

# Peninsula Health Aboriginal Employment Strategy

2016-2019



## Acknowledgement of Country

Peninsula Health acknowledges and pays respect to the traditional people of this region, known as the Myone Buluk of the Boon Wurrung language group of the greater Kulin Nation – and bestows the same courtesy to all other First Peoples, past and present, who now reside in this region.

The Boon Wurrung people are the proud custodians and protectors of the lands on which Peninsula Health stands today.

### Bunjil

According to Boon Wurrung tradition, this land has always been protected by Bunjil the creator and spiritual leader who travels as an eagle, and by Waarn who protects the waterways and travels as a crow. Bunjil taught the Boon Wurrung people to always welcome guests. But he required the Boon Wurrung people to ask all visitors to make two promises:

- To obey the laws of Bunjil, and
- Not to harm the children or the land of Bunjil.

## Acknowledgments

Peninsula Health would like to acknowledge the artwork which was completed by participants who attended a youth surf camp in 2011 at Phillip Island on the Mornington Peninsula, as well as Peninsula Health Staff.

## A Message from the CEO

Peninsula Health is committed to workforce diversity, inclusion and the provision of culturally appropriate care for Aboriginal and Torres Strait Islander people and their communities. The employment of Aboriginal and Torres Strait Islander people at Peninsula Health will assist in developing a culturally responsive organisation that promotes the benefit of preventative health services and the importance of accessing health services at the earliest opportunity. Both will greatly assist in closing the unacceptable gap that currently exists between the health outcomes of the Aboriginal and Torres Strait Islander community and the wider Victoria community.

I am very proud to be launching Peninsula Health's second Aboriginal Employment Strategy, which builds on our previous work to create simpler pathways for Aboriginal and Torres Strait Islander people wishing to pursue a career in health. We have already employed 16 Aboriginal staff at Peninsula Health, including 2 Aboriginal trainees in our dental programs. Going forward, we plan to further develop programs and partnerships to effectively engage Aboriginal and Torres Strait Islander candidates wishing to pursue careers in health.



**Ms Sue Williams**

Chief Executive Officer  
Peninsula Health



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## Introduction

### Background

In 2012 Peninsula Health launched the first Aboriginal Employment Strategy 2012 – 2015. As the majority of the Aboriginal employment plans have reached their term in 2015, the Department of Health and Human Services supported health services to review and refresh their Aboriginal employment strategies for another three year period. Peninsula Health has committed to delivering on a second Aboriginal Employment Strategy for the three year period from 2016 – 2019.

### Close the Gap

Peninsula Health is committed to improving the lives of Aboriginal and Torres Strait Islander people. In May 2012, Peninsula Health signed the ‘Close the Gap Indigenous Health Equality Summit Statement of Intent’. As part of this statement, Peninsula Health declared a determination to close the fundamental divide between the health outcomes and life expectancy of the Aboriginal and Torres Strait Islander people of Australia and non-Indigenous Australians.

### Kareeta Yirramboi

Kareeta Yirramboi is the Victorian Government’s plan to improve public-sector employment and career development outcomes for Aboriginal people. Kareeta is the Gunditjmara word for “grow” and Yirramboi is the Taungurung word meaning “tomorrow”. The plan was developed with an initial timeline of 2010-2015 in response to COAG’s National Partnership Agreement in Indigenous Economic Participation and a commitment to halve the gap in employment outcomes between Indigenous and non-Indigenous people within a decade.

Kareeta Yirramboi set an Aboriginal employment target of one percent for the Victorian public sector and required public-sector organisations with 500 or more employees to develop an Aboriginal Employment Strategy.

The public health sector plays an important part in the overall achievement of the one percent Aboriginal employment target. Thirty-two Victorian Public Health Services have a workforce over 500 employees, the aim was to develop individual Aboriginal employment strategies that are tailored to the individual organisations’ capacity and reflective of the communities in which they operate.

The former Victoria Department of Health engaged with the Commonwealth Department of Education, Employment and Workforce Relations (DEEWR) to facilitate and coordinate the Aboriginal Employment Strategy project. The project was funded by DEEWR with the Department of Health taking responsibility for selecting the thirty-two organisations. Priority was given to Health Services with 500 or more employees. Peninsula Health was selected as one of four pilot sites at the commencement of the project.



## Progress of the Aboriginal Employment Strategy 2012 - 2015

A number of initiatives were implemented under the Aboriginal Employment Strategy 2012-2015;

- Enhancements have been implemented on the payroll and e-recruit systems that capture and manage information regarding our Aboriginal and Torres Strait Islander workforce and candidates.
- Peninsula Health has provided designated traineeships for young local Aboriginal and Torres Strait Islander people. These traineeships were offered within the Dental department at Frankston and Hastings Community Health. The trainees were provided with on the job training and experience, as well as completing a nationally recognised qualification.
- Peninsula Health currently has two secondary school work experience intakes throughout the year. Students that are Aboriginal and/or Torres Strait Islander are encouraged to apply for work experience placements
- Peninsula Health has partnered with Victorian Aboriginal Community Controlled Health Organisation (VACCHO) to deliver Cultural Safety Training across the organisation
- The staff leave policy has been updated to recognise 'sorry business' and the complex kinship structures that can occur within Aboriginal and Torres Strait Islander families
- Peninsula Health launched an Aboriginal and Torres Strait Islander Health Website - <http://atsipeninsulahealth.org.au/>
- The 'Aboriginal and Torres Strait Islander Community Advisory Group' has been refreshed to involve a broad range of stakeholders. This group includes active involvement and partnership with Peninsula Health's Human Resources Department.
- A review was undertaken of the previous Aboriginal and Torres Strait Islander Health Unit, and a new integrated approach was implemented. The Aboriginal Health Workers are now located across the service within different departments. This ensures the Aboriginal Health Workers are visible and easily accessible across a number of areas within Peninsula Health.

### Objective

Peninsula Health has acknowledged that increasing the Aboriginal workforce is an essential aspect in successfully closing the gap between Aboriginal and non-Indigenous people. The objective of this strategy remains to increase employment participation of Aboriginal people at Peninsula Health to one percent of the total workforce. This will be achieved by implementing sustainable recruitment and retention initiatives and continuing to create a more culturally responsive environment for the Aboriginal community.

Peninsula Health currently employs 16 Aboriginal employees representing 0.3% of the total workforce. 17 employees have also indicated that they prefer not to identify, which may suggest a higher representation of Aboriginal and Torres Strait Islander people within the workforce. To fulfil the target, Peninsula Health requires a total of 52 Aboriginal employees.

Through the process of increasing Aboriginal employment participation, greater understanding of cross-cultural requirements will be achieved to develop the environment and systems for long-term Aboriginal participation throughout the entire organisation.



## Environment

### Organisation Profile

Peninsula Health (PH) is a major metropolitan healthcare network providing acute, sub-acute, mental health and extensive community services. The organisation has experienced significant growth in recent years and services a diverse community comprising over 300,000 people in Frankston and the Mornington Peninsula.

The organisation has approximately 5200 staff and 800 volunteers. With proposed developments and growth in teaching and research the workforce is expected to grow to over 6000 in the next ten years.

Peninsula Health's mission to "Build a healthy community in partnership" recognises the importance of partnerships with local providers that assist with the provision of services to our local community and tertiary providers that provide specialist services not currently delivered by Peninsula Health. The organisation is the Peninsula's largest employer with approximately 5200 staff, and currently employs 16 Aboriginal employees.

### Aboriginal Community

The closest Aboriginal specific health service (Aboriginal Community Controlled Health Organisation - ACCHO) to Peninsula Health is located in Dandenong; a large city located more than 20 kilometres from Frankston and 50 kilometres from Rosebud on the Mornington Peninsula.

Peninsula Health currently has an Aboriginal and Torres Strait Islander Health Program and an Aboriginal and Torres Strait Islander Community Advisory Group who are instrumental in providing a community hub for Aboriginal people throughout the Peninsula region. This has been created in the absence of an Aboriginal Co-operative in the region.

