

CLOSING THE GAP
35 in 5: Indigenous Employment Strategy
2010–2015



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Artwork



Camping on the Murray
Calinda Egan, Mutti Mutti tribe

The artwork was designed and painted by Calinda Egan from the MUTTI MUTTI tribe which is located near Baillanald, near the Murray River. The artwork was commissioned by La Trobe University and is representative of the University's Indigenous Employment Program.

Calinda's artwork represents Indigenous people camping on the Murray River, where the river flows through our regional campuses up to Mildura campus, the surroundings represent bushlands around the camp sites.

La Trobe University has campuses and undertakes teaching, learning and research activities in the traditional lands of the following people:

Wurundjeri
Boonerwrung
Jaara Jaara
Latji Latji
Barkindji
Muthi Muthi
Wiradjuri
Dhudhuroa
Waywurru
Yorta Yorta
Bangerang
Taunerong

La Trobe University acknowledges Aboriginal people's ongoing connection to the land upon which its campuses are located and values the contributions Indigenous Australians make to its activities.

01 | Forward

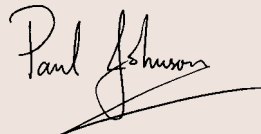
I am very pleased to introduce the **La Trobe University Closing the Gap, 35 in 5 Indigenous Employment Strategy 2010–2015**.

This Strategy has been developed to acknowledge La Trobe University's commitment to long-term sustainable employment opportunities for Indigenous Australians. The University strongly supports the Federal Government's Closing the Gap Strategy which aims to reduce Indigenous Australian disadvantage with respect to life expectancy, child mortality, access to early childhood education, educational achievement and employment outcomes.

La Trobe understands that retention of Indigenous Australian staff is a challenge. To this end, La Trobe University has recruited an Indigenous Employment Co-ordinator to drive our Indigenous employment program and continue to develop strategic partnerships with Indigenous Australians and organisations.

La Trobe University is a truly diverse organisation with our staff and students representing many nationalities. La Trobe is committed to fostering an inclusive organisational culture that values diversity and recognises the traditions and cultures of Indigenous Australians in the development of our Indigenous Employment Strategy.

The size, diversity and geographic scope of our business opportunities mean that we are well placed to offer an expanded level of employment opportunities to Indigenous Australians across various roles within the University.



Professor Paul Johnson
Vice Chancellor and President

02 | Overview

La Trobe University is strongly committed to playing a leading role in 'Closing the Gap' in educational and employment outcomes for Indigenous Australians. Indigenous Australian cultures are fundamental to Australia's sense of place, identity and cultural expression. Their ecological values and practices, in particular, are taking on renewed importance within a world confounded by climate change.

The University recognises the ongoing disadvantage that Indigenous Australians encounter in social, educational and economic terms. Analysis of Indigenous Australian population data from the 2006 National Census identifies that the University has the largest share of Victoria's Indigenous Australians within the regions in which La Trobe operates. According to Professor Tony Vinson's national research into locational and culminative disadvantage by Australian postcode, almost half of Victoria's postcodes of disadvantage fall within La Trobe's operational regions.¹

Through a range of employment, learning and community engagement initiatives, La Trobe University seeks to strengthen its partnerships and relationships with Indigenous Australian communities and close the gap.

The La Trobe University – Closing the Gap, 35 in 5 Indigenous Employment Strategy 2010-2015 commits the University to creating an additional 35 long-term sustainable employment opportunities for Indigenous Australians and the implementation of the Strategy may also have the capacity for the University to be viewed as an employer of choice for Indigenous Australians within the higher education sector. This will be achieved through the implementation of targeted promotion, community engagement, recruitment, professional development, personal support and other retention strategies. It also aims to facilitate employment and career development opportunities in an environment that is culturally inclusive and supportive of Indigenous Australians.

The endeavour to achieve the goal of an additional 35 jobs for Indigenous Australians will include creating pathways through full-time continuing, part-time, contractual, special project, and seasonal jobs.

The Strategy has evolved from the thinking seeded in the University's "Changing Places" discussion paper. It is tied to a larger program of Indigenous Australian student recruitment, community engagement and partnerships, and innovation in Indigenous Australian research, engagement, teaching and learning.

The Strategy is also in line with the requirements of the La Trobe University Collective Agreement 2009 of the targeted recruitment of seven (7) equivalent full-time ongoing Indigenous Australian staff members per annum over the life of the agreement.

¹ Community Diversity and Cohesion – The distribution of social disadvantage in Victoria and New South Wales and the mediating role of social cohesion.

La Trobe University is committed to developing a Strategy that facilitates the employment of Indigenous Australians within academic, administrative, and managerial positions within faculties and divisions across the University. This Strategy is designed to not only suit the current business needs of the university but also seeks to align future Indigenous Australian employment opportunities within the University's overall business development. This Strategy will be powered by a simultaneous commitment to retaining and then growing the number of Indigenous Australian staff in the University by pursuing an approach whereby positions will be targeted and Indigenous Australian candidates will be given greater opportunity to secure positions across the University's campuses, faculties and business divisions.

