

Kaurna Heritage Board

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Submission No. 49
Date Received

May 9, 2005

Standing Committee on Aboriginal and Torres Strait Islander Affairs
Inquiry into Indigenous Employment
House of Representatives
Parliament House
Canberra ACT 2600

Brief Submission:

This Submission would like to promote the investigation and evaluation of Indigenous employment in communities and for individuals throughout Australia.

Although there are some positive outcomes in indigenous employment; these outcomes can be significantly increased through an accurate assessment of current Federal and State Indigenous employment outcomes and contributing factors.

The main Priority is to identify ways of accurately measuring and evaluating positive on ground factors of indigenous employment amongst, Aboriginal Nations their communities family clan groups and individuals experts.

Examples of areas where indigenous employment occurs include:

- Tourism
- Arts in its broadest context
- Heritage / Native Title
- Leadership in Public and Private sectors
- Health in its broadest context
- Environment / Conservation
- Horticulture
- Education / Training

To identify ways of accurately measuring the contributing and significant factors to positive Indigenous employment outcomes; including what contribution 'practical reconciliation' has made.

Recommendations for action

Results from the "inquiry into indigenous employment" will hopefully highlight gaps, overlaps and inconsistencies between State and Federal legislation, Acts and policies that contribute to positive and negative Indigenous employment outcomes.

There are many career areas where Indigenous communities and individuals could create, maintain and contribute to Australian Society over many levels plus build individual and community capacity.

There should be comprehensive longitudinal surveys and evaluations throughout Australia into Indigenous employment. This could be addressed in terms of cultural values where oral history, heritage and knowledge are promoted. This is due to a high preparation of indigenous persons being illiterate or partly literate in English with limited schooling.

It is hoped that the inquiry into Indigenous employment elicits four core ideas:

1. Management and protection of indigenous heritage and Culture outlining Good Governance & Capacity Building.
 2. Management and transfer of indigenous land.
 3. Co-ordination of the whole-of-Government approach (between Federal and State Governments) towards the:
 - Identification of employment sectors
 - Investment in indigenous employment creation within community that have regional development sections
 - Development and maintenance of a community education investment strategy that engages a spectrum of Indigenous cultural, heritage, spiritual and environmental protocols
 - Inclusion of Indigenous Intellectual property rights in an employment context
1. It is imperative that community based indigenous employment investigation, research and evaluation is adequately resourced through funding from the relevant Federal and State Government bodies.

For example, an Indigenous Advocacy Peak body could be established (in each State) to:

- Identify Indigenous employment investment and action
- Mandate and lobby across a range of Federal and State Government agencies
- Identify significant stakeholders and develop interactive workable employment outcomes
- Create policies, strategies and processes that address access, equity and participation at all levels.

Sincerely,

Lynette Crocker
Chairperson