In 2011 Census, there was a total population of 1983 Aboriginal and/or Torres Strait islander people in the Frankston and Mornington Peninsula Local Government Areas (LGA). The Indigenous population makes up 0.73% of the region's population, compared with 2.55% Indigenous persons across Australia, and 0.5% within the Greater Melbourne Statistical Areas.

The unemployment rate of the Indigenous population is 11.7% in Frankston LGA and 10.6% in the Mornington Peninsula LGA, compared to half this rate (5.05%) for non-Indigenous people. (Source: ABS, 2011 Census of Population and Housing).



## Community Consultation

In developing the Aboriginal Employment Strategy 2016–2019 consultation was undertaken with the Aboriginal and Torres Strait Islander Community Advisory Group in partnership with the Aboriginal and Torres Strait Islander Workforce, to determine improvement areas available to better promote Aboriginal employment at Peninsula Health.

Consultation resulted in identifying the following priority areas:

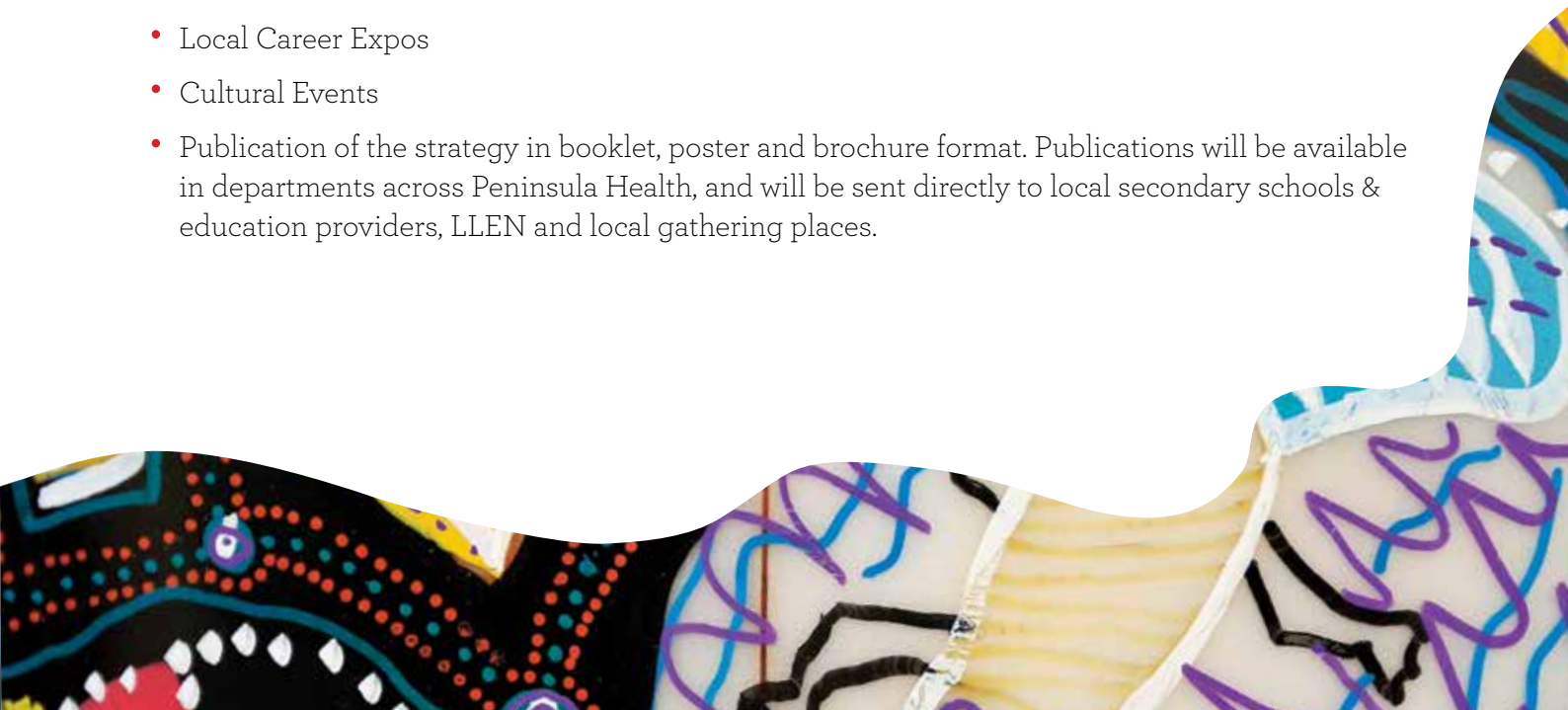
1. Developing ongoing permanent career pathways for Aboriginal and Torres Strait Islander people
2. Ensuring ongoing partnerships and relationships with the local Aboriginal community
3. Building on the cultural competency of all staff at Peninsula Health
4. Engagement with Aboriginal and Torres Strait Islander youth in secondary schools and education at pre-employment stages
5. Implementing support structures for retention of Peninsula Health's current Aboriginal and Torres Strait Islander workforce
6. Tracking and reporting on the Aboriginal and Torres Strait Islander workforce and potential candidates.

Following community consultation, benchmarking was completed with other health services and organisations, comparing their current Aboriginal Employment Plans with the development of Aboriginal health initiatives and employment at Peninsula Health.

## Communication Strategy

The Aboriginal Employment Strategy will be promoted to the community and organisation through a range of formats and forums, including:

- Peninsula Health External Website
- Peninsula Health Aboriginal and Torres Strait Islander Website
- Internal Intranet
- Social Media
- Local Career Expos
- Cultural Events
- Publication of the strategy in booklet, poster and brochure format. Publications will be available in departments across Peninsula Health, and will be sent directly to local secondary schools & education providers, LLEN and local gathering places.

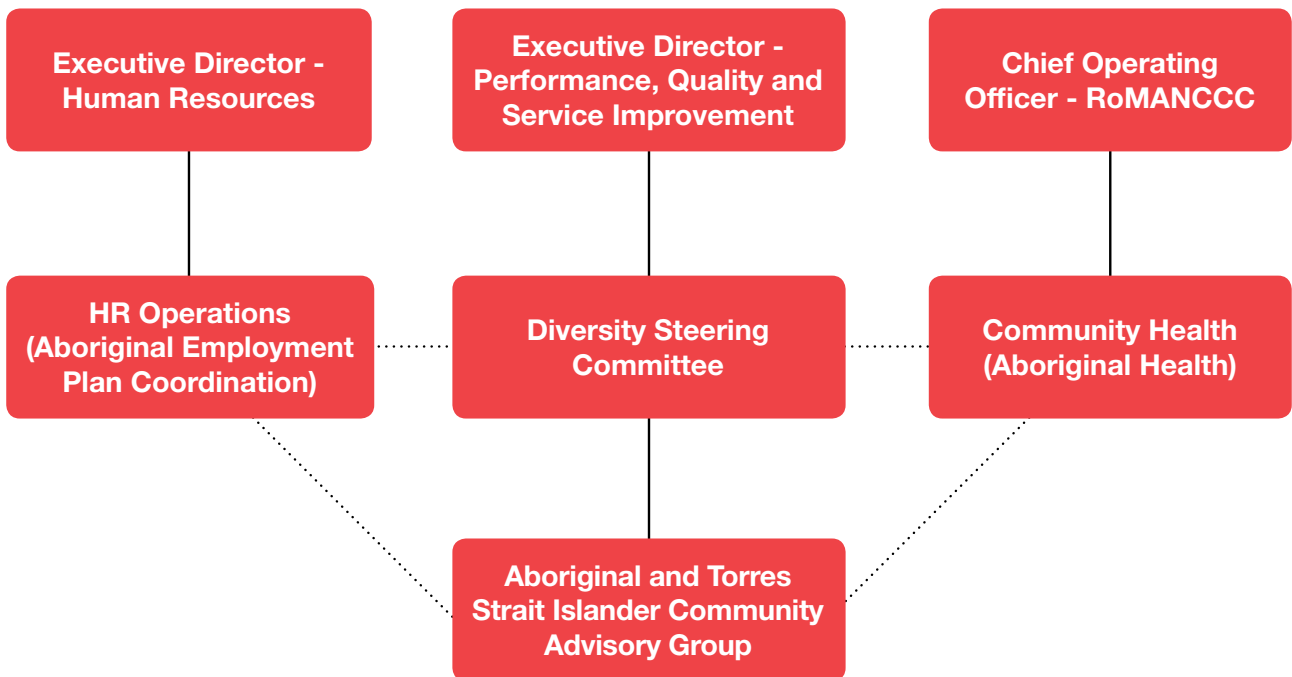


## Governance

The Aboriginal Employment Strategy is governed by the Executive Director of Human Resources, and the Chief Operating Officer – Rosebud Hospital, Mental Health, Allied Health, Nursing and Community and Continuing Care (RoMANCCC) at Peninsula Health.

