



Australian Government

Commonwealth Aboriginal and Torres Strait Islander Workforce Strategy 2020–24

Easy Read version



© Commonwealth of Australia 2020

With the exception of the Commonwealth Coat of Arms and where otherwise noted, all material presented in this document is provided under a Creative Commons Attribution 3.0 Australia licence

(<http://creativecommons.org/licenses/by/3.0/au>).

The details of the relevant licence conditions are available on the Creative Commons website (accessible using the links provided) as is the full legal code for the CC BY 3.0 AU licence

(<http://creativecommons.org/licenses/by/3.0/au/legalcode>).

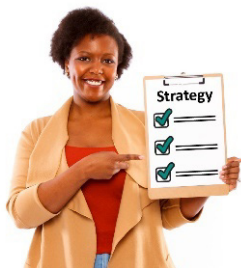
The document must be attributed as Commonwealth Aboriginal and Torres Strait Islander Workforce Strategy 2020–24.

SALTWATER PIPPIES is copyright Krystal Hurst. Used with permission.

Enquiries

For enquiries concerning reproduction and rights in Commission products and services, please contact communication@apsc.gov.au.

How to use this strategy



A **strategy** is a plan for how we will do things in the future.

This strategy was written by the:



- Australian Public Service Commission (APSC)



- National Indigenous Australians Agency (NIAA).



When you see the word 'we', it means the Australian Public Service (APS) and the Commonwealth public sector.

The APS is part of the Commonwealth public sector.



We wrote this strategy in an easy to read way.

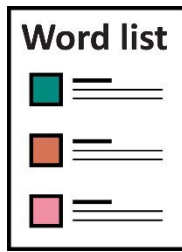
We use pictures to explain some ideas.

Bold
Not bold

We have written some words in **bold**.

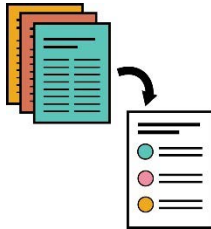
This means the letters are thicker and darker.





We explain what these words mean.

There is a list of these words on page 26.



This Easy Read strategy is a summary of the Commonwealth Aboriginal and Torres Strait Islander Workforce Strategy 2020–24. This means it only includes the most important ideas.



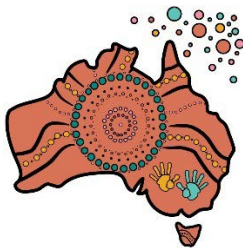
You can find the complete strategy on our website at

www.apsc.gov.au.



You can ask for help to read this strategy.

A friend, family member or support person may be able to help you.



We recognise Aboriginal and Torres Strait Islander peoples as the traditional owners of our land – Australia.



They were the first peoples to live on and use the:

- land
- rivers
- seas

What's in this strategy?

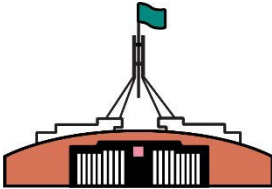
About us	6
What is this strategy about?	8
Our vision	11
1. Respect Aboriginal and Torres Strait Islander cultures	14
2. Support Aboriginal and Torres Strait Islander people who work for us	17
3. Opportunities for working in the future	20
Making sure our strategy works	24
Word list	26
Contact us	28



About us

The APS is part of the **Commonwealth public sector**.

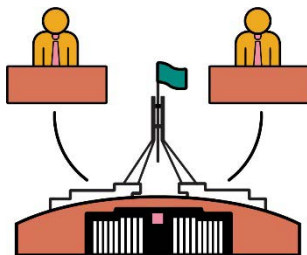
The Commonwealth public sector is:



- part of the Australian Government



- made up of different organisations.



The APS and the Commonwealth public sector are made up of:

- Australian government departments
- organisations made by the Australian government to help people in the community.





We look after a wide range of areas, including:

- employment
- education
- the environment
- health and aged care
- keeping the community safe.



In June 2018, the number of Aboriginal and Torres Strait Islander people who work in the Commonwealth Public Sector grew to 8,636.



What is this strategy about?



Our strategy talks about what we will do over the next 5 years.



Our strategy talks about how we will support Aboriginal and Torres Strait Islander peoples.

