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# **Working in the West Conference**

**Perth  
October 22, 2010.**



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# Who We Are

**John McGuire**    **National Manager  
Commitments**

**Rob Allen**        **W.A. State Coordinator  
P Plate Program**



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# What is the AEC?

- National industry led initiative.**
- “Learn to earn policy”.**
- Develop a genuine demand for Indigenous employment.**
- The target of 50,000 Indigenous jobs.**
- Next challenges:**
  - **securing training that is tailored specifically to meet employers’ specifications and;**
  - **mobilising Indigenous job seekers into that training and development.**
- The community engagement strategy therefore, will play a vital role in this next challenging chapter of the AEC.**

# Generation One... on a page

- A **movement**, not a campaign
- In **partnership** with the Indigenous community
- To tackle the disparity **holistically**: i.e. **Jobs, training, mentoring and education...** Together
- **Grassroots** - led and driven
- We need one thing:
  - **Action**



# *P-Plate Program*

**The P Plate Program supports schools to deliver effective pathways to the opportunities created through the AEC for Indigenous youth.**

**It delivers this by engaging Indigenous students in training whilst at school through;**

**School Based Traineeships  
School Based Apprenticeships  
Workplace Learning  
Work Experience**

**To provide a job suitable to the skills/desires of the young person.**

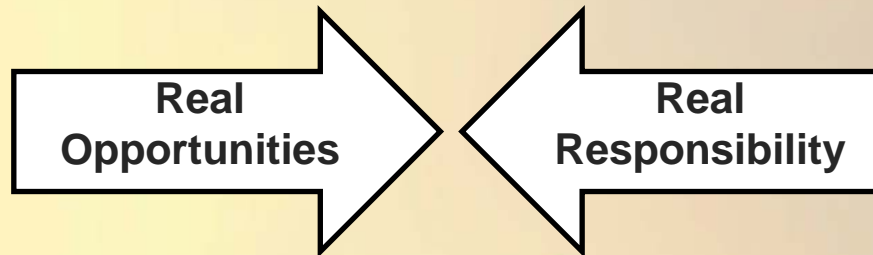
**To set people up to succeed not fail, by being job ready.**

**To set a positive example to both younger and older Indigenous people.**

# Closing the Gap



Non-Indigenous		Indigenous
76%	Complete Schooling	31%
18%	Go to University	3%
72%	Own a home	29%
73%	Have a real Job	54%
74%	Live past 65	25%



**PROVIDING A JOB MAKES A  
WORLD OF DIFFERENCE**

# What is the real impact?

These confronting statistics and the numerous factors that have led to this national crisis have left many Indigenous people with:

- Lack of Identity .....➤ Cultural insecurity
- Lack of Trust .....➤ Less mutual respect
- Lack of Confidence .....➤ Low Self Efficacy
- Limited Life Choices .....➤ Lower levels of optimism

All of which impact the ability for people to secure and maintain employment.

***Meaningful and sustainable employment contributes to reversing these effects.***



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# Are We Up To The Challenge?

***“Change will not come if we wait for some other person or some other time. We are the ones we’ve been waiting for. We are the change that we seek”***

