Peter Styles  
Deputy Chief Minister of the Northern Territory, Minister for Public Employment

**Investing in Aboriginal employment and career development**  
24 May 2016

The Northern Territory government is supporting more Aboriginal Territorians into jobs through a $1.35 million budget commitment over four years to deliver a variety of new initiatives designed to assist Aboriginal and Torres Strait Islander (ATSI) Territorians to gain employment within the Public Service.

Minister for Public Employment Peter Styles said the initiatives are part of the NT Public Service (NTPS) Indigenous Employment and Career Development Strategy 2015-2020.

“Since the strategy was launched in April last year Aboriginal employment within the NTPS increased from 8.9% to 9.7%, as of March 2016,” Mr Styles said.

“Funding these key, new programs through the 2016-17 budget will work towards achieving our 16% global target of Aboriginal employment and 10% participation of ATSI employees in senior or executive roles.

“The Country Liberals Government is committed to supporting Aboriginal Territorians to engage in meaningful employment.

“About 30 per cent of the Territory’s population is Aboriginal and these new initiatives will ensure individuals have the chance to capitalise on opportunities within the NTPS as well as ensure we have a workforce that more closely reflects the community it serves.”

Key new initiatives include:

- The design, development and delivery an all-of-government Cross Cultural Awareness and Competency Program.
- An Indigenous Employee Mentoring Program.
- Managing Performance Conversations training for managers and supervisors of Aboriginal and Torres Strait Islander staff.
- Hosting an annual Aboriginal and Torres Strait Islander staff forum aimed at enhancing Indigenous recruitment and retention strategies and professional development.

Other initiatives already in place include:

- The implementation of Special Measures Recruitment Plans in several agencies to promote equal employment opportunities for Aboriginal and Torres Strait Islander people.
Ensuring identified career pathways and progression opportunities for staff to move onwards and upwards;

The Aboriginal and Torres Strait Islander Employment Aspirations Program (ATSIEAP) which was developed in conjunction with the Department of Education, the Clontarf Foundation and Tanyah Nasir Consulting Services, to assist ATSI students with their transition from school to work and promote the NTPS as an employer of choice. This program was piloted at Casuarina Senior College in July 2015 and due to its success, will be implemented in several other schools from late 2016.

“The NT Government, through the Department of Business also provides vital assistance for Aboriginal Territorians through the Business in the Bush, Indigenous Business Development and Community Champions Programs,” Mr Styles said.

“More than 150 Aboriginal Territorians will be supported into jobs thanks to more than $860 000 as part of the Northern Territory Government’s Aboriginal Employment Initiatives (AEI) awarded to Territory organisations to increase Aboriginal workforce participation last month.

“We have also implemented additional incentives for employers who engage Aboriginal workers, while continuing to up-skill Aboriginal Territorians through 52 training programs across 23 communities up until April this year alone.

“Additionally, our remote procurement policies are focussed on increasing employment of Aboriginal Territorians so they can take full advantage of business and economic opportunities.

“Only the Country Liberals Government has a plan that will support Aboriginal Territorians into jobs, create a confident culture, strong society and ensure prosperity for the Territory community.”

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