

# National Indigenous Education Conference 2009

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Tuesday 24 November 2009  
Hobart, Tasmania



**A**boriginal  
**E**mployment  
**S**trategy Ltd

# Opening Statement

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“It is us that can provide real job opportunities for Indigenous people, a real job will change an individual, family and the community forever, will you commit to this ”

Danny Lester  
20/8/09

# Session Title

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**“Training must provide for real job skills that lead to real jobs”**

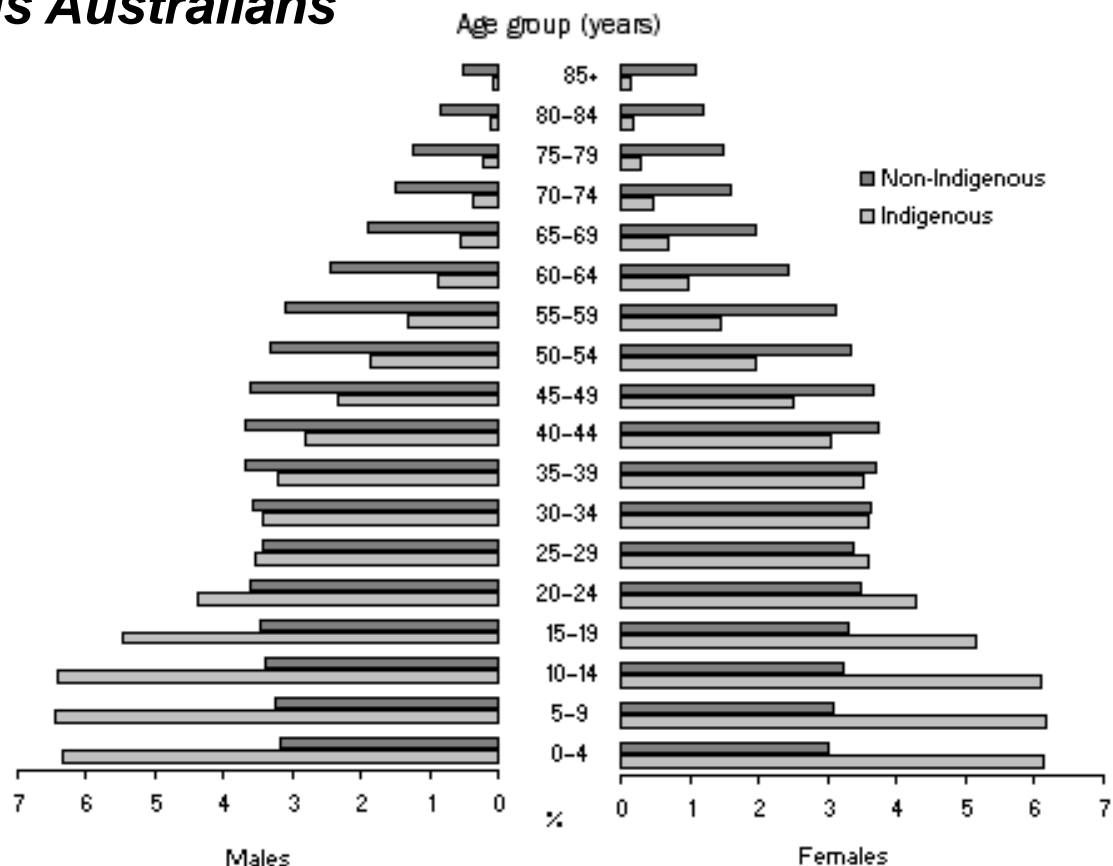
# Where we are today - 2009

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# Indigenous Population

**520,000 Indigenous Australians**

***“Approximately 75% of Indigenous people live within a short distance of a mainstream economy and therefore real employment opportunities”***



