

KARREETA  
YIRRAMBOI  
Victorian  
Aboriginal  
Public Sector  
Employment  
and Career  
Development  
Action Plan  
2010–2015

KARREETA IS THE  
GUNDITJMARA  
WORD FOR **GROW**  
AND YIRRAMBOI IS  
THE TAUNGURUNG  
WORD MEANING  
**TOMORROW**



## FOREWORD

The Victorian Government is committed to giving all Victorians the opportunity to work and contribute to their community.

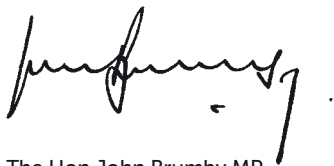
Since 2005-06, new investments have been targeted through the *Victorian Indigenous Affairs Framework* and *A Fairer Victoria* to improve outcomes for Aboriginal Victorians in early childhood, education, justice and health.

The next area for concerted effort under this framework is Aboriginal economic development. The Government has announced a broad suite of initiatives aimed at delivering sustainable economic outcomes for Aboriginal Victorians. This package will assist more Aboriginal people to develop skills and gain work, support the development of profitable and successful Aboriginal businesses and enterprises, and make the most of Aboriginal leadership and mentoring capabilities.

This is a new approach which recognises the skills and passion that Indigenous people have in shaping their own future and the importance of strong partnerships between Government, industry and Aboriginal communities to achieve success. The Government calls on all Victorians to lend their support – and will lead the way through direct action under *Karreeta Yirramboi*: the Victorian Aboriginal Public Sector Employment and Career Development Action Plan.

A public sector that reflects the diverse community it serves will provide better and more responsive services. Aboriginal public servants have already made a significant contribution to the Victorian community. But we need to do more to make sure that Aboriginal people are better represented throughout the public sector workforce.

Central to *Karreeta Yirramboi* is our objective to develop the Victorian public sector into a modern and inclusive workplace which values and respects Aboriginal people. Equally, *Karreeta Yirramboi* is strongly focused on establishing the right pathways for Aboriginal employees to enter and progress their careers in the public sector. This includes ensuring all Indigenous young people can participate in education and training in order to build the skills and knowledge needed for a successful career in the public sector. This Plan outlines the directions that the Victorian Government will take to drive these changes.



The Hon John Brumby MP  
Premier of Victoria



The Hon Bronwyn Pike MP  
Minister for Education  
Minister for Skills and Workforce Participation

## INTRODUCTION

*Karreeta Yirramboi* is the Victorian Government's plan to improve public sector employment outcomes for Aboriginal Victorians. *Karreeta* is the Gunditjmara word for "grow" and *Yirramboi* is the Taungurung word meaning "tomorrow".

The Victorian public sector plays a key role in supporting the government of the day to serve the Victorian people. The Victorian public sector funds, delivers and regulates a range of public services on behalf of government including public hospitals, schools, TAFE institutes, the police, courts and corrections system as well as major roads and public transport.

The public sector also provides ambulance, fire and emergency relief services; consumer protection; support for the agricultural industry; and programs to support business development. It is responsible for managing major public buildings and facilities, such as Federation Square, Olympic Park and the MCG; major cultural institutions, such as the National Gallery of Victoria, Melbourne Museum, and the Botanical Gardens; and promoting tourism and major events such as the Australian Open.

All of these services are delivered by organisations and staff that comprise the Victorian public sector. It is effectively a major enterprise with over 200,000 full time employees employed by 250 public sector organisations. The Victorian public sector is also a major employer in regional and rural Victoria, with approximately one-third of its workforce located outside metropolitan Melbourne.<sup>1</sup> This provides a significant opportunity to provide increased public sector employment opportunities for Aboriginal people right across the State.

The long term success of *Karreeta Yirramboi* will require sustained effort in partnership with Aboriginal communities, public sector employers and other initiatives designed to improve outcomes for Aboriginal people.

