



Aboriginal Employment Strategy 2018-2022

Adopted by Council on 14 November 2018, Resolution No: 2018/277

Policy Number	Created By	First Adopted	Last Modified	Review Period
	Executive Manager Human Resources	14.11.2018		4 Years

1. Introduction/Aims

The Narromine Shire Council Aboriginal Employment strategy, in consultation with the local Aboriginal community, will aim to maintain the number of Aboriginal and Torres Strait Islander (ATSI) people represented in Council's workforce through proactive strategies in recruitment, cultural awareness, retention and career development.

2. Indigenous employment issues in the Narromine Shire

The 2016 census of population and housing indicates that 1568 people in the Narromine Shire identified themselves as Aboriginal or Torres Strait Islander, representing 19.75% of the overall population.

The census statistics clearly show that Narromine Shire has a significantly higher proportion of ATSI people than the NSW figure of 2.9% and the total Australian figure of 2.8%.

The median age of ATSI persons in Narromine is 19 as opposed to the median age of the entire population of Narromine being 41. This would suggest that a significant proportion of the ATSI residents would be in the 0 – 17 age group and would not form part of the employment pool.

As at July 2016, 20.25% of Narromine Shire Council permanent employees identified as ATSI. This is slightly above the Shire average of 19.75%. In Trangie the ATSI population is 20.74% and 75% of staff working in the Trangie area identify as ATSI.

The high proportion of ATSI youth creates a future need for more training and employment. In an overall ageing population and therefore declining labour market, this presents an opportunity for both the ATSI and non-ATSI community.

The following barriers for employment of ATSI people have been identified:

- No ATSI contact person in Council's job advertisements, which would assist to alleviate applicant's concerns about literacy/numeracy levels;
- Insufficient knowledge/skills required by ATSI candidates to successfully apply for positions with Council;
- The requirement of a driver's licence as an essential requirement of jobs; and
- Lack of traineeships for ATSI persons

3. What is an Aboriginal Employment Strategy

An Aboriginal Employment strategy is designed to increase employment opportunities and job retention for ATSI people in a variety of proactive ways.

It aims to address to employment disadvantages of ATSI people, actively implement equal opportunity employment at all levels, and empower ATSI people to achieve self-sufficiency.

Economic independence is seen as key to self-sufficiency and self-determination for ATSI people.

The driving force behind the development of the Aboriginal Employment Strategy includes:

- Recognition that ATSI people are significantly disadvantaged in the labour market and require proactive assistance to address this inequality;
- The development of a social conscience;
- The requirement to increase employment of identified groups under Equal Employment Opportunity (EEO) legislation;
- The provision of improved mainstream services to ATSI people by employing ATSI people in service positions; and
- Recognition that ATSI people bring diverse skills and knowledge to a workplace.

Local Government has a key role to play in ATSI employment, as a public sector employer, and as an organisation that works for the social and economic wellbeing of its community. The Local Government NSW policy recognises that ATSI people have a right to self-determination and community empowerment.

Activity	Action	Accountability	Performance Indicator	Target Date
Recruitment	Review all positions to determine if a driver's licence is an essential requirement	Executive Manager Human Resources (EMHR)	Review positions when they become vacant	As new positions are advertised
	Include an ATSI contact in all externally advertised positions	EMHR	Positions advertised as stated	As new positions are advertised
	Place all advertised positions with local employment agencies in addition to other advertising means	EMHR	Positions advertised as stated	As new positions are advertised
Management Information and Cultural Awareness	Provide briefing sessions on the AES and cross cultural awareness training for all levels of management within Council	EMHR	All Manager/Supervisors receive training	31 December 2019
Mentoring	Provide either internal or external mentors for ATSI employees.	EMHR	Number of ATSI employees who are offered mentors	Mentors offered within 3 months of commencement
Training and personal development	Identify the individual training needs of ATSI employees to enhance their skills and provide training	EMHR	Increase in the number of ATSI employees undertaking training	Ongoing
	Encourage and support ATSI employees to undertake courses of study	EMHR	Increase the number of ATSI employees with post-secondary qualifications	Ongoing
Shadowing	Provide opportunities for ATSI employees to shadow managers/supervisors	Managers	Increase knowledge by ATSI employees of Local Government and specific skills required for senior positions	Ongoing
Review	Review the strategy every 4 years	EMHR	Review completed by due date	October 2022