

The Office of the Director of Public Prosecutions (ODPP) is committed to creating a culturally inclusive workplace and developing long term, sustainable employment opportunities and career pathways for Aboriginal people.

The ODPP's Aboriginal Employment Strategy outlines the ODPP's approach to attracting, retaining and developing Aboriginal people.



## Employment Targets

By implementing the initiatives outlined in the Aboriginal Employment Strategy, the ODPP aims to achieve the following outcomes by 2017:

- Increase the proportion of Aboriginal applicants for ODPP positions to 3%;
- Increase the proportion of Aboriginal people employed by the ODPP to 2%.

## Creating a Culturally Inclusive Workplace

The ODPP is committed to creating a culturally inclusive workplace by implementing the following initiatives:

- Incorporate an online cultural competency training package as part of the ODPP's induction program;
- Increase employee participation rates in cultural awareness training;
- Conduct training for managers and supervisors on discrimination, harassment and bullying;
- Continue to provide learning and development seminars on Aboriginal topics; and
- Become more involved in Aboriginal community activities such as NAIDOC Week and National Reconciliation Week.

## Attracting & Recruiting Aboriginal People

The ODPP is committed to becoming an employer of choice for Aboriginal people and increasing the representation of Aboriginal people within the ODPP by implementing the following initiatives:

- Conduct research on the employment motivations and aspirations of Aboriginal people to ensure realistic attraction and recruitment targets are set;
- Review attraction, recruitment and selection processes to ensure they are culturally appropriate and not acting as a barrier for Aboriginal jobseekers;
- Proactively advertise ODPP positions to Aboriginal people through the Aboriginal Workforce Development Centre and relevant media to attract greater numbers of Aboriginal applicants;
- Provide education and awareness raising for managers on employing Aboriginal people; and
- Participate in an Aboriginal Traineeship Program and an Indigenous Cadetship or Graduate Program.

## Retaining & Developing Aboriginal People

The ODPP is committed to developing long term, sustainable employment opportunities and career pathways for Aboriginal people by implementing the following initiatives:

- Ensure Aboriginal employees receive a comprehensive induction and orientation;
- Encourage Aboriginal employees to build skills and confidence through acting opportunities, job rotations and participation in professional and personal learning and development activities;
- Assist Aboriginal employees to develop and implement career goals through participation in the ODPP Performance Development System;
- Provide support and mentoring programs for Aboriginal employees; and
- Provide resources to assist managers to understand, support, empower and retain Aboriginal employees.