

# ANALYSING THE CURRENT STATE OF THE RIVERINA MURRAY ABORIGINAL WORKFORCE

USING THE STRATEGIC WORKFORCE PLANNING FRAMEWORK TO GET THE RIGHT PEOPLE, IN THE RIGHT ROLES, AT THE RIGHT TIME

WE ACKNOWLEDGE THE TRADITIONAL OWNERS OF THE LANDS ON WHICH WE STAND AND PAY OUR RESPECTS TO THE ABORIGINAL ELDERS, PAST PRESENT AND EMERGING, AND CELEBRATE THE DIVERSITY OF ABORIGINAL PEOPLE'S AND THEIR ONGOING CULTURES AND CONNECTIONS TO THE LAND AND WATERS OF NSW

**GOALS**



**IDENTIFY**

WHERE WE ARE NOW  
+ OUR WORKFORCE OPPORTUNITIES  
+ CHALLENGES

NSW PUBLIC SERVICE COMMISSION

partnered with...



ABORIGINAL COMMUNITY LIVING + WORKING IN THE RIVERINA MURRAY REGION REPRESENTED BY THE RIVERINA MURRAY REGIONAL ALLIANCE



& DEPARTMENT OF REGIONAL NSW



RIVERINA MURRAY & ABORIGINAL WORKFORCE STRATEGY WORKING GROUP

WE STARTED WITH AN **ANALYSIS** OF THE **current state** OF THE **WORKFORCE** THROUGH



**CURRENT STATE INTERVIEWS:**

WE ASKED **Aboriginal employees** WORKING IN **NSW GOVERNMENT** IN THE **RIVERINA MURRAY REGION:**

- What **ATTRACTED** you to work in NSW Government?
- How did you find the **RECRUITMENT** process?
- What has been your **EXPERIENCE** of working in NSW Government?

WE ASKED **HR professionals** INVOLVED IN DEVELOPING + IMPLEMENTING **ABORIGINAL WORKFORCE STRATEGIES:**

- What Aboriginal Workforce Strategies do you have in place?
- What's working?
- Opportunities for improvements?
- Barriers, issues + challenges?
- What would you change?



WE THEN **GATHERED AND ANALYSED DATA**

TO UNDERSTAND THE **CURRENT STATE** OF THE **REGION'S ABORIGINAL WORKFORCE:**

WE GATHERED AND ANALYSED **ABS CENSUS DATA** AND **NSW PUBLIC SECTOR DATA**

**WORKFORCE DATA**

**COMMUNITY DATA**

**environmental scanning**

WE THEN RESEARCHED **EMERGING TRENDS AFFECTING THE RIVERINA MURRAY REGION.**

Region	Age	Gender	Job Grade
Cluster	Agency	Median Tenure	Separation Rate
Commencement Pay Rate	Aboriginal Employees in Senior Leadership Roles		
Top Occupation			

WE THEN PRESENTED THE WORK SO FAR IN A **COMMUNITY consultation WORKSHOP**

**Wagga Wagga**

WE ASKED THE **ABORIGINAL COMMUNITY** LIVING OR WORKING IN THE REGION.

**WORKSHOP OBJECTIVES**

- ★ ALIGN WITH **ABORIGINAL COMMUNITY GOALS**
- ★ IDENTIFY THE **BARRIERS**
- ★ IDENTIFY **WORKFORCE INITIATIVES**

**QUESTIONS:**

- What difference would it make to your community if more Aboriginal people worked for NSW Government or took on more leadership roles?
- Why would you want to work for NSW Government?
- What's working + what needs to change?
- What makes it hard for Aboriginal people to get jobs?

**OUTCOMES OF THE WORKSHOP**

- GET IN EARLY**
  - Life skills
  - Reading + writing
  - Opportunity to dream
- PATHWAYS TO WORK**
  - Traineeships + courses
  - Preparing for work training
  - Springboard to work
- CHANGE THE WAY WE HIRE**
  - Culturally safe environment
  - Building connections
  - Aboriginal cultural competency

**NEXT STEPS** from July 2021

DEVELOP AN **ABORIGINAL WORKFORCE STRATEGY** WITH OUR PARTNERS.

TO ACCESS OUR STRATEGIC WORKFORCE PLANNING FRAMEWORK