty; that’s what she had learned as a child, she was determined we would never be dirty”

Rhoda Roberts 2010

# HR Support

- ✓ Undertake culturally sound recruitment practices
- ✓ Use Pre Employment Programs
- ✓ Use Community Connections to recruit
- ✓ Develop culturally sound dispute resolution procedures
- ✓ Develop culturally secure employment retention models
- ✓ Identify local Champions
- ✓ Recruit Indigenous HR Staff


# Cultivate Leaders



- ✓ Jobs Australia Foundation Indigenous Youth Leadership Programs
- ✓ Australian Indigenous Leadership Centre
- ✓ National Centre of Indigenous Excellence
- ✓ Australian Indigenous Mentoring Experience
- ✓ Paws Up and Backtrack
- ✓ National Aboriginal Sporting Chance Academy
- ✓ Indigenous Education Foundation
- ✓ Indigenous Literacy Foundation







“A journey in technological and organisational sophistication that it took the British 40 centuries to travel, Australian Aborigines have had to traverse in less than two”

Geoffrey Blainey 2007



# Support Reconciliation



- ✓ Promote Reconciliation
- ✓ Support the implementation of RAP's
- ✓ Build cross cultural community relationships
- ✓ Promote strength based solutions
- ✓ Melb Uni Indigenous IT students



# Develop Networks

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- ✓ Industry Skills Councils
- ✓ National Centre of Indigenous Excellence
- ✓ Australian Indigenous Leadership Centre
- ✓ Other Peak Bodies
- ✓ FATSILC
- ✓ AIMSC
- ✓ Jobs Australia National and International Conference
- ✓ Employers
- ✓ AON and Allianz
- ✓ Red Cross
- ✓ Hollows Foundation



# Promote Excellence

- ✓ Celebrate excellence
- ✓ Promote strength based models of recruitment, employment and training
- ✓ Develop leaders
- ✓ National Centre of Indigenous Excellence
- ✓ Australian Indigenous Leadership Centre
- ✓ Indigenous Forces @ Work Conference
- ✓ Melbourne University Masters of Indigenous policy and Programs
- ✓ Australian Catholic University



# Learn from others

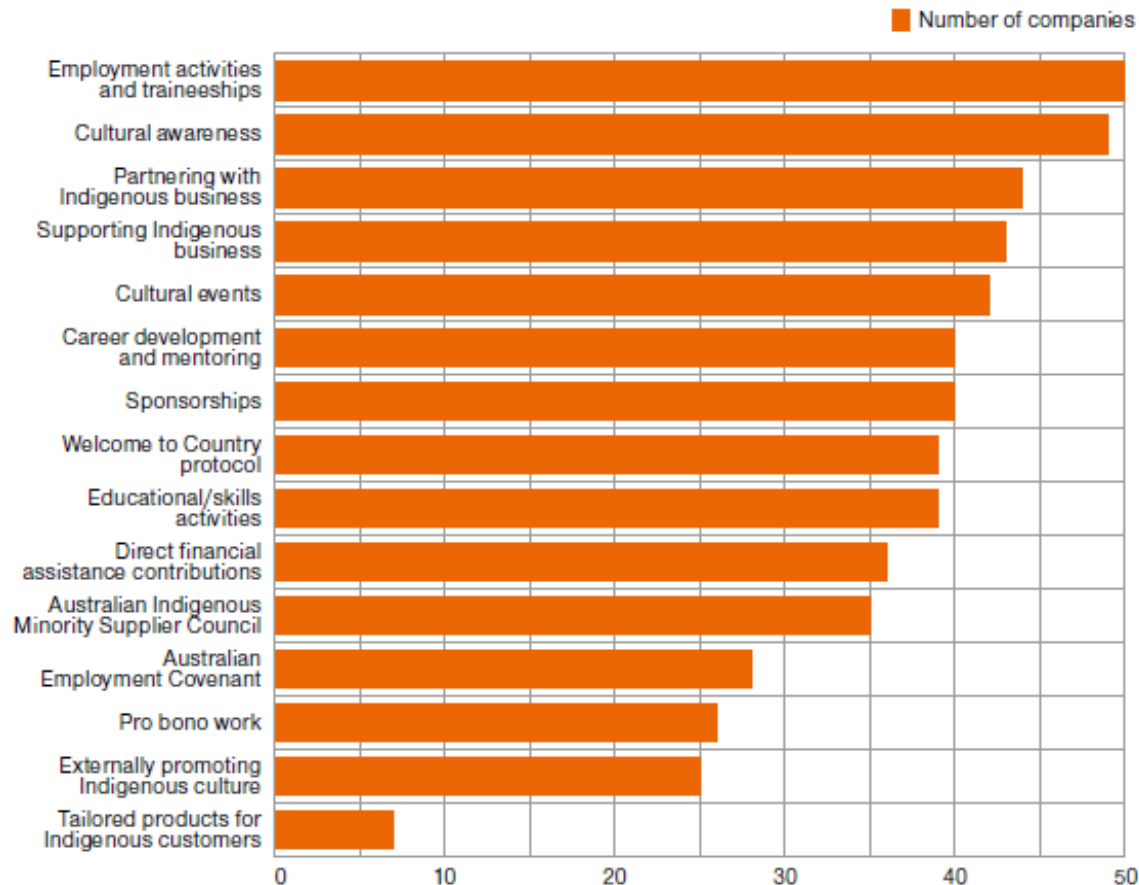


## What works


- » Senior leadership support
- » Dedicated resources
- » Don't do too much too soon
- » Partnering with Indigenous organisations
- » Focus initially on building relationships before setting targets
- » A local approach
- » Use internal champions
- » Engage the commitment of employees as their participation and action are the keys to success
- » Learn from others by building networks to share information of what works and what doesn't
- » Aligning engagement activities with the business

The most common engagement activity is providing employment and traineeships, closely followed by cultural awareness.

**Figure 2: Diversity of Indigenous engagement activities**



The scale of Indigenous employment varies among companies. Almost a third of respondents reported having more than 50 Indigenous employees. Seventeen companies employ more than 250 Indigenous people and eight employ more than 500.

The background of the slide features a large, faint graphic of handprints. There are several handprints in a light orange or tan color, and a few in a grey color, scattered across the white background. The handprints are of varying sizes and orientations, creating a sense of movement and connection.

“My mother told me would be free  
now like the cattle and the  
sheep...”

Jackie Huggins Co-chair Reconciliation  
Australia 2007 on the 1967 referendum



# Community Centered Development

- ✓ Maximises participation
- ✓ Is people centered and solution based
- ✓ Is not imposed from above
- ✓ Encourages volunteering
- ✓ Provides solutions to cultural issues
- ✓ Provides sustainable economic and social outcomes
- ✓ COMMACT