

Municipal Association of Victoria

ACELG 3rd National Aboriginal & Torres Strait Islander
Employment in Local Government Roundtable

“A Yarn from Victoria”

Cairns, December 2013



The MAV acknowledges the Traditional Owners of the land of this meeting



My story

- Me
- Working for local government
- Aboriginal people and local government

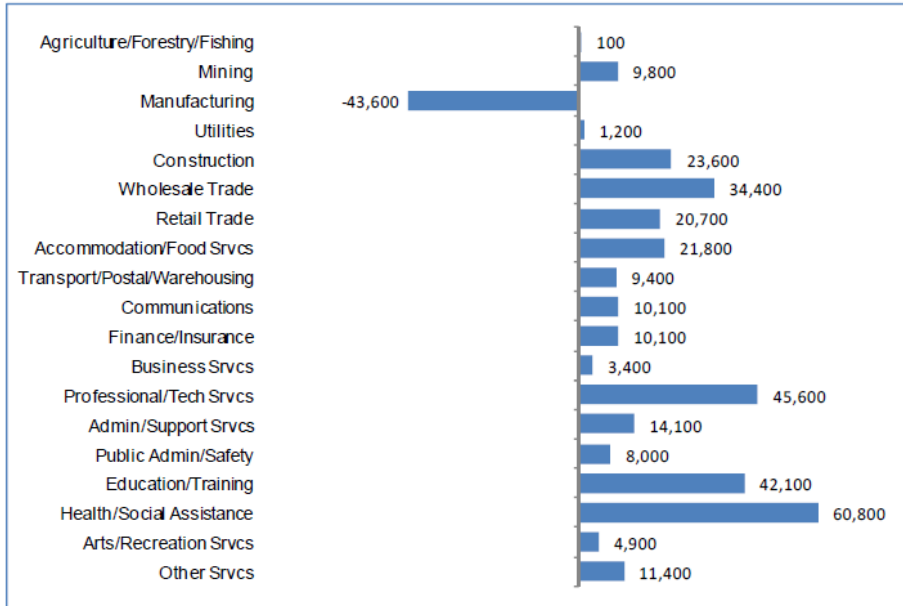
Marjorie Thorpe, my mother and a respected elder and leader in the Aboriginal community, shared her life story with staff of the MAV at this year's NAIDOC week.



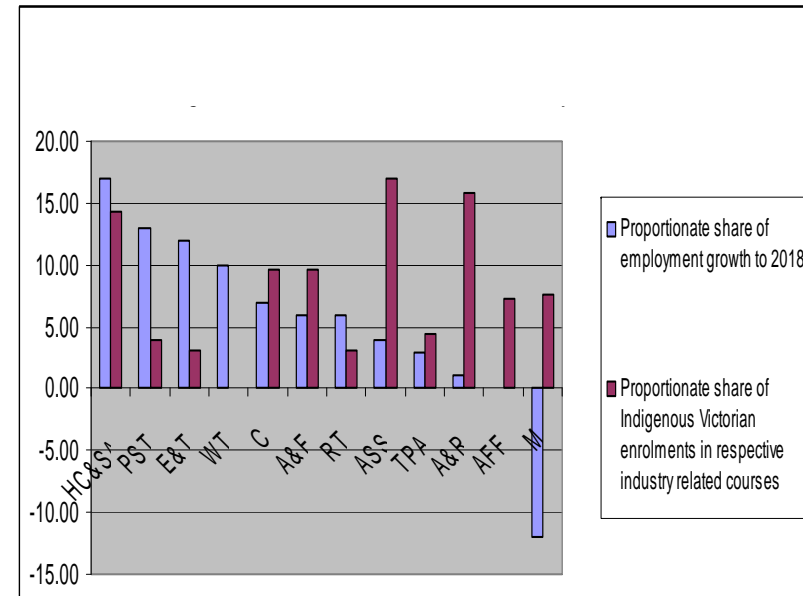


Victorian Aboriginal Communities

Forecast employment growth for Victoria 2010-11 to 2017-18



The VET industry related courses ATSI Victorians are undertaking



Sources: Graph 1 - Centre of Policy Studies, Monash University, Economic Forecasts, employment 2010-11 to 2017-18; cited in Victorian Training Market Quarterly Report Full Year 2011, DEECD, *quoted in Aboriginal Workforce Participation and Skill Development paper prepared by the Department of Business & Innovation in 2011*

