

# Aboriginal Employment Update

Wednesday, 4 September 2024  
Reconciliation Committee

Strategic Alignment - Our Corporation

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Public

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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 the City of Adelaide's 2024-2028 Strategic Plan.

This paper provides an update on City of Adelaide's current Aboriginal and Torres Strait Islander employment rate, outlines the recruitment activity which has occurred in the previous six months to support Aboriginal and Torres Strait Islander employment, and highlights Aboriginal and Torres Strait Islander employment initiatives and priorities planned for 2024/25.

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## RECOMMENDATION

### THAT THE RECONCILIATION COMMITTEE

1. Notes the progress made in meeting Council's commitment to supporting Aboriginal employment as outlined in this report.

## IMPLICATIONS AND FINANCIALS

City of Adelaide 2024-2028 Strategic Plan	<b>Strategic alignment - Our Corporation</b> 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	Achieving an Aboriginal Employment Rate of more than 2% is a commitment in CoA's Stretch RAP
Consultation	Not as a result of this report
Resource	Not as a result of this report
Risk / Legal / Legislative	Not as a result of this report
Opportunities	Not as a result of this report
24/25 Budget Allocation	Through the 2024/25 Business Plan and Budget process, funding was approved for a 0.8 full time equivalent employee in the position of Aboriginal Employment and Inclusion Coordinator
Proposed 25/26 Budget Allocation	Consistent with the 2024/25 Budget
Life of Project, Service, Initiative or (Expectancy of) Asset	Not as a result of this report
24/25 Budget Reconsideration (if applicable)	Not as a result of this report
Ongoing Costs (eg maintenance cost)	Not as a result of this report
Other Funding Sources	Not as a result of this report

# DISCUSSION

## **Current Employment**

1. City of Adelaide (CoA) has a target to achieve an Aboriginal and Torres Strait Islander employment rate of 2%; inclusive of apprentices and trainees hosted by CoA. As at 30 June 2024, the targeted 2% would equate to 22 employees.
  - 1.1. As at 30 June 2024, ten of 1025 employees identified as Aboriginal or Torres Strait Islander. This equates to an employment rate of 0.98%.
  - 1.2. As at 30 June 2024, one of 32 trainees and apprentices identified as Aboriginal or Torres Strait Islander. This equates to an employment rate of 3.1%.
  - 1.3. CoA's overall Aboriginal and Torres Strait Islander employment rate as at 30 June 2024 was 1.0%.
2. Of CoA's ten Aboriginal and Torres Strait Islander employees:
  - 2.1. Six identified as female and four as male.
  - 2.2. Five are engaged on a permanent full time basis, two are engaged on a permanent part time basis, one is engaged on a fixed term part time contract, and two are casual employees.
  - 2.3. The average length of service is 7.6 years, compared with an average length of service for all CoA employees of 7.5 years.

## **Recruitment**

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.
4. CoA continues to display a commitment to directly investing in roles which support Aboriginal employment and CoA's target for a workforce comprising more than 2% Aboriginal and Torres Strait Islander people.
5. In March 2024, CoA appointed an Aboriginal Employment and Inclusion Coordinator, working within the People Experience team.
  - 5.1. The successful candidate identifies as Aboriginal and is senior member of the Yaegl and Githabul people that form part of the Bundjalung Nation in NSW. They bring significant experience working in similar roles within the Public Sector.
6. In February 2024, CoA advertised a Customer Service Representative position, working within the Customer Centre, as a targeted position for a person identifying as Aboriginal or Torres Strait Islander.
  - 6.1. The position of Customer Service Representative was considered appropriate for this initiative as recruitment for these roles generally attracts a high volume of candidates, and positions are suitable for people with a broad range of skills and experience. Further, there is a strong history of Customer Service Representative positions providing an entry point for individuals to start a longer career within CoA.
  - 6.2. The recruitment campaign was successful in appointing an Aboriginal candidate to this position.
7. Following Council's approval of the 2024/25 Business Plan and Budget, CoA has advertised the position of Project Coordinator, Social Planning and Reconciliation as a targeted position for a person identifying as Aboriginal or Torres Strait Islander.
  - 7.1. The Project Coordinator, Social Planning and Reconciliation will provide a full range of administrative and project support to the Social Planning and Reconciliation Team, and will support the development, implementation and review of Council's Stretch Reconciliation Action Plan, and provide administrative support to the Reconciliation Committee.

## **Initiatives and Priorities 2024/25**

8. Following the last report presented to the Reconciliation Committee in February 2024, CoA's People Team, led by the Aboriginal Employment and Inclusion Coordinator, has progressed with a number of Aboriginal employment actions:
  - 8.1. A CoA Aboriginal Trainee and Cadet program is in the early stages of development and aims to provide people of Aboriginal descent meaningful career pathways at CoA.

- 8.2. Resources for leaders of Aboriginal employees have been developed, with the intended launch of these occurring before the end of 2024.
- 8.3. An Aboriginal employee network has been established along with regular conversations between CoA's Aboriginal Employment and Inclusion Coordinator and Aboriginal employees to provide insights into experiences, aspirations, and challenges. This network will aim to help develop and retain existing employees.
- 8.4. Hosting of a NAIDOC celebration event, which provided opportunity to celebrate the history, culture, and achievements of Aboriginal and Torres Strait Islander People from across the country. Having piloted the approach with three programs in Corporate Services, CoA will explore opportunities to increase the reach of similar events in the future.
- 8.5. Building of relationships with University of Adelaide, to strengthen our employer brand as a preferred destination for top Aboriginal talent and enhance our ability to attract and retain high performing individuals. It is hoped this relationship will support CoA in successfully appointing an Aboriginal graduate in 2025 and will support the success of our intended trainee and cadet programs.
- 8.6. Development of position descriptions for two Aboriginal Ranger positions; ensuring roles are designed in a culturally appropriate way and provided for clear career progression pathways.

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