The ‘Diversity Steering Committee’ will oversee the implementation and progress towards the Aboriginal Employment Strategy, as a key component of engaging with the local Aboriginal community, and supporting employment as a health and wellbeing determinant.

Reporting on the Aboriginal Employment Strategy will take place through both the ‘Diversity Steering Committee’ and to the Department of Health and Human Services. Regular updates and engagement will also occur through the Aboriginal and Torres Strait Islander Community Advisory Group.





## Peninsula Health Strategic Goals

### GOAL ONE

Define our organisational Cultural Safety commitment and organisational Cultural Competence, to provide positive employment opportunities, outcomes and support for Aboriginal employees.

#### Strategies:

1. Implement Cultural Awareness E-Learning as an online education program for all employees and monitor participation rates
2. Evaluate the effectiveness of cultural awareness training provided to Peninsula Health staff, to assess increased awareness and cultural competence when working with Aboriginal and Torres Strait Islander people
3. Review and implement further ongoing support structures, for Aboriginal employees and apprentices/trainees. All managers of Aboriginal and Torres Strait Islander trainees to attend cultural awareness training
4. Develop a marketing and promotion strategy for the Aboriginal Employment Strategy 2016-2019
5. Identify & promote ways to celebrate Aboriginal Culture within the organisation, such as NAIDOC Week, Reconciliation Week, Close the Gap Day etc.



## GOAL TWO

Engage with the local Aboriginal Community to promote career opportunities and pathways within Peninsula Health.

### Strategies:

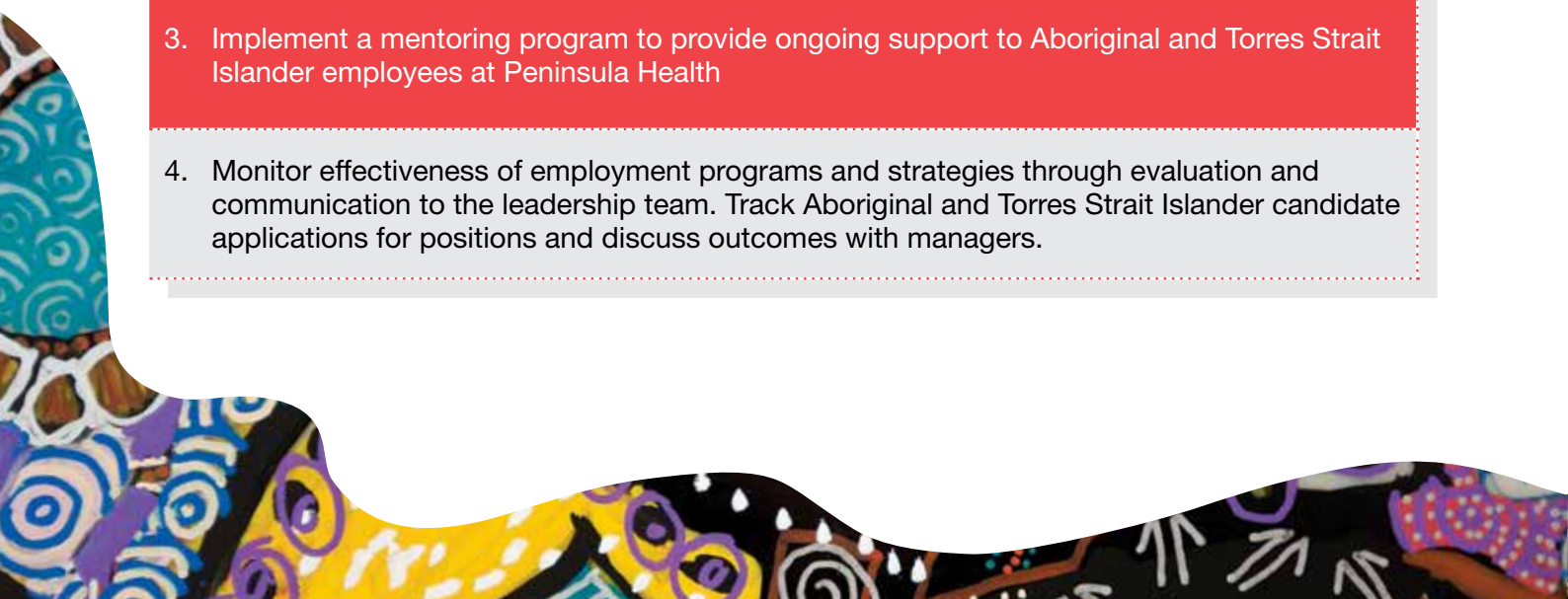
1. Regularly engage with key stakeholders to strengthen networks with the local Aboriginal Community to increase the number of Aboriginal and Torres Strait Islander candidates
2. Promote career pathways for local Aboriginal and Torres Strait Islanders through a range of marketing activities
3. Generate workforce data that identifies Aboriginal and Torres Strait Islander participation to monitor the current number of Aboriginal and Torres Strait Islander people employed.

## GOAL THREE

Further develop programs and partnerships to effectively engage Aboriginal and Torres Strait Islander candidates.

### Strategies:

1. Explore further opportunities for clinical and non-clinical placements / cadetships for Aboriginal and Torres Strait Islander candidates
2. Partner with local education institutions and secondary schools to both promote career opportunities and identify areas of interest for Aboriginal and Torres Strait Islander candidates
3. Implement a mentoring program to provide ongoing support to Aboriginal and Torres Strait Islander employees at Peninsula Health
4. Monitor effectiveness of employment programs and strategies through evaluation and communication to the leadership team. Track Aboriginal and Torres Strait Islander candidate applications for positions and discuss outcomes with managers.



## Proposed timeframe and resources

The timeframe for achieving the objective to increase the workforce to one percent Aboriginal employment participation target is 2019. To achieve the one per cent target, the strategy actions will be delivered in accordance with this action plan.

| Goal  | Strategies  | Lead   | Timelines           |
|---|---|--|---------------------|
| 1. Define our organisational Cultural Safety commitment and organisational Cultural Competence, to provide positive employment opportunities, outcomes and support for Aboriginal employees | Implement Cultural Awareness E-Learning as an online education program for all employees and monitor participation rates.   | Koolin Balit Coordinator<br>HR Project Officer       | Dec 2016            |
|   | Evaluate the effectiveness of cultural awareness training provided to Peninsula Health staff, to assess increased awareness and cultural competence when working with Aboriginal and Torres Strait Islander people.                           | Koolin Balit Coordinator<br>HR Project Officer       | Dec 2017<br>Ongoing |
|   | Review and implement further ongoing support structures, for Aboriginal employees and apprentices/trainees. All managers of Aboriginal and Torres Strait Islander trainees to attend cultural awareness training.                             | HR Project Officer<br>Koolin Balit Coordinator       | Dec 2018            |
|   | Develop a marketing and promotion strategy for the Aboriginal Employment Strategy 2016-2019.  | HR Project Officer                                   | Nov 2016            |
|   | Identify & promote ways to celebrate Aboriginal Culture within the organisation, such as NAIDOC Week, Reconciliation Week, Close the Gap Day etc.   | Koolin Balit Coordinator                             | Mar 2017<br>Ongoing |
| 2. Engage with the local Aboriginal Community to promote career opportunities and pathways within Peninsula Health  | Regularly engage with key stakeholders to strengthen networks with the local Aboriginal Community to increase the number of Aboriginal and Torres Strait Islander candidates.   | HR Project Officer<br>Koolin Balit Coordinator       | Ongoing             |
|   | Promote career pathways for local Aboriginal and Torres Strait Islanders through a range of marketing activities.   | HR Project Officer<br>Koolin Balit Coordinator       | Ongoing             |
|   | Generate workforce data that identifies Aboriginal and Torres Strait Islander participation to monitor the current number of Aboriginal and Torres Strait Islander people employed  | HR Project Officer                                   | June 2017           |
| 3. Further develop programs and partnerships to effectively engage Aboriginal and Torres Strait Islander candidates   | Explore further opportunities for clinical and non-clinical placements / cadetships for Aboriginal and Torres Strait Islander candidates  | HR Project Officer<br>Student Placement Coordinators | June 2017           |
|   | Partner with local education institutions and secondary schools to both promote career opportunities and identify areas of interest for Aboriginal and Torres Strait Islander candidates  | HR Project officer                                   | Sep 2018            |
|   | Implement a mentoring program to provide ongoing support to Aboriginal and Torres Strait Islander employees at Peninsula Health   | HR Project officer                                   | Sep 2018<br>Ongoing |
|   | Monitor effectiveness of employment programs and strategies through evaluation and communication to the leadership team. Track Aboriginal and Torres Strait Islander candidate applications for positions and discuss outcomes with managers. | HR Project Officer<br>PH<br>Dept Heads               | Feb 2018<br>Ongoing |

