



TOOLBOX

PLANNING FOR AN INDIGENOUS WORKFORCE

help sheet

DEVELOPING AND INDIGENOUS EMPLOYMENT PROGRAM

Developing a strategy for your business need not be a huge undertaking, and should be considered as a component of your broader human resource management or workforce development strategy. In saying this, where businesses invest in developing a specific strategy to engage Indigenous people in their business greater success is generally achieved. The most effective strategies embrace a “whole of business” approach where the commitment and responsibilities are shared across the business.

Developing a Strategy

An important part of building a culturally diverse and inclusive workplace is planning for the introduction of Indigenous staff. Your business will benefit from an Indigenous Workforce development strategy that is focussed on the community in which you are located. Working through the Tools and Help sheets within this strategy will assist you in this process or alternatively you may like to engage the services of a consultant.

Support for Employers

There are a range of programs available to support Indigenous Workforce Development from both the Federal and Northern Territory Governments. This information can be found in the Tools section under Program Funding.

Navigating through the various programs and support available is an area you can also seek assistance. There are a range of Service Providers who have the expertise to assist you in achieving your businesses goals and objectives. The following are recommended as an initial starting point:

Indigenous Employment Program

The objective of the reformed Indigenous Employment Program (IEP) is to increase Indigenous Australians employment outcomes and participation in economic activities, contributing to the Governments commitment to halving the gap between Indigenous and non-Indigenous employment outcomes within a decade.

The IEP supports a broad range of activities that are responsive to the needs of employers, Indigenous Australians and their communities. Support is available for activities that help to achieve the objective of the IEP and that offer value for money. These could include activities that will:

- ▶ Encourage and support employers to provide sustainable employment opportunities for Indigenous Australians.
- ▶ Encourage and support Indigenous Australians to take up training and employment opportunities, stay in jobs and enhance their future employment prospects.
- ▶ Assist Indigenous communities, industry bodies and groups of employers to develop Indigenous workforce and economic development strategies that support local and regional economic growth or
- ▶ Assist Indigenous Australians to develop sustainable businesses and economic opportunities in urban, regional and remote areas.

For further information visit <http://www.deewr.gov.au/Indigenous/Employment/Programs/IEP/Pages/default.aspx>



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Job Services Australia

From 1 July 2009, the Australian Government's new Job Services Australia offers a new tailored approach to employment services.

Replacing the previous employment services, such as Job Network, Job Services Australia heralds a major change to how employment services will work with you as an employer. You will have more tailored assistance to help you find the right staff and meet your employment needs.

Job Services Australia is designed to be flexible and responsive to employer needs, skills in demand in local communities and changing economic times. It will identify the requirements of your business and ensure job seekers are trained and ready to meet your needs, at a time when you need them.

Job Services Australia was developed after extensive consultation with Australian employers, peak industry bodies, employment agencies and job seekers.

Job Services Australia providers are located in more than 2000 locations across the country, providing a one-stop shop to support your business recruitment needs.

For further information visit

<http://jobsearch.gov.au/provider/providersearch.aspx>

Australian Employment Covenant

The Australian Employment Covenant (AEC) is a national industry-led initiative which brings all Australians together to help close the gap between Indigenous and non-Indigenous Australians in employment and employment opportunities.

The AEC's aim is the placement and long-term retention of 50,000 Indigenous people into 'Covenant Jobs' within a two-year period.

The Australian Government is supportive of the AEC initiative in line with its commitment to halving the gap between Indigenous and non-Indigenous employment outcomes over a decade.

For more information

Interested employers, training providers and job seekers can find more information or register their interest at www.fiftythousandjobs.com.au or by phoning the Australian Employment Covenant Hotline on 1300 346 325.



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