

# What are the Structured Training & Employment Projects (STEP)?



If you are looking for a new job, STEP can help. STEP encourages employers to employ Indigenous Australians when a vacancy opens up.

STEP brings together Indigenous Australian job seekers with employers in private industry and also community and government organisations who can provide training and long-term jobs.

## Who is eligible to join STEP?

To be eligible to join STEP you must be:

- of Aboriginal and/or Torres Strait Islander descent
- identify as an Aboriginal and/or Torres Strait Islander, and
- be accepted as an Aboriginal and/or Torres Strait Islander by the community in which you live or have lived.

## What can STEP give Indigenous job seekers?

- a culturally aware recruitment process
- workplace orientation including cross cultural awareness training
- the training you need to get ready for work
- the training you need in your job
- someone in your workplace to guide and help you as you get used to your new employment
- good prospects for long-term work.

## Further information

You can get more information from the Indigenous employment line on **1802 102**, talk to your local Job Network member or visit [www.workplace.gov.au](http://www.workplace.gov.au).

## Don't forget

- STEP has job opportunities with a wide range of employers
- you must be an Indigenous Australian to get a job under STEP
- you will be trained for your job
- someone in your workplace will guide and help you
- STEP offers long-term work



Jobs Careers Future



An Australian Government Initiative



# STEP in action



## Tami Gilba

In 1999, Tami finished an employment training programme with Compass Group—the world's largest food service company. She got a job as a kitchen attendant at the Peninsula Palms and then applied for a job as an apprentice chef.

Tami became a qualified chef in a busy iron ore mine in the Pilbara in December 2003.

It took a lot of courage for Tami to work in a mining site. She had to get used to living away from her family and friends and also working 11-hour shifts.

Tami's supervisors liked her happy smile and how helpful she was. And they were impressed with her attitude and how she wanted to do well in her job.

Tami has now started training as a site manager. At the same time she is helping Indigenous and non-Indigenous apprentice chefs.

Tami has come a long way in six years and will become a very good supervisor.



## Michael Bligh

Michael began with Ford in January 2004 after finishing Ford's nine-week employment training programme called Employability for Life.

Michael is aged 59 and is a great Indigenous role model for other older Indigenous people. He has made changes to his life that other Indigenous people would have found difficult.

In 2004 Michael won an award called the Outstanding Individual award, which he got at the Corporate Leaders for Indigenous Employment awards. The judges said he showed there is no age limit on being able to better yourself.

Michael sets a good example of how to work well in a team. He has excellent problem solving skills and is a good leader. He is reliable, can adapt easily and is well respected at Ford by his managers and other workers.



Jobs Careers Future

To find out about this programme,  
visit your local Job Network member or  
check out [www.workplace.gov.au/indigenous](http://www.workplace.gov.au/indigenous)

OR CALL: 1802 102