

Our Approach (continued)

Intercultural Communication and Recruitment Advertising

UnitingCare NSW.ACT will develop an intercultural communication plan that will outline the most appropriate communication tools to use for specific audiences. This will include recruitment advertising.

Selection Committees

Specific recruitment training provided through the HR managers and Indigenous Employment Coordinators will provide guidance and support to potential selection committee members on how to conduct culturally appropriate interviews.

Induction

An additional induction session will be developed to give Aboriginal and Torres Strait Islander staff a more detailed insight into the job and how their role fits into the overall UnitingCare NSW.ACT Service Group.

Training and Career Development

Accredited and non-accredited training to suit the learning styles of Aboriginal and Torres Strait Islander staff will be provided in supportive learning environments.

Mentoring

UnitingCare NSW.ACT will provide internal and external mentors to assist Aboriginal and Torres Strait Islander staff achieve and succeed in their employment, training and career development.

Retention

Opportunities for Aboriginal and Torres Strait Islander staff to network with each other to decrease isolation and increase support will be encouraged and supported by UnitingCare NSW.ACT.



Indigenous Employment Strategy



UnitingCare NSW.ACT is motivated by a commitment to build a more just, compassionate and fair society. All our work aims to achieve positive and sustainable change for individuals, families and communities, and this includes playing an active role in influencing the policies, programs and institutional arrangements that shape Australian society and people's lives.

For Further Information

If you would like more information about the UnitingCare NSW.ACT Indigenous Employment Strategy or a copy of the complete Strategy, please email ies@nsw.uca.org.au.

About UnitingCare NSW.ACT

UnitingCare NSW.ACT is a division of the Board of the NSW and ACT Synod of the Uniting Church and is responsible for the work of community services, chaplaincy and social justice advocacy. All our work is inspired and guided by the principles of justice and compassion.

Through its Service Groups, UnitingCare NSW.ACT assists and supports people throughout all stages of life. These services range from early intervention programs for children at risk of neglect and abuse, pre-school education programs and services for young people and families to specialised counselling, and residential and community care services for older people. Our chaplaincy work extends to support people in hospitals, correctional facilities and police services.

www.unitingcarenswact.org.au

UnitingCare NSW.ACT
Level 5
222 Pitt Street
Sydney NSW 2000
T: (02) 8267 4372

UnitingCare Ageing
Level 5
222 Pitt Street
Sydney NSW 2000
T: (02) 8267 4372

UnitingCare Children's Services
Level 10
222 Pitt Street
Sydney NSW 2000
T: (02) 8267 4244

UnitingCare Children, Young People and Families Services
13 Blackwood Place
North Parramatta NSW 2151
T: (02) 9768 6866

Artist: Tom Sloane

The UnitingCare Indigenous Employment Strategy logo was created through a competition among Aboriginal and Torres Strait Islander staff in UnitingCare. The winning entry was by Tom Sloane from UnitingCare Burnside in Dubbo.

This painting depicts the two organisations, UnitingCare and DEEWR coming together in partnership to work with the communities. Dots in the middle represent the fire or meeting place of the two workplaces discussing the partnerships (crack/ wiggly lines) in the community and the hands represent reaching out into the community breaking down barriers and trying to reconcile families.



Indigenous Employment Strategy

Our Commitment

UnitingCare NSW.ACT recognises the economic, social and cultural disadvantage experienced by Aboriginal and Torres Strait Islander people. Our Social Justice Charter together with the National Aboriginal and Torres Strait Islander Ecumenical Council's "Make Indigenous Poverty History" campaign form the basis of our commitment to improving employment equity, training and career development for Aboriginal and Torres Strait Islander people.

On 27 July 2007, UnitingCare NSW.ACT signed a Memorandum of Understanding in partnership with the Department of Education, Employment and Workplace Relations to become a Corporate Leader in Indigenous Employment. The development of an Indigenous Employment Strategy is the first step in this organisation's journey in achieving our commitment to Aboriginal and Torres Strait Islander people.

The workforce of more than 6,500 staff in UnitingCare NSW.ACT mainly sits in three Service Groups, each with its own Board and varying in size, scope and business focus.

The Service Groups are:

- UnitingCare Ageing,
- UnitingCare Children's Services, and
- UnitingCare Children, Young People and Families Services.

The Indigenous Employment Strategy, implemented through these Service Groups, will provide employment, learning and development opportunities for Aboriginal and Torres Strait Islander people in all occupation levels.

