

ACT Public Service

Employment Strategy for Aboriginal and Torres Strait Islander People



Great careers
come with
the Territory.





Jon Stanhope MLA
Chief Minister

Statement of Commitment

An important aim of the ACT Government is to provide prosperity and quality of life to all Canberrans. Education and a steady regular income are two of the basic ingredients of a fulfilling and fruitful life. This Employment Strategy facilitates both for Aboriginal and Torres Strait Islander people.

The ACT Government is committed to more than doubling the number of Aboriginal and Torres Strait Islander employees in the ACT Public Service (ACTPS) by 2015. But we don't just want numbers. We want the expertise and insights that Aboriginal and Torres Strait Islander people can provide to improve Government policies and services both to their own communities and the public more widely.

Employment is critical to the economic freedom of all Aboriginal and Torres Strait Islander people. As levels of employment rise, so too does our capacity to participate fully in our communities, make our own choices and determine our own futures.

The ACT Aboriginal and Torres Strait Islander Elected Body has worked closely with the ACT Government in the formulation of this Employment Strategy and welcomes the commitments made by the ACT Government to increase Aboriginal and Torres Strait Islander employment in the ACT Public Service and to provide genuine career opportunities for existing and new Aboriginal and Torres Strait Islander employees within the Service.



Terry Williams
Chair, ACT Aboriginal and Torres Strait Islander Elected Body

The Strategy

The Employment Strategy aims to increase the number of Aboriginal and Torres Strait Islander employees and keep them employed by implementing the following initiatives and actions:

ATTRACT

To make the ACTPS an attractive workplace for Aboriginal and Torres Strait Islander people the ACTPS will:

- Establish identified positions for Aboriginal and Torres Strait Islander people.
- Make educational and employment opportunities available through scholarships, cadetships, traineeships and graduate positions.
- Develop a specialised recruitment campaign to promote Aboriginal and Torres Strait Islander opportunities.

RETAIN

To retain Aboriginal and Torres Strait Islander people within the Service, the ACTPS will:

- Develop and implement Aboriginal and Torres Strait Islander mentoring, buddy and coaching programs.
- Improve career progression opportunities for Aboriginal and Torres Strait Islander employees.
- Promote and support employee involvement in the ACTPS Indigenous Network.

CAPABILITY

To build the capability of the Service, the ACTPS will:

- Ensure access to professional development programs for Aboriginal and Torres Strait Islander employees.
- Increase cultural awareness for all employees.
- Provide annual reporting on the progress of the Employment Strategy.

Our Vision

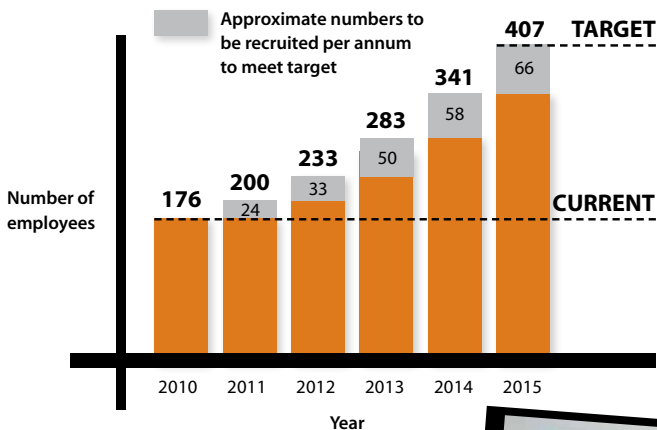
For the ACT Public Service to be seen as an attractive workplace for Aboriginal and Torres Strait Islander people to seek employment, and to more than double, by 2015, the employment of Aboriginal and Torres Strait Islander people across the Service.

Our Target

Where are we now?

Currently, 176 self-identified Aboriginal and/or Torres Strait Islander people are employed in the ACT Public Service. The Government is committed to more than doubling this number by 2015.

Where we want to be in 2015:



What can we offer you?

The ACT Public Service offers a broad range of interesting and challenging career opportunities that will allow you to continually develop your skills and knowledge. Being a smaller Public Service, you'll be supported, work in smaller teams and see the results and benefits of your work in your local community.

The ACT Public Service is also recognised as a leader in providing excellent employment conditions and work-life balance. You'll enjoy a family and culturally friendly workplace with benefits such as flexible working arrangements, generous leave provisions, opportunities for part-time work and support for families with young children.

To find out more about the great career opportunities, visit www.jobs.act.gov.au because in the ACT Public Service **'Great careers come with the Territory'**.



*'Working to build a
culturally diverse workforce'*



www.cmd.act.gov.au/governance/public/ES

This Employment Strategy for Aboriginal and Torres Strait Islander People 2011-2015 forms part of the ACT Public Service overarching Respect, Equity and Diversity Framework and establishes the actions to be taken by ACTPS Directorates to increase and maintain employment opportunities for Aboriginal and Torres Strait Islander people. These commitments are mandated under the *'Public Sector Management ACT 1994'*.

The Employment Strategy for Aboriginal and Torres Strait Islander People is produced by the Chief Minister's Directorate. For further information, please contact 02 6205 0358.