



OVERVIEW OF LATROBE CITY'S INDIGENOUS EMPLOYMENT PROGRAM

STEPS TO THE FUTURE PATHWAYS TO EMPLOYMENT

A joint initiative with Department of Education, Employment and Workplace Relations and Latrobe City Council





What and Who is the Braiakaulung Committee?

- The Braiakaulung Advisory Committee was established early 1998 following a period of extensive discussion and consultation with members of the local community.
- The partnership established through the formation of the committee was in part recognition of the need for Council to acknowledge and openly embrace the traditional owners of the land.

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Statement of Commitment and Reconciliation

- Statement of Commitment and Reconciliation was adopted March 2000.
- The commitment was developed through a consultative process between Council's Braiakaulung Advisory Committee and Latrobe City Council.
- The statement includes a wide range of commitments and recommendations related to a variety of areas including advocacy, cultural heritage, indigenous business, place names, cultural awareness, consultation, employment and training and redressing disadvantage.

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Latrobe City's Commitment

- To increase numbers in employment, expanding the occupational skills of the local community in employment creation and increasing employment opportunities.
- To support the Indigenous community within Latrobe City Council by providing employment, work experience and educational opportunities WITHIN Government agencies and private sector

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Role of Indigenous Employment Development Co-ordinator

- Co-ordinate the program, assist in the recruitment, mentoring, establishing and monitoring training programs, counseling, cross cultural awareness promotion
- Develop and review strategies for enhancement and success of the program
- Promote and undertake models for future development of indigenous employment programs and local businesses and co-operations
- Market the program to staff, management, local government and private sector agencies

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**Indigenous Employment
Program
(IEP)**
**Funded by the Department of
Education, Employment
Workplace Relations**

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The program provides:

- Accredited Pre-employment Training (Life Skills Training and Work skills training).
- Mentoring (Transition to Work Program).
- Referrals to Job Network providers.
- Cultural Respect Training.
- Wage Subsidies

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Current Achievement to Date

- Over 300 employment outcomes have been achieved. (80% Retention Rate)
- Cultural Respect Training to over 200 employers
- Winner of 2011 LGPro Awards (Service Delivery Initiative)
- Winner 2011 Public Sector Service Awards
- Winner of 2003 Diversity@Work Awards
- 2011 Rhamayuck Reconciliation Award

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Workforce Participation Program (NWP)

Funded by Department of Innovation, Industry & Regional Development (DIIRD)

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What does NWP provide?

- Placements of 15 participants over a 12 months period with an employment outcome of 9 participants successfully employed for a 16 week period.
- Mentoring.
- Paid Work Trials/ Workplace Inductions
- Accredited Training
- Uniforms and Clothing
- Post Placement Support
- Cultural Respect Training
- Transport.

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Current Achievements to Date

- Placements of 42 participants.
- Employment Outcome of 30 people into employment for a period of 16 weeks.
- Additional five participants into further training.
- Five part time employment.
- Mid Audit report score was 4.8

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Koorie Career Club

(Funded by Department of Education Employment Workplace Relations).

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What will the Koorie Career Club do?

- Career Mapping and counselling to students enrolled in Year 9,10,11 and 12).
- Mentoring.
- Taste Testers (Work Experience).
- Resource Information sessions with employers and employment related services.
- Resource Kit for Career Teachers and Students.

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Transition to Work Mentoring Project

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What does the Transition to Work Mentoring program provide

- Accredited Training to role models (existing trainees and apprentices who have successfully completed their traineeships).
- Career Counselling and mentoring to new and upcoming trainees.
- Casual employment for mentors.
- Register of mentors that can be purchased from various programs such as WPP and STEP ERS and other employment related services in the Gippsland Region.

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Outcomes to Date

- Design of a comprehensive Mentoring Training Package.
- Twenty Participants have successfully completed the mentor training.
- Twenty participants are employed as casuals with Latrobe City Council and are utilised on a regular basis and brokered out to employment agencies and other employment related services.

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Current Projects

- Yangan Nalu project (East Gippsland Primary Care Partnership)
- Wannick Nalu Project
- Economic Prosperity (Mining Industry) Employment project
- Early Years Mentoring Program
- Closing the Gap
- Bushfire Recovery Project

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Benefits

- Employment of over 300 traineeships and apprenticeships have been created with a retention rate of 85% since 2003
- Promotions and opportunities experienced through this program would act as a catalyst to encourage along the road to reconciliation.
- Participating organisations will be recognised as a culturally friendly service by the Indigenous Community and wider community.
- The specifically designed pre-employment training would mean that employers are recruiting job ready participants who will have the relevant skills required for the traineeships.