Graph 2 - Higher Education and Skills Group Student Statistical Collection, DEECD, 2012. *quoted in Aboriginal Workforce Participation and Skill Development paper prepared by the Department of Business & Innovation in 2011.* Notes:

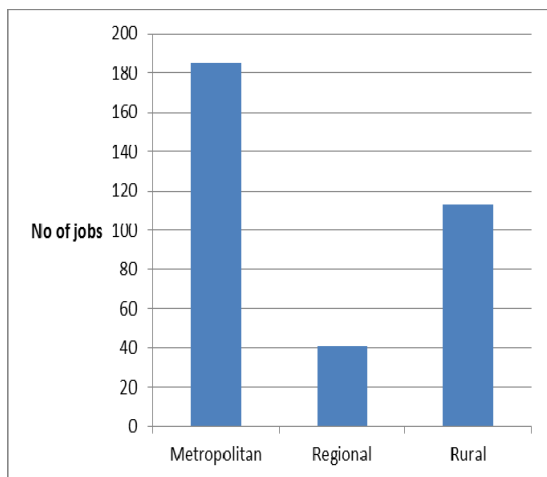
1. The figures on the Y axis of the graph relate to the percentage of Aboriginal Victorian enrolments in respective industry related courses. These figures don't literally apply to the number of jobs predicted to occur in each industry. Jobs growth per industry has been calibrated to reflect overall proportional jobs growth).
2. Enrolments in generic foundation training and LOTE courses are not included in these figures.



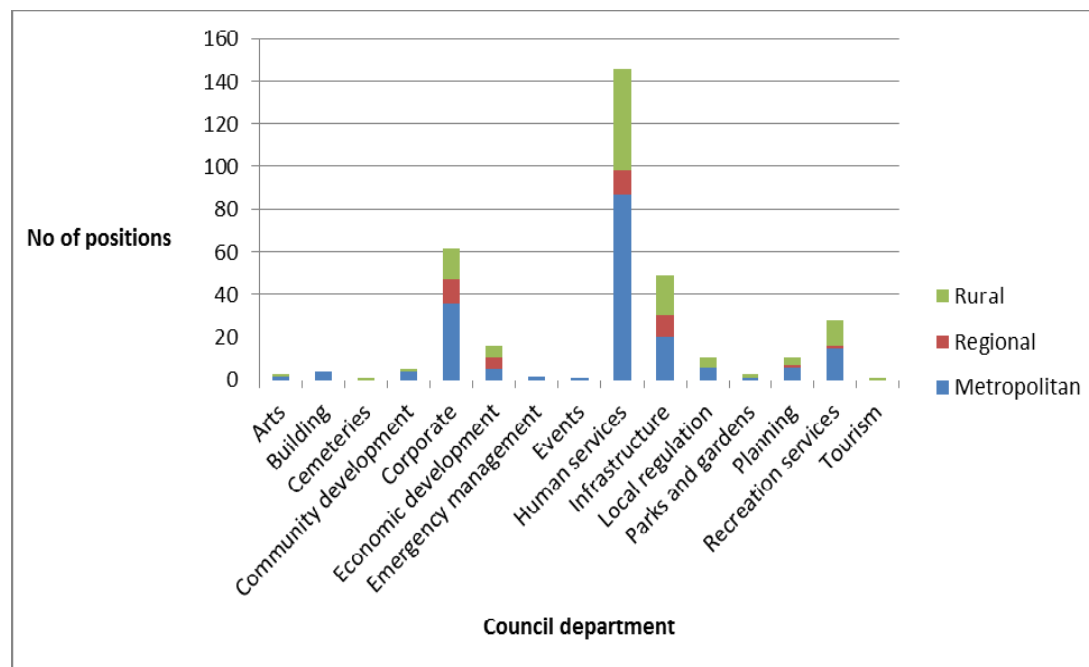
Victorian Local Government

☐ Local government needs new employees

Where are the jobs?