**INDIGENOUS AND NON-INDIGENOUS POPULATION - 30 JUNE 2006**

# Australian vocational education and training statistics: Indigenous students 2008

**Table 2**

**VET students by Indigenous status and state/territory,  
2008**

State/territory	Indigenous		Not Indigenous		Not known <sup>6</sup>		Total	
	Number	%	Number	%	Number	%	Number	%
New South Wales	26,797	4.9	485,109	88.6	35,647	6.5	547,553	100.0
Victoria	5,520	1.1	456,122	93.1	28,386	5.8	490,028	100.0
Queensland	14,768	5.1	222,650	76.4	53,882	18.5	291,300	100.0
South Australia	4,712	3.8	109,481	87.4	11,078	8.8	125,271	100.0
Western Australia	9,976	6.7	101,967	68.4	37,193	24.9	149,136	100.0
Tasmania	1,519	3.3	43,801	94.7	932	2.0	46,252	100.0
Northern Territory	10,001	45.0	12,013	54.1	204	0.9	22,218	100.0
Australian Capital Territory	439	1.8	22,412	90.8	1,833	7.4	24,684	100.0
<b>Australia</b>	<b>73,732</b>	<b>4.3</b>	<b>1,453,555</b>	<b>85.7</b>	<b>169,155</b>	<b>10.0</b>	<b>1,696,442</b>	<b>100.0</b>

**Note:**

For notes relevant to this table refer to 'VET Notes on tables'.

**Source:** 2008 National VET Provider Collection.

# Australian vocational education and training statistics: Indigenous students 2008

**Table 1**

## VET students by Indigenous status, Australia, 2002-08

Students by Indigenous status	2002	2003	2004 <sup>1</sup>	2005	2006 <sup>2</sup>	2007 <sup>3</sup>	2008 <sup>4</sup>	Annual growth rate <sup>5</sup> (%)
Indigenous	59,882	58,233	57,754	62,894	67,841	70,902	73,732	3.5
Not indigenous	1,294,753	1,334,729	1,249,769	1,296,608	1,349,328	1,416,524	1,453,555	1.9
Not known <sup>6</sup>	340,788	334,606	298,841	291,258	258,795	177,592	169,155	-11.0
<b>Total</b>	<b>1,695,423</b>	<b>1,727,568</b>	<b>1,606,364</b>	<b>1,650,760</b>	<b>1,675,964</b>	<b>1,665,018</b>	<b>1,696,442</b>	<b>0.0</b>
Indigenous students as a proportion of all students (%)	3.5	3.4	3.6	3.8	4.0	4.3	4.3	-
Indigenous Australians <sup>7</sup>	466,925	475,412	483,992	492,677	501,479	510,405	519,459	-
Indigenous VET students as a proportion of all Indigenous Australians (%) <sup>7</sup>	12.8	12.2	11.9	12.8	13.5	13.9	14.2	-

**Note:**

For notes relevant to this table refer to 'VET Notes on tables'.

**Source:** 2008 National VET provider collection; ABS, *Experimental Estimates and Projections, Aboriginal and Torres Strait Islander Australians*, 1991 to 2009, cat. no. 3238.0, ABS, Canberra.

# Australian vocational education and training statistics: Indigenous students 2008

**Table 4**  
**AQF**  
**qualifications**  
**completed<sup>10</sup> by**  
**Indigenous**  
**status,**  
**Australia,**  
**2007<sup>11,12</sup>**

Qualifications completed	Indigenous			Not Indigenous			Not known <sup>6</sup>			Total		
	Number	Row %	Column %	Number	Row %	Column %	Number	Row %	Column %	Number	Row %	Column %
Diploma or higher	517	1.1	5.5	41,955	85.7	14.4	6,487	13.2	19.1	48,959	100.0	14.6
Certificate IV	1,160	2.0	12.4	50,648	85.5	17.4	7,414	12.5	21.8	59,222	100.0	17.7
Certificate III	2,756	2.3	29.4	108,697	89.6	37.3	9,857	8.1	29.0	121,310	100.0	36.2
Certificate II	2,865	3.7	30.6	68,397	87.4	23.5	7,032	9.0	20.7	78,294	100.0	23.4
Certificate I	2,066	7.6	22.1	21,939	80.5	7.5	3,233	11.9	9.5	27,238	100.0	8.1
<b>Total<sup>11,12</sup></b>	<b>9,364</b>	<b>2.8</b>	<b>100.0</b>	<b>291,636</b>	<b>87.0</b>	<b>100.0</b>	<b>34,023</b>	<b>10.2</b>	<b>100.0</b>	<b>335,023</b>	<b>100.0</b>	<b>100.0</b>

**Note:**

For notes relevant to this table refer to 'VET Notes on tables'.

