



Tursa Employment & Training

Indigenous Employment Strategy

Introduction

Tursa Employment & Training recognises the economic, community and cultural disadvantage experienced by Indigenous Australian and Torres Strait Islander people.

TURSA also identifies the importance of Indigenous employment and the contribution it affords in building a sustainable, local and dedicated workforce.

Objective

This strategy provides for effective support infrastructure to establish a program of recruitment, training and career development with the objective of maintaining sustainable employment equity of at least 4% representation of Indigenous Australian and Torres Strait Islander people employed within *TURSA* by the end of 2028.

Strategy Overview

Tursa Employment & Training Management and Human Resources team will integrate this Indigenous Employment Strategy into existing Human Resources and staff learning and development strategies, provide guidance and support, and monitor the overall progress of the Strategy.

Cross cultural awareness training has been provided to give managers and staff an insight into Indigenous Australian and Torres Strait Island cultures, protocols and contemporary issues.

Through deeper understanding of these issues among non-indigenous employees (with Indigenous employees playing a vital role in developing this understanding), *TURSA* can achieve positive outcomes for Indigenous Australian and Torres Strait Islander people.

An annual report on the implementation and progress of this Strategy will be provided to the *TURSA Board of Directors*.

Strategies

1. Culturally appropriate recruitment processes, Induction, mentoring and peer support networks for Indigenous Australian and Torres Strait Islander people.
2. Provide opportunities for progressing employment at all levels for Indigenous Australian and Torres Strait Islander people within *Tursa Employment & Training*.
3. Provide accredited and non-accredited training in a supportive learning environment, including the opportunity to achieve *Certificate IV in Employment Services*.
4. Maintain the broad consultation ties between the Indigenous Australian and Torres Strait Islander communities, organisations, networks and *TURSA*.
5. *TURSA* will have widespread promotion to all staff of Indigenous Employment Opportunities available and incentives from Australian, State and local governments/departments.
6. Staff and Participants will be encouraged to participate in and develop community involvement in NAIDOC activities, including attending events and appropriate presentations within *TURSA* offices.
7. Monitoring, recording and reporting to the *TURSA Board of Directors* on:
 - Recruitment numbers and percentage representation of Indigenous Australian and Torres Strait Islander people
 - Data on retention within the organisation of Indigenous Australian and Torres Strait Islander people.

Employment Services Environment

Improving employment outcomes is a key element in providing economic independence, which will address long-term disadvantage experienced by Indigenous people. *TURSA* plays a significant role in this process by providing employment services and training.

TURSA forms and maintains close links with business and local communities as a leading Employment Services provider and as a Registered Training Organisation.