## Partnerships and Alliances

The success of this strategy heavily relies on the strength of key partnerships and alliances. This table summarises the identified partnerships and alliances which will be useful in implementing this strategy.

The key goals of this strategy have been tested with the following organisations and all have responded positively to engaging with Peninsula Health in implementing the strategies.

Contact information for each organisation is detailed in the 'Key Contact' section.

| Organisation  | Connection   |
|---|--|
| Aboriginal Communities  | <ul style="list-style-type: none"> <li>• There is no Aboriginal Cooperative in the Peninsula region the nearest Cooperative is based in Dandenong</li> <li>• Peninsula Health have established strong linkages with the local Aboriginal community through the Aboriginal and Torres Strait Islander Community Advisory Group, with a HR representative being present on the committee</li> <li>• This provides a vital connection to the local Aboriginal community for referrals of PH employment opportunities</li> </ul> |
| TAFE  | <ul style="list-style-type: none"> <li>• Chisholm Institute have indicated they can provide assistance with the pre-employment program and competency-based training</li> </ul>  |
| Registered Training Organisations   | <ul style="list-style-type: none"> <li>• VACCHO is an Aboriginal Health organisation that supports the Aboriginal Health Services across Victoria. They are a Registered Training Organisation and can provide competency training in the health sector. Peninsula Health has delivered Cultural Safety Training through VACCHO</li> </ul>   |
| Universities  | <ul style="list-style-type: none"> <li>• Peninsula Health have an existing relationship with Monash University and partner to showcase health and education career pathways through relevant Expos</li> </ul>  |
| Australian Apprenticeships Centres  | <ul style="list-style-type: none"> <li>• Utilise Peninsula Health relationship with VECCI to establish funding opportunities for SBAT, full-time trainees and apprentices</li> </ul>   |
| Frankston Mornington Peninsula Local Learning and Employment Network (LLEN) | <ul style="list-style-type: none"> <li>• The LLEN have established partnerships with local secondary schools</li> <li>• The LLEN can assist with identification of Aboriginal students wishing to pursue a career in the health industry</li> </ul>  |
| Local Secondary Schools   | <ul style="list-style-type: none"> <li>• A range of local Secondary Schools have indicated their willingness to partner with Peninsula Health to assist with SBAT and identifying school leavers who are interested in health careers</li> <li>• Partnering with local Secondary Schools will assist in identifying school leavers who may be interested in health careers.</li> </ul>   |



## Key Contacts

**Frankston Mornington Peninsula Local Learning and Employment Network (LLEN)**

Phone: 03 8679 3422

**Victorian Aboriginal Community Controlled Health Organisation (VACCHO)**

Phone: 03 9411 9411

**Chisholm Institute**

Phone: 1300 244 746

**Monash University**

Phone: 03 9904 4000

**Victorian Employer Chamber of Commerce and Industry (VECCI)**

Phone: 1300 363 831

**Peninsula Health Human Resources**

Phone: 03 9784 2700

**Peninsula Health ACCESS Services**

Phone: 1300 665 781



## Labour Force Statistics

### Statistical Area

The following Labour Force and Population Statistics have been sourced from the 2011 Census of Population and Housing data (<http://www.censusdata.abs.gov.au>) and are based on surrounding Local Government Areas.

The Local Government Areas used for Peninsula Health are:

- Frankston (C)
- Mornington Peninsula (S)
- Casey (C)
- Greater Dandenong (C)
- Kingston (C)



It's important to note that some degree of statistical variation may exist in the following population statistics due to randomly adjusted data by <http://www.censusdata.abs.gov.au>.

The data is adjusted to avoid the release of confidential information. This may affect some results proportionately, in particular where smaller populations are involved.



## Aboriginal Population

| Population | Victoria         |             |
|------------|------------------|-------------|
| Aboriginal | 37,990           | 0.71%       |
| Total      | <b>5,354,042</b> | <b>100%</b> |

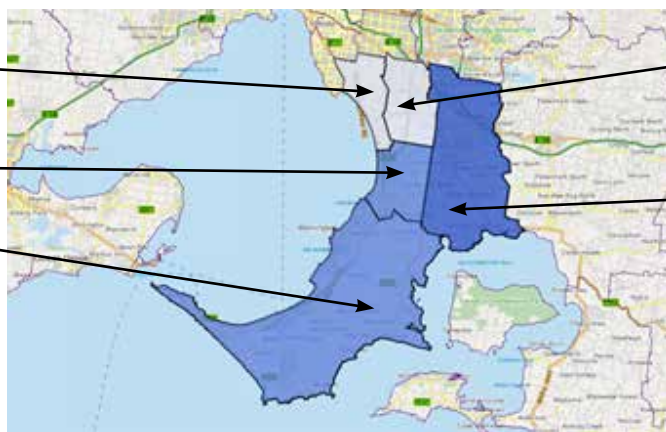
| Population                               | Local Government Area |             |                          |             |                |             |                       |             |                |             | Total Population |              |
|--|-----------------------|-------------|--------------------------|-------------|----------------|-------------|-----------------------|-------------|----------------|-------------|------------------|--------------|
|  | Frankston (C)         |             | Mornington Peninsula (S) |             | Casey (C)      |             | Greater Dandenong (C) |             | Kingston (C)   |             |                  |              |
| Aboriginal and/or Torres Strait Islander | 1,010                 | 0.8%        | 974                      | 0.67%       | 1,403          | 0.56%       | 492                   | 0.36%       | 380            | 0.27%       | <b>4259</b>      | <b>0.53%</b> |
| Total                                    | <b>126,458</b>        | <b>100%</b> | <b>144,608</b>           | <b>100%</b> | <b>252,382</b> | <b>100%</b> | <b>135,605</b>        | <b>100%</b> | <b>142,425</b> | <b>100%</b> | <b>801,478</b>   | <b>100%</b>  |