***Barack Obama***

**LEADERSHIP NOT CHEQUE BOOK MENTALITY**

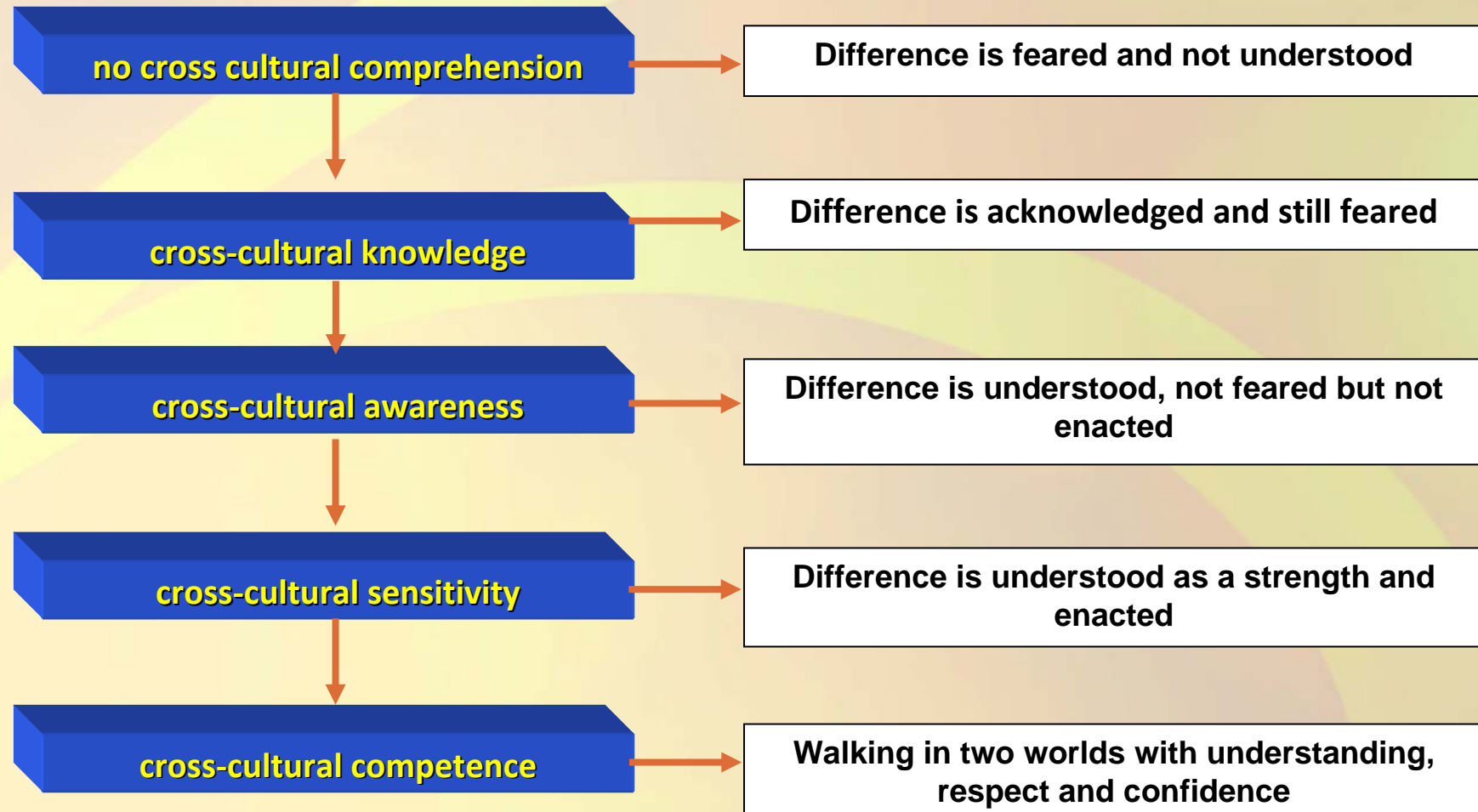


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# Cultural (in)security



# Where are we at?

## Current Status

<b>Commitments</b>	<b>22,578</b>
<b>Companies</b>	<b>166</b>
<b>Industries</b>	<b>17</b>
<b>Current Retention</b>	<b>100%</b>



# How the AEC will Support

- **Workforce Planning**
- **Minimum Skills requirements**
- **Pipeline of suitable Indigenous candidates**
- **Cultural Awareness Training**
- **Cultural Competency Assessments**
- **Mentor Support**
- **Government Liaison**
- **Community Engagement**

**WE TAKE THE JOURNEY WITH YOU**



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## Through Collaboration – Together We Can Make Change

Whether you make commitments to employ, to train or to simply support Indigenous people, you become part of creating this necessary “*demand*” to have more Indigenous people employed.

This is important work.

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## Tips for Success

- 1. Employers willing to engage often don't know where to start. Reluctance comes from ignorance not an unwillingness to be involved.**
- 2. Follow up successes. This will enhance further opportunities.**



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## Tips for Success

**3. Promote your successes and recognise publicly the contributions of industry.**

**4. Change will not occur overnight. The barriers were not erected overnight so they won't be dismantled overnight.**