

# Aboriginal Employment Initiatives

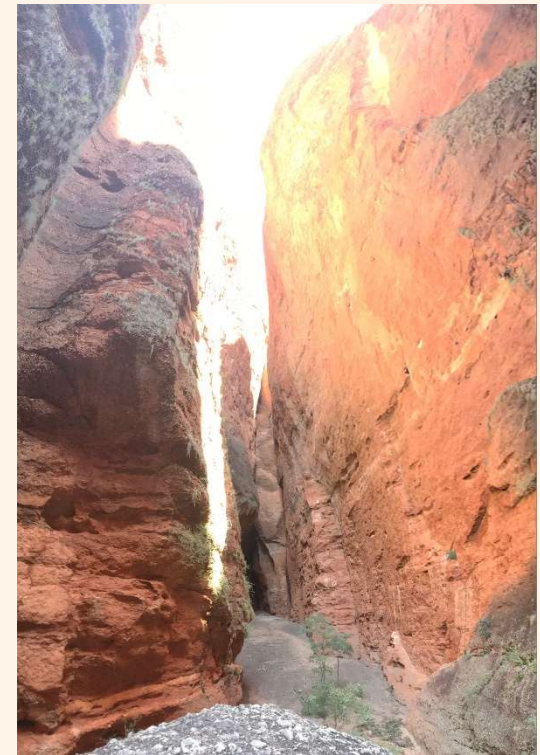
**Shire of Halls Creek**



# BACKGROUND – COUNCIL and REALITY

INDIGENOUS COUNCIL – HALLS CREEK + 4 OUTLYING COMMUNITIES - many small camps old station communities – Popn 5000 – 75% Aboriginal

- 4 of 7 Councillors Aboriginal
- Indigenous staff (10) of (34) – Office 2/24, Outside 10/2.
- Shire Strategy/Policy to change
- Council aim – 75% aboriginal employment.
- Community Engagement – them and us.
- ABCD, Indigenous Employment, Empowerment, Inclusion.
- Remove Deficit thinking, focus on talents, skills.
- What do Aboriginal Staff bring that Shire doesn't have.



# BACKGROUND

Strategic References – past Community Strategic and Corporate Business Plan.

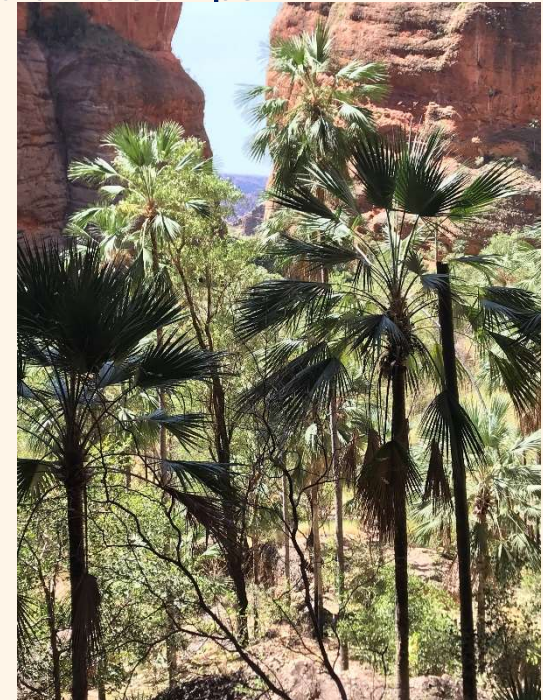
- More local jobs; more workforce development, more traineeships.

Early win - Employed Ranger – Unqualified –  
commitment to get qualified,

Had immediate issues to address;

- Law and Order – Children, youth and adults. YENO
- Damage to Shire assets. Vandalism \$160k.
- OSH concerns for staff working after midnight.
- Security generally

Had opportunity to reorganise Budget – FEB 2019





# TRAINEESHIPS (10)

- Shire Commitment – Any youth completing Year 12 can have 12 month traineeship with Shire – Choice of activity – up to 10 places.
- Aim – higher retention rate at High School – better education standards for staff, pathway for young women – Year 1 take any age.
- No teenage employment in Halls Creek – no pathway to work.
- Job network providers all wanted in on the action for their statistics.
- Did it alone – Sign ups by Shire.
- Slow start – 2 in first 2 months – then 6 in a month – now sits at 9.
- 18 Year Old - \$25k with \$4k to PPE & training. Total \$250k wages Income \$40k.
- In first Year, take anyone up to 20 Year old.
- Already counting on 8 Year 12 finishing in 2019. Only had one in 2018.

# YENO – Youth Engagement Night Officers

Created to combat Youth Law and Order issue.

Initially 3 staff – Senior Aboriginal men.

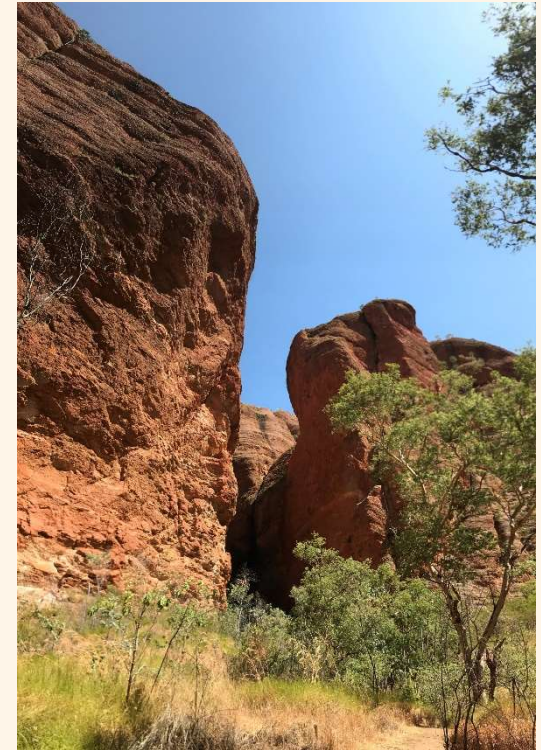
Walk the streets – send youth home at 10pm.

No engagement just observe. Phone and torch.

Initially - 70 to 100 youth between 7pm 11pm.

20 after midnight, now streets deserted after 10pm.

Names collected – wrap around service.



# YEDO – Youth Engagement Day Officers

**YEDO** – started with 2 – worked with youth and Olabud program. Youth client support.

Now have additional 2 more jobs funded by CPFS.

Face to face meeting with parents re kids – aim is to help parents.

Resolve issues for parent – kids tend not to be in streets.

If can't fix parent issues – going nowhere.

No capital outlay -



# Learning on Country - Co-ordinators

- Culture Specialists (3) - support Youth Program Co-ordinators in each Community.
- Arts, Language and Culture primary targets.
- Support Youth Activities.
- Cultural knowledge – fill in the gaps, age difference in youth workers and senior people.
- Connecting
- Engaging





# Result so far:

## **Now Have:**

Aboriginal Employment Policy

Indigenous Business Agenda Policy

SoHC as Influencer – Purchasing power.

24/58 (Budget): 59% Aboriginal staff

## **Planning:**

Road Works crew 15 staff - 68%

Contractor – 10 Trainees commitment –

71% - just a little hop step left to influence 75%.

Value in new staff – excited, keen, proud, happy, committed, vitality – access to community, we are the community!

But why do you need me to tell you all this when you can listen to them.