And what sort of jobs are they?





Intersection of Victorian Aboriginal Communities & Councils

Councils with the highest % of Aboriginal & Torres Strait Islander people

Council	Indigenous	Total population	% of total population
Swan Hill	885	20,449	4.6
Mildura	1,837	50,978	3.8
Greater Shepparton	2,083	60,447	3.6
East Gippsland	1,351	42,194	3.3
Campaspe	818	36,362	2.4
Glenelg	405	19,577	2.2
Wodonga	706	35,518	2.1
Gannawarra	165	10,368	1.7
Warrnambool	496	32,027	1.6
Hindmarsh	87	5,797	1.6
Greater Bendigo	1,441	100,618	1.5
Latrobe	1,055	72,394	1.5
Wellington	587	41,440	1.5
Moira	395	28,123	1.5
Horsham	282	19,280	1.5
Towong	84	5,890	1.5

Top 10 councils with the most Aboriginal & Torres Strait Islander people

Council	Indigenous	Total population	% of total population
Greater Shepparton	2,083	60,447	3.6
Mildura	1,837	50,978	3.8
Greater Geelong	1,788	210,874	0.9
Greater Bendigo	1,441	100,618	1.5
Casey	1,401	252,382	0.6
East Gippsland	1,351	42,194	3.3
Darebin	1,156	136,473	0.9
Wyndham	1,145	161,576	0.7
Ballarat	1,140	93,501	1.3
Whittlesea	1,125	154,879	0.8



Current Employment Profile of Aboriginal People in Councils

- ❑ The Victorian Local Government Aboriginal Engagement & Reconciliation Survey undertaken by Reconciliation Victoria in 2012 found:
 - There are 76 known Aboriginal & Torres Strait Islander people employees employed by 25 councils
 - However 58 councils (78%) do not collect information on Aboriginal or Torres Strait Islander background of employees
 - 42 councils included Aboriginal & Torres Strait Islander people
 - -specific strategies commitments or initiatives in key documents such as the Council Plan and Municipal Public Health & Wellbeing Plan
 - 38 councils have a Reconciliation Action Plan or similar
 - Community development/social planning was the most common area of employment



MAV Aboriginal Employment Project

Leadership

- MAV Board endorsed MAV developing its own Reconciliation Action Plan
- Developing a Victorian Local Government Aboriginal Employment Framework
- Signing up to the Australian Human Rights Commission's "Racism. It Stops with Me" campaign

Providing a 'go to' resource

- The MAV Aboriginal Employment Adviser is a 'go to' person for councils and Aboriginal community members
- Connecting people!

Communication & engagement activities

- Regular E-news bulletins
- Updating MAV website
- Raising the profile of Aboriginal employment at MAV conferences & local government forums
- Attending Aboriginal community events & meetings
- Revising Fact Sheets about local government jobs for Aboriginal community