**Source:** 2008 National VET Provider Collection.

## Australian vocational education and training statistics: Indigenous students 2008

**Table 10**

**Employment and further study outcomes for graduates six months after completing their training by Indigenous status, Australia, 2002-08 <sup>1</sup>**

Indigenous graduates	2002	2003	2004	2005	2006	2007	2008
	%	%	%	%	%	%	%
Employed after training	62.4	60.2	60.1	68.5	66.1	72.4	70.8
Not employed after training <sup>2</sup>	37.6	39.8	39.9	31.5	33.9	27.6	29.2
Unemployed	13.1	18.5	18.2	17.7	20.2	15.1	18.2
Not in the labour force	21.0	16.5	17.5	12.5	12.8	10.8	10.0

# What we know

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Statistics show that Indigenous Australians are the most disadvantaged group in all quality of life indicators:

1. Greatly reduced life expectancy
2. Generational unemployment
3. Long term unemployment
4. Substantially lower levels in education
5. Lower income
6. Demanding social issues

# Statistical Data

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## Unemployment Data

Indigenous	16.0%
Non Indigenous	4.3%

## Education

	Indigenous	Non Indigenous
Year 12 Completion	42.9%	75.6%
Year 11 Completion	69.7%	89.4%
Year 10 Completion	90.5%	99.7%

## Life Expectancy Gap

	Indigenous	Non Indigenous
Females	65 years	84 years
Males	59 years	79 years

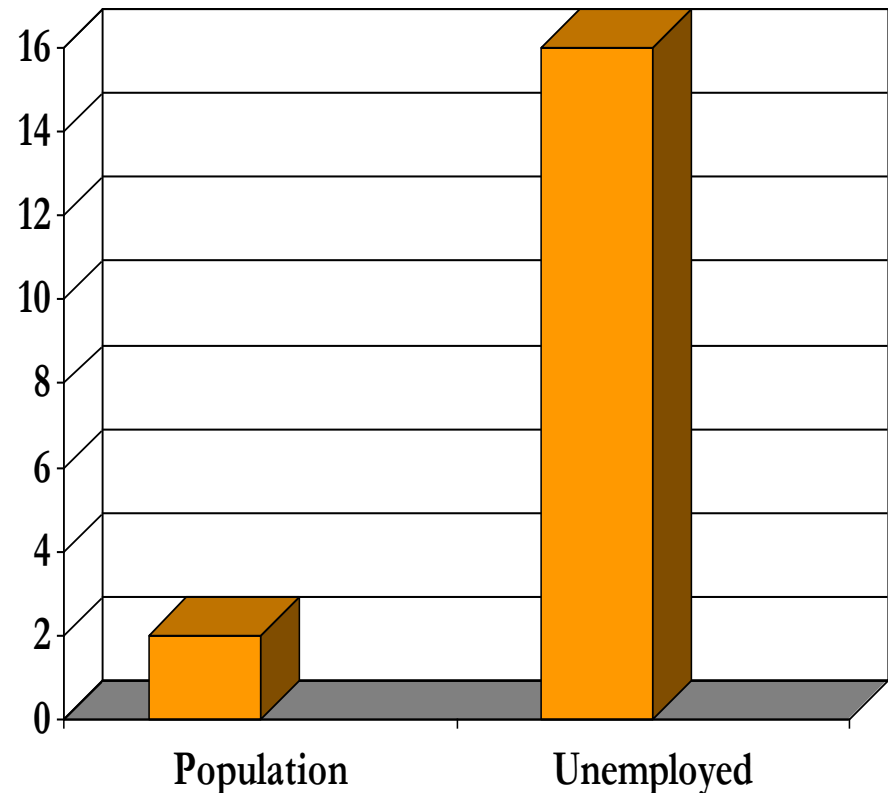
All statistics from the Australian Bureau of Statistics - 2007

# Aboriginal Employment Participation

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**“It’s about reaching your full potential”**

When Aboriginal people make up about 2.5% of the nations population, but the unemployment rate is about 16% we have an opportunity for change.



