Engaging Indigenous Populations in Diversity & Inclusion

DBP RESEARCH REQUEST
Canada’s Indigenous/Aboriginal Population
Canada’s Fast-growing Indigenous Population

46% of Canada’s 1.5 million Aboriginal peoples are under 24. More than half live in cities.

Aboriginal Peoples Education Level age 18-44
- First Nations living off reserve: 72%
- Inuit: 42%
- Métis: 72%

High school diploma
- First Nations: 72%
- Inuit: 42%
- Métis: 72%

Post Secondary credentials
- First Nations: 43%
- Inuit: 26%
- Métis: 47%

Source: 2016 Canadian Census

THE ABORIGINAL POPULATION IN CANADA
A breakdown of the Aboriginal identity population in Canada in 2016:

- Total Aboriginal population: 1,673,785
- First Nations: 977,230 (58.4%)
- Métis: 587,545 (35.1%)
- Inuit: 65,025 (3.9%)
- Aboriginal identities not included elsewhere: 22,670 (1.4%)
- Multiple Aboriginal identities: 21,310 (1.3%)
Canada’s Indigenous Population

- The Indigenous population in Canada continues to rapidly outpace the growth of the rest of the country while Indigenous languages are showing a strong resurgence.

- The data paints a picture of a young and growing Indigenous population — First Nation, Inuit and Métis — which is increasingly learning Indigenous languages and is reshaping the face of Western Canada.

- Between 2006 and 2016, the self-identified Indigenous population grew by 43% to 1,673,785. This represented a growth rate four times the rest of the population. The census is projecting the Indigenous population to hit 2.5 million within the next two decades.

- An increase of people self-identifying as Indigenous— particularly as Métis and non-status First Nation — propelled the continued growth rate in the population.

- At 587,545, the Métis population is the fastest-growing sub-segment of the Indigenous population, rising to 51% of the total over the last 10 years. The status and non-status First Nation population grew to 977,230, increasing by 39% between 2006 and 2016, and the Inuit population rose to 65,025, a change of 29% over the same time span.

- The Indigenous population is young, averaging 32 years old — almost a decade younger than non-Indigenous Canadians — and more are living in cities.

- The population in large metropolitan centers has grown by nearly 60% since 2006, in part due to the increase in Indigenous self-identification.

