

Employment Targets Approach

Monday, 26 February 2024
Reconciliation Committee

Strategic Alignment – Our Corporation

Program Contact:
Manager, People

Public

Approving Officer:
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EXECUTIVE SUMMARY

City of Adelaide's 2021–2024 Stretch Reconciliation Action Plan (RAP) outlines a commitment to achieving an Aboriginal and Torres Strait Islander employment rate of 2%. In 2023 this commitment was reaffirmed in City of Adelaide's 2024-2028 Strategic Plan.

This paper provides an update on our current Aboriginal and Torres Strait Islander employment rate, outlines the actions to date in 2023/24 to support achievement of our employment target, and outlines future actions.

RECOMMENDATION

THAT THE RECONCILIATION COMMITTEE

1. Notes the progress towards Council's commitment to Aboriginal employment.

IMPLICATIONS AND FINANCIALS

City of Adelaide 2024-2028 Strategic Plan	Strategic Alignment - Our Corporation The report outlines progress towards the achievement of City of Adelaide's strategic target to achieve an Aboriginal and Torres Strait Islander employment rate of 2%.
Policy	The Aboriginal Employment Rate is a commitment in the Stretch RAP.
Consultation	Not applicable
Resource	Not applicable
Risk / Legal / Legislative	Not applicable
Opportunities	Successful recruitment of Kurna Rangers gives a great opportunity to continue to build our relationship with KYAC, the Kurna community and our non-Aboriginal employees knowledge of caring for Country.
23/24 Budget Allocation	2023/24 Business Plan and Budget process, funding was approved for: <ul style="list-style-type: none"> - 0.6 full time equivalent employee in the position of Aboriginal Employment and Inclusion Coordinator - Two full time equivalent employees in the position(s) of Kurna Ranger
Proposed 24/25 Budget Allocation	As per 2023/24 Budget
Life of Project, Service, Initiative or (Expectancy of) Asset	Not applicable
23/24 Budget Reconsideration (if applicable)	Not applicable
Ongoing Costs (eg maintenance cost)	Not applicable
Other Funding Sources	Not applicable

DISCUSSION

Current Employment

1. City of Adelaide (CoA) has a target to achieve an Aboriginal and Torres Strait Islander employment rate of 2% (apprentices and trainees hosted by CoA inclusive). The targeted 2% would equal 21 employees.
 - 1.1. As of 30 December 2023, nine of 1034 employees identified as Aboriginal or Torres Strait Islander. This equates to an employment rate of 0.87%.
 - 1.2. As of 30 December 2023, two of 31 trainees and apprentices identified as Aboriginal or Torres Strait Islander. This equates to an employment rate of 6.5%.

CoA's overall Aboriginal and Torres Strait Islander employment rate as of 30 December 2023 was 1.0%.
2. Of CoA's Aboriginal and Torres Strait Islander employees:
 - 2.1. Six identify as female and three as male.
 - 2.2. Four are engaged on permanent full-time contracts, three are engaged on permanent part time contracts, and two are casual employees.
 - 2.3. The average length of service is 8.1 years, with two employees having commenced within the last 12 months. The average length of service for all CoA employees is also 8.1 years.
 - 2.4. Excluding casuals, based on a full time equivalent, the average base salary of Aboriginal and Torres Strait Islander employees is \$83,561, with the average full time equivalent base salary for all CoA employees being \$97,404.

Recruitment Activity

3. To increase our reach and target employment opportunities towards Aboriginal people, all external CoA vacancies are circulated to CoA's Reconciliation Officer, Tauondi Aboriginal Community College, Job Prospects Senior Aboriginal Employment Mentor, Turkindi, Workskil's Specialist Employment Mentor, and The University of Adelaide's Indigenous Employment Officer. This is in addition to the usual mechanisms such as SEEK and LinkedIn.

Aboriginal Employment and Inclusion Coordinator

4. Following Council's approval of an Aboriginal Employment and Inclusion Coordinator on 27 June 2023, CoA has advertised the position twice in 2023/24, going to market on 3 July 2023 and 29 September 2023.
5. The position has been advertised on a fixed term basis at 0.6 full time equivalent (22.5 hours a week), at Level 6 (City of Adelaide salaried agreement).
6. In addition to the channels outlined above, the vacancy was circulated on Indigenous Employment Australia and shared through CoA's primary LinkedIn feed. The People team also undertook strategic sourcing through LinkedIn. Ten individuals were contacted and invited to discuss the role, and share the opportunity with their networks where this was considered appropriate.
7. Following the first round of recruitment, four candidates were phone screened. One candidate considered suitable withdrew due to the position being part time. No additional candidates were invited to interview.
8. Following the second round of recruitment, five candidates were shortlisted and interviewed by a panel comprising Angela Hadyon (Team Leader People Experience), Talisha King (Reconciliation Officer) and Ivan-Tiwu Copley OAM (Reconciliation Committee Member).
9. A preferred candidate was identified with an offer made and verbally accepted. The candidate subsequently declined the offer of employment on 24 November 2023 having accepted a full-time role elsewhere.

