



# Aboriginal Employment Strategy Ltd

**National Local Government Aboriginal  
& Torres Strait Islander Employment  
Roundtable 26<sup>th</sup> – 27<sup>th</sup> July 2011**

The Aboriginal Employment Strategy is about

*“A career opportunity for every Indigenous Australian”*

# What is the Aboriginal Employment Strategy ?

- The Aboriginal Employment Strategy (AES) is a 100% Indigenous managed and majority Indigenous staffed, National not-for-profit recruitment company.
- Being Indigenous run gives us the “know how” to match the right career seekers to the right opportunities, to ensure higher levels of career retention.
- We are a focused recruitment organisation that offers expertise, commitment, value and national coverage.



# Strategic Glance



**Aboriginal  
Employment  
Strategy Ltd**



**Australian Government**  
Department of Education, Employment  
and Workplace Relations

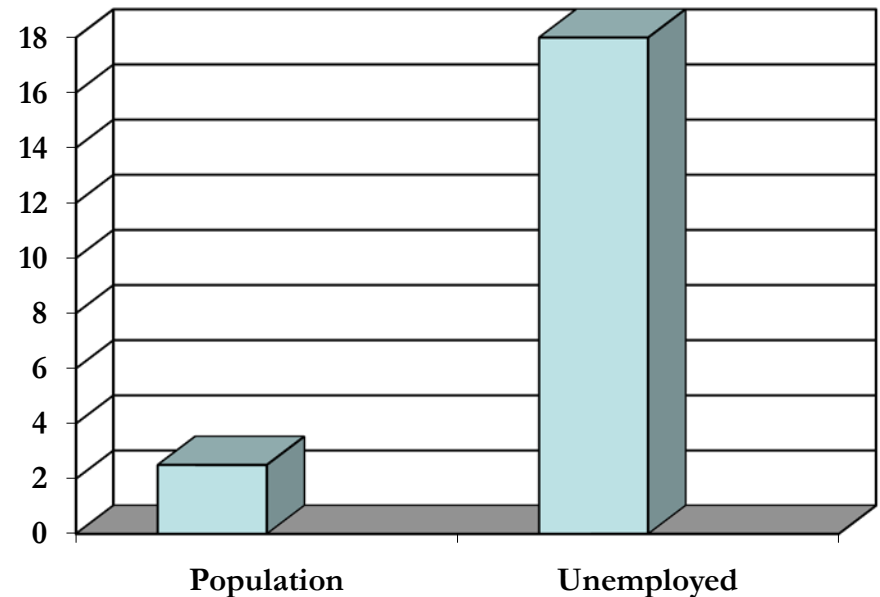


**AUSTRALIAN  
indigenous  
education  
FOUNDATION**

# 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 Indigenous unemployment rate is about 18% we have an opportunity for change



# Reality Snapshot

## Unemployment Data

|                |       |
|----------------|-------|
| Indigenous     | 18.0% |
| Non Indigenous | 5.4%  |

## Household Income

|                | Indigenous | Non Indigenous |
|----------------|------------|----------------|
| Major Cities   | \$539      | \$779          |
| Inner Regional | \$450      | \$645          |
| Remote         | \$433      | \$752          |

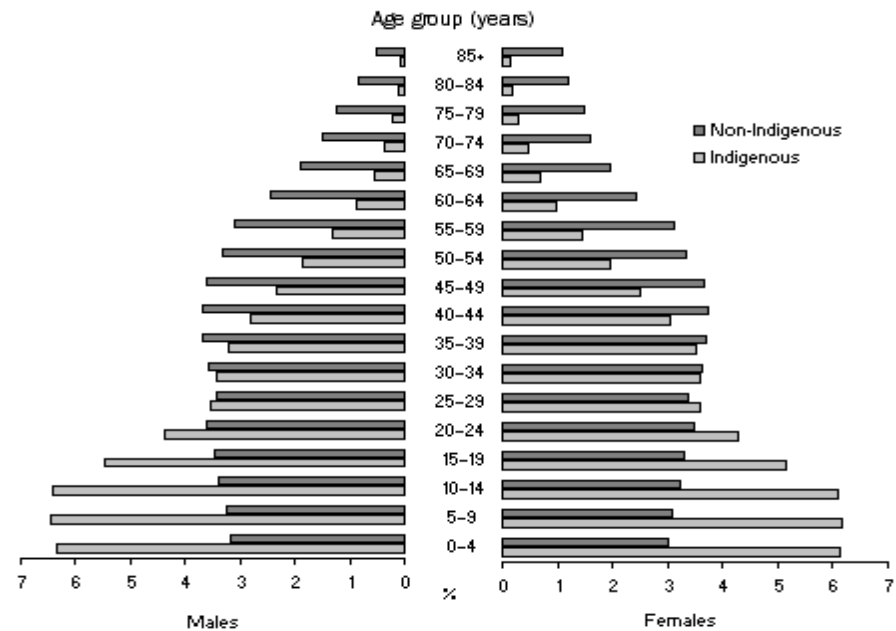
## Life Expectancy Gap

|         | Indigenous | Non Indigenous |
|---------|------------|----------------|
| Females | 65 years   | 84 years       |
| Males   | 59 years   | 79 years       |

All statistics from the Australian Bureau of Statistics

# 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

# Youth Engagement

- Australian workplace population is ageing and new initiatives are required
- Industry sectors investing and realigning their current workplace profiling to increase Youth employees within their business
- Council's Indigenous Youth representation over the next 5 years will be one solution for the future skilled workforce
- School Retention, Career Preparation, Financial remuneration and being part of the world of work is a reality through the School Based / Fulltime Traineeship/Apprenticeship programs



# Career Preparatory Program (CPP)

Our highly successful programs include;

- School Based Traineeship/Apprenticeship
- Full Time Traineeship/Apprenticeship
- Cadetship Program
- Graduate Program
- Head Hunting
- Recruitment Service

# Career Preparatory Program (CPP)



# Indigenous Youth Career Pathway Program

- 6,400 school based placements over 4years
- Priority Areas
- High School's
- Aspirational programs
- Vocational Training

# Key Points

- Indigenous representation in current workforce profiling
- Workforce Development strategies
- Real Careers V's funded placements
- Organisational Buy-In
- Local Champion for Indigenous strategies
- High School Principal's
- Accredited Learning while in employment

**“It’s about = A CAREER”**

# Thank You



- 14 Offices
- All States and Territories except SA



**Aboriginal  
Employment  
Strategy Ltd**

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