Source: Population Stats
# Canada’s Visible Minority Population

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>Total visible minority population</strong></td>
<td>3,197,480</td>
<td>11.2%</td>
<td>3,983,845</td>
<td>13.4%</td>
<td>5,068,095</td>
<td>16.2%</td>
<td>6,264,750</td>
<td>19.1%</td>
<td>7,674,580</td>
<td>22.3%</td>
</tr>
<tr>
<td>South Asian</td>
<td>670,590</td>
<td>2.4%</td>
<td>917,075</td>
<td>3.1%</td>
<td>1,202,865</td>
<td>4%</td>
<td>1,567,400</td>
<td>4.8%</td>
<td>1,924,035</td>
<td>5.0%</td>
</tr>
<tr>
<td>Chinese</td>
<td>880,150</td>
<td>3%</td>
<td>1,029,395</td>
<td>3.5%</td>
<td>1,210,555</td>
<td>3.9%</td>
<td>1,324,750</td>
<td>4%</td>
<td>1,577,000</td>
<td>4.0%</td>
</tr>
<tr>
<td>Black</td>
<td>573,600</td>
<td>2%</td>
<td>662,215</td>
<td>2.2%</td>
<td>763,765</td>
<td>2.5%</td>
<td>940,005</td>
<td>2.9%</td>
<td>1,198,540</td>
<td>3.0%</td>
</tr>
<tr>
<td>Filipino</td>
<td>234,195</td>
<td>0.9%</td>
<td>308,575</td>
<td>1%</td>
<td>410,065</td>
<td>1.3%</td>
<td>616,310</td>
<td>1.9%</td>
<td>762,125</td>
<td>2.3%</td>
</tr>
<tr>
<td>Latin American</td>
<td>178,070</td>
<td>0.7%</td>
<td>218,080</td>
<td>0.7%</td>
<td>304,245</td>
<td>1%</td>
<td>391,280</td>
<td>1.2%</td>
<td>447,325</td>
<td>1.3%</td>
</tr>
<tr>
<td>Arab/West Asian</td>
<td>244,665</td>
<td>0.9%</td>
<td>325,550</td>
<td>1.0%</td>
<td>421,555</td>
<td>1.4%</td>
<td>532,820</td>
<td>1.6%</td>
<td>583,235</td>
<td>1.6%</td>
</tr>
<tr>
<td>Arab</td>
<td></td>
<td></td>
<td>104,685</td>
<td>0.4%</td>
<td>285,550</td>
<td>0.9%</td>
<td>380,820</td>
<td>1.2%</td>
<td>623,235</td>
<td>1.5%</td>
</tr>
<tr>
<td>Southeast Asian</td>
<td>172,785</td>
<td>0.6%</td>
<td>198,580</td>
<td>0.7%</td>
<td>233,925</td>
<td>0.8%</td>
<td>312,075</td>
<td>0.9%</td>
<td>313,280</td>
<td>0.9%</td>
</tr>
<tr>
<td>West Asian</td>
<td>109,285</td>
<td>0.4%</td>
<td>166,700</td>
<td>0.6%</td>
<td>206,840</td>
<td>0.7%</td>
<td>264,305</td>
<td>0.8%</td>
<td>264,305</td>
<td>0.8%</td>
</tr>
<tr>
<td>Korean</td>
<td>64,835</td>
<td>0.2%</td>
<td>100,660</td>
<td>0.3%</td>
<td>141,890</td>
<td>0.5%</td>
<td>161,130</td>
<td>0.5%</td>
<td>188,710</td>
<td>0.5%</td>
</tr>
<tr>
<td>Japanese</td>
<td>68,135</td>
<td>0.2%</td>
<td>73,315</td>
<td>0.2%</td>
<td>81,300</td>
<td>0.3%</td>
<td>87,270</td>
<td>0.3%</td>
<td>92,920</td>
<td>0.3%</td>
</tr>
<tr>
<td>Visible minority, n.i.e.</td>
<td>68,745</td>
<td>0.2%</td>
<td>98,915</td>
<td>0.3%</td>
<td>71,420</td>
<td>0.2%</td>
<td>106,475</td>
<td>0.3%</td>
<td>132,060</td>
<td>0.4%</td>
</tr>
<tr>
<td>Multiple visible minorities</td>
<td>61,575</td>
<td>0.2%</td>
<td>73,875</td>
<td>0.2%</td>
<td>133,120</td>
<td>0.4%</td>
<td>171,935</td>
<td>0.5%</td>
<td>232,375</td>
<td>0.7%</td>
</tr>
<tr>
<td>Not a visible minority</td>
<td>25,330,645</td>
<td>88.8%</td>
<td>25,655,185</td>
<td>86.6%</td>
<td>26,172,935</td>
<td>83.8%</td>
<td>26,587,575</td>
<td>80.9%</td>
<td>26,785,480</td>
<td>77.7%</td>
</tr>
<tr>
<td>Aboriginal Identity (see breakdown below)</td>
<td>796,000</td>
<td>2.5%</td>
<td>970,305</td>
<td>3.3%</td>
<td>1,172,785</td>
<td>3.8%</td>
<td>1,400,085</td>
<td>4.3%</td>
<td>1,073,785</td>
<td>4.9%</td>
</tr>
<tr>
<td>European/White</td>
<td>24,531,040</td>
<td>80%</td>
<td>24,078,860</td>
<td>83.3%</td>
<td>25,000,150</td>
<td>80%</td>
<td>25,180,880</td>
<td>70.7%</td>
<td>25,111,095</td>
<td>72.9%</td>
</tr>
<tr>
<td>Total population in private households</td>
<td>28,520,125</td>
<td>100%</td>
<td>29,039,030</td>
<td>100%</td>
<td>31,241,030</td>
<td>100%</td>
<td>32,852,320</td>
<td>100%</td>
<td>34,460,065</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: Canadian Census
## Canada’s Indigenous Population