La Trobe University believes that a truly diverse workforce, which is representative of the broader Australian community in which it aims to serve, will produce positive flow on effects to the University. Furthermore, the University recognises the unique and special place that Indigenous Australians have within the Victorian and broader Australian community.

Success of the Strategy will be measured by the successful recruitment, retention and career development of Indigenous Australian staff in long-term sustainable employment at La Trobe University.

Extensive consultation will continue to be undertaken with internal and external stakeholders, including community organisations, employment providers, government, the University's Indigenous Australian staff, and Senior Management and Executive to ensure the Strategy meets the needs of the organisation and to convey the message that responsibility for ensuring the success of the Strategy lies in the hands of a whole of business approach.

I would like to thank the faculties and divisions for their commitment to the implementation of the Strategy. For further information, please contact the Indigenous Employment Co-ordinator on 03 9479 6678 or Indigenous-Employment@latrobe.edu.au



Müyesser Durur

Executive Director, People and Culture

03 | Purpose

Goals and Strategies

Create Opportunities

Increase the level of Indigenous Australian employment within faculties and divisions across identified and mainstream roles, including Indigenous Australian traineeships and cadetships.

Increase Recruitment

Provide 35 new employment opportunities across all levels in both administrative and academic classifications for Indigenous Australians within campuses, faculties and divisions through a combination of full-time, permanent, part-time, seasonal, special project, and contractual work.

Secure La Trobe University as an Employer of Choice

Create an environment that is competent and secure, culturally inclusive and welcoming to Indigenous Australians (students and staff alike) and secures La Trobe University as an Employer of Choice for Indigenous Australians in the higher education sector.

Develop and Retain Talent

Provide appropriate mechanisms and a supportive environment to retain Indigenous Australian staff through cultural leave, training, career pathways, mentoring, coaching, work shadowing, and professional development opportunities.

Governance

The Indigenous Employment Steering Committee will continue to monitor and evaluate the Indigenous Employment Strategy. The committee will consist of Executive, Faculty and community representation and will report annually on the progress of achievement of the Indigenous Employment Strategy.

The key roles of the Steering Committee will be to:

- ▶ Provide advice and feedback to La Trobe University on Indigenous Australian practices within the context of the implementation of the Strategy;
- ▶ Drive employment opportunities at La Trobe University within the context of wider initiatives such as the achievement of the Federal Government's "Closing the Gap" commitment and the private sector's Generation One initiative;
- ▶ Monitor and advise on employment options for Indigenous Australian people within the University;
- ▶ Ensure community consultation in the ongoing development of Indigenous Australian employment opportunities throughout the University; and
- ▶ Advise on mechanisms to enhance the effectiveness for recruitment, retention and career development of Indigenous Australian staff within the University.

04 | Key Result Area 1

Increase the level of long-term sustainable Indigenous Australian employment at La Trobe University within faculties and divisions across all levels in both administrative and academic classifications

AIM	STRATEGY	ACTIVITIES	TIME FRAME
Identify potential roles within faculties and divisions	▶ Work in collaboration with faculties and divisions to identify and promote potential roles (academic and administration) to target Indigenous Australian applicants	▶ Ongoing consultation with Senior Manager of Faculties and Divisions to identify and target Indigenous Australian employment opportunities including undergraduate and postgraduate students	2010–2015 Ongoing
		▶ Faculties and division to work in collaboration with the IEC to develop and implement proactive recruiting strategies	2010–2015 Ongoing
	▶ Maximise employment opportunities within faculties and divisions through traineeships, cadetships, fixed term and continuing appointments and secondments	▶ Promote and secure five (5) traineeship opportunities to La Trobe University faculties and divisions and Indigenous Australian community	June 2012
		▶ Participate in the Federal Government's Indigenous Cadetship Program	July 2011
		▶ Promote and secure five (5) cadetship opportunities for undergraduates across faculties and divisions	June 2012
		▶ Establish and develop partnerships with DEEWR and other funding bodies	July 2011
Attraction and recruitment of Indigenous Australian staff	▶ Promote employment opportunities to Indigenous Australian community on a National level	▶ Develop an Indigenous Australian specific La Trobe University advertisement to be a regular feature in the Indigenous Australian print media including Koori Mail, National Indigenous Times	October 2010
		▶ Distribute notifications through national Indigenous Australian networks	2010–2015 Ongoing
	▶ Ensure that all recruitment processes are culturally appropriate to attract Indigenous Australian applicants	▶ Participate in the review of recruitment and selection policy and procedures to reflect good practice standards pertaining to Indigenous Australian attraction and recruitment	November 2010
		▶ Indigenous Employment Co-ordinator to provide assistance to faculties and Divisions in recruitment process including participation on selection panel	2010–2015 Ongoing
		▶ Provide a single point of contact for potential Indigenous Australian applicants	November 2010
		▶ Develop an Expression of Interest form for potential applicants	August 2010
▶ Develop and maintain a database of job ready potential Indigenous Australian applicants	July 2010		

