



# **Aboriginal Employment Strategy 2025-2029**

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Manager Human Resources	1.0	14/11/2018	4 Years	Nov 2022
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### 1. Acknowledgement of Traditional Custodians

Narromine Shire Council would like to acknowledge the traditional custodians of the land and pay respect to the Elders, past present and future, for they hold the memories, traditions, and culture of the land where we meet and extend that respect to the Aboriginal Community and all Aboriginal people.

### 2. 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, career development, cultural awareness, and retention.

### 3. Indigenous employment issues in the Narromine Shire

The 2021 census of population and housing indicates that 1,300 people in the Narromine Local Government Area identified themselves as Aboriginal or Torres Strait Islander, representing 20.4% 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 3.4% and the total Australian figure of 3.2%.

The median age of ATSI persons in Narromine is 24 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 of June 2025, 24% of Narromine Shire Council's permanent employees identified as ATSI. This is above the Shire average of 20.4% of the overall population.

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.

### 4. 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.

#### 5. Enhance Career Pathways for Aboriginal employees.

Council appreciates the importance of a diverse and inclusive workforce. It is also important that our workforce is reflective of our community, recognising Aboriginal cultures in the Narromine Region. To demonstrate Council's commitment to enhancing career pathways for the Aboriginal community, Council will introduce the below initiatives and undertake the actions listed to ensure they are achieved.

#### 6. Aboriginal Employee Strategic plan.

Activity	Action	Accountability	Performance Indicator	Target Date
<b>ATTRACT</b>	Review all positions to ensure Essential and Desirable qualifications and requirements stated in advertising are accurate e.g. driver's licence	Manager Human Resources (MHR)	Applicants are educated on the expectations of Council regarding job applications and Council's recruitment processes.  Higher standard of applications, strengthening the pool of candidates received.	Ongoing
	Research options for identified and targeted positions	MHR	Increased opportunities for the local Aboriginal Community, making our workforce reflective of the community in which we work and live.	Ongoing
	Explore availability of Aboriginal employment grants to develop and support Aboriginal people through the creation of traineeships and other employment opportunities.	MHR	Building capability with the Aboriginal community by providing them with the tools to develop transferable skills to advance their employment and career prospects.	Ongoing
	Engage with local community and school groups for work experience, industry visits	MHR	Strengthened relationships with	

	and requests to attend schools and career expos where possible.		stakeholders in the community	
	Identify a contact officer in recruit advertisements who will provide guidance and support on applying for positions with Council and the merit-based recruitment system.	MHR	Greater understanding and transparency in the community regarding employment with Council.	Ongoing
<b>TRAIN</b>	Identify the individual training needs of ATSI employees to enhance their skills and provide training.	MHR	Increase in the number of ATSI employees undertaking training	Ongoing
	Encourage and support ATSI employees to undertake courses of study.	MHR	Increase the number of ATSI employees with post-secondary qualifications	Ongoing
	Support and encourage ATSI employees to access Council's learning and development framework.	MHR Supervisors Managers	Staff are made aware of all opportunities available for learning.	Ongoing
	Provide opportunities for ATSI employees to shadow managers/supervisors.		Increase knowledge by ATSI employees of Local Government and specific skills required for senior positions.	Ongoing
<b>RETAIN</b>	Provide internal mentors for ATSI employees when requested.	MHR	Number of ATSI employees who are offered mentors	Ongoing
	Promote and encourage usage of internal support mechanisms available.	MHR Supervisors Managers	Staff are educated about services available. Staff feel supported in the workplace and feel confident in asking for help when required.	Ongoing
	EAP information to be included in induction.			
	Acknowledgement and Celebration of Culture and Traditions by acknowledging NAIDOC Day and other significant calendar cultural events.	Executive Leadership Team (ELT)	All employees become educated about the importance and meaning of Aboriginal Culture	Ongoing
	Ensure Aboriginal Flag flown at Council Chambers.			