

**Senate Community Affairs Committee**  
**ANSWERS TO ESTIMATES QUESTIONS ON NOTICE**  
**FAMILIES, HOUSING, COMMUNITY SERVICES AND**  
**INDIGENOUS AFFAIRS PORTFOLIO**  
**2011-12 Supplementary Estimates Hearings**

**Outcome Number:** Cross

**Question No:** 3

**Topic:** Career Progression for Aboriginal and Torres Strait Islander Employees

**Hansard Page:** 20/10/2011 CA27

**Senator Furner** asked:

Can you give some examples of what has occurred with regards to career progression for Aboriginal and Torres Strait Islander employees.

**Answer:**

FaHCSIA participates in a number of programs to facilitate attraction, retention and development of Aboriginal and Torres Strait Islander people. These include:

- the Indigenous Australian Government Development Program coordinated by the Department of Education, Employment and Workplace Relations. Trainees are engaged at an APS3 level for a twelve month period. During this time, the trainees complete a Diploma in Government. Upon successful completion of the program trainees are advanced to APS4 level;
- the APSC Indigenous Traineeship program; and
- the Indigenous Cadetship program.

Some examples of career progression for Aboriginal and Torres Strait Islander employees include the following:

- In 2011, one Aboriginal employee undertook FaHCSIA's Leadership Extension Program which provides targeted development and support over a twelve month program for employees at the EL2 level identified with high potential. Two Aboriginal or Torres Strait Islander employees will participate in the 2012 Program.
- In 2011, 14 Aboriginal and Torres Strait Islander employees attended the Fourth National Indigenous Australian Public Service Employees Conference. The theme of the conference was 'Changing Landscapes – the next step is yours' and focused on career progression and leadership development.
- FaHCSIA has provided Accredited Aboriginal and Torres Strait Mentoring training since 2008, providing employees with the skills and knowledge to mentor an Aboriginal and Torres Strait Islander employee. The mentoring program provides targeted and appropriate development opportunities for Aboriginal and Torres Strait Islander employees.
- FaHCSIA has 4 Senior Executive Service positions filled by Aboriginal or Torres Strait Islander staff. One was promoted to the SES in 2010.