

HELP SHEET OVERVIEW

help sheet

IMPLEMENTING THE WORKFORCE DEVELOPMENT STRATEGY:

A suite of Tools and Help sheets have been developed to support the aims of the strategy and guide the implementation process. They have been developed through research and consultation with Industry and Stakeholders as examples of best practice and suggestions on how to develop and implement Indigenous Employment programs.

The impact of the strategy first is to create:

Extended employment opportunities for Indigenous people in the Northern Territory Hospitality sector.

Goal 1

Ongoing engagement of a support network of partners and drivers

The engagement of the key stakeholders is important in the development of a strategy that requires strategic and financial support. For the primary impact to be achieved there needs to be a partnership between the Public and Private Sector stakeholders.

Identification

Who are the partners and drivers in the Regions who can work together with employers to drive Indigenous employment?

What programs are available to assist employers in engaging and training Indigenous staff?

Tools section – 1 and 2

Engagement

How do you engage with the Community in which your business operates?

Help sheets – Section 2 # 1

How do you build support for your business's Indigenous Employment Program?

Help sheets – Section 2 # 2 and Section 3 # 3

Goal 2

Enhanced inclusive workplace culture for the sector

The development of an inclusive workplace culture is a necessary component of a culturally inclusive society. There are two primary interrelationships to focus on – the first is the relationship between the sector members and their community from which their employees are drawn and the second is the relationship that employees have with their employer and colleagues. Cross cultural understanding within these relationships is fundamental in creating inclusive workplaces.

Planning for an indigenous Workforce

Why plan for an Indigenous workforce? What are the benefits to the business?

Help sheets – Section 1 # 1

Building the capacity to support an Indigenous workforce

A culturally inclusive workplace has built the cross cultural capacity of both the workers and the environment in which they work to support and acknowledge cultural difference.

Help sheets – Section 1 and Section 4 # 4

Developing an Indigenous Employment Program

Practical tips on how to go about developing an IEP for your business and putting together programs to support workforce development.

Tools – # 5

Goal 3

Acknowledgement and respect of Indigenous staff contribution

Acknowledging and respecting Indigenous people for the contribution they can make to the long-term goals of the business is fundamental to the strength of this relationship. Indigenous people, if appropriately engaged will add quality to any business.

Planning for an indigenous Workforce

What are the benefits that Indigenous staff will bring to your business?

Help sheets – Section 1

Attracting an indigenous Workforce

How to attract Indigenous people to work within your business?

Help sheets – Section 3 Recruitment

Goal 4

Maximised Indigenous employees contribution in the workplace

The engagement of Indigenous people in the workplace must be based on sound business principles. The interrelationship between Employers and Employees must be built on a shared understanding of what each brings to the relationship. Anything other than a mutually beneficial relationship is not sustainable.

Clear Expectations

How to ensure that you communications create a clear understanding of your business and expectations.

Help sheets – Section 4 #1

Communication and Support

How to build relationships through supportive leadership and communication.

Help sheet – Section 4 # 2

Building a skilled workplace

Identifying and supporting strengths.

Help sheets – Section 4 #'s 3 and 4, Toolbox #'s 3, 4 and 5