## THE ABORIGINAL EMPLOYMENT ENVIRONMENT

In 2006, 17,806 Victorians self-identified as being Aboriginal or Torres Strait Islander and of working age (aged 15–64). This represents 0.54 per cent of the Victorian working age population. In 2006, 50.1 per cent of all Aboriginal or Torres Strait Islander Victorians of working age were employed, compared to 72.9 per cent of all Victorians.<sup>2</sup>

As the Victorian Aboriginal population is young and growing at a fast rate, it is projected that by 2015, the working age population will be 25,731, or 0.68 per cent of the total Victorian working age population. In 2009, approximately 0.5 per cent or 1200 Victorian public sector employees identified as being Aboriginal or Torres Strait Islander.

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1 State Services Authority (SSA) 2009, *The State of the Public Sector in Victoria 2008–09*, State Services Authority, Melbourne, Victoria.

2 Australian Bureau of Statistics (ABS) 2007, *2006 Census of Population and Housing*, ABS, Canberra

While there has been some improvement in the retention of Aboriginal students in years 10 to 12, there is still a significant gap in year 12 completion rates between Indigenous and non-Indigenous students.<sup>3</sup> Lower levels of educational attainment disadvantage Aboriginal job seekers, as tertiary qualifications are desirable for many public sector jobs and required for certain professions. In 2009, 67.3 per cent of new recruits to the public sector held a bachelor degree or higher, which results in a highly competitive employment environment.<sup>4</sup>

## THE KARREETA YIRRAMBOI FRAMEWORK

Our overarching goal under *Karreeta Yirramboi* is to increase Aboriginal participation in the Victorian public sector workforce. This plan is therefore an integral part of Victoria's broader Aboriginal Economic Development agenda, and signals the Victorian Government's commitment to the COAG target to halve the gap in employment outcomes between Indigenous and non-Indigenous Australians. It is also reflected in the forthcoming *Victorian Indigenous Affairs Framework (VIAF) Strategic Plan* – the Government's overarching Aboriginal policy framework.

To achieve this important objective, Victoria has set a one per cent Aboriginal employment target for the Victorian public sector to be achieved by 2015. This would bring the total number of Aboriginal employees in the Victorian public sector to approximately 2,700 by 2015.

The Commonwealth Government has agreed to match this commitment for all Commonwealth public sector agencies operating in Victoria, and has undertaken to develop its own public sector strategy, working closely with the Victorian Government to share best practice in recruitment, retention and support for Aboriginal staff.

To achieve this target, the Victorian Government will need to consider the current attrition rate of employees leaving the public sector. It is clear that success under *Karreeta Yirramboi* will require integrated action across agencies to reduce barriers and establish clear pathways to public sector employment.

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3 Steering Committee for the Review of Government Service Provision SCRGSP, 2009, *Report on Government Services 2009*, Productivity Commission, Melbourne.

4 SSA 2009, *People Matter Survey*, SSA, Melbourne, Victoria.

## OUR GUIDING PRINCIPLES

To inform the development of *Karreeta Yirramboi*, extensive consultations with the Victorian Aboriginal community were undertaken in 2009 by the State Services Authority (SSA). This included public sector employees, potential employees, Aboriginal employment officers, Aboriginal community organisations and Aboriginal employment services.

A set of guiding principles emerged from these consultations, which underpin the action Government will take under *Karreeta Yirramboi*:

- › acknowledge that it is not a level playing field
- › ensure accountability for outcomes
- › ownership and commitment are integral to implementation
- › appropriate resources are needed
- › instigate institutional change
- › ensure workplaces and employment services provided for Aboriginal job seekers are culturally appropriate
- › address disadvantage
- › work in partnership with Aboriginal communities.

## KEY ACTION AREAS AND DIRECTIONS

A framework has been developed to guide our efforts under *Karreeta Yirramboi*, with five action areas and a suite of key directions. This framework is outlined in the following diagram.

