



The Australian Journal of **INDIGENOUS EDUCATION**

This article was originally published in printed form. The journal began in 1973 and was titled *The Aboriginal Child at School*. In 1996 the journal was transformed to an internationally peer-reviewed publication and renamed *The Australian Journal of Indigenous Education*.

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MORE CAREER OPPORTUNITIES *

Plans to improve career opportunities for Aboriginal and Torres Strait Islander peoples are underway within the Australian Public Service.

The Department of Employment, Education and Training (DEET) launched its plan at a ceremony at Parliament House on 26 May.

The DEET plan, launched in the context of IYWIP, will be fully implemented by 1995 and is in line with the APS Aboriginal and Torres Strait Islander Recruitment and Career Development Strategy. ATSIC had already adopted and begun to implement a five-year Recruitment and Career Development Strategy, and the Commission leads in employment of indigenous peoples, who comprise more than one third of ATSIC's staff. However, as indigenous staff are now mostly clustered in the lower levels, mainly below the AS04 Level, the new Strategy provides for programs that will create career pathways to the full range of senior positions within ATSIC.

Opportunities for women

To meet Government recognition that Aboriginal and Torres Strait Islander women are among the most disadvantaged of their gender, both the ATSIC and DEET Strategies will create special opportunities to enable indigenous women to gain access to positions that require management and policy development skills.

Indeed, the ATSIC goal is to increase the number of Aboriginal and Torres Strait Islander women at all job levels, especially in middle and senior management, within the Commission.

The ATSIC Strategy was developed, through a consultation process with all ATSIC staff, both Aboriginal and non-Aboriginal, across Australia.

A Strategy Steering Committee has been established and will meet regularly to monitor the progress of the Strategy and report to the Human Resource Development Advisory Committee and the ATSIC Executive.

* International Year of the World's Indigenous People Newsletter No.6

Other departments and agencies have also got employment and training programs for Australia's indigenous peoples high on their agendas.

DEET Minister, Mr. Kim Beazley, launched his department's plan at the Parliament House ceremony, after which DEET Secretary, Mr. Derek Volker, explained the plan's back - ground.

The ceremony began with a performance by the Aboriginal Dance Theatre and was followed by a discussion on how the plan will be implemented.

Special programs

The plan provides for the development of complementary Aboriginal and Torres Strait Islander recruitment and career development strategies by DEET's state offices and divisions.

Four special programs will be established to provide for the development of Aboriginal and Torres Strait Islander middle managers, indigenous skills, indigenous skills transfer and indigenous field officer training.

Strategy highlights

Other highlights of the plan include:

- * Analysis of Aboriginal and Torres Strait Islander staff retention rate and development of processes to increase retention.
- * Cross cultural training for non-Aboriginal staff to increase sensitivity to Aboriginal and Torres Strait Islander needs.
- * Development of an Aboriginal and Torres Strait Islander recruitment strategy.
- * Recognition of cultural differences in employment selection processes.

Mentors will be tasked to assist Aboriginal and Torres Strait Island staff in creating individual development programs.

YOUTH WORK TRAINING

W.A. COUNCIL FOR YOUTH WORK TRAINING INC.

The Action Pack is the first Anti-Racist Training distance education kit of its kind in Australia. It is based on the knowledge gained through the statewide delivery of Anti-Racism workshops in 1992.

A team of people, including experienced workers with young people, wrote The Action Pack specifically to meet the needs of rural and isolated, paid and voluntary workers.

Because the kit addresses the issue of racism it is relevant to workers throughout Australia.

It is an interactive, self directed distance learning package made up of a workbook (which participants keep) and a compilation video. It will take you, about twelve hours to work through the kit.

This kit focuses on you and your interest in Anti-Racist work. It makes the assumption that you have a desire to introduce change within your organisation that you will be that agent of change. It also assumes that you, and only you understand the nature of your organisation. Therefore only you can determine what changes are possible.?

The kit comes in seven parts and covers the following:

- * Why this kit was written, definitions etc
 - * Racism towards Aboriginal People
 - * Racism towards migrants
 - * What you can do about racism
 - * Your Action Plan
 - * Support and Resources
 - * Evaluation

The WA Council for Youth Work Training is currently seeking accreditation for this Anti-Racist Training.

The Action Pack is available on loan or may be purchased from the WA Council for Youth Work Training.

Contact the Training Development Executive for more information.

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