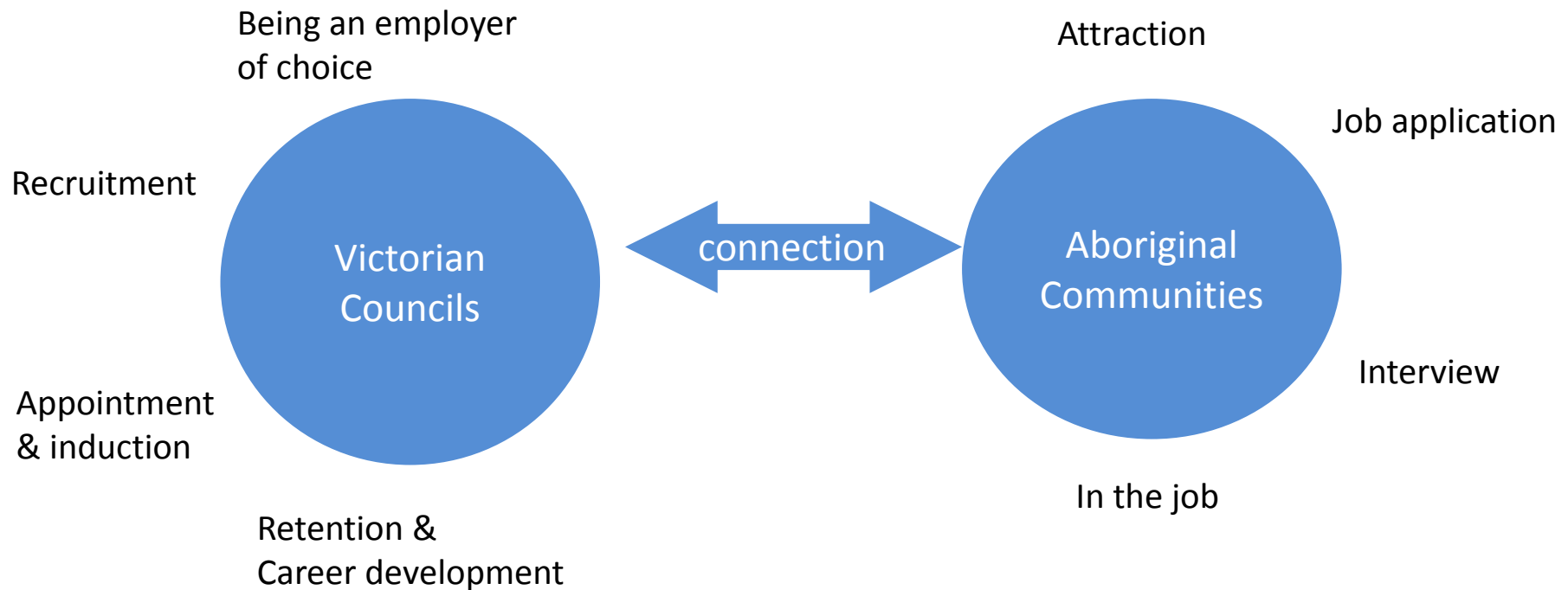
Pilot projects

- Pilot project investigations in specific topic areas, such as the HACC program & with temporary employment agencies



Development of Victorian Aboriginal Local Government Employment Framework

“Kooris In Council”





Issues we're confronting

Within local government –

- Risk averse recruitment culture within local government
- “Best person for the job” attitude which requires immediate fit for positions
- High movement of existing council employees taking up jobs available in other councils
- Tendency to apply mandatory qualification requirements with less recognition for equivalent experience
- No current critical mass of Aboriginal candidates
- Lack of a profile as an employer of choice

Within Aboriginal communities –

- Historical distrust and/or lack of connection with local council
- Lack of awareness that there are many services delivered by councils for which they would be suited to be involved with



Reflections

- Federal & State Government funding makes a real difference to local government peak associations which have small resources & staffing levels
- History means we are starting from a low base
- Significant cultural change continues to be required
- & not forgetting that an accumulation of many small things can make a big difference, such as just starting off by being welcoming & friendly in the workplace



What's next

- MAV Reconciliation Action Plan:
 - Examining the 3 key areas of engagement, employment & procurement
 - Considering ways it can be promoted to those councils who currently do not have any established arrangements with their local Aboriginal communities

- Continuing to develop “Kooris in Council” website framework

- Continuing to inspire both councils and Aboriginal communities to talk and work together



Further Information

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