



Tursa Employment & Training

Indigenous Participation Plan

Introduction

Tursa Employment & Training is committed to achieving the Mandatory Minimum Indigenous Participation Requirements (MMR), as defined by the Australian Government's *Indigenous Procurement Policy December 2020*.

TURSA's contract level target of 4% will be achieved through Australian-based workforce with a combination of Supplier Outcomes.

Strategy Overview

TURSA recognises the economic, community and cultural disadvantage experienced by Indigenous Australian and Torres Strait Islander people and also identifies the importance of Indigenous employment and the contribution it affords in building a sustainable, local and dedicated workforce.

This is reflected in *TURSA's* *COR102 Indigenous Employment Strategy* policy where the *Board, Chief Officers Group* and *Human Resources* work collectively to ensure key strategies are in place to achieve a minimum of 4% representation of Indigenous Australian and Torres Strait Islander people employed with *TURSA* in an ongoing capacity.

TURSA will meet the MMR directly through the following strategies:

- Culturally appropriate recruitment processes, Induction, mentoring and peer support networks for Indigenous Australian and Torres Strait Islander people.
- Provide opportunities for progressing employment at all levels for Indigenous Australian and Torres Strait Islander people within *Tursa Employment & Training*.
- Provide accredited and non-accredited training in a supportive learning environment, including the opportunity to achieve *Certificate IV in Employment Services*.
- Maintain the broad consultation ties between the Indigenous Australian and Torres Strait Islander communities, organisations, networks and *TURSA*.
- *TURSA* will have widespread promotion to all staff of Indigenous Employment Opportunities available and incentives from Australian, State and Local Governments/Departments.

TURSA's *Indigenous Employment Strategy* is publicly available on the *TURSA* website www.tursa.com.au.

In support of the MMR, *TURSA's* *COR093 Financial Policy Manual* also specifies specific strategies for Supplier outcomes and their contribution towards the contract level target of 4%. This includes but is not limited to maintaining membership and use of Supply Nation as well as identifying other organisations with 50% or more Indigenous ownership not registered with Supply Nation.

Monitoring and Reporting

The *Chief Officers Group* is primarily responsible for ensuring the MMR and the contract level target of 4% is met and maintained. The *Chief Financial Officer* provides monthly updates to the *Chief Officers Group* as well as reporting MMR information directly to the *Board* on a quarterly basis.

TURSA will also report to relevant authorities as per the requirements of associated Deeds and Contracts.