| Age   | Local Government Area |  |                          |  |              |  |                       |  |              |  | Total Population |  |
|-------|-----------------------|--|--------------------------|--|--------------|--|-----------------------|--|--------------|--|------------------|--|
|       | Frankston (C)         |  | Mornington Peninsula (S) |  | Casey (C)    |  | Greater Dandenong (C) |  | Kingston (C) |  |                  |  |
| 0-4   | 123                   |  | 94                       |  | 193          |  | 47                    |  | 34           |  | 491              |  |
| 5-9   | 109                   |  | 88                       |  | 159          |  | 56                    |  | 41           |  | 453              |  |
| 10-14 | 133                   |  | 154                      |  | 185          |  | 65                    |  | 22           |  | 559              |  |
| 15-19 | 101                   |  | 127                      |  | 166          |  | 51                    |  | 38           |  | 483              |  |
| 20-24 | 89                    |  | 81                       |  | 108          |  | 41                    |  | 38           |  | 357              |  |
| 25-29 | 63                    |  | 40                       |  | 89           |  | 27                    |  | 19           |  | 238              |  |
| 30-34 | 59                    |  | 51                       |  | 77           |  | 25                    |  | 31           |  | 243              |  |
| 35-39 | 66                    |  | 59                       |  | 106          |  | 32                    |  | 20           |  | 283              |  |
| 40-44 | 57                    |  | 69                       |  | 80           |  | 33                    |  | 36           |  | 275              |  |
| 45-49 | 62                    |  | 55                       |  | 67           |  | 20                    |  | 25           |  | 229              |  |
| 50-54 | 40                    |  | 41                       |  | 50           |  | 24                    |  | 21           |  | 176              |  |
| 55-59 | 43                    |  | 50                       |  | 32           |  | 18                    |  | 14           |  | 157              |  |
| 60-64 | 22                    |  | 21                       |  | 41           |  | 17                    |  | 10           |  | 111              |  |
| 65 +  | 40                    |  | 43                       |  | 48           |  | 34                    |  | 29           |  | 194              |  |
| Total | <b>1,007</b>          |  | <b>973</b>               |  | <b>1,401</b> |  | <b>490</b>            |  | <b>378</b>   |  | <b>4249</b>      |  |

**Kingston (C)**  
Aboriginal Population: 380

**Frankston (C)**  
Aboriginal Population: 1,010

**Mornington Peninsula (S)**  
Aboriginal Population: 974



**Greater Dandenong (C)**  
Aboriginal Population: 492

**Casey (C)**  
Aboriginal Population: 1,403

### Employed - Work Full-Time

| Age          | Local Government Area |               |                          |               |            |               |                       |              |              |              | Total Population |               |
|--------------|-----------------------|---------------|--------------------------|---------------|------------|---------------|-----------------------|--------------|--------------|--------------|------------------|---------------|
|              | Frankston (C)         |               | Mornington Peninsula (S) |               | Casey (C)  |               | Greater Dandenong (C) |              | Kingston (C) |              | Full-Time        | % of Pop.     |
|              | Full-Time             | % of Pop.     | Full-Time                | % of Pop.     | Full-Time  | % of Pop.     | Full-Time             | % of Pop.    | Full-Time    | % of Pop.    |                  |               |
| <b>15-24</b> | 45                    | 23.68%        | 53                       | 25.48%        | 49         | 17.88%        | 12                    | 13.04%       | 18           | 23.68%       | 177              | 21.07%        |
| <b>25-34</b> | 51                    | 41.8%         | 35                       | 38.46%        | 63         | 37.95%        | 14                    | 26.92%       | 21           | 42%          | 184              | 38.25%        |
| <b>35-44</b> | 40                    | 32.52%        | 48                       | 37.5%         | 82         | 44.09%        | 17                    | 26.15%       | 27           | 48.21%       | 214              | 38.35%        |
| <b>45-54</b> | 46                    | 45.1%         | 34                       | 35.42%        | 42         | 35.9%         | 13                    | 29.55%       | 20           | 43.48%       | 155              | 38.27%        |
| <b>55-64</b> | 14                    | 21.54%        | 16                       | 22.54%        | 25         | 34.25%        | 10                    | 28.57%       | 7            | 29.17%       | 72               | 26.87%        |
| <b>65 +</b>  | 4                     | 10%           | 5                        | 11.63%        | 3          | 6.25%         | 0                     | 0%           | 0            | 0%           | 12               | 6.19%         |
| <b>Total</b> | <b>200</b>            | <b>31.15%</b> | <b>191</b>               | <b>29.98%</b> | <b>264</b> | <b>30.56%</b> | <b>66</b>             | <b>20.5%</b> | <b>93</b>    | <b>33.1%</b> | <b>814</b>       | <b>29.64%</b> |

### Employed - Work Part-Time

| Age          | Local Government Area |               |                          |               |            |               |                       |               |              |               | Total Population |               |
|--------------|-----------------------|---------------|--------------------------|---------------|------------|---------------|-----------------------|---------------|--------------|---------------|------------------|---------------|
|              | Frankston (C)         |               | Mornington Peninsula (S) |               | Casey (C)  |               | Greater Dandenong (C) |               | Kingston (C) |               | Full-Time        | % of Pop.     |
|              | Full-Time             | % of Pop.     | Full-Time                | % of Pop.     | Full-Time  | % of Pop.     | Full-Time             | % of Pop.     | Full-Time    | % of Pop.     |                  |               |
| <b>15-24</b> | 32                    | 16.84%        | 45                       | 21.63%        | 36         | 13.14%        | 12                    | 13.04%        | 14           | 18.42%        | 139              | 16.55%        |
| <b>25-34</b> | 21                    | 17.21%        | 14                       | 15.38%        | 21         | 12.65%        | 5                     | 9.62%         | 12           | 24%           | 73               | 15.18%        |
| <b>35-44</b> | 26                    | 21.14%        | 22                       | 17.19%        | 38         | 20.43%        | 9                     | 13.85%        | 8            | 14.29%        | 103              | 18.46%        |
| <b>45-54</b> | 18                    | 17.65%        | 20                       | 20.83%        | 13         | 11.11%        | 3                     | 6.82%         | 13           | 28.26%        | 67               | 16.54%        |
| <b>55-64</b> | 11                    | 16.92%        | 19                       | 26.76%        | 11         | 15.07%        | 6                     | 17.14%        | 3            | 12.5%         | 50               | 18.66%        |
| <b>65 +</b>  | 0                     | 0%            | 0                        | 0%            | 3          | 6.25%         | 6                     | 17.65%        | 0            | 0%            | 9                | 4.64%         |
| <b>Total</b> | <b>108</b>            | <b>16.82%</b> | <b>120</b>               | <b>18.84%</b> | <b>122</b> | <b>14.12%</b> | <b>41</b>             | <b>12.73%</b> | <b>50</b>    | <b>17.79%</b> | <b>441</b>       | <b>16.06%</b> |

### Unemployed

| Age          | Local Government Area |              |                          |              |           |              |                       |              |              |              | Total Population |              |
|--------------|-----------------------|--------------|--------------------------|--------------|-----------|--------------|-----------------------|--------------|--------------|--------------|------------------|--------------|
|              | Frankston (C)         |              | Mornington Peninsula (S) |              | Casey (C) |              | Greater Dandenong (C) |              | Kingston (C) |              | Full-Time        | % of Pop.    |
|              | Full-Time             | % of Pop.    | Full-Time                | % of Pop.    | Full-Time | % of Pop.    | Full-Time             | % of Pop.    | Full-Time    | % of Pop.    |                  |              |
| <b>15-24</b> | 20                    | 10.53%       | 21                       | 10.1%        | 31        | 11.31%       | 6                     | 6.52%        | 10           | 13.16%       | 88               | 10.48%       |
| <b>25-34</b> | 5                     | 4.1%         | 10                       | 10.99%       | 16        | 9.64%        | 3                     | 5.77%        | 0            | 0%           | 34               | 7.07%        |
| <b>35-44</b> | 10                    | 8.13%        | 3                        | 2.34%        | 10        | 5.38%        | 5                     | 7.69%        | 9            | 16.07%       | 37               | 6.63%        |
| <b>45-54</b> | 3                     | 2.94%        | 3                        | 3.13%        | 3         | 2.56%        | 6                     | 13.64%       | 3            | 6.52%        | 18               | 4.44%        |
| <b>55-64</b> | 3                     | 4.62%        | 5                        | 7.04%        | 0         | 0%           | 3                     | 8.57%        | 0            | 0%           | 11               | 4.1%         |
| <b>65 +</b>  | 3                     | 7.5%         | 0                        | 0%           | 0         | 0%           | 0                     | 0%           | 0            | 0%           | 3                | 1.55%        |
| <b>Total</b> | <b>44</b>             | <b>6.85%</b> | <b>42</b>                | <b>6.59%</b> | <b>60</b> | <b>6.94%</b> | <b>23</b>             | <b>7.14%</b> | <b>22</b>    | <b>7.83%</b> | <b>191</b>       | <b>6.96%</b> |