The specific aims of the Strategy are:

- to recruit Aboriginal and Torres Strait Islander people,
- to be the employer of choice in the community sector, and
- to support Aboriginal and Torres Strait Islander staff to become 2% of the total UnitingCare NSW.ACT workforce.

The UnitingCare NSW.ACT Executive Team will provide direction to the Service Groups, report on the achievement of outcomes during implementation, and monitor the overall progress of the Strategy. The success of the UnitingCare NSW.ACT Indigenous Employment Strategy will depend on all directors, managers and staff to provide and maintain support mechanisms to achieve sustainable employment outcomes.

More importantly, success will rely on all staff being fully aware of the vision, aims and objectives of the Strategy and, through the implementation of the Service Groups' Indigenous employment action plans, achieve positive outcomes for Aboriginal and Torres Strait Islander people.

Message from the Executive Director



I am delighted that UnitingCare NSW.ACT has become a Corporate Leader in Indigenous Employment. This plan is the first step in that process and soon we will be putting it into practice. This is a wonderful example of cooperation between ourselves, the Federal Government and the Aboriginal and Torres Strait Islander community.

I have every confidence that this initiative will result in many opportunities for employment by Indigenous people in our organisation. We are a large employer with more than 6,500 staff and we should be making sure that we are creating opportunities for more Indigenous people to join us. We already have many Indigenous employees, and this plan will expand those opportunities. It is also a good way for our non-Indigenous staff to become more aware of the issues which face our Indigenous brothers and sisters.

I would especially like to thank Azalia Canuto-Ah Mat for the excellent work she has done in preparing the strategy and getting our organisation ready for implementation.

Rev. Harry Herbert
Executive Director
UnitingCare NSW.ACT

Our Objectives

1. To provide opportunities for continuing employment for Aboriginal and Torres Strait Islander people at all levels of occupations within UnitingCare NSW.ACT Service Groups.
2. To use recruitment processes, job descriptions and selection procedures that are culturally appropriate for Aboriginal and Torres Strait Islander people.
3. To provide supportive and culturally appropriate and sensitive work environments that respect and value Aboriginal and Torres Strait Islander people.
4. To provide support mechanisms that are culturally appropriate for Aboriginal and Torres Strait Islander staff such as external and internal mentoring, peer support networks, and meeting cultural obligations to attend significant community events and gatherings.
5. To develop employment and career pathways for Aboriginal and Torres Strait Islander people with a variety of skills through competency-based training and professional learning and development.
6. To establish wider consultation and closer links between UnitingCare NSW.ACT and the Aboriginal and Torres Strait Islander communities, organisations, networks and other agencies.
7. To develop, design and disseminate culturally appropriate information to promote the UnitingCare NSW.ACT Indigenous Employment Strategy and the Service Groups' programs and services, to the Aboriginal and Torres Strait Islander communities.
8. To have the UnitingCare NSW.ACT Indigenous Employment Strategy recognised as an example of best practice in Indigenous employment by the business community.

Indigenous Employment Strategy Overview

Our Vision

UnitingCare NSW.ACT is committed to providing Aboriginal and Torres Strait Islander people with sustainable employment, career development and training in supportive and culturally sensitive work environments.

Our Aim

To establish a program of recruitment, training and career development that will provide sustainable employment equity of 2% representation of Aboriginal and Torres Strait Islander people in the UnitingCare NSW.ACT Service Group workforce.



Our Approach

UnitingCare NSW.ACT will seek to appoint an Indigenous Employment Coordinator within each of the Service Groups to provide leadership and support in the implementation and ongoing application of the Strategy.

Management Responsibilities

UnitingCare NSW.ACT will integrate the Indigenous Employment Strategy into existing corporate, human resource and staff learning and development strategies and processes with the support of the UnitingCare NSW.ACT Indigenous Employment Coordinators.

Directors and managers will be responsible for identifying new or existing employment opportunities for Aboriginal and Torres Strait Islander people as part of their workforce planning.

Monitoring, Evaluation and Reporting

The implementation process and achievement of outcomes will be monitored by the UnitingCare NSW.ACT Executive. This will include assisting and advising managers to identify employment options for Aboriginal and Torres Strait Islander people such as new and existing job vacancies, traineeships and cadetships with career pathways, and professional development opportunities.

Cross Cultural Awareness

Cross cultural awareness training will be provided to give managers and staff an insight into Aboriginal and Torres Strait Island cultures, protocols, and contemporary issues affecting Aboriginal and Torres Strait Islander people today.