

Aboriginal and Torres Strait Islander Employment Strategy (AES) Template

Drivers for change

- ▶ Protect and promote human rights
- ▶ Substantive equality
- ▶ Increase participation in NDIS
- ▶ Reconciliation
- ▶ Close The Gap outcomes
- ▶ Compliance with National Standards for Disability Services

Objectives

Name the specific objectives of the AES and what employment and percentage goals the organisation has.

Strategic Framework

Do Aboriginal employment goals sit alongside other organisational imperatives like gender balance, age balance, diversity targets, etc?

How does the AES intersect with the Strategic, Operational and Business Plans?

Stakeholder input

RAP Committee, community members, employee through surveys, etc.

Reporting

Regular reporting is critical in this area in order to track progress and measure outcomes against goals set. Reporting should be embedded into Board reports and strategies reviewed regularly to see if they remain effective.

Putting the AES into action

Use the sample AES as a template to develop an AES. It can be modified to suit organisational need. Keep the template simple to make it more accessible to all employees.

Attraction and Recruitment

Activities/initiatives	Responsibility	By when	Outcomes
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List here the activities you will undertake - graduate programs, traineeships, Identified (S50D) positions, etc.

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Retention

Activities/initiatives	Responsibility	By when	Outcomes
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List here the activities you will undertake - Cultural leave, training and development, peer support, mentoring, etc.

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Career Development

Activities/initiatives	Responsibility	By when	Outcomes
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List here the activities you will undertake - training and development, mentoring, leadership coaching, higher duty opportunities, etc.

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Workplace leadership and culture

Activities/initiatives	Responsibility	By when	Outcomes
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List here the activities you will undertake - RAP, Acknowledgement of Country at meetings and on email signatures, cultural awareness training, etc.

Leadership team to do full day cultural awareness training			
All staff to complete base level cultural and diversity awareness programs			

Community partnerships

Activities/initiatives	Responsibility	By when	Outcomes
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List here the activities you will undertake - RAP, partnering opportunities and subcontracting, purchasing through Supply Nation certified businesses, etc.

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