We want to help Aboriginal and Torres Strait Islander peoples who work in the APS or the Commonwealth public sector:



- build their skills

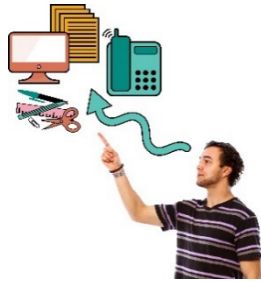


- have a better experience



- find the right **career** path.





Your career is the path you take in your chosen area of work throughout your life.

We understand **cultures** to be:



- your way of life
- how you think or act now because of how you grew up
- what you believe or is important to you.

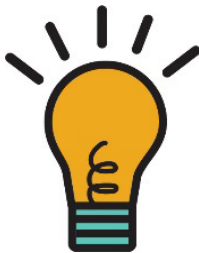


There are many different Aboriginal and Torres Strait Islander cultures.

These cultures are made up of many different:



- groups and peoples

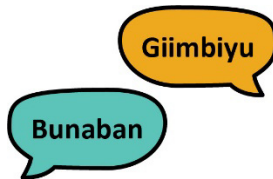


- ideas





- customs



- languages



- art.



Aboriginal and Torres Strait Islander peoples have many ways to:

- take part in their cultures
- share their cultures.



Our strategy talks about how we will respect the cultures of Aboriginal and Torres Strait Islander peoples we work with.



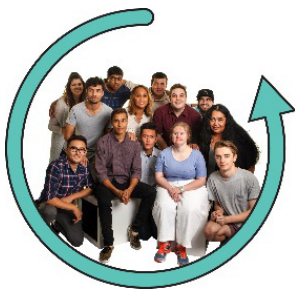
Our vision



Our **vision** is what we want the Commonwealth public sector to be.



We want the Commonwealth public sector to be more **inclusive**.



When something is inclusive, it means everyone can take part.



We want the Commonwealth public sector to be more **diverse**.



When the Commonwealth public sector is diverse, lots of different types of people work there.





A **workforce** is a group of people who work in different areas of the Commonwealth public sector.



We want to support the Aboriginal and Torres Strait Islander workforce.



We want working for the Commonwealth public sector to be safe for the cultures of the Aboriginal and Torres Strait Islander workforce.



We want to make the Aboriginal and Torres Strait Islander workforce stronger.



We want the Aboriginal and Torres Strait Islander workforce to learn the skills for their jobs.





Our strategy has 3 goals.



We have a list of things we must do to reach our goals.



We talk about each goal in more detail on the following pages.



1. Respect Aboriginal and Torres Strait Islander cultures



When we understand Aboriginal and Torres Strait Islander cultures, our **workplace** can:

- support those cultures
- respect those cultures

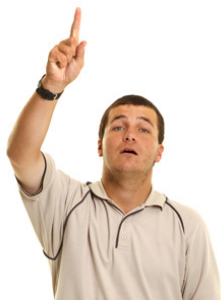


A workplace is any place where you work, such as:

- an office
- outdoors
- from your own home.



If we understand Aboriginal and Torres Strait Islander cultures, our workplace can be safer and more welcoming for all Australians.



We will listen to what our Aboriginal and Torres Strait Islander workforce has to say.



This will help us:



- include what they say in our work



- really understand what they tell us.



We will help Government organisations create plans to:

- connect with Aboriginal and Torres Strait Islander communities
- respect Aboriginal and Torres Strait Islander cultures.

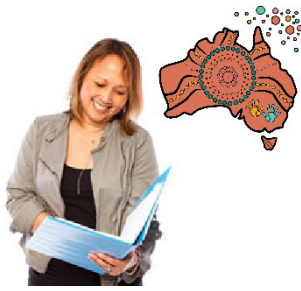


We will support different organisations to work together to share information.



We will support the organisations that help Aboriginal and Torres Strait Islander peoples find and keep jobs.





We will make sure everyone who works in the Commonwealth public sector:

- learns about Aboriginal and Torres Strait Islander cultures
- understands them better.



We will tell our workers about Aboriginal and Torres Strait Islander events.



We will make sure workers can learn about Aboriginal and Torres Strait Islander culture.