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Benefits (Continued)

- The package is linked to the development of a cross cultural training package that gives the employer the knowledge of the local Indigenous community that will improve race relations and create unity between Indigenous and non-indigenous community.
- Empowering the community by giving Indigenous people worth while roles and increasing the ability to contribute to society and their feeling of self worth.
- Reinforces linkages with the Indigenous Community and the regions municipality and private sector agencies
- Benefiting the community and recognising that the community can improve there way of life through participation in employment.

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FOR FURTHER INFORMATION

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Building & Construction

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Children Services

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Family Day Care

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Administration

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Environmental Officer

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Parks & Gardens

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Town Planner

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Floristry

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Reception

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Administration

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Carpet Layer

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Lighting & Arts Technician

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Health Worker

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Administration & Reception

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Health Promotions Officer

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Allied Health Assistant

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Personal Assistant

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Information & Technology

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Children Services

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Dental Nurse

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Agriculture

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Intake Officer

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Turf Management

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Assessment Officer (Aged Care)

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Education

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Hospitality & Retail

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Hair & Beauty

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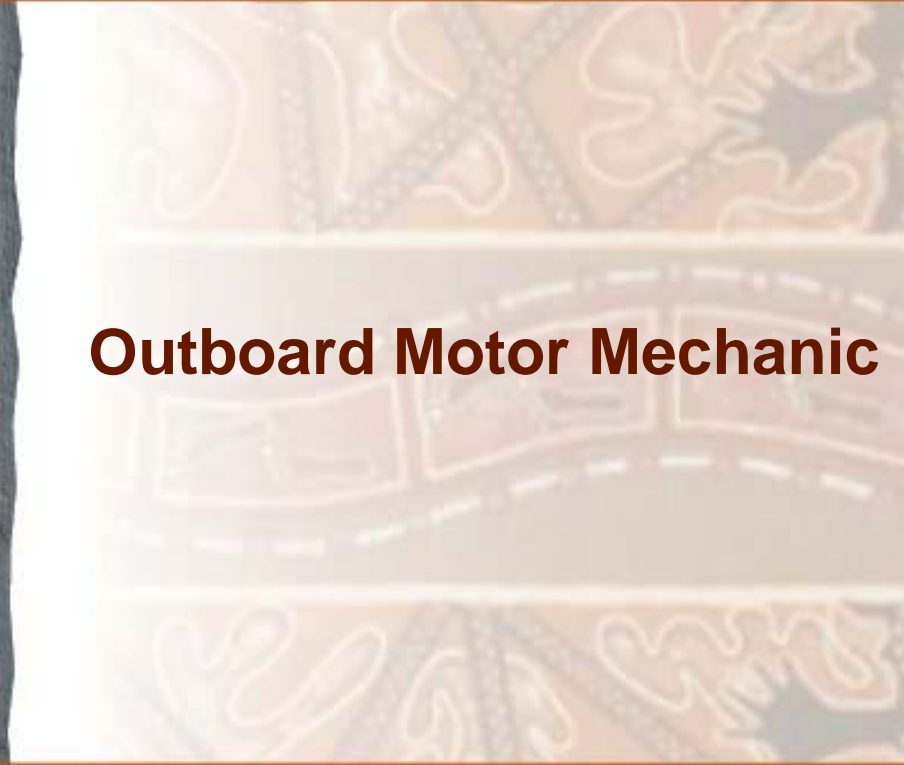


Reception

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Outboard Motor Mechanic

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Concreter

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Building & Construction

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Maternal & Childcare

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Painting & Decorating

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Veterinary Nurse

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Chef

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Mental Health

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Building

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Civil Construction

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Administration

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Land Management

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Land Management

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Landscape Gardener

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Aged & Disabilities Services



- Personal Care
- Home Care
- Respite Care & Support
- Planned Activity Group
- Meals on Wheels
- Home Maintenance
- We-Care Program

Koorie Elders Planned Activity Group

Aged & Disabilities Services



Fitness

Koorie Elders Planned Activity Group

Aged & Disabilities Services



Activities

Koorie Elders Planned Activity Group

Aged & Disabilities Services



Exercise

Koorie Elders Planned Activity Group

Aged & Disabilities Services



Health & Nutrition

Koorie Elders Planned Activity Group

Aged & Disabilities Services



Field Trips

Koorie Elders Planned Activity Group

Aged & Disabilities Services



Arts & Crafts

Koorie Elders Planned Activity Group