<table>
<thead>
<tr>
<th>Province/territory</th>
<th>Not Aboriginal</th>
<th>First Nations</th>
<th>Métis</th>
<th>Inuit</th>
<th>Aboriginal, n.i.e.</th>
<th>Multiple Aboriginal identities</th>
<th>Total Aboriginal population</th>
<th>Total population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alberta[40]</td>
<td>2,690,860</td>
<td>116,870</td>
<td>96,870</td>
<td>1,085</td>
<td>3,300</td>
<td>1,870</td>
<td>220,695</td>
<td>3,567,980</td>
</tr>
<tr>
<td>British Columbia[36]</td>
<td>2,511,295</td>
<td>155,020</td>
<td>66,475</td>
<td>1,570</td>
<td>3,745</td>
<td>2,480</td>
<td>232,290</td>
<td>4,324,455</td>
</tr>
<tr>
<td>Manitoba[37]</td>
<td>824,830</td>
<td>114,225</td>
<td>78,330</td>
<td>590</td>
<td>1,055</td>
<td>1,200</td>
<td>195,895</td>
<td>1,174,350</td>
</tr>
<tr>
<td>New Brunswick[38]</td>
<td>698,080</td>
<td>16,120</td>
<td>4,850</td>
<td>485</td>
<td>1,020</td>
<td>150</td>
<td>22,620</td>
<td>735,835</td>
</tr>
<tr>
<td>Northwest Territories[41]</td>
<td>16,920</td>
<td>13,350</td>
<td>3,250</td>
<td>4,335</td>
<td>185</td>
<td>45</td>
<td>21,160</td>
<td>40,800</td>
</tr>
<tr>
<td>Nova Scotia[44]</td>
<td>825,055</td>
<td>21,885</td>
<td>10,050</td>
<td>695</td>
<td>680</td>
<td>225</td>
<td>33,850</td>
<td>906,175</td>
</tr>
<tr>
<td>Nunavut[42]</td>
<td>3,825</td>
<td>125</td>
<td>130</td>
<td>27,070</td>
<td>15</td>
<td>20</td>
<td>27,365</td>
<td>31,700</td>
</tr>
<tr>
<td>Ontario[43]</td>
<td>9,070,800</td>
<td>201,100</td>
<td>88,020</td>
<td>3,350</td>
<td>8,040</td>
<td>2,010</td>
<td>301,430</td>
<td>12,651,795</td>
</tr>
<tr>
<td>Prince Edward Island[45]</td>
<td>139,890</td>
<td>1,520</td>
<td>410</td>
<td>55</td>
<td>235</td>
<td>0</td>
<td>2,230</td>
<td>137,380</td>
</tr>
<tr>
<td>Quebec[46]</td>
<td>6,740,375</td>
<td>82,425</td>
<td>40,960</td>
<td>12,570</td>
<td>4,415</td>
<td>1,545</td>
<td>141,915</td>
<td>7,732,525</td>
</tr>
<tr>
<td>Saskatchewan[46]</td>
<td>787,745</td>
<td>103,205</td>
<td>52,450</td>
<td>290</td>
<td>1,120</td>
<td>675</td>
<td>157,740</td>
<td>1,008,760</td>
</tr>
<tr>
<td>Yukon[47]</td>
<td>23,590</td>
<td>5,355</td>
<td>845</td>
<td>175</td>
<td>70</td>
<td>25</td>
<td>7,765</td>
<td>33,320</td>
</tr>
<tr>
<td><strong>Canada</strong>[48]</td>
<td>25,186,890</td>
<td>851,560</td>
<td>451,795</td>
<td>59,440</td>
<td>26,475</td>
<td>11,415</td>
<td>1,400,685</td>
<td>32,852,325</td>
</tr>
</tbody>
</table>

All statistics are from the Canada 2011 Census.

Source: [Canadian Census](http://example.com)
## Canada’s Primary Indigenous Populations

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td></td>
<td>%</td>
<td>Total</td>
<td>%</td>
<td>Total</td>
<td>%</td>
</tr>
<tr>
<td>Total Aboriginal</td>
<td>2.8%</td>
<td>799,005</td>
<td>3.3%</td>
<td>976,305</td>
<td>3.8%</td>
</tr>
<tr>
<td>First Nations</td>
<td>1.8%</td>
<td>529,040</td>
<td>2.1%</td>
<td>608,850</td>
<td>2.2%</td>
</tr>
<tr>
<td>Métis</td>
<td>0.7%</td>
<td>204,115</td>
<td>1.0%</td>
<td>292,305</td>
<td>1.2%</td>
</tr>
<tr>
<td>Inuit</td>
<td>0.14%</td>
<td>40,220</td>
<td>0.16%</td>
<td>50,485</td>
<td>0.2%</td>
</tr>
</tbody>
</table>

*Note: Inuit, other Aboriginal and mixed Aboriginal groups are not listed as their own, but they are all accounted for in total Aboriginal.*