## Not in the Labour Force (LF)

| Age          | Local Government Area |               |                          |               |            |               |                       |               |              |               | Total Population |               |
|--------------|-----------------------|---------------|--------------------------|---------------|------------|---------------|-----------------------|---------------|--------------|---------------|------------------|---------------|
|              | Frankston (C)         |               | Mornington Peninsula (S) |               | Casey (C)  |               | Greater Dandenong (C) |               | Kingston (C) |               | Full-Time        | % of Pop.     |
|              | Full-Time             | % of Pop.     | Full-Time                | % of Pop.     | Full-Time  | % of Pop.     | Full-Time             | % of Pop.     | Full-Time    | % of Pop.     |                  |               |
| <b>15-24</b> | 78                    | 41.05%        | 79                       | 37.98%        | 137        | 50%           | 42                    | 45.65%        | 32           | 42.11%        | 368              | 43.81%        |
| <b>25-34</b> | 31                    | 25.41%        | 27                       | 29.67%        | 52         | 31.33%        | 23                    | 44.23%        | 6            | 12%           | 139              | 28.9%         |
| <b>35-44</b> | 39                    | 31.71%        | 38                       | 29.69%        | 39         | 20.97%        | 22                    | 33.85%        | 7            | 12.5%         | 145              | 25.99%        |
| <b>45-54</b> | 33                    | 32.35%        | 30                       | 31.25%        | 38         | 32.48%        | 16                    | 36.36%        | 10           | 21.74%        | 127              | 31.36%        |
| <b>55-64</b> | 35                    | 53.85%        | 26                       | 36.62%        | 27         | 36.99%        | 13                    | 37.14%        | 7            | 29.17%        | 108              | 40.3          |
| <b>65 +</b>  | 25                    | 62.5%         | 34                       | 79.07%        | 33         | 68.75%        | 21                    | 61.76%        | 23           | 79.31%        | 136              | 70.1%         |
| <b>Total</b> | <b>241</b>            | <b>37.54%</b> | <b>234</b>               | <b>36.73%</b> | <b>326</b> | <b>37.73%</b> | <b>137</b>            | <b>42.55%</b> | <b>85</b>    | <b>30.25%</b> | <b>1023</b>      | <b>37.25%</b> |

## Victorian Labour Force Statistics as a Percentage of the Population

| Population                                      | Local Government Area  |             |                |             |                            |             |                            |             |
|---|------------------------|-------------|----------------|-------------|----------------------------|-------------|----------------------------|-------------|
|   | Not in the labourforce |             | Unemployed     |             | Employed, worked part-time |             | Employed, worked full-time |             |
| <b>Aboriginal and/or Torres Strait Islander</b> | 10,261                 | 0.71%       | 1,853          | 1.28%       | 3,491                      | 0.44%       | 6,778                      | 0.43%       |
| <b>Total</b>                                    | <b>1,451,591</b>       | <b>100%</b> | <b>144,845</b> | <b>100%</b> | <b>791,837</b>             | <b>100%</b> | <b>1,583,267</b>           | <b>100%</b> |

## Useful References and Resources

| Resource  | Location  |
|---|---|
| <b>Peninsula Health's Reconciliation Action Plan</b>                                    | <a href="http://www.peninsulahealth.org.au/wp-content/uploads/Reconciliation-Action-Plan-2018-2018.pdf">http://www.peninsulahealth.org.au/wp-content/uploads/Reconciliation-Action-Plan-2018-2018.pdf</a>   |
| <b>Kareeta Yirramboi</b>  | <a href="http://vpssc.vic.gov.au/resources/karreeta-yirramboi/">http://vpssc.vic.gov.au/resources/karreeta-yirramboi/</a>   |
| <b>Department of Health and Human Services Aboriginal Employment Strategy 2016-2021</b> | <a href="http://www.dhs.vic.gov.au/about-the-department/our-organisation/careers/aboriginal-employment">http://www.dhs.vic.gov.au/about-the-department/our-organisation/careers/aboriginal-employment</a>   |
| <b>Closing the Gap Report</b>   | <a href="http://closingthegap.dpmc.gov.au/">http://closingthegap.dpmc.gov.au/</a>   |
| <b>Targeted Recruitment for Aboriginal and Torres Strait Islander people</b>            | <a href="https://www.humanrights.gov.au/our-work/aboriginal-and-torres-strait-islander-social-justice/publications/targeted-recruitment">https://www.humanrights.gov.au/our-work/aboriginal-and-torres-strait-islander-social-justice/publications/targeted-recruitment</a> |
| <b>Peninsula Health Aboriginal and Torres Strait Islander Health Website</b>            | <a href="http://atsipeninsulahealth.org.au/">http://atsipeninsulahealth.org.au/</a>   |
| <b>Peninsula Health Statement of Priorities 2015-2016</b>                               | <a href="http://www.peninsulahealth.org.au/wp-content/uploads/FINAL-SIGNED-SOP-10092015.pdf">http://www.peninsulahealth.org.au/wp-content/uploads/FINAL-SIGNED-SOP-10092015.pdf</a>   |



# Reserving employment positions for Aboriginal people

August 2015

## Using 'special measures' under the Equal Opportunity Act 2010 to reserve employment positions for Aboriginal people

Since the commencement of the new *Equal Opportunity Act 2010* (Vic) ('Act') in August 2011, employers are no longer required to seek an anti-discrimination exemption to advertise and reserve a position for Aboriginal candidates through the Victorian Civil and Administrative Tribunal (VCAT). Such advertisement and reservation of positions will be permitted as 'special measures' under s. 12 of the Act, provided that the requirements set out in s. 12 are met.

The special measures provision simplifies the process of reserving positions for Aboriginal people.

A special measure is not an exemption to the Act because the activity undertaken through the special measure is deemed not to be discriminatory. Special measures allow employers to impose reasonable restrictions on eligibility criteria on the basis that the measure is 'promoting or realising substantive equality for members of a group with a particular attribute' (s.12(3)).

This has also been confirmed in a recent decision of VCAT in the Human Rights Division within the Anti-Discrimination List (*Cummeragunja Housing & Development Aboriginal Corporation (Anti-Discrimination Exemption)* [2011] VCAT 2237).

A health service seeking to use the special measures provision in the Act must define:

- The purpose of the special measure (as it relates to the health service's specific work environment); and
- The substantive equality it is seeking to promote or realise.

### Criteria for special measure

Under s. 12(3) of the Act, a special measure must satisfy the following criteria:

#### 1. Undertaken in good faith for achieving the purpose

In this context the purpose is to promote and realise equitable representation of Aboriginal people within the public sector workforce, within the health sector workforce and within the workforce of the individual health service. (S. 12(4)(b) provides that a special measure may have more than one purpose, as long as one of its purposes is to promote or realise substantive equality for Aboriginal people).

## 2. Reasonably likely to achieve the purpose

It must be reasonably likely that by considering Aboriginal applicants for a particular position the organisation will be able to achieve equitable Aboriginal representation in its workforce.

## 3. A proportionate means of achieving the purpose

The number of positions within an organisation that are reserved for Aboriginal applicants should not exceed the target of achieving equitable Aboriginal representation within the workforce. In some cases, an organisation's target for achieving equitable Aboriginal representation may be greater than the one per cent target generally provided in *Karreeta Yirramboi*. *Karreeta Yirramboi* is the Victorian Government's plan to improve public sector employment outcomes for Aboriginal Victorians.

## 4. Justified because the members of the group have a particular need for advancement or assistance

Aboriginal people are under-represented in the Victorian public health sector workforce. The former State Services Authority workforce data collected in November 2010 showed that Aboriginal people make up only 0.1 per cent of the public health sector workforce,<sup>1</sup> despite accounting for 0.54 per cent of Victoria's working-age population.<sup>2</sup>

Public health is the largest employer in the public sector, accounting for 38 per cent of the public sector workforce. However, public health accommodates only 11 per cent of the Aboriginal public sector workforce.<sup>3</sup>

## How to use a special measure

A special measure is not considered discrimination under the Act and therefore does not require an exemption. However, in the event that a special measure is challenged as being discriminatory (for example, by a non-Aboriginal person who is ineligible to apply for a position by reason of the special measure), the burden falls to the employer to prove that the special measure meets the criteria set out in s. 12.

