# Department of Further Education, Employment, Science and Technology

Reconciliation Action Plan

2007-2008

## Key Result Areas

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| **KEY RESULT AREA:** | **Culturally supportive organisational environment** |
| **KEY RESULT AREA:** | **Improved Aboriginal well being** |

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| **KEY RESULT AREA:** | **Culturally supportive organisational environment** | | |
| **CORPORATE PRIORITY:** | **Contribute to social inclusion and community wellbeing** | | |
| **CORPORATE STRATEGY:** | **Conduct awareness raising activities for Executive and DFEEST staff** | | |
| **ACTION PLAN** | | | |
| **Tasks** | **Responsibility** | **Timeline** | **Performance Indicator** |
| Support for the Inter-Ministerial Committee for Aboriginal Workforce Development | DFEEST Aboriginal Action Committee | Ongoing | Timely advice to the Chief Executive on behalf of the Minister |
| Cultural awareness activities across DFEEST | DFEEST Aboriginal Action Committee | Ongoing | Activities promoted and recorded across DFEEST |
| Promote and acknowledge significant cultural events | DFEEST Aboriginal Action Committee | Ongoing | Significant national and state cultural events recognised<br>Events promoted across DFEEST |
| Prepare and implement Reconciliation Week program of events | DFEEST Aboriginal Action Committee | May 2008 | Coordinate, report & record on program |
| Observe the Welcome to Country protocol for official meetings and events | DFEEST Aboriginal Action Committee | Ongoing | Kaurna Elders provide welcome at major activities and launches using various Aboriginal languages from across the state.<br><br>Acknowledgement of Country to be used for all major meetings and |

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| | | | committees across DFEEST by Chair or Executive. |
| Aboriginal welcome in City Central | Accommodation Services | Dependent on building owners | Investigation into the installation of an Aboriginal welcome sculpture<br>Dedicated Aboriginal meeting room. **(Completed)**<br>Aboriginal message on blinds in external meeting rooms. **(Completed)** |

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| **KEY RESULT AREA:** | **Improved Aboriginal well being** | | |
| **CORPORATE PRIORITY:** | **Promote improvements in service development and delivery to Aboriginal communities** | | |
| **CORPORATE STRATEGY:** | **Investigate strategic opportunities for systemic reform in policy and procedures Implementation of Aboriginal Employment Strategy initiatives** | | |
| **ACTION PLAN** | | | |
| **Tasks** | **Responsibility** | **Timeline** | **Performance Indicator** |
| Establishment of Aboriginal employee network/s to assist in meeting DFEEST's Aboriginal employment and reconciliation commitments | Organisational Development and Human Resources | June 2008 | Implementation of a strategy for networking across Directorates.<br>Increase Aboriginal employee participation. |
| Promote and support implementation of the DFEEST Aboriginal Strategy 2005-2010 | DFEEST Executive Forum<br>Organisational Development & Human Resources<br>Aboriginal Action Committee | June 2010 | Increase in the number of positions filled through the Aboriginal Employment Register<br>Aboriginal people comprise 2.1% of DFEEST employees<br>Increase in the number of Aboriginal Staff enrolled in management courses/qualifications |
| Implement the Aboriginal Employment Strategy 2005-2010 | Aboriginal Education and Employment Policy Coordination<br>Organisational Development & Human Resources | June 2010 | Establishment of the new Aboriginal Education and Employment Policy Coordination Unit.<br>Issues and barriers to employment identified |
| Implement the Aboriginal Access Centre | TAFE SA | December 2007 | Aboriginal Access Centre launched in December 2007. **(Completed)** |
| Provide employment opportunities to Aboriginal young people through CareerStart SA | Directorates | August 2008 | Increase in the number of Aboriginal people identified in the Departmental Annual Skills Recruitment Plans<br>Increase in the number of Aboriginal traineeships, apprenticeships & cadetships successfully completed and employment offered across State & Local Government<br>Increase the number of agencies participating |
| Host the Secretariat for the National VET Indigenous Advisory taskforce | Planning and Evaluation | To December 2008 | To be hosted in December 2008 |