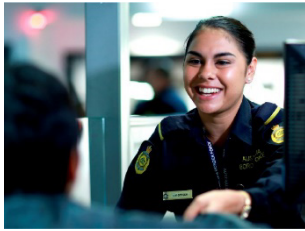


We have a group of people we talk to when we hire someone.

We should include Aboriginal and Torres Strait Islander peoples in this group.



2. Support Aboriginal and Torres Strait Islander peoples who work for us



Having an Aboriginal and Torres Strait Islander workforce makes our workplaces more diverse.



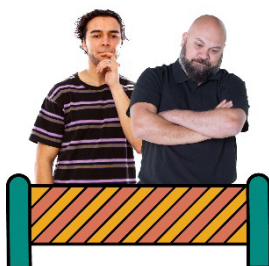
It also gives Aboriginal and Torres Strait Islander peoples more opportunities for a stronger career in the Commonwealth public sector.



When we write our plans, we will talk about how we'll support this strategy.

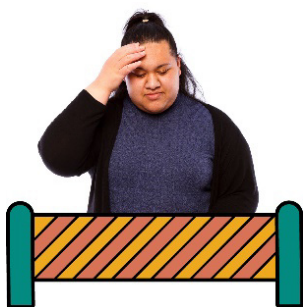


We will work together to make sure our Aboriginal and Torres Strait Islander workforce have careers that are right for them.



We will work out what **barriers** Aboriginal and Torres Strait peoples face when they want to develop their careers.





A barrier is something that stops you from doing something you:

- need to do
- want to do.

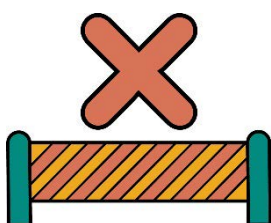


We will make sure it's easy for Aboriginal and Torres Strait Islander peoples to know which of our hiring programs are for them.



All of our organisations will work together to:

- hire more Aboriginal and Torres Strait Islander peoples
- support Aboriginal and Torres Strait Islander peoples to develop their careers.



We will deal with the barriers Aboriginal and Torres Strait Islander peoples who want to work for the Commonwealth public sector face.

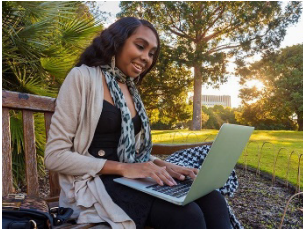


We will support Aboriginal and Torres Strait Islander peoples to:

- move into more senior jobs
- become leaders in their work.



Aboriginal and Torres Strait Islander peoples will have our support to:



- find a job



- have a career.

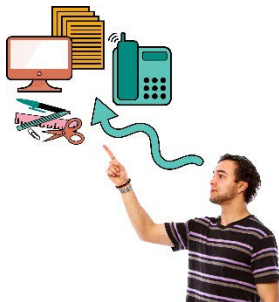


3. Opportunities for working in the future

When our leaders support Aboriginal and Torres Strait Islander workers, they have more opportunities to:



- reach their goals



- develop their careers.



Leaders will support Aboriginal and Torres Strait Islander workers to plan their careers.



We will find ways to support Aboriginal and Torres Strait Islander workers to develop the skills they need for their:

- work
- career.



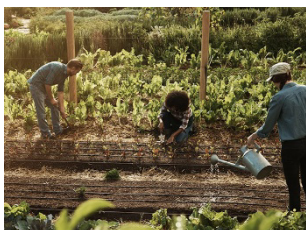


We will work with universities to support our Aboriginal and Torres Strait Islander workforce.



We will have local events where our Aboriginal and Torres Strait Islander workers can:

- meet new people
- connect with others.



We will work with other organisations to help Aboriginal and Torres Strait Islander workers find jobs in places far away from big cities or towns.



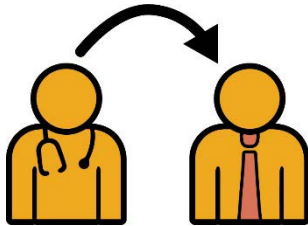
Aboriginal and Torres Strait Islander workers will have opportunities to learn about working for areas of the Commonwealth public sector.



