

ATTACHMENT TO AGENDA ITEM

Ordinary Meeting

16 August 2016

Agenda Item 6.4 Algabonyah Employment Partnership Agreement

**Attachment 1 DRAFT Employment Agreement - Greater Shepparton
City Council 318**

• Algabonyah Employment Partnership Agreement with Greater Shepparton City Council

Unifying Principles

We acknowledge the Traditional Owners of the Goulburn-Murray region.

Our commitment

We are committed to building the prosperity of the Greater Shepparton City Council region, with a growing, inclusive economy.

Our aim is to increase the proportion of Aboriginal people employed in our Greater Shepparton City Council workforce to at least 2.0% by 2020, to achieve parity with our working-age population.

Our beliefs

We recognise that achieving employment parity in the Goulburn Valley is crucial to achieve the economic potential of our region, with an estimated boost to the gross regional product of our economy of \$61 million per annum¹.

Our commitment to parity will influence the culture of our region and the aspirations of our young people.

We believe that targeted training, mentoring and work experience can create pathways into jobs and facilitate retention and progression. Increasing educational attainment is also a key foundation for achieving parity.

Our actions

To reach our aim of 2.0% Aboriginal employment in the Greater Shepparton City Council, we commit to undertake the following actions.

As an Employer the Greater Shepparton City Council will:

- Identify specific jobs to be targeted for Aboriginal staff and specify the skills and experience requirements for those jobs.
- Provide opportunities for work experience, traineeships and job readiness training for Aboriginal people, particularly young people at school or in training, as a way of enhancing employment pathways into the identified jobs.
- Ensure that, over time, Aboriginal people are employed across the full spectrum of our workforces and at all levels of seniority.
- Actively support Aboriginal employees to develop their skills and capabilities, so they can fulfil their potential within our workplaces.

- Provide cultural awareness training for all leaders, managers and senior staff within our organisations.
- Develop an agreed action plan that details the specific activities that each agency will undertake to deliver on these actions and publically report on our progress and results.

The Algabonyah will:

- Work with jobseekers to build the aspiration, skills, experience and job readiness to compete for the jobs identified by employers.
- Improve educational attainment to strengthen the pipeline of young people entering the workforce.
- Measure our progress towards achieving parity, and learn as we go.
- Assist employers to recruit and retain Aboriginal workers.

To achieve these goals, we agree to work co-operatively and collegially in order to shape a vibrant, culturally confident regional economy.

Signatories:

Print name

On behalf of the Algabonyah

Greater Shepparton City Council

Date: _____