



TAILORED FINANCIAL SOLUTIONS

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BY: ATSIA

National Australia
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Submission No. <u>45</u>
Date Received <u>6-5-05</u>

May 4, 2005

The Secretary
Standing Committee on Aboriginal and Torres Strait Islander Affairs
House of Representatives
Parliament House
CANBERRA ACT 2600

Re: Inquiry into Indigenous Employment

Thank you for your invitation to contribute to the inquiry into Indigenous Employment.

The National is committed to the positive inclusion of Indigenous Australians in its workforce. While the National endeavours to provide all people with the opportunity to seek work via an equitable and merit based process, we also recognise the need to address the employment disadvantage of Indigenous Australians.

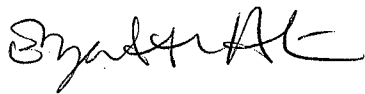
With the aim of improving the employment prospects of Indigenous Australians, the National launched the "Indigenous Career Pathways Project" in April 2005. This program provides the opportunity for participants to work for the National over a 12 month period while completing a Certificate III TAFE qualification. Cross-cultural training is provided to staff involved in the project and cultural immersion support, cultural mentoring and career planning advice are provided to trainees. Having successfully completed the program, participants are encouraged to apply for ongoing positions at the bank.

The initiative is focused on the provision of genuine career pathways and is being conducted as a pilot initiative in the state of Victoria. The National seeks to build knowledge and expertise within the organisation with a view to leveraging the learnings from the pilot in developing an indigenous recruitment and career development model for roll-out across Australia. The National will require at least 12 months before the program can be evaluated and will be conducting a full review at this time.

The National also partners with the University of Melbourne - Centre for Indigenous Education - providing bursaries to support and encourage Indigenous secondary school, undergraduate and MBA students. A number of these bursaries were awarded late last year.

The key aim of the National's initiatives is to develop and implement long term systematic and cultural change to create employment pathways and maximise the employment prospects of Indigenous Australians within the organisation. We look forward to continuing our work in this area and hope the information provided here is of assistance.

Kind regards,

A handwritten signature in black ink, appearing to read 'Elizabeth Hunter', written in a cursive style.

Elizabeth Hunter
Executive General Manager, People and Culture

cc John Stewart
Managing Director and CEO