

Aboriginal & Torres Strait Islander Employment Policy & Strategy

OUR PURPOSE

is to promote the unique value & inclusion of our customers in the life of their community.

OUR VISION

is that people with disabilities experience seamless inclusion.

Background

Aboriginal & Torres Strait Islander Australians remain one of the most economically, socially and culturally disadvantaged groups within Australian society. ABS Census 2017 data tells us that:

- Aboriginal & Torres Strait Islander Australians are estimated to represent 3.3% of the total population, representing 649,171 people;
- The National unemployment rate for Aboriginal & Torres Strait Islander Australians is 20.9% compared to 5% for the wider community, with 48.4% of the Aboriginal & Torres Strait Islander labour force is employed across Australia;
- The average income for Aboriginal & Torres Strait Islander Australians is up to 35% lower than non-Aboriginal & Torres Strait Islander Australians.

By having a specific focus on recruiting, retaining, and providing opportunities for Aboriginal & Torres Strait Islander Australians, we can as an employer close the disadvantage gap by improving to the social capital and empowerment of our Aboriginal & Torres Strait Islander Australians.

breakthru's Strategic Plan 2018 – 2020 includes building a workforce for the future which aligns with this Aboriginal & Torres Strait Islander Employment Strategy.

Policy statement

breakthru is already an equal opportunities employer, who does not discriminate against candidates or employees, regardless of race, colour, gender, gender identification, sexual orientation or disabilities.

Aboriginal & Torres Strait Islander employees are welcomed for all roles at all levels and locations across breakthru.

This is evidenced by 8.2% of breakthru employees identifying as Aboriginal or Torres Strait Islander from North Queensland to Victoria, well above the population average of 3.3%.

Deliverables

In addition to our current policy, by 2020, breakthru aims to:

1. Integrate our Aboriginal & Torres Strait Islander Employment Strategy into our Single Workforce Strategy document.
2. Continue to promote awareness of breakthru's Aboriginal & Torres Strait Islander Employment Policy and Strategy.
3. Include Aboriginal & Torres Strait Islander Australian awareness training for all staff during induction.
4. Continue to have culturally appropriate recruitment practices and role advertising, induction and peer support networks which encourages Aboriginal & Torres Strait Islander Australians to apply for positions at breakthru.
5. Provide opportunities for work experience placements for Aboriginal & Torres Strait Islander Australians in different parts of our business.
6. Reporting to the breakthru CEO progress in fulfilling the Aboriginal & Torres Strait Islander Employment Policy and Strategy