

| | |
|----------------|--------|
| Submission No. | 29 |
| Date Received | 2-5-05 |



29 April 2005

Ms Cheryl Scarlett
Inquiry Secretary
Standing Committee on Aboriginal and Torres Strait Islander Affairs
House of Representatives
Parliament House
CANBERRA ACT 2600

RECEIVED
U 2 MAY 2005
BY: ATSI/A

Dear Ms Scarlett

INQUIRY INTO INDIGENOUS EMPLOYMENT

Thank you for your letter dated 23 March 2005 requesting information regarding positive factors and examples of best practice, in relation to our work with Indigenous communities and individuals to improve their employment opportunities and outcomes.

At the City of Melbourne, we value and embrace diversity in all respects including how it relates to our workforce. We recognise that barriers exist for Indigenous people in obtaining work and we have a range of initiatives in place that have been successful in providing meaningful employment. Listed below are current initiatives.

Traineeships

Three traineeships funded by the City of Melbourne are reserved for people considered to have barriers towards gaining paid employment, which includes people from Indigenous backgrounds and people with disabilities. Each traineeship lasts for 18 months. This programme has been running for approximately 10 years and we have been successful in employing several people from Indigenous backgrounds through this program.

DOXA Youth Foundation

DOXA's programs are targeted at giving special attention to the needs of financially and socially disadvantaged youth who experience barriers in their development. The City of Melbourne sponsors one Year 12 student each year by providing funding towards their university tuition fees at the rate of \$6,000 for every year of their studies. The student is also able to spend eight weeks per year work experience at the City of Melbourne during their course. The DOXA program includes people from Indigenous communities.

Relationship with Indigenous Employment Agencies

Our Human Resources Branch has developed close relationships with agencies that actively work with Indigenous people to find them employment. We encourage these agencies to regularly check our employment websites for vacant positions and to support applications by their clients.

Selected Positions at City of Melbourne

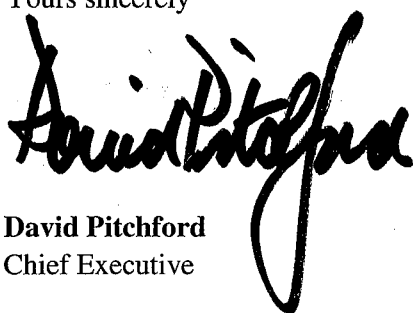
Indigenous people have been recruited into specific roles, which were considered to be roles that would benefit significantly from the insight and knowledge that someone from an Indigenous background could bring. Exemptions were obtained from the Equal Opportunity Commission of Victoria to selectively recruit in this manner.

Future Objectives

Effectively managing our workforce diversity will remain one of our Human Resources priorities at the City of Melbourne. Work is continuing to identify new and innovative approaches towards ensuring that the diversity of our workforce is reflective of the community that it serves. We welcome any positive examples that Government or the Standing Committee on Aboriginal and Torres Strait Islander Affairs may suggest could provide stronger outcomes for employment of Indigenous people.

I hope this information is helpful. Please contact either myself or Linda Weatherson (Director Corporate Performance) on 9658 9106 if you would like additional information.

Yours sincerely



David Pitchford
Chief Executive

CoM reference

#3285400