



# Resilient Families; Strong Communities

## Regional Aboriginal Employment Package

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### What is this project about?

Employment helps families to build resilience, access better housing, and it builds wealth and independence over time.

Aboriginal people in the regions generally have poor living conditions and a lack of opportunities. They are more likely than non-Aboriginal people to be without work, particularly those living in remote areas.

Employment can break this cycle and enable families to have more independence and choices. This package aims to create job opportunities in the regions for local Aboriginal people.

### How will it work?

The State Government has policies and targets in place to increase Aboriginal employment across Western Australia. This package aims to create local employment opportunities for Aboriginal people in the regions by adjusting how the public sector recruits staff, lets contracts and buys goods and services. It will use existing policies, practices and spending to boost regional employment opportunities:

1. Increased employment opportunities in the public sector workforce.
  - Agencies with a regional workforce will be required to fill vacancies with more local Aboriginal recruits in accord with public sector standards
2. Increased employment opportunities through government contracting
  - Agencies will work with and require contractors to take on local Aboriginal staff when delivering regional contracts such as housing construction
3. Increased employment opportunities by procurement from Aboriginal businesses
  - Government will look to purchase more goods and services from Aboriginal-owned businesses in the regions, who typically employ Aboriginal workers
4. Strengthen regional coordination to develop and supply the Aboriginal workforce.
  - State Government will work with Aboriginal organisations and government partners to better coordinate efforts to train and place those without work
5. Improved accountability for delivering outcomes.
  - Agencies will report to Ministers and publicly on delivering the Package

### **How will the Government pay for these jobs?**

The package does not involve creating extra positions or employing more staff. The package will be delivered within existing agency budgets. Employment targets in the public sector workforce will be met within agency salary caps as positions become vacant.

### **Which regions do the package apply to?**

Targets for direct employment in the public sector will be applied to all regions and applied annually as vacancies are filled according to public sector standards.

Aboriginal employment through government contracting will apply first in the Kimberley and the Pilbara and in all regions for large contracts for construction and asset maintenance.

Aboriginal employment through increased government purchasing from regional Aboriginal businesses will be developed initially in the Kimberley and Pilbara.

### **How many jobs will the package create?**

It is expected that several hundred job opportunities will be created across the public sector in the regions over time, and many more regional jobs will be created through contracting and procurement.

### **Which parts of government does this apply to?**

The package applies to State public sector bodies, such as government departments, which employ staff, let contracts or procure goods and services in a region. Thresholds will apply to exclude agencies with a very small regional presence.

The package does not apply to government trading enterprises, local governments and bodies such as the WA Police, however they are encouraged to adopt it.