### The Karreeta Yirramboi Framework

Goal	Action areas	Directions
Increase Aboriginal participation in the Victorian public sector workforce	Building pathways between education and public sector employment	<ul style="list-style-type: none"> <li>› boost school outcomes and transition pathways</li> <li>› support traineeships and apprenticeships</li> <li>› promote VET pathways to sustainable public sector employment opportunities</li> <li>› develop better supports for VET graduates</li> <li>› foster cadetship opportunities in the public sector</li> <li>› improve support for Aboriginal graduates in the Victorian Government graduate program</li> </ul>
	Making the public sector an employer of choice for Aboriginal people	<ul style="list-style-type: none"> <li>› increase the number of qualified and skilled Aboriginal employment officers</li> <li>› improve communications with existing and potential employees and their communities</li> <li>› increase Aboriginal representation in policing, health and education</li> <li>› support the career development of Aboriginal public sector employees</li> <li>› strengthen government procurement and temporary employment services</li> <li>› explore flexible workplace arrangements to support Aboriginal employees' cultural and community commitments</li> </ul>
	Creating inclusive workplaces	<ul style="list-style-type: none"> <li>› improve cultural awareness training and delivery</li> <li>› develop a cultural inclusion framework</li> <li>› address workplace racism and racial discrimination</li> <li>› establish Aboriginal employee networks</li> </ul>
	Supporting employers to recruit and retain Aboriginal employees	<ul style="list-style-type: none"> <li>› develop a toolkit to assist public sector employers to attract, support and retain Aboriginal employees</li> <li>› provide training and advice to public sector employers</li> </ul>
	Driving change	<ul style="list-style-type: none"> <li>› establish a public sector Aboriginal partnership group</li> <li>› recognise good public sector practice</li> <li>› ensure public sector employer leadership and accountability</li> </ul>

## 1 BUILDING PATHWAYS BETWEEN EDUCATION AND PUBLIC SECTOR EMPLOYMENT

Establishing more sustainable pathways between education and employment will lead to greater job opportunities for Aboriginal people and will also result in the public sector becoming more visible as a potential employer. Pathways can span compulsory and post-compulsory education, the vocational and tertiary education sectors, public and private training institutions and employment-related programs and services. The Government will work across all of these platforms to assist Aboriginal people to successfully transition to public sector employment.

### 1.1 School outcomes and transition pathways

Actions are in train under the Government's broader education and Aboriginal economic development agenda to ensure that the pool of skilled Aboriginal workers available to the public sector is increased.

Through the *Wannik* Education Strategy for Koorie Students, literacy and numeracy outcomes are beginning to improve. *Wannik* is reforming the government schools system's education of Koorie students, supporting greater student and parent engagement, providing more literacy and numeracy support and expanding and developing the Koorie support workforce.

Clontarf academies and Wannik Dance Academies around the State are new initiatives that are already showing promising outcomes in terms of school attendance. Over time, improvements in school retention can be expected.

Improved transition from education to further education, training, and employment for young Aboriginal Victorians is a priority under the Government's Aboriginal Economic Development Agenda.

Transition support will include the introduction of seven Koorie Transitions Coordinators across the State. Aboriginal students will also be given priority in broader initiatives that support transition including the Workplace Learning Coordinators Program; Local Learning and Employment Networks; the Youth Connections program; and career development initiatives such as careers mentoring. To support Aboriginal students to achieve positive educational outcomes, the Government will also encourage the continuation and expansion of public sector agency scholarships.



## 1.2 Traineeships and apprenticeships

Traineeships and apprenticeships provide individuals with an opportunity to combine paid work with full-time, part-time or school-based training. To encourage further take-up of public sector traineeships and apprenticeships, the Victorian Government will:

- › increase the number of *Victoriaworks for Young People* traineeships and apprenticeships available to Aboriginal Victorians; and
- › support public sector employers to boost workforce retention of Indigenous jobseekers (for example through mentoring).

