

What's in it for you?

The chance to make a difference

Employing Indigenous Australians makes good business sense and will have a positive impact on the job seeker's family and their community. Giving local jobs to local people is critical for economic development of the area, especially in remote regions.

A helping hand

Financial assistance and a wide range of support is available through the Australian Government to assist you in putting appropriate training and recruitment strategies in place.

A young and enthusiastic talent pool

Indigenous Australians are a key element in the workforce of the future. Developing a niche as a preferred employer of Indigenous Australians will provide you with an opportunity to tap into a group with great potential for your workforce.

Tap into a diverse market

Employing Indigenous Australians may open up a growing market for your organisation's products or services. Diversifying your workforce to reflect your diverse consumer base makes good business sense and increasing the cultural mix within your organisation brings new perspectives and greater awareness of business opportunities.

Local knowledge

General community expectations in Australia today means employing local people makes great business sense. Depending on the industry or location, higher retention rates may apply with Indigenous employees than for the general employee population, particularly in remote areas.

A reputation as a good corporate citizen

Customer expectations that Indigenous people will form part of the staff are increasing – particularly with International tourists in the hospitality industry. In demonstrating strong

corporate citizenship you will achieve a market edge with key clients and enhance the public perception of your organisation.

A skilled-up workforce

Your organisation will gain new skills and knowledge from training and working with Indigenous employees. As a further benefit, you might discover that the pre-employment training you create for Indigenous applicants can be beneficial to non-Indigenous applicants as well and can improve overall staff retention rates.



**“I want to make a difference
by employing
Indigenous Australians.”**

For more information on any of the programmes or services in this brochure visit

www.workplace.gov.au/indigenous

OR CALL: 1802 102



An Australian Government Initiative

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Jobs Careers Future



Accor is one of Australia's leading hotel chains; it's also leading the way in Indigenous employment.

When the company received a letter from an American touring company asking why they were not meeting any Indigenous Australians in the tourist establishments they had visited, Accor asked itself that very same question... and decided to take action.

One of the key tools that Accor has used to employ Indigenous Australians is **Structured Training and Employment Projects (STEP)**, a programme which is available to any business which expects to be able to offer Indigenous Australians ongoing employment opportunities.

STEP provides flexible funding for packages of tailored assistance, including structured and accredited training, which help employers provide long-term jobs. Assistance is tailored to business needs and can include funding for apprenticeships, mentoring and other innovative approaches that can lead to lasting employment.

The assistance enables Accor to maintain its commitment to Indigenous employment in a number of ways, including providing structured training and ensuring that culturally appropriate staff support services are available to Indigenous staff.

In 2000, the company became a **Corporate Leader for Indigenous Employment**, signing an agreement with the Australian Government to implement and showcase an Indigenous Employment Strategy within their organisation.

The company is now making a real difference to the number of Indigenous Australians in lasting employment in over 90 Accor properties across Australia. It's also helping to build a more inclusive society.

If you're an Australian organisation that wants to make a difference by employing Indigenous Australians, you can access **STEP** funding. Larger organisations may also become a **Corporate Leader for Indigenous Employment**. To find out more, visit www.workplace.gov.au/indigenous or call **1802 102**.

Indigenous Employment – it's everyone's business

Find the right people for the job

Job Network can help you find suitably qualified employees for your job vacancies. To find your local **Job Network** member visit www.workplace.gov.au or call **1802 102**.

Structured Training and Employment Projects

If you're thinking about taking on a number of employees, **Structured Training and Employment Projects (STEP)** provide flexible funding for packages of tailored assistance, including structured and accredited training, which help employers provide long-term jobs. **STEP** assistance is tailored to business needs and can include funding for apprenticeships, mentoring and other innovative approaches that can lead to lasting employment. Find out more by calling **1802 102** or visit www.workplace.gov.au/indigenous.

Corporate Leaders for Indigenous Employment

The **Corporate Leaders for Indigenous Employment Project** is about making a real difference to the number of Indigenous Australians in lasting employment, by creating viable, commercially-based Indigenous employment opportunities.

By being a part of the project you can expand your talent pool by tapping into the Indigenous workforce. A flexible package of funding is provided to all committed organisations and can be tailored to your business needs. It may assist the implementation of a strategy that could, for example, include assistance for pre-employment training, mentoring or cross-cultural training.

Find out more about joining Corporate Leaders for Indigenous Employment by calling **1802 102** or visit www.workplace.gov.au/indigenous.

Wage Assistance

If you're keen to employ an Indigenous Australian, **Wage Assistance** is a simple solution. It's easy to access and provides a subsidy to employers of up to \$4,400 for employing Indigenous job seekers and can help your business cover costs such as recruitment, wages, uniforms or training.

You can find more information on how **Wage Assistance** can help your business – and your community – by calling **1802 102** or visiting www.wageassistance.gov.au. You can even apply online!

National Indigenous Cadetship Project

The **National Indigenous Cadetship Project (NICP)** links Indigenous students with employers who can give them work skills and professional employment while they undertake diploma, advanced diploma or undergraduate degree studies.

The **NICP** provides employers with up to \$15,400 per annum to support cadets with a full-time study allowance and to help cover study-related and administration costs.

Each employer pays their cadet an allowance while they study full-time in an approved course and provides paid work placements which complement their studies - usually during study vacations.

It is expected that the employer will provide ongoing employment when their cadet successfully completes their studies.

The benefit to the employer? A professionally qualified and enthusiastic employee who has worked in and understands, their organisation; and an enhanced business reputation.

Find out more by calling **1802 102** or visit www.nicp.dewr.gov.au.