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SECTION FOUR RETENTION

help sheet

CAREER PATHWAYS

Throughout the planning so far we have looked at identifying the entry points for Indigenous people to join your business. These entry points will be different for everyone and it's wise to appreciate that your Indigenous staff will have varying depths of knowledge of workplace practices and culture based on their previous experiences.

Through the recruitment and induction phase it is important to communicate your expectations and also to understand your employee's aspirations and needs. Some jobseekers will be ambitious and seek a career pathway while others will be happy in a job they feel comfortable in for a period of time.

As with all staff, it is important to know and review aspirations as experience and confidence builds.

Building Strong Relationships

Through your "Planning for an Indigenous Workforce" exercise, as a business you have identified the benefits of developing an Indigenous workforce. Communicate this to all your staff on a regular basis and let your Indigenous staff know they are an important part of your business and you want them to succeed and stay with you!

Identify staff who show a genuine interest in working with and supporting Indigenous people and build a mentoring component into their work so that their contribution is also recognised.

Encourage your Indigenous staff to ask questions, this may not be something that they initially feel comfortable in doing. By building trust through good communication your Indigenous staff will develop confidence in questioning and build strong working relationships with you.

Providing Career Pathways

To provide the opportunity for Career Development, you need to plan how you will expose your new employee to the various roles within your organisation. This should initially be covered in your induction and then re-visited on a regular basis.

The starting point is to provide the opportunity for the individual to make the choices when they are comfortable and confident at performing their current role.

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In considering how to go about this you may look at some of the following:

- ▶ Developing specific training and development plans for your employee's.
- ▶ Reviewing these plans regularly i.e. 3 monthly to allow for continued opportunity to identify the next career points to achieve.
- ▶ Providing the opportunity to gain formal qualifications (which can often be supported by Government programs).
- ▶ Providing networking opportunities across the sector to expose your employee to others who may be in different roles within other business.

TIP

Under the "TOOLS" section you will find extensive information on Job Roles and Qualifications to assist in planning for Career Progression through ongoing training.

Indigenous people will be more likely to stay with you when they feel valued and take pride in the work they do and their place of employment. Career progression provides challenge, interest and meaning through upgrading skills and improved opportunities.

WANT TO KNOW MORE?



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