## 1.3 VET pathways to sustainable public sector employment

Local Indigenous communities play an integral role in developing and setting training priorities for Indigenous learners. The *Wurreker Strategy* is the overarching policy framework for VET in Victoria and seeks to ensure that the sector responds effectively to demand. To establish better pathways to the public sector for VET participants, the Government will:

- › through *Securing Jobs for Your Future* and the *Wurreker Strategy*, ensure that the VET sector is able to respond to future demand driven by the Government's broader Aboriginal Economic Development agenda;
- › stimulate greater demand for training relevant to public sector employment opportunities by wider promotion of the public sector as an employer of choice to Aboriginal VET students; and
- › work with training providers to promote existing and new pathways to sustainable public sector employment.

## 1.4 Support for VET graduates

Aboriginal Victorians are already significant users of the VET system. To better support VET graduates to remain in the public sector, the Government will include guidance on retaining qualified VET graduates in the Aboriginal Employment Toolkit being developed to support public sector employers. This will include advice on work-readiness training, mentoring and professional development opportunities.

### **1.5 Cadetship opportunities in the public sector**

Cadetships assist Aboriginal students to improve their competitiveness in the labour market upon graduation, and provide employers with access to Aboriginal tertiary students who are work-ready and knowledgeable about their organisation. To foster more cadetship opportunities in the public sector, the Government will:

- › partner with existing organisations that coordinate Aboriginal cadetship programs to encourage the adoption of cadetship programs across public sector agencies; and
- › include guidance on establishing cadetship programs in an Aboriginal Employment Toolkit being developed to support public sector employers.

### **1.6 The Victorian Government graduate program**

The Victorian Government Graduate Recruitment and Development Scheme (GRADS) is a 12-month rotational employment and development program for university graduates. To improve the GRADS program in order to attract and support Aboriginal university graduates, we will:

- › better communicate opportunities and eligibility criteria to prospective Aboriginal graduates;
- › review recruitment practices to ensure that they are culturally sensitive; and
- › provide Aboriginal-specific support, through the use of Aboriginal mentors and other supports available through the Government's broader Aboriginal Economic Development agenda.

## 2 MAKING THE PUBLIC SECTOR AN EMPLOYER OF CHOICE

The Victorian Government will work to improve the relationship between employers and employees to make the public sector an employer of choice for Aboriginal people.

### 2.1 Aboriginal employment officers

Organisations that appoint an Aboriginal employment officer are more successful in achieving Aboriginal employment outcomes. To increase the number of Aboriginal employment officers across the public sector and more broadly, the Government will:

- › look at ways to professionalise public sector employment of Aboriginal people, including ensuring access to accredited training;
- › draw upon broader employment initiatives including the Aboriginal Employment Resource Centre, soon to be established; and
- › encourage smaller employers that operate in the same region and/or similar portfolios to share an Aboriginal employment officer position.

### 2.2 Communicating with employees and their communities

Aboriginal employees who feel supported in their career aspirations by their community are likely to achieve better employment outcomes. The Victorian Government will:

- › ensure a public sector presence is established at job fairs and Aboriginal events such as Reconciliation Week, NAIDOC Week and the Croc Festival;
- › revise Pick Vic, a resource guide for school careers counsellors about the range of careers on offer with the Victorian Government;
- › coordinate whole of government advertising for positions seeking to attract Aboriginal applicants in the Koori Mail, and other Aboriginal media;
- › include a targeted page on the *careers@vic.gov.au* website that will include information on jobs in the public sector, resources to assist in the application process and contact details of Aboriginal employment officers.

### 2.3 Aboriginal representation in policing, health and education

The largest public sector workforces are in policing, health and education. The Government will explore opportunities to increase Aboriginal employment that address specific barriers and enablers in these sectors.

#### Policing:

Victoria Police has built good working relationships over many years with Aboriginal communities, mainly through the work of its Aboriginal Advisory Unit. The organisation has nine full-time Aboriginal Community Liaison Officers and 98 Police Aboriginal Liaison Officer positions across Victoria, a Victoria Police Aboriginal Policy Reference Group and an Aboriginal Community Justice Panel program. Its Recruitment Services unit also targets secondary schools with Aboriginal students and attends Koori Job Fairs.

