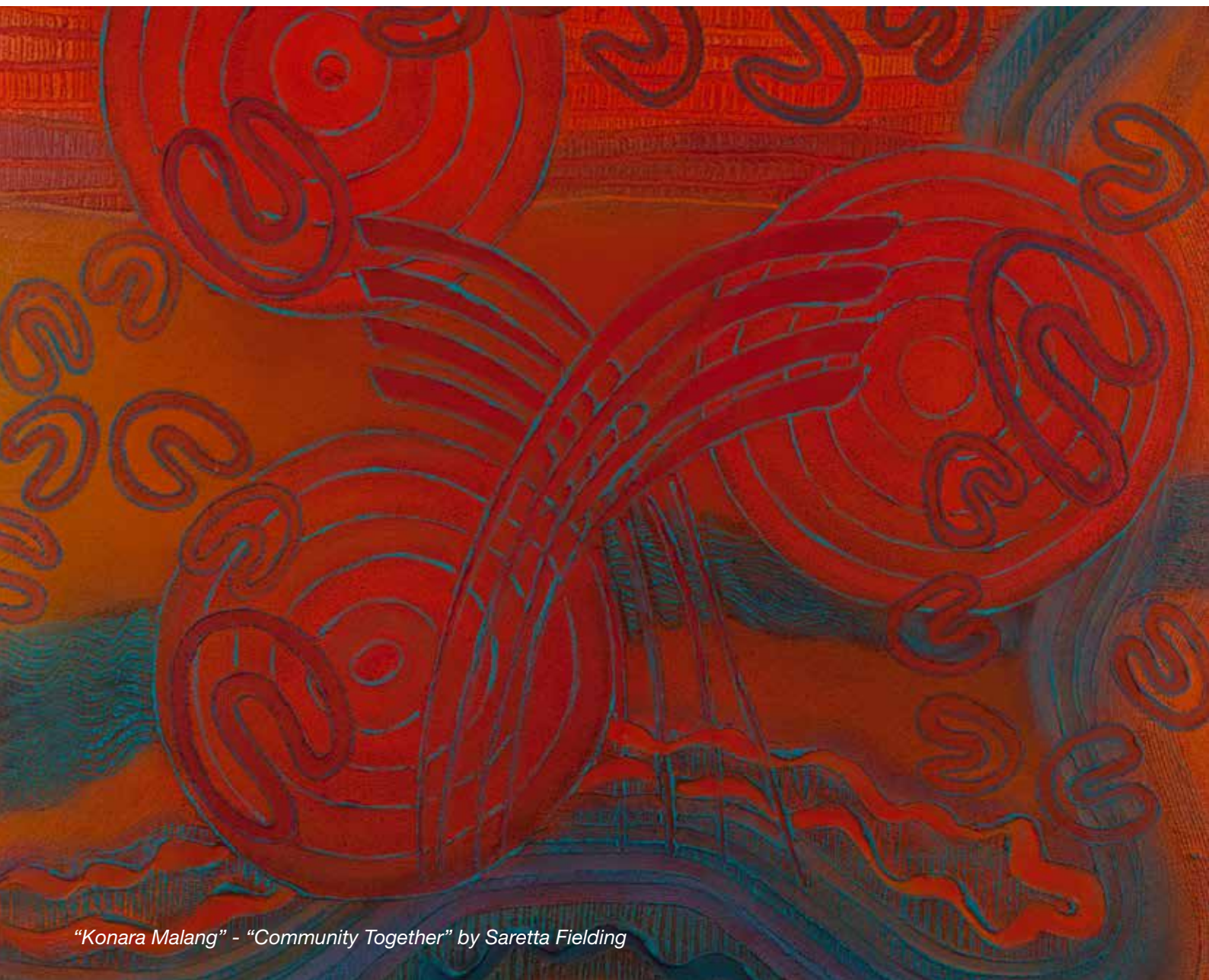


# Newcastle City Council Aboriginal Employment Strategy



*"Konara Malang" - "Community Together" by Saretta Fielding*

## Acknowledgment

The City of Newcastle acknowledges the traditional country of the Awabakal and Worimi peoples. We recognise and respect their cultural heritage, beliefs and continuing relationship with the land, and that they are the proud survivors of more than two hundred years of dispossession. Council reiterates its commitment to addressing disadvantages and attaining justice for Aboriginal and Torres Strait Islander peoples of this community.

