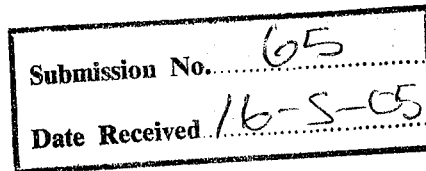
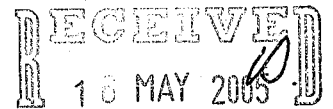


Enquiries: *SCAN2005/8421*  
*ACC2005/20154*  
Reference:



Tel 08 8203 7203  
Fax 08 8203 7575  
Email [city@adelaidecitycouncil.com](mailto:city@adelaidecitycouncil.com)

11 May 2005



The Secretary  
Ms Cheryl Scarlett  
Standing Committee on Aboriginal and Torres Strait Islander Affairs  
Parliament House  
CANBERRA ACT 2600

BY: *ATSLA*

Dear Ms Scarlett

**Re: Inquiry into Indigenous Employment**

Thank you for the opportunity to provide input into the Standing Committee's *Inquiry into Indigenous Employment*. The Committee is to be commended for seeking to achieve positive employment outcomes for Aboriginal and Torres Strait Islander people.

Council's own reconciliation initiatives include a Council Reconciliation Committee, the Kurna naming of Adelaide City Park Lands and City features and close working relations with the Kurna people, the traditional owners of the Adelaide Plains area. For further information about Council's reconciliation initiatives, you can visit our reconciliation website at <http://www.adelaidecitycouncil.com/recsite/default.htm>.

In 2002, the Adelaide City Council allocated an amount of funding to employ up to 17 Aboriginal trainees across all Council Business Units. Working closely with the Department of Employment and Workplace Relations, the Adelaide Community Development Employment Program (CDEP) and Maxima Group Training, Council's Aboriginal Trainee Program has experienced a level of success.

Outcomes of Council's Aboriginal Trainee Program include:

- The ongoing commitment to the employment of at least 10 Aboriginal trainees
- The employment of 3 of the trainees into FTE positions
- The transfer of a traineeship to a four year apprenticeship
- The provision of assistance to 6 trainees to gain full time positions with external organisations
- Increasing awareness across Council of the diversity of Aboriginal and Torres Strait Islander cultures
- Provision of cultural awareness training to Council's Leadership Forum comprising Business Unit Managers and General Managers

In response to your specific queries, I would make the following observations:

**1 Recommend to the government ways this can inform future policy development**

Our experience suggests that future policy development in respect of Aboriginal employment programs should consider:

- The ability of potential employers to provide an environment that fosters cultural diversity and promotes cultural awareness and competency activities within the workplace;
- That State and Commonwealth Departments who provide funding for Aboriginal employment programs should provide additional funding support to contribute towards the employment of Aboriginal Mentors and towards costs associated with providing specific support to Aboriginal Trainees; and
- That funding for some trainee positions should extend over a three year period to provide a greater opportunity for the integration and successful transition of trainees into FTE positions.

**2 Assess what significant factors have contributed to those positive outcomes identified**

Factors that have contributed to the positive outcomes of Adelaide City Council's Aboriginal Trainee Program include:

- The endorsement of the Aboriginal Trainee Program by Council's Executive Management Team, resulting in corporate-wide ownership of the Program and the development of more formal structures for the ongoing success of the Program;
- The employment of an Aboriginal person within Council's Human Resources Business Unit to provide dedicated mentoring to the Aboriginal trainees;
- Close working relations between the Aboriginal Mentor, Aboriginal trainees and the Team Leaders and Managers who take on Aboriginal trainees within their Business Unit;
- The introduction of cultural awareness training across specific Council Business Units, increasing Council's awareness of the diversity of Aboriginal cultures and of the issues faced by Aboriginal communities; and
- The development of links and relationships between Council's Reconciliation Officer, Council's Reconciliation Committee, the Aboriginal Mentor, the Human Resources Business Unit and other Business Units across Council.

I wish the Standing Committee all the best in its *Inquiry into Indigenous Employment*.

If you require any further information regarding Adelaide City Council's Aboriginal Trainee Program or other reconciliation initiatives, please contact Warren Guppy, Council's Reconciliation Officer, on 8203 7526.

Yours sincerely



Stuart Moseley  
**General Manager Policy and Strategy**