



# Making It Our Business

Aboriginal Employment Strategy  
for the NSW Public Sector



# What is MIOB?

- A framework for increasing the employment of Aboriginal people in the NSW public sector.
- Designed to improve outcomes in five key areas:
  - recruitment
  - skills acquisition and career development
  - retention
  - cultural education
  - community engagement



# When did MIOB start?

- Strategy launched in 2006
- Consultations in early 2009
- Action Plan launched in December 2009
- Implementation 2009-2012



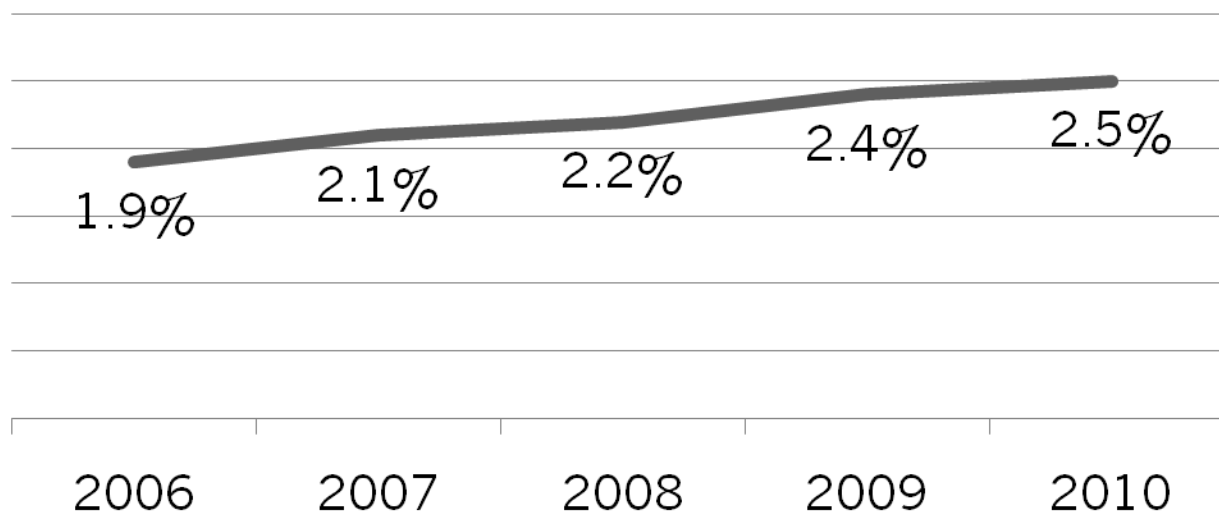
# What's in the MIOB action plan?

- COAG target of 2.6 per cent by 2015
- 2,229 additional jobs by 2013
- Agency Aboriginal Employment Strategies
- Guidelines, toolkits and information



## How we are tracking

- Since MIOB began in 2006, there has been a 0.6 per cent increase in the representation of Aboriginal people in the public sector.





# Who is responsible for what?

- DPC is responsible for
  - Website containing ...
    - Guidelines and other information
    - Toolkits for use by agencies and Aboriginal employees
  - Printed information material
- Agencies are responsible for
  - Aboriginal Employment Strategies
  - Mentoring, coaching and secondments



## What's available now?

- Leaflet for job seekers: “Be whatever you want to be”
- New guidelines on:
  - a more informed approach to undertaking criminal records checks
  - giving proper weight to informal experience
  - confirming Aboriginality for identified and targeted positions
- Mentoring toolkit
- Career planning tools and secondment programs



# Making It Our Business



Microsoft Internet Explorer browser window showing the 'Making It Our Business' website. The address bar shows [http://www.bwm.com.au/dev\\_miob/index.html](http://www.bwm.com.au/dev_miob/index.html).

The website header features the NSW Government logo, a photo of a man in a uniform, and the text: **Making It Our Business** Careers for Aboriginal people in the NSW Public Sector. A search bar contains the text "enter search here".

Navigation buttons include: **Ask government**, **Register**, **Contact us**.