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## About this strategy

The City of Newcastle Aboriginal Employment Strategy (2018-2021) outlines key priorities and actions to be delivered by Council in its commitment to investing in Aboriginal employment and economic development for the Aboriginal community of Newcastle. The framework is our third consecutive strategy and aims to build on the foundations set by our previous strategies. The Aboriginal Employment Strategy is one of a number of council strategies that aim to "Close the gap" in socio-economic indicators between Aboriginal and/or Torres Strait Islander communities and the wider community. The strategy has been informed by the strategic directions outlined in Newcastle 2030 Community Strategic Plan.

The Newcastle 2030 Community Strategic Plan vision for Newcastle is:

In 2030 Newcastle will be a Smart, Liveable and Sustainable City. We will celebrate our unique city and protect our natural assets. We will build resilience in the face of future challenges and encourage innovation and creativity. As an inclusive community, we will embrace new residents and foster a culture of care. We will be a leading lifestyle city with vibrant public places, connected transport networks and a distinctive built environment. And as we make our way toward 2030, we will achieve all this within a framework of open and collaborative leadership.

## Newcastle - Our City

Newcastle is the largest regional centre in NSW and the second largest non-capital urban centre in Australia. The city offers a remarkable and diverse natural environment - from coastal headlands and beaches to wetlands, mangrove forests, steep ridges and rainforest gullies.

The Newcastle Local Government Area (LGA) has a population of 155, 411 people (2016) in an area of 214 square kilometres. The development of Newcastle has historically concentrated around the port and mining villages such as Hamilton, Wallsend and Minmi.

The Aboriginal population in Newcastle has increased by 1549 persons from 2011 to 2016. This represents an increase of 40.5% and 22.5% of the overall population growth in the LGA.

Newcastle has been on a journey of significant change as it evolves from an industrial to a post-industrial city led by predominantly the knowledge and service based sectors. Our LGA is expected to continue to grow with an additional 32,000 people anticipated by 2036.

In 2030 our vision is that Newcastle will be a smart, liveable and sustainable city.



## Key Stats

Aboriginal staff by business unit	
Business Unit	Number of Staff
Civil Works	12
Facilities and Recreation	3
Cultural Facilities	3
Waste Management	2
Information Technology	1
Customer Service	1
Human Resources	1
Strategic Planning	3
Infrastructure Planning	1
Development and Building	1
Libraries	3
<b>Total</b>	<b>31</b>

Aboriginal staff by salary point level	
Salary Point Level	Number of Staff
1	2
2	9
4	2
5	3
6	1
7	1
8	2
10	2
12	2
14	2
Trainees/Apprentices	5
<b>Total</b>	<b>31</b>

Aboriginal staff by employment status	
Employment Status	Number of Staff
2 years or under	13
3-6 years	6
7-10 years	4
11-15 years	4
15-20 years	3
20+ years	1
<b>Total</b>	<b>31</b>

Aboriginal staff by age	
Staff by age	Number of Staff
16-24 years	6
25-35 years	14
36-45 years	8
46-55 years	2
55 year plus	1
<b>Total</b>	<b>31</b>

Aboriginal staff by gender	
Years of Service	Number of Staff
Male	20
Female	11
<b>Total</b>	<b>31</b>

# What was achieved in the Aboriginal Employment Strategy 2013-2017



**Raymond Hanna (Field Worker, Parks and Gardens)**

Raymond Hanna entered Newcastle Council as a targeted Aboriginal apprentice with parks and gardens in 2013. As part of his apprenticeship, Raymond completed a Certificate III in Horticulture with Hunter TAFE. Raymond excelled in both his work and study. In 2015, Raymond was awarded the HunterNet Scholarship Award presented by the Hunter TAFE Foundation, recognising a student who has excelled in his TAFE program.

