

# CHAPTER 1: ABORIGINAL WORKFORCE PLAN 2021–2031

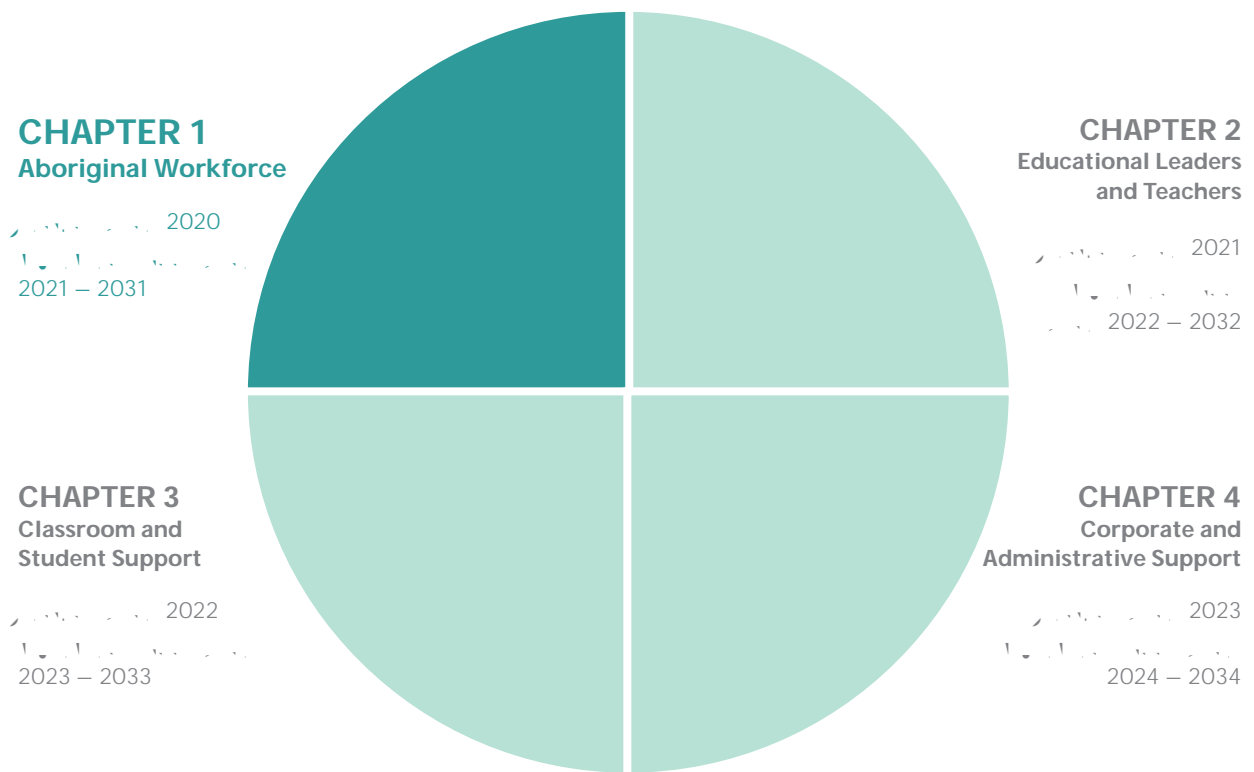


# INTRODUCTION

Our Aboriginal and Torres Strait Islander employees play an important role in education and we are committed to bringing their cultural knowledge, experience and perspectives into everything we do.

To achieve this, we need to work together. We all need to understand what success looks like and commit to take personal action - it's everybody's responsibility.

The Department for Education Aboriginal Workforce Plan 2021-2031 outlines how we will build and grow our Aboriginal workforce. It identifies our commitments, how we will measure success and the key actions we will take in the first 3 years of the plan, which we will review and build on in future years.



We know that having a strong Aboriginal workforce is key to improving educational outcomes for Aboriginal children and young people and creating an environment where all Aboriginal people can thrive. This plan is designed to help us achieve that goal.

We also need to support our non-Aboriginal workforce to be culturally responsive in the way they work and interact with Aboriginal people. We need to create learning and work environments where our Aboriginal employees, children and young people can be at their best, and where Aboriginal families and communities feel welcomed and supported to engage in their children's learning.

