



Aboriginal **E**mployment **S**trategy Ltd

Sustaining Rural Communities

19 April 2010



Session Title:

Future Opportunities for Indigenous Workforces

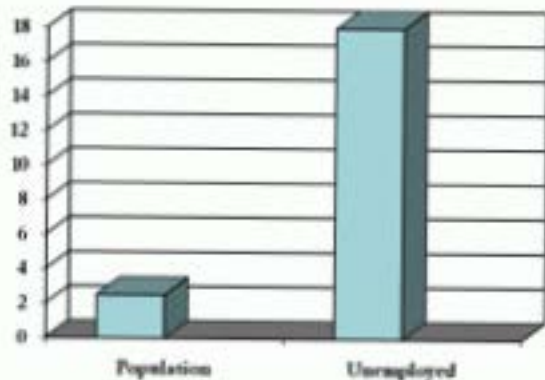
The Aboriginal Employment Strategy is about

"A career opportunity for every Indigenous Australian"

Indigenous Employment Participation

"Its about reaching your full potential and living your dreams"

When Indigenous people make up about 2.5% of the nations population, but the unemployment rate is about 18% we have an opportunity for change



Aboriginal
Employment
Strategy Ltd

Indigenous Population

***"Approximately 75%
of Indigenous
people live within
a short distance of
a mainstream
economy and
therefore real
employment
opportunities"***



Reality Snapshot

Unemployment Data

Indigenous	19.0%
Non Indigenous	5.4%

Household Income

	Indigenous	Non Indigenous
Major Cities	\$539	\$779
Inner Regional	\$450	\$645
Remote	\$433	\$752

Life Expectancy Gap

	Indigenous	Non Indigenous
Females	65 years	84 years
Males	59 years	79 years

All statistics from the Australian Bureau of Statistics



Aboriginal
Employment
Strategy Ltd

What is the Aboriginal Employment Strategy ?

- The Aboriginal Employment Strategy (AES) is a 100% Indigenous, not-for-profit National recruitment company.
- Being wholly Indigenous gives us the “know how” to match the right career seekers to the right opportunities, to ensure higher levels of career retention.
- No other recruitment organisation offers this kind of expertise, commitment, value and national coverage.

AES Approach

- Our objective is to seek career opportunities first and then provide the relevant sourcing, assessment and coaching of Aboriginal people to ensure they are retained in employment and work towards a career development goal.
- We are working towards providing opportunities that will enable Aboriginal people to reach their full potential and to live their dreams.
- We turn the unemployed into the employed, short-term work into long-term, candidates into valued staff members, jobs into careers, job seekers into career seekers, workers into professionals.



Aboriginal
Employment
Strategy Ltd

Our Perspective on Success

- Employ local Indigenous community members to work with and support local Indigenous career seekers
- Practical coaching and mentoring – through our local teams
- Outreach – Increase the accessibility
- Parent/family participation – A critical part of the AES model
- Life skill development – to prepare career seekers for employers

Changes for the Better

- Improved race relations between Indigenous and non Indigenous work colleagues
- Increased confidence and pride in Indigenous communities creating a role-modelling effect
- Improved leadership skills of employees
- Increased cohesion between Indigenous and non Indigenous communities
- Providing real career opportunities

Career Opportunities starts with School Based Traineeships

- Australian workplace population is ageing and new initiatives are required
- Employers will need to invest and realign their current workplace profiling to increase Youth employees within their business
- Indigenous Youth representation over the next 5 years will be one solution for the future workforce
- School Retention, Career Preparation, Financial remuneration and being part of the business world is a reality through the School Based Traineeships – Emerging Schools and Businesses together



Aboriginal
Employment
Strategy Ltd

Career Opportunities starts with School Based Traineeships (con't)

- Two Year Program that captures Year 12 graduation and Certificate II qualification
- Indigenous Trainee contributes to the overall family circle
- Ensuring Indigenous Youth reach their "FULL POTENTIAL"
- Employers' are the answer for Economic Independence for Indigenous People
- The AES has created a pipeline of Indigenous Talent for you the commercial world, we now need to broaden and increase this pipeline

National Policy – Employers to engage with Indigenous Students

- Federal Policy reform on the National Education Financial Agreements to the States/Territories that supports School to Work transitioning
- Funding aligned to Indigenous Students with career plans, these plans to commence in Year 8
- Funding aligned to Schools who have Employer partnerships that provide real careers for Indigenous students
- All Indigenous students to have a career opportunity or a pathway to further education before leaving School

“It’s about = A CAREER”



Aboriginal
Employment
Strategy Ltd

AES Executive Team

PO Box 184
1-9 Glebe Point Road
Glebe NSW 2037

Office: 02 8571 0999

[**www.aes.org.au**](http://www.aes.org.au)

[**Danny.lester@aes.org.au**](mailto:Danny.lester@aes.org.au)



**Aboriginal
Employment
Strategy Ltd**



**Aboriginal
Employment
Strategy Ltd**