In 2016, Raymond was successful in securing a permanent full-time position with Newcastle City Council as a field worker in the parks and gardens. Congratulations Raymond!

## Aboriginal Staff Development Workshops

The Aboriginal staff development workshops were a key priority in councils Aboriginal Employment Strategy 2013-2017. The workshops were developed and implemented focusing on wellbeing, career planning and cultural identity. During the AES 2013-2017 six workshops were delivered, with a number of staff participating throughout. The workshops will continue as part of the Aboriginal Employment Strategy 2018-2021.



## Newcastle City Council, Aboriginal Scholarship recipient: Robert Anderson-Parry

The Aboriginal Employment Strategy 2013-2017 established an Aboriginal industry based scholarship in partnership with the University of Newcastle. The successful recipient was Robert Anderson-Parry, a third year Construction Management student. Robert received a financial scholarship with the opportunity to participate in an industry work placement with Newcastle Councils Building and Development unit.

Robert Anderson-Parry is now employed as a Contract Administrator with Meridian Constructions Services based in Sydney. Congratulations Robert!



## Hunter TAFE foundations scholarship recipients: Zoe Ngahue and Madeleine Jackman

Newcastle City Council in partnership with Hunter TAFE, Aboriginal Learning Circle and the Hunter TAFE Foundation developed a scholarship for two Aboriginal and/Torres Strait Islander students undertaking vocational study with Hunter TAFE.

The inaugural recipients were Madeleine Jackman and Zoe Ngahue.

Madeleine Jackman commenced the Diploma in Remedial Massage. Part of the course requirements are to complete hours in Clinical Practicum which means working with the general public from all walks of life. Congratulations Madeleine!

Zoe began studying with Hunter TAFE in 2015. Zoe commenced a Certificate III in Pathology course to allow her to transition back into study before tackling the Diploma of Nursing. Zoe also completed her Certificate III in Business Administration (Medical) in 2015. Congratulations Zoe!



## RECRUIT & INCREASE

### ANNUALLY

Recruit 12 Aboriginal "Targeted" roles across council and a range of business units

### JUNE 2019

Investigate a permanent Aboriginal role working across councils Cultural Facilities

### ANNUALLY

Recruit two (2) Aboriginal apprentices/trainees per year

### JUNE 2021

Recruit four (4) Aboriginal Cadets

### DECEMBER 2018

Partner with the University of Newcastle to create an Indigenous scholarship with Council

### APRIL 2018

Have "Cultural Development" included in the work plans of Aboriginal staff

### ANNUALLY

Undertake a training needs/skill gap analysis for those interested Aboriginal staff

### ANNUALLY

Deliver a minimum of two (2) Aboriginal Cultural Education workshops each year

### ANNUALLY

Ensure that council has an internal NAIDOC day event each year

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### JUNE 2018

Have information brochures and training sources dispersed during corporate induction

### SEPTEMBER 2018

Have an "Acknowledgement of Country" Plaque erected across all council sites/locations

### JUNE 2018

Create a recruitment pack with brochures, cards and a video with interviews of Aboriginal staff at council to use for promotional purposes

### APRIL 2019

Develop a work experience program to assist young Aboriginal people to develop the skills to enter the workforce

### FEBRUARY 2019

Incorporate into councils procurement guidelines processes to increase the number Aboriginal businesses participating in council contracts/tenders

### JUNE 2021

Attend four (4) career expos annually to promoting employment opportunities at Council



## DEVELOP & RETAIN

### ANNUALLY

Deliver one full day career development workshop each year, supported by four x two hour workshops

### ANNUALLY

Undertake a training needs/skill gap analysis for those interested Aboriginal staff

### APRIL 2020

Provide four (4) existing staff members with external training and support opportunities through the Employee Education Assistance Program



## CREATE CULTURALLY SAFE SPACES

### JANUARY 2019

Ensure all supervisors of Aboriginal staff undertake Aboriginal Cultural Education Training

### APRIL 2018

Develop an internal information pack/resource on the importance of Aboriginal staff and the need to have an Aboriginal Employment Strategy.