At the end of December 2009, Victoria Police had 46 employees identifying as Aboriginal or Torres Strait Islander. Of these, 22 were police. To support the objectives of *Karreeta Yirramboi*, Victoria Police is exploring new strategies to improve the attraction, recruitment and retention of Aboriginal people, including:

- › appointment of a Koori Attraction and Retention Officer;
- › visiting major Victorian Aboriginal communities to provide information on how to join Victoria Police; and
- › working with training providers to ensure their police preparation courses suit the needs of Aboriginal applicants.

#### Health professionals:

Building on established partnerships with key stakeholders including mainstream health service providers, Aboriginal Community Controlled Health Organisations, and tertiary education providers we will continue to strategically increase opportunities for Aboriginal employment within the health sector, including:

- › provision of a range of health professional training grants (covering nursing and allied health) to increase the number of qualified Aboriginal health workers across Victoria;
- › development and implementation of strategies to increase recruitment and retention of Aboriginal health workers including targeted skills development, cultural training and improved clinical supervision to better support Aboriginal workers;
- › marketing of cross government incentives to support training and employment of Aboriginal people working in the health sector; and
- › measures to attract Aboriginal people to nursing and midwifery careers, support their career development and retain them in the workforce.

## Teaching – Schools’ Workforce

Under the *Wannik* Strategy, the Government has restructured its Koorie Support Workforce to make the positions more attractive to job seekers and offer opportunities for employees to participate in professional development and significantly upgrade their skills. Since August 2009, an additional 27 Aboriginal specific positions have been made available. This is expected to increase the pool of Aboriginal employees who have the skills to enter teacher training or employment-based pathways in the future.

The Government has also completed a review of the Koorie Career Change program which will guide future action through the National Partnership on Youth Attainment and Transitions to encourage a wider range of applicants to become professionally qualified teachers. Through this initiative the number of teachers identifying as Aboriginal has also increased. Scholarships are also available to encourage suitably skilled applicants to become teachers.

### 2.4 Career development of Aboriginal public sector employees

Supporting Aboriginal employees to develop their careers through existing learning and development opportunities assists with both the attraction and retention of Aboriginal staff. To further enhance Aboriginal employees’ career progression, skills and goals, we will:

- › include guidance on promoting secondment opportunities in the Aboriginal Employment Toolkit being developed to support public sector employers; and
- › establish an annual bursary to assist an Aboriginal public sector employee to undertake an international study tour to another jurisdiction with First Nations peoples, for career development purposes, linked to the Government’s Aboriginal Economic Development Role Models and Mentors initiative.

### 2.5 Government procurement and temporary employment

In addition to direct public sector employment, employment outcomes can be achieved through funding agreements and procurement contracts, including temporary employment. In line with our broader Aboriginal Economic Development agenda, the Government will investigate ways to deliver Victoria’s commitment through COAG to strengthen government procurement policies to maximise Aboriginal employment.

### 2.6 Flexible workplace arrangements

Aboriginal employees may sometimes have community responsibilities that can conflict with their work commitments. To further assist Aboriginal public sector employees to meet these commitments, the Government will better communicate the availability of existing flexible workplace policies and work across public sector agencies to investigate the possible extension of flexible leave arrangements for cultural and community reasons.

### 3 CREATING INCLUSIVE WORKPLACES

Public sector workplaces that value and respect Aboriginal people are more attractive to Aboriginal job seekers. Improving cultural competency and making public sector agencies more culturally inclusive is therefore critical to meeting our goals under *Karreeta Yirramboi*.

#### 3.1 Cultural awareness training

Cultural awareness training provides a first step in building cultural competence. It is best delivered by local, Aboriginal training providers to ensure that it is appropriate. There is currently a shortage of training providers and the quality of the training also varies. To address this situation, the Government will:

- › encourage public sector agencies to provide cultural awareness training to staff;
- › work with Aboriginal employees to agree on core cultural awareness content; and
- › establish a list of cultural awareness and cultural competency training providers for wide dissemination across the public sector, linked to broader procurement initiatives aimed at increasing the number of viable Aboriginal businesses supplying goods and services to Government.