AIM	STRATEGY	ACTIVITIES	TIME FRAME
Attraction and recruitment of Indigenous Australian staff [Cont..]	▶ Develop a job ready workforce of potential Indigenous Australian staff	▶ Develop an ongoing partnership with Indigenous Student Services to promote ongoing opportunities to Indigenous Australian students past and present	August 2010
	▶ Promote employment opportunities within the University to Indigenous Australian graduates and post graduates of the University	▶ Provide each Indigenous Australian student enrolled at La Trobe University the opportunity to undertake a minimum of one (1) paid work experience opportunity within the university during their enrolment	2010–2015 Ongoing
La Trobe University to become an Employer of Choice for Indigenous Australians	▶ Promote and market La Trobe University as an Employer of Choice for Indigenous Australians within the Victorian Higher Education sector	▶ Enhance the La Trobe University website promoting the La Trobe University to the Indigenous Australian community including information about employment and professional development opportunities	December 2010
		▶ Develop promotional material and publications to increase the Indigenous Australian community's awareness of roles, career opportunities and functions of the university	October 2010
		▶ Identify "good news" articles to be included in National Indigenous print media	2010–2015 Ongoing
	▶ Engage and develop relationships with schools, universities and intermediaries who work with Indigenous Australian jobseekers	▶ Visit regularly and deliver information sessions to promote careers and opportunities to Schools, Job Services Australia members, Career Markets and potential Indigenous Australian participants	2010–2015 Ongoing
	▶ Promote current Indigenous Australian staff to relate their stories to the Indigenous Australian media	▶ Approach current Indigenous Australian staff to actively participate in the promotion by relating their story and pathway to their current role at La Trobe University through the Indigenous Australian media e.g. Koori Mail, National Indigenous Times and Indigenous Australian radio and La Trobe University media	February 2011

05 | Key Result Area 2

Increase the retention level and career development of Indigenous Australian talent employed at La Trobe University

AIM	STRATEGY	ACTIVITIES	TIME FRAME
Increased retention of Indigenous Australian staff across all campuses	▶ Develop mechanisms to assist in the retention of Indigenous Australian staff employed in faculties and divisions	▶ Implement a mentor program to provide ongoing support to all new Indigenous Australian staff appointments to La Trobe University	February 2011
		▶ Develop an Indigenous Australian staff network to provide support and prevent staff becoming isolated	December 2010
		▶ Implement an Indigenous Australian Staff Newsletter	July 2011
	▶ Contribute to a culturally appropriate, supportive environment to reflect Indigenous Australian cultures	▶ Participate in training to all new staff members as part of Equality and Diversity Awareness Program training	2010–2015 Ongoing
		▶ Provide Cultural Competency training to Faculty and Divisional staff prior to the commencement of new Indigenous Australian staff in that area	2010–2015 Ongoing
Increase the skills base of Indigenous Australian staff	▶ Work in collaboration with faculties and divisions to assist in training and career pathways for every Indigenous Australian staff member	▶ Consult with Managers and each new Indigenous Australian staff member within two months of commencement to assist in the development of training and career pathways to include: <ul style="list-style-type: none"> – Career aspirations – Training requirements – Development opportunities 	2010–2015 Ongoing
		▶ Develop Indigenous Australian staff capabilities through career development opportunities	▶ Liaise with faculties and divisions to identify career development opportunities for staff through secondments and work experience
		▶ Support staff in positions and provide mentor support	2010–2015 Ongoing

06 | Key Result Area 3

Promote awareness of Indigenous Australian opportunities through Community Engagement and Participation

AIM	STRATEGY	ACTIVITIES	TIME FRAME
Increase the Indigenous Australian community's support and participation in La Trobe University programs and achievements	▶ Provide the opportunity for Indigenous Australians to gain the experience of and an understanding of La Trobe University through culturally appropriate initiatives and programs	▶ In partnership with Equity and Student Support Services, coordinate and invite community participation in significant cultural events including NAIDOC and Reconciliation week activities	2010–2015 Ongoing
		▶ Seek community support and recommendations in culturally appropriate naming of programs, buildings, rooms and sites	2010–2015 Ongoing
		▶ Engage appropriate Indigenous Australian Elder to provide a "Welcome to Country" at major gatherings or events	2010–2015 Ongoing
	▶ Engage the local Indigenous Australian community and community organisations on culturally specific issues	▶ Engage appropriate community representative on the La Trobe University Indigenous Employment Career Pathways Planning and Review Committee	October 2010



Infinite Possibilities™

Indigenous Employment

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For course information updates, please visit:  latrobe.edu.au/coursefinder