

Submission No. 56
Date Received 10-5-05

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David Dwyer  
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5 May 2005

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



RECEIVED  
10 MAY 2005  
BY: ASIA

Dear Sir / Madam

### INQUIRY INTO INDIGENOUS EMPLOYMENT

I refer to your letter dated 23 March 2005 inviting submissions on the abovementioned Inquiry.

Dubbo City Council has real success over the last ten (10) years with Aboriginal Employment Programmes where a salary and on cost subsidy is provided by either the State or Federal Government over a three (3) year period without the necessity for Council to maintain employment of the individual after that period. Generally, if staff have proven their abilities within that period of time, they generally apply for and are successful in permanent jobs with Council. There are currently five (5) Aborigines in permanent employment with Council who started as trainees on a subsidised scheme. Another three (3) who gained permanent employment have since moved to permanent employment with other employees. Generally the rate of Aboriginal people applying for Council jobs is low but this method of starting Aboriginal people into the workforce has been quite successful.

The other success story for Dubbo (and other areas in which it has been introduced such as Moree) is the Aboriginal Employment Strategy, a company committed to the employment and betterment of Aboriginal people. The Strategy has successfully placed many Aboriginal people in employment since it commenced in Dubbo over 2 years ago. Council provided \$20,000 for this company to establish an office in Dubbo. Council works very closely with this company not only on Council's own workforce initiatives but also on the wider community employment prospects.

One of the main features of a successful strategy to retain Aboriginal employees is the concept of a mentor, that is, another Aboriginal person who can guide, lead and counsel any new Aboriginal

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employee to ensure that the new employee can understand and adapt to the culture of the organisation. If it is the employee's first experience of work, then it is even more important as the first participation in the workforce can be overwhelming for some people.

Yours faithfully

A handwritten signature in cursive script that reads "David Dwyer". The signature is fluid and includes a long horizontal flourish extending to the right.

*David Dwyer*

Director Community Services