

MEDIA RELEASE

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Attract Recognise Value – Building an Aboriginal Workforce

Community Industry Group is proud to announce the launch of a report into the disconnect between the need for workers particularly in the aged and disability sectors, and the unemployment rate for Aboriginal people in Wollongong and Shoalhaven. The report is supported by a Toolkit to assist employers to build more culturally safe and culturally appropriate workplaces.

The project, facilitated by Community Industry Group, ensured local Aboriginal people were heard when discussing their future employment opportunities.

Community Industry Group CEO, Nicky Sloan said, “This research has been entirely guided and informed by Aboriginal people. We have been fortunate to attract highly skilled Aboriginal people to the Advisory Committee, and this Committee led the research component, and has given feedback on the report and the resulting Toolkit.”

“The *Attract Recognise Value* Toolkit has been developed alongside a training session for employers,” added Policy and Project Officer, Joni Braham. “Training will be conducted with key managers and HR staff members from community service organisations, who will then be able to take the Toolkit and share their learning with the whole organisation.”

Aboriginal participants in the research identified a number of barriers to employment in generalist roles within non-Aboriginal organisations, highlighting obstacles at every stage from the way positions are advertised, to the interview process, on-boarding and ongoing employment and demonstrated organisational cultural competency.

Ms Sloan said, “The resulting Toolkit includes practical elements such as fact sheets on Acknowledgment of Country, how to make a workplace more attractive to Aboriginal people, and the significant events for Aboriginal and Torres Strait Islander people.”

Ms Braham added, “Participants in the training will also learn how to conduct a cultural survey of their workplace, and how to design short, medium and long term strategies to become more culturally competent.”

The *Attract Recognise Value* report and Toolkit will be launched by **Stephen Jones MP, Member for Whitlam**. The event will be attended by Anna Watson MP, Marianne Saliba, Mayor of Shellharbour, members of the Advisory Committee and invited guests.

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About the Community Industry Group

Community Industry (formerly known as Illawarra Forum) is the peak body working for community services and organisations in the South East of NSW. It supports community organisations, promotes expertise and innovation in community development, fosters industry development and provides advocacy for social justice. Community Industry Group is an independent organisation governed by a committee of management elected annually by the membership.

Community Industry Group represents the non-government community services industry in the South East of NSW, which consists of approximately 300 organisations, and works closely with numerous organisations which provide support to vulnerable people across the region.

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