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 and our workforce opportunities and challenges

NSW Public Service Commission partnered with:

* the Aboriginal community living and working in the Riverina Murray region represented by the Riverina Murray Regional Alliance
* Department of Regional NSW
* the 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 and implementing Aboriginal workforce strategies:

* What Aboriginal workforce strategies do you have in place?
* What’s working?
* Opportunities for improvements?
* Barriers, issues and challenges?
* What would you change?

We then gathered and analysed data to understand the current state of the region’s Aboriginal workforce:

* Community data
* Workforce data

We gathered and analysed ABS census data and NSW public sector data:

* Region
* Age
* Gender
* Job grade
* Cluster
* Agency
* Median tenure
* Separation rate
* Commencement pay rate
* Aboriginal employees in senior leadership roles
* Top occupation

We then researched emerging trends affecting the Riverina Murray region (environmental scanning).

We then presented the work so far in a community consultation workshop in Wagga Wagga. Workshop objectives:

* Align with Aboriginal community goals
* Identify the barriers
* Identify workforce initiatives

We asked the Aboriginal community living or working in the region:

* 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 makes it hard for Aboriginal people to get jobs?
* What’s working and what needs to change?

Outcomes of the workshop:

* Get in early
  + Life skills
  + Reading and writing
  + Opportunity to dream
* Pathways to work
  + Traineeships and 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.

Access our [Strategic Workforce Planning Framework.](https://www.psc.nsw.gov.au/workforce-management/strategic-workforce-planning/strategic-workforce-planning-resources)