To sit alongside this plan, we are developing a Culturally Responsive Framework. This framework will guide how we create a culturally-safe and inclusive environment in which Aboriginal people can work and learn. It will be based on evidence and support our non-Aboriginal people to build their awareness and capability.

Everyone has a role to play in growing and building our Aboriginal workforce and creating a culturally responsive workplace. By working together, we will strengthen the outcomes for our Aboriginal workforce, as well as the children and young people who look to them as role models.

To develop this plan, we:

- Looked at information and consultation used to develop the Aboriginal Education Strategy, including feedback from employees, students and community
- Identified and considered current workforce initiatives related to Aboriginal employment
- Talked to employees from the People and Culture Division and the Aboriginal Education Directorate about emerging themes to inform the vision for the plan
- Undertook 2 stages of consultation on the draft plan:
  - Stage 1 – online survey open to all employees
  - Stage 2 – yarning circles where groups of employees discussed the plan in more detail through open dialogue and storytelling, held face-to-face and online in metropolitan and regional locations
- Consulted with Aboriginal employees in the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands through an Anangu language consultation session.

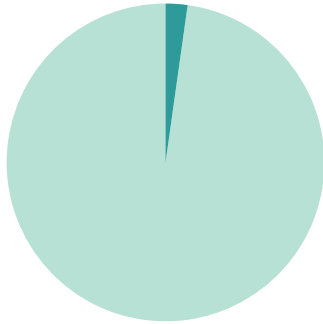
More than 255 employees provided input to help shape this plan.

Thank you for contributing your valuable time, experience and knowledge.

The word 'Aboriginal' is used throughout this document as inclusive of people who identify as Aboriginal, Anangu, Torres Strait Islander or both Aboriginal and Torres Strait Islander.

# OUR CURRENT ABORIGINAL WORKFORCE

2019-2020



1 2 3



● 32 (4.3%)  
55 (7.5%)

645 (87.5%)  
5 (0.7%)

1 2 3 4 5



## WORKFORCE STRATEGY VISION

*Workforce Strategy and Aboriginal Education* is a strategic plan that sets out the vision, goals and actions for the department's workforce and Aboriginal education.

## ABORIGINAL EDUCATION STRATEGY VISION

*Workforce Strategy and Aboriginal Education* is a strategic plan that sets out the vision, goals and actions for the department's workforce and Aboriginal education.

This plan will contribute to the department's vision for workforce and Aboriginal education by focusing on these key themes:



Develop cultural awareness, understanding and respect in our workplaces

Enable Aboriginal employees to build lifelong careers

Support Aboriginal employees to be leaders in the workplace

Work together with Aboriginal employees to implement this plan



*Workforce Strategy and Aboriginal Education* is a strategic plan that sets out the vision, goals and actions for the department's workforce and Aboriginal education.

# DEVELOP CULTURAL AWARENESS,





**2021 2023**

1. Create a departmental performance and development plan (PDP) guide for leaders to support them to implement the process in a culturally inclusive way, so that Aboriginal employees are supported with capability development and career pathways.
2. Undertake a project to:
  - a) review the positions within the department that are designated for Aboriginal employees to create clarity, transparency and consistency in the roles and responsibilities, classification levels and career pathways to acknowledge and leverage the skills and capabilities that exist within the department's Aboriginal workforce
  - b) review the process for recruitment, selection and deployment to create clarity and alignment with other school-based processes to reflect quality, merit-based appointment outcomes.
3. Determine an approach to professional learning for Aboriginal employees that strengthens connections between employees and provides access to structured development, with consideration of employees in regional and remote locations.
4. Review and strengthen recruitment and selection strategies, tools and resources to create access to employment for Aboriginal people.
  - . Review and improve the department's Aboriginal traineeship program and the Amy Levai Scholarship program as pathways into employment, and strengthen the department's support mechanisms once Aboriginal trainees and graduates are employed through these programs.

## SUPPORT ABORIGINAL EMPLOYEES TO BE LEADERS IN THE WORKPLACE



