The NSW Department of Education and Training values the skills, experience and knowledge of Aboriginal people and is committed to improving employment, education, participation and lifelong learning opportunities for Aboriginal people and communities.

The Department's **Aboriginal Human Resource Development Plan 2006 – 2008** explains how we will increase Aboriginal staff across all levels in our workforce, build the skills of Aboriginal staff, and support all staff to have a stronger understanding of Aboriginal peoples and their cultures.

In so doing, we will help to improve the educational outcomes for Aboriginal students.

More and more, Aboriginal staff and students, the NSW Aboriginal Education Consultative Group (AECG) Inc and local community members are becoming involved in making decisions in the Department.

**Message from the President of NSW AECG Inc**

The NSW AECG Inc is pleased to offer our support to the **Aboriginal Human Resource Development Plan**. The Plan will be a great empowering experience for all those involved in Aboriginal education in NSW.

Working in partnership with the Department of Education and Training, we aim for higher expectations for the Aboriginal community, and together we strive for success with Aboriginal people so that all students will be able to grow through adventure and achieve beyond measure.

The Plan is flexible to allow Aboriginal people to develop their capabilities to contribute to changes in the education and training of Aboriginal people.

I strongly encourage Aboriginal people to participate in this Plan that is focusing on building community capacity and strengthening community involvement in decision-making processes within our education system.

**Dave Ella, December 2006**
Together we have asked:

- how will we recruit more Aboriginal people to positions at all levels in the Department?
- how will we retain Aboriginal staff and help them to develop their careers?
- how will we promote employment opportunities for Aboriginal people?

Our answers are not final. We have a dynamic Plan that is building on previous successes; our Plan will evolve to meet new challenges as they emerge.

Employing more Aboriginal people

With the help of local Aboriginal community members, we will attract and support potential Aboriginal employees to apply for employment with the Department.

We will target Aboriginal students for future employment. We will mentor them in Years 9-12 to help them enter TAFE and university programs, including teaching. We will offer work experience in teaching and other positions so they will learn about the range of employment opportunities with us.

We will continue to provide scholarships for teaching. We will mentor trainee teachers on scholarships and ensure that their training programs meet the needs of Aboriginal people.

We are identifying positions for Aboriginal people at all levels in the Department.

AECG and local Aboriginal community members will be available to assist with workshops that help people get the skills to apply for jobs with us.

AECG and local Aboriginal community members will join our selection panels for Aboriginal staff. Equity and diversity training for staff involved will ensure fairness in our recruitment processes.

Retaining and developing Aboriginal staff

We will support Aboriginal staff through providing them with opportunities for professional learning and career development.

Aboriginal staff will begin their employment with an induction program. We will offer mentor support and opportunities to link with other Aboriginal staff, and assist them to plan their professional learning and career development.

We will encourage Aboriginal teachers to seek promotion and to apply for specialist teaching and non-teaching positions.

We will create opportunities for Aboriginal staff to gain senior management and leadership positions.

Promoting our employment opportunities for Aboriginal people

We will make sure that all our staff, community members and partners know about the Plan and how they can support it.

For all senior officers we will include clear statements regarding the Plan in their performance agreements.

We will make cultural education available to all staff to improve understanding and communication between Aboriginal and non-Aboriginal staff.

We will promote employment opportunities for Aboriginal people through a dedicated website as well as Aboriginal media and other avenues.

Getting involved

To help make our plan a success, it is important you get involved in all aspects of decision making. We will need the help of AECG and local Aboriginal communities to develop and distribute information about these opportunities.