Left sidebar menu:

- Home
- ▶ Recruitment
- ▶ Mentoring Program

Main content area:

## Home

### Welcome to Making It Our Business

This site supports the NSW Government's commitment to increase employment and strengthen professional and career development opportunities for Aboriginal people in the public sector by:

- Improving the recruitment experience for Aboriginal people
- Valuing and retaining Aboriginal employees
- Helping Aboriginal employees build careers in the public sector

[Find out more about MIOB here](#)

Footer: NSW Government | jobs nsw | terms | accessibility | sitemap | privacy | copyright & disclaimer | feedback | last updated DD MM YYYY

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# What are the benefits?

“Knowledge of my  
**community** is key to  
my job”

**Shane Herrington**  
Aboriginal Discovery Ranger  
Department of Environment, Climate Change  
& Water





Microsoft Internet Explorer window showing the URL: [http://www.bwm.com.au/dev\\_niob/employees.html](http://www.bwm.com.au/dev_niob/employees.html)

## Making It Our Business

Careers for Aboriginal people in the NSW Public Sector

Ask government Register Contact us

search

- Home
- Recruitment
  - Employees & Jobseekers
  - Managers
- Mentoring Program

### Why work in the public sector?

Do you want a job that:

- Offers variety? The NSW Government is the state's largest employer – there is a job to suit every interest and skill level.
- Allows you to work in or close to your community? Most agencies have offices in different parts of NSW and flexible working hours mean you can still keep your family commitments.
- Values your culture? Your skills and understanding of Aboriginal culture will help improve government services to the Aboriginal community.

If you've recently left school, are returning to work after some time away or searching for your next job – the NSW Government will have a job that interests you.

### Guidelines for confirming Aboriginality

Some positions in the NSW public sector are for Aboriginal people only and the selection criteria will reflect this. Confirming the Aboriginality of a candidate can sometimes be challenging for recruitment panels.

The Aboriginal Land Rights Act 1983 (NSW) says an Aboriginal person is a person who:

- is of Aboriginal descent, and
- identifies as an Aboriginal person, and
- is accepted by the Aboriginal community as an Aboriginal person.

Recruiters can request confirmation of Aboriginality for both identified and targeted positions. Where an applicant for a reserved position claims Aboriginality, the recruitment panel should be satisfied of this before recommending the person's appointment.

### Related Downloads

- Brochure 
- Guidelines for confirming Aboriginality 
- Criminal records Check 
- Informal experience guidelines 
- Employee Perspective 

