

**INDIGENOUS ECONOMIC PARTICIPATION NATIONAL PARTNERSHIP**

**SUPPORTING INFORMATION FOR**

**CEO MANAGEMENT PERFORMANCE AND DEVELOPMENT PLANS 2010-2011**

**Background**

The Indigenous Economic Participation National Partnership Agreement (the IEP NP) was agreed at the February 2009 meeting of the Council of Australian Governments.

The IEP NP is designed to contribute to the COAG National Indigenous Reform Agreement's target of *halving the gap in employment outcomes between Indigenous and non-Indigenous people within a decade*.

There are four key elements of the IEP NP:

1. Creating real sustainable employment in areas of government service delivery that have previously relied on subsidisation through Community Development Employment Projects (CDEP);
2. Strengthening current government procurement policies to maximise Indigenous employment;
3. Incorporating Indigenous workforce strategies into all new major COAG reforms contributing to Closing the Gap; and
4. Reviewing all Public Sector Indigenous employment and career development strategies to increase employment to reflect population share by 2015.

The Department of Indigenous Affairs has responsibility for progressing the IEP NP and ensuring the WA Government meets these commitments.

Required action under each of the four elements of the IEP NP is outlined below. Potential measures under each of the elements are also listed. CEOs should select measures as appropriate to their agency.

**Element 1: CDEP Conversion**

The following agencies have identified CDEP positions for conversion to 156 sustainable jobs:

- Department of Housing (18 jobs)
- Department of Water (12 jobs)
- Department for Communities (13 jobs)
- Department of Education (19 jobs)
- Department of Health - Drug and Alcohol Office (7 jobs)
- Department of Health - Office of Aboriginal Health (24 jobs)
- Department of Indigenous Affairs (63 jobs).

CEOs of these agencies will need to maintain the jobs for Aboriginal people that were funded through the IEP NP. It is acknowledged that there may be some changes to these jobs, providers or locations resulting from changing circumstance in regional and remote communities.

**Potential measure:**

- Number of Indigenous positions maintained vis-à-vis the number of positions funded through the IEP NP.

**Element 2: Procurement**

This element applies across the sector.

Interagency work is occurring through the Aboriginal Economic Participation Working Group, which will develop an across-government approach for this element. In addition, the Commonwealth is developing a 'Procurement Advisory Service' and the intersection of this with the WA approach will be developed through the State processes.

It is suggested that CEOs review procurement practices within their agencies to identify potential areas that could be utilised to improve Indigenous employment and business opportunities. Different approaches may be required for agencies with a focus on procurement of works, or goods and services and it may depend on project locations and level of Indigenous clientele within the agency.

**Potential measures:**

- Current procurement practices have been reviewed and opportunities for increasing Indigenous employment have been identified.
- Develop and implement strategies to increase Indigenous employment or business opportunities through procurement.
- Number or percentage of contracts that include Indigenous procurement provisions.

**Element 3: Introduce Indigenous workforce plans for all new major COAG reforms**

For new major COAG reforms identified as requiring an Indigenous workforce development plan, responsible agencies will develop a bilateral workforce plan with the Commonwealth.

At this stage the East Kimberley Development Package National Partnership, which is the responsibility of the Department of State Development, and the National Partnership Agreement on Remote Indigenous Housing, have been specifically identified as requiring the development of an Indigenous workforce development plan. In addition, Indigenous workforce strategies are being developed under the National Strategy for Food Security in Remote Indigenous Communities.

A clearer national process is being sought for COAG reforms that would require the development of Indigenous workforce development plans. This will provide greater clarity to CEOs who will be required to address this element.

#### **Element 4: Public Sector Employment**

WA has committed to increasing Indigenous employment across the public sector to reflect the Indigenous working age population share by 2015. Based on available data, this is expected to be 3.2% of total public sector employment.

As well as increasing employment, career development and job retention strategies will be key to improving Indigenous outcomes.

The Public Sector Commission, in collaboration with the Department of Indigenous Affairs, Office of Equal Employment Opportunity and the Department of Training and Workforce Development, is leading the development of an Indigenous Employment and Career Development Strategy. This Strategy will be rolled out from mid-2010.

Agencies, especially those with a high Indigenous clientele and/or a strong regional presence, may need to review their recruitment and retention practices.

It is also important to ensure the collection of reliable and comparable data. A national methodology is currently being developed. In the meantime, agencies should continue to ensure that they collect diversity data and report on Indigenous representation through the quarterly HR MOIR reporting process.

#### **Potential measures:**

- Determine agency contribution to the WA target of 3.2% for Indigenous public sector employment (eg number of Indigenous employees, and as a percentage of total agency employees)
- Review current recruitment processes and practices to ensure they are culturally appropriate
- Identify opportunities and implement strategies to increase Indigenous employment
- Identify opportunities to improve cultural awareness and competency including Indigenous specific cultural awareness training
- Ensure Indigenous employees have access to professional and personal development opportunities to build skills and experience
- Identify and provide development opportunities for current and future indigenous leaders