

# ACT ABORIGINAL AND TORRES STRAIT ISLANDER AGREEMENT 2019-2028

Delivering equitable outcomes for  
Aboriginal and Torres Strait Islander peoples

## PHASE TWO FOCUS AREA ACTION PLAN

July 2022 – December 2024

### FOCUS AREA:

#### Economic Participation

### QUALITY LIFE OUTCOME:

Equality of access to employment and growth in Aboriginal and Torres Strait Islander businesses and community services organisations which drives economic development across their communities.

### WE WILL ACHIEVE THIS OUTCOME BY FOCUSING ON:

- Maximising opportunities for education, training, and employment of Aboriginal and Torres Strait Islander peoples.
- Supporting growth in the number and capability of Aboriginal and Torres Strait Islander businesses and community services organisations.
- Providing diverse opportunities for Aboriginal and Torres Strait Islander students in the transition from study to employment.

### CLOSING THE GAP TARGETS

- By 2031, increase the proportion of Aboriginal and Torres Strait Islander youth (15-24 years) who are in employment, education, or training to achieve parity with non-Indigenous Australian youth.
- By 2031, increase the proportion of Aboriginal and Torres Strait Islander people aged 25-64 years are employed to achieve parity with non-Indigenous Australians.
- Increase the proportion of high value contracts awarded to Aboriginal and Torres Strait Islander businesses.

### ACT HEADLINE INDICATORS

- Increase in youth aged 15-24 are in education, training, or employment.
- Increase in people aged 25-64 years employed in the ACT by the Public Service.
- Increase in ACT Government spending with Aboriginal and Torres Strait Islander Enterprises.
- Increase in Aboriginal and Torres Strait Islander Enterprises contracted by the ACT Government.



## PHASE-BASED QUALITATIVE STATEMENTS

### Closing off on Phase One implementation

While some key actions have been completed, work towards many of the Phase One actions in the Economic Participation focus area are still in progress, and this work will continue to be advanced in parallel to implementation of the Phase Two Action Plan. In addition, some actions under Phase One represent commitments to ongoing work. Full detail on the status of the actions under Phase One is available on the Community Services Directorate website under the section on Aboriginal and Torres Strait Islander Affairs Policy Development.

Successes of the Agreement that are evident at the end of Phase One include Major Projects Canberra (MPC) have recognised the importance of engaging with consumers and the community to ensure they have a culturally appropriate and welcoming facility for the Canberra Hospital Expansion project, which will provide a purpose built, tertiary referral critical services building, servicing people from the ACT and surrounding regions.

Bringing First Nation Peoples culture together and employment opportunities is a priority for MPC, through ongoing frequent and meaningful engagement with the Aboriginal and Torres Strait Islander community: to plan and construct a native garden which will include traditional medicinal plants as well as integrate artwork opportunities within the building fabric (main entry point), materials collected from a smoking ceremony will be incorporated into the concrete structure of the facility and provide ongoing protection to the building and the people within. A significant milestone for the project and establishment of the Connectivity Centre will provide opportunities in training and employment by connecting subcontractors and suppliers with potential job seekers through training opportunities, work experience programs, and traineeships and apprenticeships.

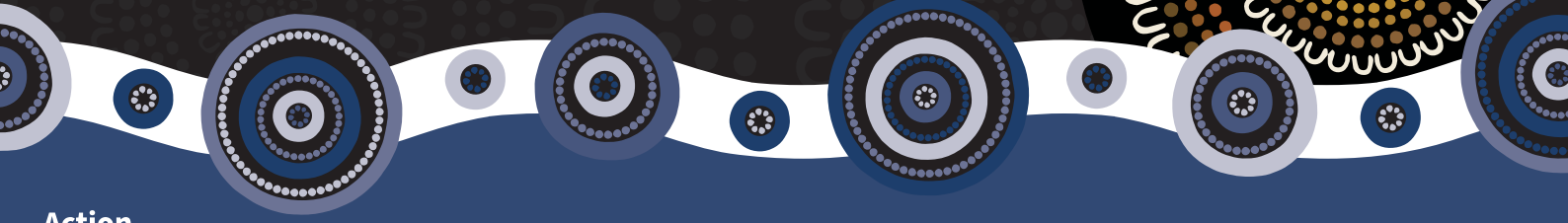
### To be achieved in Phase Two implementation

By the end of Phase Two implementation:

- growth in the Aboriginal and Torres Strait Islander Community Controlled Organisation and Aboriginal and Torres Strait Islander Enterprise sectors.
- increased procurement expenditure with more Aboriginal and Torres Strait Islander Enterprises, including more high-value contracts.
- an increase in youth employment in training or employment through encouragement of apprenticeships and employment targets in ACT Government procurements.

# PRIORITY ACTIONS

New Priority Actions for Phase Two Implementation



Action Number	Priority Actions
1	Review the <i>Aboriginal and Torres Strait Islander Procurement Policy</i> in consultation with the Aboriginal and Torres Strait Islander Community to ensure its cultural effectiveness and capacity to maximise opportunities for Aboriginal and Torres Strait Islander enterprises and workers.
2	Provide information sessions, guidance and engagement opportunities to Aboriginal and Torres Strait Islander businesses that may wish to tender for Territory procurements such as workshops, supplier guides and supplier connect events.
3	Business and Innovation branch to deliver the Aboriginal and Torres Strait Islander business support Program through a First Nations external provider delivering: Mentoring and Coaching advice; Concierge connections to business support providers; and access to Accelerator programs for businesses looking to grow.
4	Facilitate business development workshops, for current business owners and prospective Aboriginal and Torres Strait Islander persons and businesses, to increase the number of cost-competitive Aboriginal and Torres Strait Islander businesses that meet the Territory's requirements.
5	Maximise opportunities to attract and retain Aboriginal and Torres Strait Islander employees with the ACT Public Service workforce, to achieve the employment target of 3% Aboriginal and Torres Strait Islander People employed across the Service by 2026.
6	Establish a whole of government Inclusion key performance indicator to ensure the ACT Public Service is consistently building and maintaining inclusive workplace cultures. Progress against this target will be measured objectively through All Staff Surveys.
7	Implement the Aboriginal and Torres Strait Islander Employment Action and Retention Plan, to increase Aboriginal and Torres Strait Islander recruitment, retention, and professional development. This will in turn provide greater opportunities for Aboriginal and Torres Strait Islander voices to form and influence policy development and service delivery.
8	Incorporate the voices of Aboriginal and Torres Strait Islander Canberrans through conducting Wellbeing Impact Assessments for new budget, projects, and programs, with input from partners and community.

## STATUS BAR | 10-YEAR PLAN

The status bar provides an at-a-glance timing of Agreement phases highlighting the current Phase.

Phase One	Phase Two	Phase Three	Phase Four
Feb 2019 – Jun 2022 Status: Complete	Jul 2022 – Dec 2024 Status: <b>In progress</b>	Jan 2025 – Dec 2027 Status: Not started	Jan 2028 – Dec 2028 Status: Not started