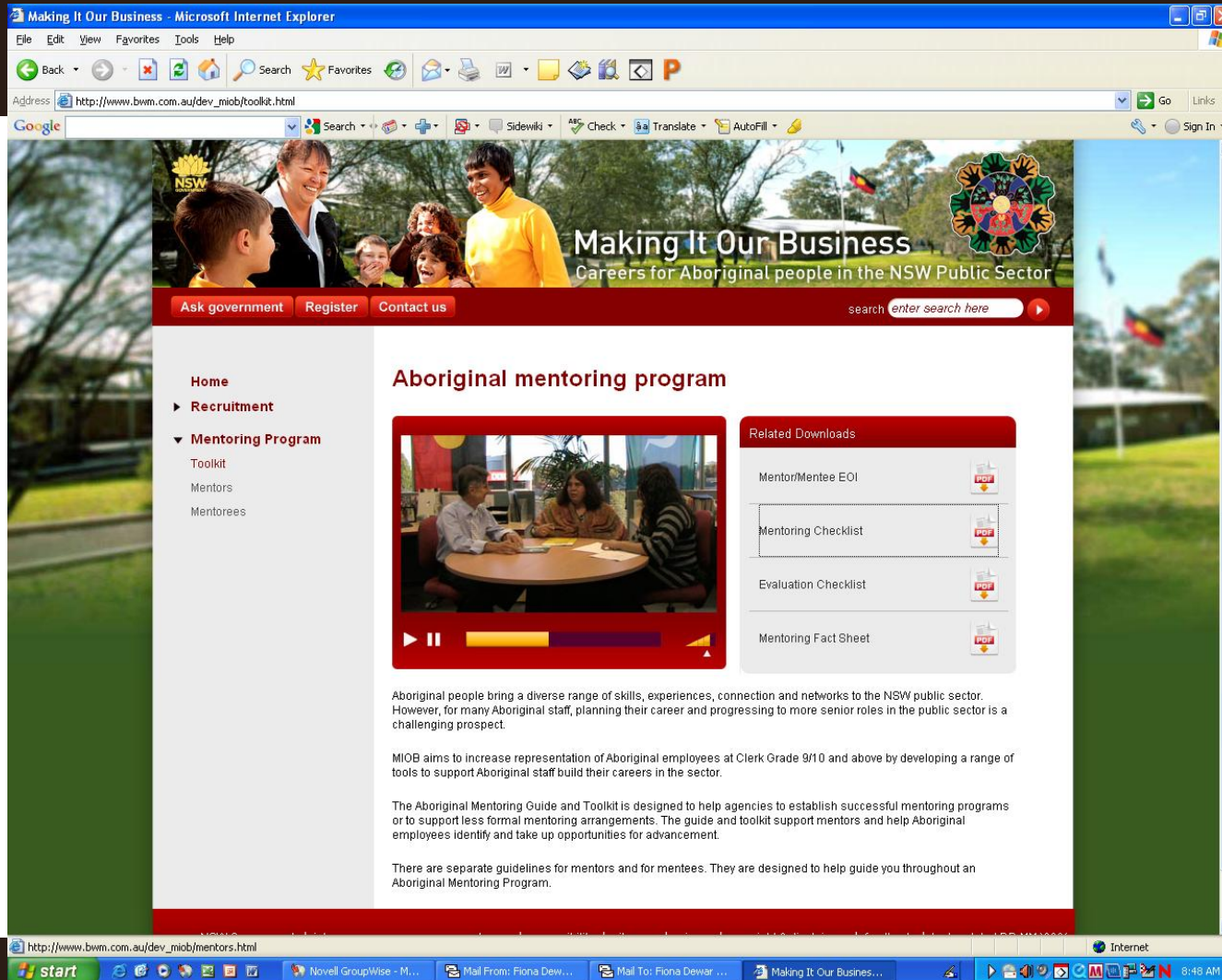
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# What are the benefits?



**“I can give back to my community”**

**Jason Hudson**  
Senior Constable  
NSW Police Force



**Making It Our Business**  
Careers for Aboriginal people in the NSW Public Sector

Ask government Register Contact us search enter search here

- Home
- Recruitment
- ▼ Mentoring Program
  - Toolkit
  - Mentors
  - Mentorees

## Aboriginal mentoring program


Aboriginal people bring a diverse range of skills, experiences, connection and networks to the NSW public sector. However, for many Aboriginal staff, planning their career and progressing to more senior roles in the public sector is a challenging prospect.

MIOB aims to increase representation of Aboriginal employees at Clerk Grade 9/10 and above by developing a range of tools to support Aboriginal staff build their careers in the sector.

The Aboriginal Mentoring Guide and Toolkit is designed to help agencies to establish successful mentoring programs or to support less formal mentoring arrangements. The guide and toolkit support mentors and help Aboriginal employees identify and take up opportunities for advancement.

There are separate guidelines for mentors and for mentees. They are designed to help guide you throughout an Aboriginal Mentoring Program.

**Related Downloads**

- Mentor/Mentee EOI 
- Mentoring Checklist 
- Evaluation Checklist 
- Mentoring Fact Sheet 

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# What are the benefits?

**“Help, support and training is there if you need it”**

**Judy Duane**  
Residential Support Worker  
Department of Human Services





Making It Our Business



# Website

[www.miob.nsw.gov.au](http://www.miob.nsw.gov.au)



Making It Our Business



# Australian Employment Covenant

- NSW Government commitment to employ an additional 2,229 Aboriginal people over four years.
- More than 500 people already in jobs under the commitment



# Questions

