



THE UNIVERSITY OF
MELBOURNE

Careers and
Employability

Attracting Indigenous Talent

Organisational awareness and
business practices, resources
and references



Organisational awareness

Based on sector best practices, the University's approaches, and student feedback, we suggest you consider a reconciliation action plan and the listed business practices to incorporate. This list is not exhaustive - consider your capacity for the suggestions. We encourage proactive reflection on your connection to Indigenous communities and culture and how you can respectfully develop, engage, and act on what you learn.

Reconciliation Action Plan

A reconciliation action plan provides a framework for organisations to support reconciliation and build respectful relationships. To learn more about reconciliation processes and eligibility, visit the [Reconciliation Australia website](#).

Business practices to incorporate

- Build a talent pipeline by early engagement through work experience placements and internships.
- Invest in upskilling programs to enhance the job readiness of Indigenous candidates.
- Create an internal Indigenous network to leverage cultural capability within your agency:
 - » Use the Indigenous staff network to target career development opportunities and support progression.
 - » Offer mentoring for newly onboarded Indigenous staff to ensure a smooth transition and the opportunity to intervene early and improve job satisfaction.
- Introduce roles like safety and community liaison officers to create a culturally welcoming environment and provide post-placement support.
- Expand the range of Indigenous employment opportunities.
- Engage with Elders and Indigenous and Torres Strait Islander business/community representatives in decision-making and explore local partnerships for service delivery.

Core values

Representation	encourage Indigenous employees in senior roles
Cultural competence	improve awareness of Indigenous culture for non-Indigenous employees and create a culturally safe environment
Flexibility	adapt to the specific needs of individuals
Professional development	know what training and experience is important to succeed in your organisation and offer a work-readiness training program
Connection	foster positive relationships with the Indigenous community by participating in Indigenous community events and recognizing cultural days such as Mabo day, Reconciliation and NAIDOC week
Visibility	display Indigenous artworks, messages, and flags in the workplace
Acknowledgement	include an Acknowledgement of Country at the start of events and meetings

Measures of success

Consider how to assess implemented policies and strategies regarding recruitment of Aboriginal and Torres Strait Islander peoples.

- Track the number of Indigenous applicants and employees
- Measure the average length of service for Indigenous staff (relative to average service for all employees)
- Evaluate staff survey on workplace quality and diversity
- Promote individual success stories
- Conduct exit interviews to understand reasons for leaving



Resources and References

There are services that can provide guidance, consultation, organisational training and more – we recommend connecting with Indigenous communities in your area to find these services.

External opportunities to support recruitment

- Partner with organisations like CareerTrackers, a not-for-profit which helps Indigenous university students transition into corporate Australia
- Advertise on Indigenous job websites such as Ourmob.com.au, Koori Mail and Indigenous Jobs Australia
- Engage with local Indigenous communities for referrals, as informal networks often play a significant role in connecting Indigenous job seekers.

University of Melbourne resources

Find how UoM aspires to be an employer of choice for Aboriginal and Torres Strait Islander peoples and how we deliver on our Indigenous staff headline targets.

- The University of Melbourne. (2023). *Indigenous Employment Plan 2023-2027*. <https://www.unimelb.edu.au/indigenous/governance/indigenous-strategies-and-reports/documents/indigenous-employment-plan-20232027>

Read our strategy comprising aspiration, approach, focus areas and priorities as well as the action plan for achieving milestones.

- University of Melbourne (2023) *Murmuk Djerring. The University of Melbourne Indigenous Strategy 2023-2027*. https://www.unimelb.edu.au/__data/assets/pdf_file/0005/4845533/UOM_IndigenousStrategy_230823_Online.pdf

Other Resources

Find practical tips and examples of affirmative measures and strategies for attracting and retaining staff.

- Australian Public Service Commission. (2021). *Aboriginal and Torres Strait Islander Recruitment Guide*. https://www.apsc.gov.au/sites/default/files/2021-03/indigenous-recruitment-guide_0.pdf

Learn about reviews of policies and measures to increase employment rates over the years with examples.

- Australian Institute of Health and Welfare (2012). *Increasing Indigenous Employment rates*. <https://www.aihw.gov.au/getmedia/71bb346a-1b83-4038-a2f7-647e65a21445/ctg-ip03.pdf.aspx?inline=true>

Learn why and how to write a Reconciliation Action Plan (RAP).

- Reconciliation Australia (2024, April 9). *Reconciliation action plans*. <https://www.reconciliation.org.au/reconciliation-action-plans/>

Read about addressing discrimination laws in targeted recruitment strategies.

- Australian Human Rights Commission. (2015) *Targeted recruitment of Aboriginal and Torres Strait Islander people*. <https://humanrights.gov.au/our-work/aboriginal-and-torres-strait-islander-social-justice/publications/targeted-recruitment>

Find when and how to engage with traditional owners and learn about welcome to and acknowledgement of country.

- First Peoples - State relations (2024, March 28) *Engaging First Peoples*. <https://www.firstpeoplesrelations.vic.gov.au/engaging-first-peoples>