

SECTION ONE

PLANNING FOR AN INDIGENOUS WORKFORCE

help sheet

GETTING STARTED

To understand the benefits of building an Indigenous workforce within your business you need to be able to identify what these benefits are. There are many benefits to developing an Indigenous workforce, below are some examples of “Why”.

A good starting point is a discussion with your management team(s) to identify these benefits and start the team off in a positive direction. By including managers and supervisors in this process there will be greater understanding within your business and therefore greater support.

WHY?

- Increased customer satisfaction through providing opportunities for visitors to the Northern Territory to engage with Indigenous people
- Increasing your access to business opportunities with Indigenous organisations
- Reduced recruitment and induction expenses by accessing and re-accessing a local workforce
- Establishing a stable and dedicated local workforce
- Indigenous Australians can provide unique perspectives
- Providing non-Indigenous staff with an increased awareness and understanding of local Indigenous issues
- Stronger commitment to corporate social responsibilities and objectives
- Building a stronger, healthier, more harmonious community

Discussion Points

As a starting point, look at where your business is now. Points of discussion and fact gathering in the following areas will assist in looking at the “Why’s” and also be your starting point to move forward with an Indigenous Employment Program or strategy for your business.

Discussion Point 1: Where are you now? Let’s look at your current workforce first...

- ▶ How many employees are permanent full-time and part-time? How many casual positions does your business traditionally have and how does this fluctuate with seasonal factors?
- ▶ What is the break down across specific occupations within your business?
- ▶ Of these, which are the most difficult roles to fill and retain staff?
- ▶ What qualifications and skills do your employees need to have for the specific occupations? Can you identify the “entry points” whereby Indigenous staff can enter into your workforce and learn on the job supported by training and development?
- ▶ What is your turnover rate across the workforce?
- ▶ What is your turnover rate in the specific occupations within your workforce?
- ▶ Which cultural backgrounds are currently identified within your workforce?
- ▶ What vacancies do you currently have?
- ▶ How long does it take to traditionally fill positions?

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Discussion Point 2

By identifying where your business is now by gathering the information above, the benefits of developing an Indigenous workforce will have started to emerge. Now, let's start looking at the benefits...

- ▶ How would developing a local pool of Indigenous staff benefit your business looking at each of the key findings above?
- ▶ How would your current experience in working with a culturally diverse workforce assist you in developing an Indigenous workforce?
- ▶ Discuss each point above and record the benefits for you business which could be achieved by developing an Indigenous Workforce Development Strategy that is specific to your business and the community in which it is located.
- ▶ What support programs would you need to develop to support Indigenous and non-Indigenous staff as they develop a productive, culturally inclusive, workplace?
- ▶ What internal resources do you have? What external resources will you need?



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