# Australia 2018

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- ❑ Petrol - \$3.87 cents per litre
- ❑ Bread - \$4.10 a loaf
- ❑ The common newspaper is on-line only
- ❑ Aboriginal unemployment rate is equal to Australia's unemployment rate
- ❑ Aboriginal welfare dependency within communities has evaporated
- ❑ Aboriginal summit organisers are made insolvent



Christopher Shain



# Training Policy Reform

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- ❑ Financial Training allocation needs to be aligned to employment outcomes for Indigenous Australians
- ❑ Training Commitment framework needs to be established to ensure Employers employ Indigenous Australians on training completion into real careers
- ❑ Long term investment of Business Development Employment and Training Brokers within the training community needs to be established to work in partnership with the employers and employment service providers
- ❑ Training programs need to be aligned to Industry occupational data demands

# Targeting Industry Opportunities

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- ❑ Skills audit to determine career area of focus
- ❑ Employers must champion specific industry based training
- ❑ Industry training must lead to career outcomes
- ❑ Quality of person is essential
- ❑ Coaching within the workplace is essential
- ❑ Building relationships is a proven success

# Building partnerships with employers

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- ❑ Corporate Australia organisations and employers do provide sustainable economic results within communities
- ❑ Building relationships with employers enables growth towards employment opportunities
- ❑ Knowing what staff employers want and when they want them is critical

# Building partnerships with employers (con't)

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- ❑ Employing Aboriginal people should not only be associated with an organisations corporate social responsibility
- ❑ National, local and one to one training programs needs to be aligned to some form of economic participation
- ❑ Establishment of Business Development employment and training brokers within the training community is essential
- ❑ Training Commitment framework needs to be established

# Strategically raising the bench mark

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- ❑ Contributing towards the economy through paid employment
- ❑ It's about work, not welfare
- ❑ Acting as role models within communities
- ❑ Creating a sense of belonging and hope

# Strategically raising the benchmark (con't)

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- Challenging the status quo
- We don't ask people to change, we need to create ways in which people will change
- Working to increase social and economic options for individuals

# Example of a Training Program

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- ❑ Aboriginal Employment Strategy Ltd - School Based Traineeship Program
- ❑ Designed for Year 11 and 12 Indigenous students
- ❑ Enables Indigenous students to achieve Year 12 and to be engaged in the world of work
- ❑ Attend School three to four days a week
- ❑ Attend training provider 1 day a week
- ❑ Attend Work placement one day a week

# Example of a Training Program (con't)

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- Corporate Australia companies include;
  - ANZ, CBA, NAB, Westpac, Worley Parsons, Qantas, Telstra, Target
- Paid employment for the Trainee
- Retention rate over the two year program is achieving 80%
- Articulation into full and/or part time employment is at 75% on traineeship completion
  - The other 25% is aligned to further studies
- The AES will achieve 280 new School Based trainees commencing in 2009

# Moving Forward

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- ❑ Building long lasting partnerships with businesses
- ❑ Building long lasting partnerships between Training community and Recruitment service providers
- ❑ It's about building career path thinking amongst our Brothers and Sisters through effective career plans for students and career seekers
- ❑ Bringing corporate Australia to the Indigenous issue
- ❑ Close the unemployment gap in 9 years
- ❑ Halve the gap in year 12 attainment by 2020
- ❑ **Building a life of high achievement**

# Moving Forward (con't)

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- ❑ Maintain and expand proven programs into all geographic areas of Australia
  - ❑ School Based Traineeships
  - ❑ Full Time Traineeships
  - ❑ Sporting Inspirational Programs
  - ❑ Pre-Career Training Programs
    - ❑ Training community and Employer partners
  - ❑ Graduate Programs
    - ❑ Increase Undergraduate qualifications
  - ❑ Mature Age Career Programs
    - ❑ i.e. Parents re-entering back into the workforce



# Increase Indigenous Home Ownership

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- ❑ In Australia, 71 per cent of the population live in a home that is owned by themselves or a family member.
- ❑ This level is marginally above other developed economies including the United States (70 per cent), Canada (67 per cent) and New Zealand (65 per cent).
- ❑ Home ownership by Indigenous people is low – just 28 per cent (ABS, 2002).
- ❑ This is also low compared with home ownership by Indigenous peoples in the United States (59 per cent), Canada (41 per cent) and New Zealand (50 per cent).

# Increase Indigenous Home Ownership (con't)

- ❑ Being excluded from accessing appropriate financial services – as a result of a combination of social, economic, behavioural and structural factors – it would seem likely that the market is under-served and individual aspirations not met.
- ❑ Medium to long term, banks should continue to work with communities, government and other stakeholders to better understand and address the more significant barriers to home ownership for my brothers and sisters.

# THANK YOU

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**Chief Executive**

**Aboriginal Employment Strategy**

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