

Question on Notice

No. 916

Asked on 19 August 2004

MR FENLON asked the Minister for Aboriginal and Torres Strait Islander Policy (Ms Clark)—

QUESTION:

With reference to her department's Learning and Development Strategy—

- (1) What is the total cost of this program?
- (2) What benefits does it offer to Aboriginal and Torres Strait Islander peoples?
- (3) Which Government departments are involved in its implementation?

ANSWER:

The Department of Aboriginal and Torres Strait Islander Policy can clearly demonstrate its commitment to Learning and Development for all staff. For the previous and current financial years the department has consistently allocated approximately \$300 000 to implement a Learning and Development Strategy that includes the following key programs:

- implementation of the Indigenous Employment, Professional and Career Development Strategy for 2004-07
- leadership development for all managers
- Cultural Awareness training for all staff
- change management programs for all workgroups.

The Indigenous Employment, Professional and Career Development Strategy (2004-07) is a specific program that aims to increase the recruitment, retention and career development of Aboriginal and Torres Strait Islander staff. The key programs funded under this strategy are:

- an Education to Employment Scheme
- the Wal – Meta Stepping Stones Program
- the Wal – Meta Moving into Management Program
- the Wal – Meta Senior Management Program
- funding staff to access tertiary studies through the department's Study and Research Assistance Scheme
- participating in the National Indigenous Cadetship Program.

While the department has a responsibility for implementing this strategy and other programs within the Department, other departments such as the Department of Employment and Training (DET) have a broader role in coordinating specific programs, such as the stepping stones, moving into management and Senior Management programs, across all government departments.

It is important to mention that all government departments have a role in supporting the employment and career development of Aboriginal and Torres Strait Islander peoples to

ensure that they also meet the employment targets set by the Office of the Public Service Merit and Equity.

My department currently exceeds these targets as the following data as at 22 August 2004 clearly shows:

- 39.50% employees identified as being Indigenous. The target is 2.4% by 2010.
- 51.11% of females hold positions in middle to upper management. The OPSME target is 25%.
- 10.61% employees identified as being from non-English speaking backgrounds. The OPSME target is 3.14%.
- 8.98% of employees identified as having a disability. There is no OPSME target for this group.