### FEBRUARY 2018

Have all Councillors undertake Aboriginal Cultural Education training



## ENGAGE & BUILD

### JUNE 2018

Develop strategies to engage Aboriginal people in volunteer activities at Council

### JULY 2020

Provide eight (8) scholarships to Aboriginal Vocational Education students living and working in the Newcastle LGA in partnership with the Hunter TAFE Foundation and the Hunter Aboriginal Learning Circle

### FEBRUARY 2020

Deliver four (4) working at council information workshops for members of the Aboriginal and/or Torres Strait Islander community

## Recruit and Increase

Employment and economic development is a key component to addressing the socio and economic barriers Aboriginal and/or Torres Strait Islander people confront in education, housing and health. Aboriginal and/or Torres Strait Islander people continue to be the fastest growing population with the medium age of 23 years compared to 37 years (Australian Bureau of Statistics; 2011) of the broader population. Importantly, 55.7% (ABS:2011) of the Aboriginal and/or Torres Strait Islander population are under the age of 25, this is a large portion of the community that council can draw upon to address the issue of an aging workforce.

During the Aboriginal Employment Strategy 2013-2017, Council increased its Aboriginal workforce participation from 1.55% up to 2.6% (19 to 31), whilst making Aboriginal targeted recruitment (two per year) a permanent feature in its yearly apprenticeship/traineeship recruitment.

## Develop and Retain

To achieve our target to Recruit and increase our Aboriginal and/or Torres Strait Islander workforce, it is critical Newcastle Council develops and retains its existing Aboriginal and/or Torres Strait Islander staff and provide long term career opportunities.

The Aboriginal Employment Strategy 2013-2017 had a significant focus on developing and establishing mechanisms which engage the Aboriginal and/or Torres Strait Islander workforce in long term career planning and development. Council's Aboriginal career education workshops have not only developed staff, but created a retention mechanism with Aboriginal and/or Torres Strait Islander staff now being retained at a higher rate than the wider council workforce.

### Enquiries

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## Engage and build relationships with Aboriginal and/or Torres Strait Islander communities to enhance employment opportunities

With the transformation of Newcastle as a key priority for the NSW Government, employment opportunities will increase and we must identify ways to facilitate Aboriginal employment amongst private enterprise. One particular target is to look at ways council can ensure companies engage Aboriginal owned Small to Medium Enterprises (SME) by reviewing our tender and contracts process. We know that Aboriginal owned businesses, are more likely to employ Aboriginal people. The greatest number of jobs for Aboriginal people can be created outside of council, but this can only happen with council taking a leadership role.

## Enhance workplace knowledge of Aboriginal and/or Torres Strait Islander cultures and peoples

It is imperative that we recognise and promote the history, knowledges and cultures of our Aboriginal and/or Torres Strait Islander community and workforce.

Aboriginal and/or Torres Strait Islander staff play a key role in council operations and ensure the effective and timely delivery of services to our community. We must ensure that all staff, particularly our Aboriginal and/or Torres Strait Islander feel valued and feels physically and culturally safe.

In 2015, Council launched its internal Aboriginal and/or Torres Strait Islander staff page as tool for council staff to connect. This page is managed and updated by our Diversity and Culture Advisor based in Human Resources. Our Diversity and Culture Advisor supports all our staff, providing guidance and advice through both formal and informal communications.