Although there are no specific documentation requirements relating to the implementation of special measures, the department recommends that health services undertake the following actions to reduce the likelihood of any special measures being successfully challenged.

### 1. Develop an Aboriginal employment plan

Under *Karreeta Yirramboi* all public sector employers (including health services) with more than 500 staff are required to develop an Aboriginal employment plan. Smaller health services are encouraged to do the same. *Karreeta Yirramboi* sets an Aboriginal employment target of one per cent and this can be cited to provide further validity to the special measure.

In their Aboriginal employment plans, health services should expressly state the reason for increasing Aboriginal employment (the purpose) and detail the targets and timelines relating to this goal.

### 2. Cite the Equal Opportunity Act.

Whenever describing or undertaking activity relating to the special measure, health services should cite s.12 of the *Equal Opportunity Act 2010* (Vic).

<sup>1</sup> State Services Authority, 2011, *Indigenous employment: Victorian public sector*, State Government of Victoria, Melbourne, p. 3.

<sup>2</sup> Department of Planning and Community Development, 2010, *Karreeta Yirramboi*, State Government of Victoria, Melbourne, p. 2.

<sup>3</sup> State Services Authority, 2011, *Indigenous employment: Victorian public sector*, State Government of Victoria, Melbourne, p. 3.

This includes featuring the following text in any Aboriginal employment plans, employment advertisements, strategy documents and other material that refers to activity related to the special measures:

*'This action/activity constitutes a special measure under section 12 of the Equal Opportunity Act 2010 (Vic).'*

### 3. Monitor targets

Once a special measure has succeeded in achieving the promotion or realisation of substantive equality, it is no longer a special measure and it must cease (s. 12(7)).

This is because special measures are not intended to set up separate rights permanently for different groups of people. If a health service sets out to employ a specific number of Aboriginal people and uses the special measures provision to reserve positions, the health service will need to consider whether the purpose of the special measure has been achieved once the relevant target has been reached. If it has, the organisation should no longer reserve positions for Aboriginal people, as the special measure used for this purpose will have ceased and therefore such action may be deemed discriminatory under the Act.

Health services should establish a review date in relation to any special measures it seeks to implement, to determine whether the stated purpose of the special measure continues to be relevant. This is particularly important if there is a change in business requirements or a change in the structure of the organisation.

## Victorian Civil and Administrative Tribunal exemptions

Health services should seek an exemption from VCAT for all activity that falls outside of the special measures provision.

Reserving positions for Aboriginal applicants for purposes other than promoting or realising substantive equality does not constitute a special measure. For example, if a health service seeks to employ an Aboriginal person solely because specific Aboriginal cultural attributes are desirable in a particular position, an exemption must be obtained from VCAT in order for the activity not to be deemed discriminatory.

**For more information about whether a special measure applies, health services should seek advice from the Victorian Equal Opportunity and Human Rights Commission on 1300 292 153.**

Prepared by the Health Workforce Branch, August 2015.

To receive this publication in an accessible format phone 9096 0614 using the National Relay Service 13 36 77 if required, or email [KoolinBalit.Workforce@dhhs.vic.gov.au](mailto:KoolinBalit.Workforce@dhhs.vic.gov.au)

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Where the term 'Aboriginal' is used it refers to both Aboriginal and Torres Strait Islander people. Indigenous is retained when it is part of the title of a report, program or quotation.

Available at <http://health.vic.gov.au/aboriginalhealth/publications/index.htm>

# DHHS Koolin Balit

Employer training funding guide – Revised September 2015

The Department of Health and Human Services is committed to building the Aboriginal workforce in Victoria by increasing Aboriginal employment and training opportunities. To assist the health and community services sector there are a number of programs that can support organisations with workforce recruitment, retention and mentoring. This quick reference guide can assist managers and human resources staff to develop Aboriginal workforce capacity.

For further assistance please contact Sue Davey, Principal Policy Advisor, Aboriginal Workforce Initiatives, Department of Health and Human Services on (03) 9096 7869 or [sue.davey@dhhs.vic.gov.au](mailto:sue.davey@dhhs.vic.gov.au)

Department of Health & Human Services

| Source   | Incentive                                    | Amount                  | Eligibility  | How it is paid  | More information   |
|--|--|-------------------------|--|---|--|
| Commonwealth Government (Australian Apprenticeships) | Commencement*                                | \$1,500                 | For employers who commence an apprentice in a Certificate III, IV, Diploma or Advanced Diploma qualification   | Paid to the employer  | <p><a href="http://www.australianapprenticeships.gov.au/publications/su-mmmary-australian-government-australian-apprenticeships-incentives-programme">http://www.australianapprenticeships.gov.au/publications/su-mmmary-australian-government-australian-apprenticeships-incentives-programme</a></p> <p><a href="http://www.australianapprenticeships.gov.au/faq/employer">http://www.australianapprenticeships.gov.au/faq/employer</a></p> <p>To discuss traineeships or apprenticeships contact an Apprenticeship Network Provider. Contact details can be obtained by calling 13 38 73.</p> <p>*From July 2015 eligibility may be subject to the National Skills Needs List (NSNL). For further information see the following link:<br/><a href="http://www.australianapprenticeships.gov.au/publications/abot-national-skills-needs-list">http://www.australianapprenticeships.gov.au/publications/abot-national-skills-needs-list</a></p> |
|  | Recommencement*                              | \$750                   | For employers who recommence an apprentice in a Certificate III, IV, Diploma or Advanced Diploma qualification | Paid to the employer  |  |
|  | Completion*                                  | Up to \$3,000           | For employers of an apprentice who completes a Certificate III, IV, Diploma or Advanced Diploma qualification  | Paid to the employer  |  |
|  | Nominated Equity Groups                      | \$1,250 on commencement | For employers of 'new workers' full-time and part-time who commence a Certificate II qualification             | Paid to the employer  |  |
|  | Support for Adult Australian Apprentices     | \$4000                  | For employers of apprentices who undertake Certificate III or IV   | Paid to the employer  |  |
|  | Rural and Regional Skills Shortage Incentive | \$1000                  | For employers of an apprentice who undertakes a Certificate III or IV  | Paid to the employer  |  |
|  | Declared Drought Area Incentives             | \$1500 on commencement  | For employers of an apprentice who commences a Certificate II qualification                                    | Paid to the employer  |  |
|  |  |                         | \$1500 on completion   | For employers of an apprentice who completes a Certificate II qualification |  |





| Source | Incentive                       | Amount  | Eligibility  | How it is paid                              | More information |
|--------|---------------------------------|---|--|---|------------------|
|        | Mature age                      | \$750 on commencement<br>\$750 on completion  | For employers of an apprentice in a Certificate II or higher qualification who is disadvantaged and aged 45 years or more  | Paid to the employer                        |                  |
|        | School-based                    | \$750 on commencement<br>\$750 on retention   | For employers who commence an apprentice in an endorsed Australian School-based apprenticeship in a Certificate II or higher qualification / For employers who continue to employ the apprentice after they have finished secondary school | Paid to the employer                        |                  |
|        | Disability assistance           | Wage support \$104.30 per week (full time)<br><br>Off-the-job Tutorial, Mentor and Interpreter Assistance \$38.50 per hour up to \$5,500 per year | For employers of an apprentice with a disability undertaking a Certificate II or higher qualification<br><br>For Registered Training Organisations providing Certificate II, III, IV, Diploma or Advanced Diploma                          | Paid to the employer<br><br>Paid to the RTO |                  |
|        | Living away from home allowance | \$77.17 per week for the first year<br>\$38.59 per week for the second year<br>\$25 per week for  | For apprentices undertaking a Certificate II or higher qualification who have to move away from home to commence or remain in the apprenticeship, or are homeless  | Paid to the apprentice                      |                  |

