THE ECHIDNA GROUP
Indigenous Research & Development Consultancy
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Sustainable Employment Opportunities for Aboriginal People in the NSW Divisions Network

General Practice NSW

Developing and Implementing an Aboriginal Employment Strategy

Project Objectives

The COAG *Closing the Gap - Improving Indigenous Access to Mainstream Primary Care* program provided an opportunity for the Divisions Network to employ Aboriginal staff.

GP NSW identified recruitment and retention of Aboriginal employees as a potential challenge for NSW Divisions, and as a result, sourced funding from DEEWR to encourage and support the NSW Divisions to **provide sustainable employment opportunities for Aboriginal people.**

Project Methodology

- Review existing Division strategies and undertake a needs assessment
- Consult with stakeholders and expert Divisions
- Develop the Aboriginal Employment Strategy framework and resource
- Implement the Aboriginal Employment Strategy within NSW Divisions and provide tailored support

Project Outcomes

- Development and implementation of an Aboriginal Employment Strategy within NSW Divisions
- Implementing the first step in cultural awareness training
- Identifying enablers and barriers to providing culturally sensitive employment in Divisions and considering how these can be addressed in the future
- Putting strategies in place within Divisions to ensure successful recruitment and retention of Aboriginal staff

Project Benefits

- Strengthening of **local relationships** between Divisions and the Aboriginal community / local Aboriginal organisations
- Linking Aboriginal people into **jobs**
- Establishing **support and mentoring** mechanisms for Aboriginal employees
- Increased **cultural awareness** by non-Aboriginal staff within Divisions

Key tips for developing an Aboriginal Employment Strategy

- **Address cultural competence at a systematic, organisational and individual level**
- **Strengthen relationships and partnerships with local Aboriginal communities and organisations**
- **Nurture the future workforce**
- **Ensure a link between education, training and Aboriginal positions**
- **Ensure sound methods of advertising and interviewing for employment positions**
- **Gain knowledge about local Aboriginal employment issues**
- **Ensure planning for retention of Aboriginal employees through appropriate service provision, work environment, mediation, mentoring, and career development opportunities**
- **Ensure ongoing community consultation**

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GP NSW acknowledges the consultancy work of The Echidna Group for the project (www.echidnagroup.com.au or email info@echidnagroup.com.au).

GP NSW acknowledges funding from The Department of Education, Employment and Workplace Relations for the project.

Artwork for this resource was provided by Anthony Hickling, a descendant of the Bundjalung and Gidabal tribes.