Aboriginal Graduate

10. In October 2023, five positions were advertised for CoA's new graduate program. One graduate position was advertised as a role for a person identifying as Aboriginal or Torres Strait Islander.
11. No applications were received from graduates identifying as Aboriginal or Torres Strait Islander, and therefore no Aboriginal or Torres Strait Islander graduates have been appointed to the graduate program commencing on 29 January 2024.
12. In addition to the recruitment strategies deployed to attract all graduates to the program, the following steps were taken to encourage applications from Aboriginal or Torres Strait Islander graduates.
 - 12.1. Creation of recruitment materials specifically promoting a graduate role for a person identifying as Aboriginal or Torres Strait Islander, displayed at the city-based Universities and across CoA sites including Adelaide Central Market, Adelaide Aquatic Centre, City Library, Golf Course, and UPark sites.
 - 12.2. Expanding Aboriginal or Torres Strait Islander job advertisements to interstate audiences on Seek.
 - 12.3. Engagement with CoA's Reconciliation Officer to share opportunities within their network.
 - 12.4. Priority LinkedIn job listing and promotion on CoA's LinkedIn feed.
 - 12.5. Engagement with Aboriginal and Torres Strait Islander careers services at Adelaide University, UniSA and Flinders University.
13. CoA will review the approach of engaging and attracting Aboriginal or Torres Strait Islander graduates for a 2025 intake.

Kaurna Rangers

14. The first Kaurna Ranger roles for CoA are in the process of being developed and established in the City Operations program to perform horticulture and biodiversity tasks and responsibilities. Both positions are identified roles offered to Aboriginal and Torres Strait Islander people exclusively.
15. Both roles will be offered as 1.0 FTE full time equivalents (38 hours a week) at AWU CSE Grade 7 (D074).
16. The intended timeframe for the positions going to market is March 2024, following consultation with Kaurna Yerta Aboriginal Corporation (KYAC).
17. Targeted recruitment will occur with educational institutions, and the interview panel is intended to comprise a KYAC representative.
18. Following appointment of successful candidates, the Reconciliation Officer will offer support in establishing the new roles within the organisation, developing a work plan, and providing mentorship. KYAC engagement is also a high priority to assist with recruitment efforts, the establishment of roles, and to provide ongoing support to the positions.

Additional Aboriginal Employment Actions

19. CoA remains committed to appointing an Aboriginal Employment and Inclusion Coordinator. Following two unsuccessful attempts to appoint to the position, the People team are undertaking work to:
 - 19.1. Benchmark CoA's role to other similar positions to assess its competitiveness to attract the required skills.
 - 19.2. Continue targeted attempts to promote the existing opportunity within networks.
20. Whilst the role of Aboriginal Employment and Inclusion Coordinator is vacant, the People team remain committed to actions aimed at improving CoA's Aboriginal and Torres Strait Islander employment outcomes. The People team will ensure this work is informed by the views of Aboriginal and Torres Strait Islander people.
21. Work currently underway or planned includes:
 - 21.1. In Q3 2023/24, Administration is reviewing CoA's Employee Value Proposition (EVP), ensuring CoA's commitment to reconciliation is reflected, and promoting conditions and benefits which are most valued by our Aboriginal and Torres Strait Islander employees e.g. CoA's provision of ten days cultural and ceremonial leave per year.

- 21.2. In Q3 2023/24, continuing to engage with external stakeholders to seek guidance on how to engage with and build community relationships more successfully.
 - 21.3. In Q3 2023/24 undertaking a review of CoA's existing Aboriginal recruitment toolkit.
 - 21.4. In Q4 2023/24 establishing an Aboriginal and Torres Strait Islander employee network group and commencing a program for tailored learning and development conversations.
 - 21.5. In Q2 2024/25 as part of the implementation of a new recruitment system, develop an Aboriginal and Torres Strait Islander talent pool to enable direct promotion of roles to individuals expressing an interest in working at CoA.
22. Additional initiatives to be further scoped include:
- 22.1. Implementing an Interview Guarantee commitment for Aboriginal or Torres Strait Islander candidates able to demonstrate capability to fulfil the position by meeting the selection criteria to a satisfactory degree.
 - 22.2. On establishment of a talent pool, external Aboriginal or Torres Strait Islander candidates being considered for positions otherwise advertised internally for CoA staff only.

- END OF REPORT -