| Source   | Incentive   | Amount  | Eligibility   | How it is paid  | More information  |
|--|---|---|---|---|---|
| Commonwealth Government Department of Human Services | Abstudy   | Payments vary depending on circumstances  | For Aboriginal and Torres Strait Islander Australians who are enrolled in an approved course or undertaking an Australian Apprenticeship, and who are not receiving any other government assistance to study or do an apprenticeship or traineeship.  | Paid to the student   | <a href="http://www.humanservices.gov.au/customer/services/centrelink/abstudy">http://www.humanservices.gov.au/customer/services/centrelink/abstudy</a>     |
| Department of Education Training                     | Victorian Training Guarantee / Indigenous Completions Initiative              | Registered Training Organisations determine the tuition fees for courses. Subsidised tuition (value will depend on the individual course) | For students undertaking an approved course of study who are aged 20 years or less and seeking a qualification that is higher than the highest qualification already held.<br>Under the Indigenous Completions Initiative Indigenous students who are eligible for the Victorian training guarantee pay a concessional fee that is 20 per cent of the fee charged for a non-concessional enrolment. | Claimed directly by the RTO so the student pays only concessional rate                                  | <a href="http://www.education.vic.gov.au/training/pages/default.aspx?Redirect=1">http://www.education.vic.gov.au/training/pages/default.aspx?Redirect=1</a> |
| Department of Health and Human Services              | Youth Employment Scheme (formerly the Victorianworks for Young People scheme) | \$4,500 Full-time traineeship or paid pro-rata over 2 years for part-time. \$1,800 school based traineeship (upon completion).            | For young people who are aged 15-24 year at the commencement of their traineeship and: <ul style="list-style-type: none"> <li>• Are unemployed or not working more than 15 hours a week</li> <li>• Are not currently engaged in tertiary education</li> <li>• Have not attained a university level qualification (excluding certificate level 1-4 courses)</li> </ul>                               | Paid to the employer in 6-monthly instalments commencing 6 months after commencement of the traineeship | Contact Delphine Wills on (03) 9096 7490 or email <a href="mailto:Delphine.L.Wills@dohhs.vic.gov.au">Delphine.L.Wills@dohhs.vic.gov.au</a>                  |





| Source   | Incentive                     | Amount   | Eligibility   | How it is paid       | More information   |
|--|-------------------------------|--|---|----------------------|--|
| Department of Prime Minister and Cabinet<br>These programs are subject to the Indigenous Jobs and Training Review. Please refer to websites for updates. | Indigenous Employment Program | Up to \$6500 (including GST) for ongoing full-time positions of 35 hours or more per week  | Job seekers must be registered with <i>jobactive</i> and have participated in employment services for the last six months.  | Paid to employer     | <a href="http://employment.gov.au/employers-0#wage-subsidies-and-incentives">http://employment.gov.au/employers-0#wage-subsidies-and-incentives</a><br><br>For tailored support for Aboriginal employment and training contact:<br>Matthew Nicholls on (03) 9643 1208 or email <a href="mailto:matt.nicholls@network.pmc.gov.au">matt.nicholls@network.pmc.gov.au</a> or Stephanie Coverdale on (03) 9643 1210 or email <a href="mailto:stephanie.coverdale@network.pmc.gov.au">stephanie.coverdale@network.pmc.gov.au</a> |
|  |                               | Up to \$2200 (including GST) for ongoing part-time positions of 15 hours or more per week. | For ongoing part-time work (at least 15 hours a week)   | Please see above.    |  |
|  | Indigenous Cadetship Support  | Up to \$14,100 per annum (\$7050 per semester)   | For a person of Aboriginal or Torres Strait Islander descent who is: <ul style="list-style-type: none"> <li>enrolled for full-time study occurring on campus at a university located in Australia;</li> <li>be enrolled for his or her first undergraduate degree course; and</li> <li>have signed an employment contract for a minimum of 12 weeks work per annum</li> </ul> | Paid to the employer | <a href="https://www.ics.deewr.gov.au/Home.aspx">https://www.ics.deewr.gov.au/Home.aspx</a>  |

**Other resources**

- **Australian Indigenous Health InfoNet** is an online Indigenous Health Knowledge network and includes links to research and resources. <http://www.healthinfonet.ecu.edu.au/>



- **CareerTrackers** – Indigenous Internship Program which promotes; Recruitment and Placements, CareerTrackers Pre-Employment, Program Development and Workplace Facilitation, Monitoring and Performance Evaluations. For more information visit their website <http://www.careertrackers.org.au>
- **Generation One** - Everybody's Business: A Handbook for Indigenous Employment was developed in close consultation with Aboriginal and Torres Strait Islander individuals and organisations, reflecting the shared knowledge and experiences on helping people break the cycle of disadvantage through sustainable employment [http://generationone.org.au/uploads/general/g1\\_employerhandbook\\_online.pdf](http://generationone.org.au/uploads/general/g1_employerhandbook_online.pdf)
- **Health Heroes** is a website that promotes careers in health for Aboriginal and Torres Strait Islander peoples. Visit <http://www.healthheroes.health.gov.au/>
- **Indigenous Scholarships** website brings together over 300 scholarships for undergraduate study at Australian universities as well as more than 100 postgraduate scholarships for study in Australia and overseas. <http://www.indigenousscholarships.com.au/>
- **Karreeta Yirramboi** - In 2012 the former State Services Authority released the Karreeta Yirramboi: An Employer Toolkit to grow Aboriginal Employment in your organisation. A copy can be downloaded from <http://www.ssa.vic.gov.au/products/workforce-html-only/karreeta-yirramboi.html>
- **Reconciliation Australia** – Reconciliation Australia has a Workplace Ready Program toolkit that is based on experiences and is written for line managers, human resources managers and supervisors. There is a wealth of support in all sectors of Australian industry for managers and supervisors who want to employ Aboriginal and Torres Strait Islander people. <http://www.reconciliation.org.au/>
- **The Aspiration Initiative** - The Aspiration Initiative (TAI) is the name for a collective of Indigenous education projects. The Aspiration Initiative projects include:
  - **TAI's Academic Enrichment Program for Indigenous students** - a pioneering, 5½ year pilot program for high school students in NSW, Victoria and WA.
  - **Indigenous Scholarships guidebooks** - the Indigenous students' guide to postgraduate scholarships in Australia and overseas (2010) (Postgraduate Guide), and the Indigenous students' guide to undergraduate scholarships in Australia (2011) (Undergraduate Guide).
  - **Aurora Indigenous Scholars International Study Tour** - an annual opportunity for a number of high performing students and graduates to visit leading universities in the UK and US.
  - **International scholarships** - scholarship opportunities for graduates to study overseas through the Charlie Perkins Scholarship Trust and Roberta Sykes Indigenous Education Foundation. For more information visit: <http://theaspirationinitiative.com.au/>
- **Vocational Training and Employment Centre (VTEC) Providers** – VTECs are designed to place more than 4,000 Indigenous Australians into employment nationally. VTECs are an Australian Government initiative based on the GenerationOne employment mode. They are supported by:

Department of Health & Human Services

- **MEGT (Australia) Ltd.** - MEGT supports employment skills, and their services include; MEGT Australian Apprenticeships Centre, MEGT Recruitment & Management, MEGT Education and MEGT's Indigenous Apprenticeship & Traineeship Network. For more information visit <http://www.megt.com.au/Pages/default.aspx>
- **AFL Sportsready** - national not for profit company that has facilitated employment and education for young Australians since 1994. AFL SportsReady has helped 12,000 young people commence a traineeship including 1,300 Aboriginal and Torres Strait Islanders. For more information please visit: <http://www.afsportsready.com.au/>

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Available at < <http://health.vic.gov.au/aboriginalhealth/publications/index.htm> >

*This is not a complete list of employer training funding opportunities and is intended as a guide only. The information is subject to change. In compiling this resource the Department of Health and Human Services takes no responsibility for the accuracy of the information contained within. Please refer to the relevant funding providers for the most current eligibility criteria and funding values before making any decisions based on this information.*

Department of Health & Human Services



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