# Aboriginal and Torres Strait Islander Employment Strategy (AES) Template

**Drivers for change**

* Protect and promote human rights
* Substantive equality
* Increase participation in NDIS
* Reconciliation
* Close The Gap outcomes
* Compliance with National Standards for Disability Services

**Objectives**

Name the specific objectives of the AES and what employment and percentage goals the organisation has.

**Strategic Framework**

Do Aboriginal employment goals sit alongside other organisational imperatives like gender balance, age balance, diversity targets, etc?

How does the AES intersect with the Strategic, Operational and Business Plans?

**Stakeholder input**

RAP Committee, community members, employee through surveys, etc.

**Reporting**

Regular reporting is critical in this area in order to track progress and measure outcomes against goals set. Reporting should be embedded into Board reports and strategies reviewed regularly to see if they remain effective.

**Putting the AES into action**

Use the sample AES as a template to develop an AES. It can be modified to suit organisational need. Keep the template simple to make it more accessible to all employees.

## Attraction and Recruitment

List here the activities you will undertake - graduate programs, traineeships, Identified (S50D) positions, etc.

**Activities/initiatives:(**Write your answer)

**Responsibility:** (Write your answer)

**By when:** (Write your answer)

**Outcomes:** (Write your answer)

## Retention

List here the activities you will undertake - Cultural leave, training and development, peer support, mentoring, etc.

**Activities/initiatives:(**Write your answer)

**Responsibility:** (Write your answer)

**By when:** (Write your answer)

**Outcomes:** (Write your answer)

## Career Development

List here the activities you will undertake - training and development, mentoring, leadership coaching, higher duty opportunities, etc.

**Activities/initiatives:(**Write your answer)

**Responsibility:** (Write your answer)

**By when:** (Write your answer)

**Outcomes:** (Write your answer)

## Workplace leadership and culture

List here the activities you will undertake - RAP, Acknowledgement of Country at meetings and on email signatures, cultural awareness training, etc.

**Activities/initiatives:**

Leadership team to do full day cultural awareness training

All staff to complete base level cultural and diversity awareness programs

(Write your answer)

**Responsibility:** (Write your answer)

**By when:** (Write your answer)

**Outcomes:** (Write your answer)

## Community partnerships

List here the activities you will undertake - RAP, partnering opportunities and subcontracting, purchasing through Supply Nation certified businesses, etc.

**Activities/initiatives:(**Write your answer)

**Responsibility:** (Write your answer)

**By when:** (Write your answer)

**Outcomes:** (Write your answer)