#### 3.2 Cultural inclusion

To improve cultural competency within government services and strengthen the partnership between Aboriginal Victorians and public sector agencies, the Government will continue to develop an overarching Inclusion Framework and promote it to all public sector agencies.

The Framework is being developed in consultation with the Victorian Aboriginal community. It will provide a tool for departments and agencies to assess their processes and reform practices in relation to how they do business with and deliver services to Aboriginal communities. This will encompass governance, planning, program development, workforce capacity, implementation, reporting and evaluation.

### 3.3 Workplace racism and racial discrimination

Racial discrimination affects the well-being of individuals and communities and can affect the productivity and innovation of workplaces. A number of initiatives are already underway to promote harmonious workplaces and seek to address racial discrimination, harassment and bullying. Building on existing efforts, the Government will:

- › continue to promote high standards of integrity and conduct in the public sector, including through Codes of Conduct and regular monitoring of employee perceptions;
- › maintain our commitment to support public sector employees who wish to make a formal complaint regarding racial discrimination in the workplace; and
- › include guidance on preventing racism in an Aboriginal Employment Toolkit being developed to support public sector employers.

### 3.4 Aboriginal employee networks

Aboriginal employees provide a valuable link between public sector agencies and the wider Aboriginal community. To assist Aboriginal employees to develop and maintain these links, and to highlight the important contribution of Aboriginal staff, the Government will:

- › continue to stage an annual event open to all public sector Aboriginal employees, providing an opportunity to network and share ideas, issues and successes;
- › continue to support existing networks that enable employees to access peer support and develop knowledge about other government functions; and
- › provide guidance to public sector agencies on establishing and supporting Aboriginal employee networks.

## 4 SUPPORTING PUBLIC SECTOR EMPLOYERS

Public sector employers are responsible for the attraction, recruitment, training, development and retention of employees to their organisations, including Aboriginal employees. *Karreeta Yirramboi* will provide support to agencies to achieve this.

### 4.1 An employer toolkit for public sector agencies

The SSA will assist public sector agencies to improve their Aboriginal employment outcomes by developing an Aboriginal employment toolkit including information on:

- › the business case for Aboriginal employment;
- › developing Aboriginal Employment Plans;
- › improving cultural awareness and competency;
- › improving the attraction, recruitment and retention of Aboriginal employees;
- › training and career development opportunities;
- › establishing cadetship, scholarship and secondment programs;
- › addressing racism and discrimination;
- › establishing Aboriginal employee networks; and
- › fostering effective supervisory and mentoring relationships.

The SSA toolkit will be supported by workshops for public sector employers.

### 4.2 Support and assistance for public sector employers

An employer network for public sector organisations will be established to share information and case studies of good practice regarding Aboriginal employment, and provide peer support and learning.

Public sector employers will also be encouraged to participate in and support wider initiatives under the Government's Aboriginal Economic Development agenda, including the Aboriginal Employment Resource Centre and the Role Models and Mentor program, which are soon to be established.



## 5 DRIVING CHANGE

A strong commitment to Aboriginal employment at all levels of the public sector will be essential to the success of *Karreeta Yirramboi*. This approach necessitates strong accountability and reporting mechanisms to ensure that responsibilities are clear and that the progress of *Karreeta Yirramboi* can be readily reported.

### 5.1 A public sector Aboriginal partnership group

*Karreeta Yirramboi* has grown out of a joint commitment to improving employment outcomes for Aboriginal people. The Victorian Government will establish an Aboriginal Public Sector Partnership Group comprising Aboriginal employees from across the Victorian Public Service and the broader public sector. The role of the Partnership Group will be to:

- › support the engagement of the Aboriginal community with *Karreeta Yirramboi*;
- › provide advice on Aboriginal employment issues and improving the delivery and take-up of cultural awareness training;
- › ensure that *Karreeta Yirramboi* aligns with other government and community partnerships designed to improve outcomes for Aboriginal people; and
- › promote and provide advice on establishing Aboriginal staff networks.