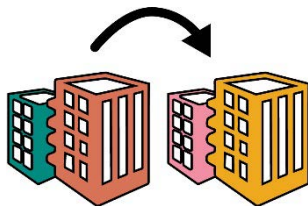
We will support our Aboriginal and Torres Strait Islander workers who:



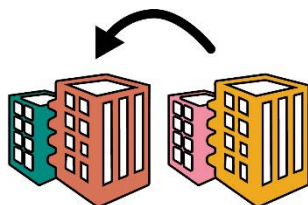
- change their job



- move to different areas of the Commonwealth public sector

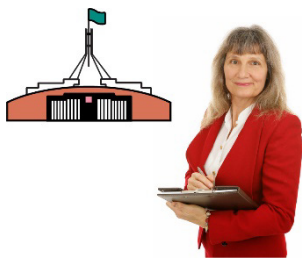


- leave and work for different companies or organisations



- come back to the Commonwealth public sector after working somewhere else.





We will write a document for the government.



This document will talk about:

- supporting workers in places far away from big cities or towns
- helping those workers learn.



Making sure our strategy works



We will keep track of how well our strategy works.

We will make sure it:



- includes what we need to do to reach our goals



- stays up to date



- meets the needs of Aboriginal and Torres Strait Islander workers.



We will look at the strategy in:



- 2022



- 2024.



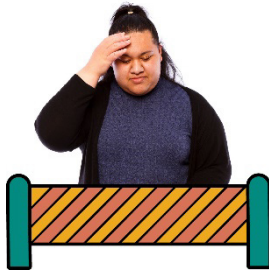
When we look at the strategy again, we might change it.



Word list

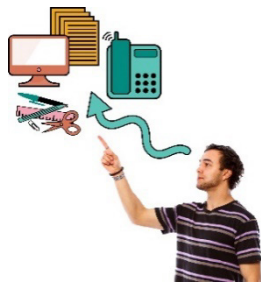
This list explains what the **bold** words in this document mean.

Barriers



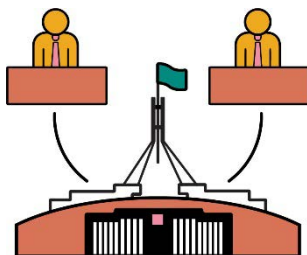
A barrier is something that stops you from doing something you:

- need to do
- want to do.



Career

Your career is the path you take in your chosen area of work throughout your life.



Commonwealth public sector

The Commonwealth public sector is made up of:

- Australian government departments
- organisations made by the Australian government to help people in the community.

Culture



We understand cultures to be:

- your way of life
- how you think or act now because of how you grew up
- what you believe or is important to you.





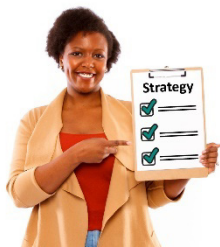
Diverse

When the Commonwealth public sector is diverse, lots of different people work there.



Inclusive

When something is inclusive, it means everyone can take part.



Strategy

A strategy is a plan for how we will do things in the future.



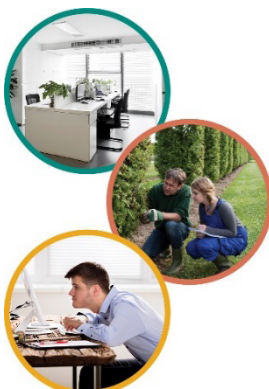
Vision

Our vision is what we want the Commonwealth public sector to be.



Workforce

A workforce is a group of people who work in different areas of the Commonwealth public sector.



Workplace

A workplace is any place where you work, such as:

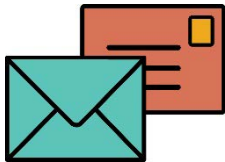
- an office
- outdoors
- your own home.



Contact us



diversity@apsc.gov.au



Australian Public Service Commission

GPO Box 3176

Canberra ACT 2601



www.apsc.gov.au



About the artwork on the cover

Krystal Hurst is an artist from Taree in NSW.

Krystal is a Worimi woman.

Krystal painted the art on the cover of this strategy.

It is called 'Saltwater Pippies'.

The painting tells Krystal's story of:

- growing up
- collecting pippies with her family.



The Information Access Group created this Easy Read document using stock photography and custom images. The images may not be reused without permission. For any enquiries about the images, please visit www.informationaccessgroup.com. Quote job number 4244.