### 5.2 Good practice in the public sector

Rewarding and recognising organisations for good practice in Aboriginal employment and career development is important. The Institute of Public Administration Australia (Victoria) (IPAA) organises the Leadership in the Public Sector Awards, which recognise the outstanding achievements and practices of teams and individuals within the public sector. The Awards already include a Young Indigenous Leader Scholarship Award, and have recently been expanded to recognise best practice Aboriginal public sector employers.

### 5.3 Public sector employer responsibility and accountability

All public sector employers are responsible for the attraction, recruitment and development of Aboriginal staff in their organisations. However, public sector employers with more than 500 staff will have additional responsibilities under *Karreeta Yirramboi*. The Government will:

- › require large scale agencies to develop and implement an Aboriginal Employment Plan to attract, recruit and develop Aboriginal staff in their organisations; and
- › include accountability for Aboriginal employment outcomes in the performance agreements of the Secretaries of all Victorian public service departments and the Chief Commissioner of Victoria Police.

## LEADERSHIP AND GOVERNANCE

Successful implementation of *Karreeta Yirramboi* will require whole of government coordination and a sustained focus on delivery.

All public sector agencies have responsibility to drive change and all are accountable for their own progress.

The Minister for Skills and Workforce Participation will oversee the implementation and monitoring of *Karreeta Yirramboi* actions aimed at increasing public sector employment, and will report on progress through the Ministerial Taskforce on Aboriginal Affairs.

The Secretaries Group on Aboriginal Affairs will drive implementation across the public sector, facilitated by an Interdepartmental Steering Committee, with representation from across Government. This Committee will oversee the Government's broader Aboriginal Economic Development agenda, including the COAG National Partnership on Indigenous Economic Participation.

To support the Minister, a Central Coordination Unit will be established in the Department of Innovation, Industry and Regional Development, with the responsibility to:

- › coordinate action on initiatives across the lead implementing agencies specific to public sector employment and work with those responsible for coordinating and implementing broader Aboriginal Economic Development activity;
- › monitor and report on progress of implementation including working with the SSA to develop and report on the progress achieved to meet the Government's 1% target for Indigenous public sector representation;
- › work with agencies to strengthen connections with Aboriginal communities in relation to public sector employment; and
- › report on progress to the Secretaries Group on Aboriginal Affairs, the Minister for Skills and Workforce Participation and the Ministerial Taskforce on Aboriginal Affairs.

After the first three years, the Government will evaluate *Karreeta Yirramboi*. The outcomes of the evaluation will inform the future directions for Aboriginal employment in the Victorian public sector.

## REPORTING ON PROGRESS

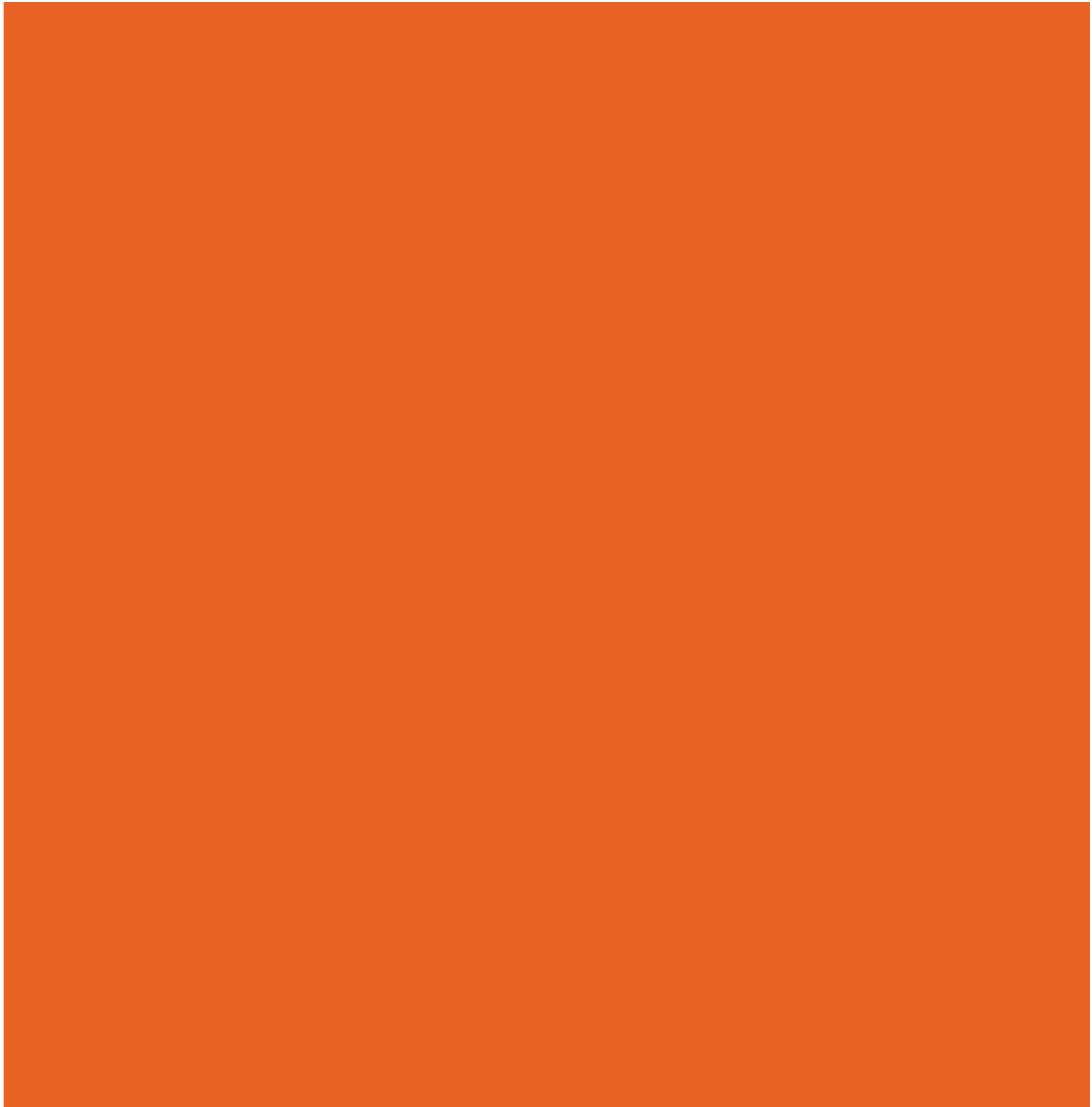
A clear and transparent reporting framework will be necessary to monitor the outcomes of *Karreeta Yirramboi*. Two levels of reporting have been adopted: at the agency level and the whole of government level.

At the agency level, the SSA will lead a process to improve the collection of Aboriginal and Torres Strait Islander public sector employment data. This will require all public sector employers to establish a baseline of current employment data. Advice will be provided to public sector employers to ensure that there are data systems in place to collect the data for new and existing employees.

Additionally, public sector agencies will report on their Aboriginal employee numbers in their annual reports.

At the whole of government level, the Minister for Skills and Workforce Participation will provide reports on the progress of *Karreeta Yirramboi* twice a year to the Ministerial Taskforce on Aboriginal Affairs.

A consolidated update on progress of *Karreeta Yirramboi* will be included in the Victorian Government *Indigenous Affairs Report*. This Report details key actions and performance indicators relating to our efforts to close the disadvantage gap between Aboriginal and non-Aboriginal Victorians, through the implementation of the Victorian Indigenous Affairs Framework. The report is tabled annually in Parliament.



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