Source: [Canadian Census](http://example.com)
## Projected Growth

### Future projections

<table>
<thead>
<tr>
<th>Ethnic Origin by Regional Group</th>
<th>Population in 2016</th>
<th>Percent of 34,460,065</th>
<th>Population in 2036</th>
<th>Percent of 43,816,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>European origins</td>
<td>25,111,695</td>
<td>72.9%</td>
<td>26,113,000</td>
<td>59.6%</td>
</tr>
<tr>
<td>East and Southeast Asian origins</td>
<td>3,144,210</td>
<td>9.1%</td>
<td>5,517,000</td>
<td>12.6%</td>
</tr>
<tr>
<td>South and West Asian origins</td>
<td>2,188,940</td>
<td>6.4%</td>
<td>4,386,000</td>
<td>10.1%</td>
</tr>
<tr>
<td>Aboriginal origins</td>
<td>1,673,785</td>
<td>4.9%</td>
<td>2,633,000</td>
<td>6.0%</td>
</tr>
<tr>
<td>African origins</td>
<td>1,198,540</td>
<td>3.5%</td>
<td>2,346,000</td>
<td>5.4%</td>
</tr>
<tr>
<td>Arab origins</td>
<td>523,235</td>
<td>1.5%</td>
<td>1,284,000</td>
<td>2.9%</td>
</tr>
<tr>
<td>Latin, Central and South American origins</td>
<td>780,125</td>
<td>1.3%</td>
<td>885,000</td>
<td>2.0%</td>
</tr>
<tr>
<td>Other</td>
<td>364,485</td>
<td>1.1%</td>
<td>666,000</td>
<td>1.5%</td>
</tr>
</tbody>
</table>

*Percentages total more than 100% due to multiple responses, e.g., German-East Indian, Norwegian-Irish-Polish*
The RBC Indigenous Peoples Development Program is supported by the **RBC Royal Eagles**, the company’s **Indigenous ERG**. The program is specifically designed for candidates who self-identify as Indigenous/Aboriginal (First Nations, Inuit, Metis) Peoples of Canada. The program aims to excel the careers of young indigenous/aboriginal professionals, and also helps recent graduates develop the skills and network needed to build their professional experience.

Participants take part in a 2-year rotational program that offers the opportunity to gain exposure to different aspects of **Finance, Audit, Risk Management, Technology, Marketing or Human Resources** through four assignments. Three assignments will be within the chosen business area and one unique rotation working with an Indigenous community organization which will allow participants to give back while applying their skills.

Source: **RBC Canada**
RBC Builds Careers of Aboriginal Employees

Business areas

- Finance
- Audit
- Risk Management
- Technology
- Marketing
- Human Resources

Benefits of the program

- Build the career you want: Experiential learning allows you to apply your skills and identify your strengths.
- Drive change: Disrupt and explore new possibilities for your career and community.
- Develop new skills: Gain new insights while working on a diverse range of challenging assignments.
- Access to tools and resources: One-to-one mentoring, coaching from industry leaders, and team collaboration to set you up for success.

Source: RBC Canada
TD Bank Invests in Aboriginal Communities

TD Bank’s Aboriginal ERG provides an open space for Aboriginal employees and allies to get together and discuss experiences, challenges and best practices for dealing with situations. There are also opportunities to grow professional skills.

TD’s Manager of Aboriginal Recruitment works with the company’s national recruitment team, to engage in outreach to community organizations, colleges and universities to promote careers at TD and encourage Indigenous students and experienced candidates to apply. Working with groups like AFOA, Indspire and AHRC, students are encouraged to consider an education in business and helping them understand the far-reaching career options available in financial services.

**Targeted professional development.** Within TD, Aboriginal employees can access over 1,000 training courses, as well as leadership programs, to further their professional development. TD also provides mentoring opportunities and career planning resources to support indigenous employees. 80% of Indigenous employees at TD agree of strongly agree that they have had a meaningful conversation about their development and/or career goals in the last year.

**Aboriginal Circle.** More than 750 TD employees identify as Indigenous. The Aboriginal Circle @ TD, is an online community of Indigenous and non-Indigenous employees who discuss experiences, explore opportunities, keep abreast of Aboriginal news and celebrate culture. There are 716 employees in the Aboriginal Circle – a 300% increase over 2012.

Source: TD Bank Canada
TD Bank Invests in Aboriginal Communities

Source: TD Bank Canada
TD Bank Invests in Aboriginal Communities

2011-12
- Aboriginal Circle @ TD formed as online community
- TD Economics publishes two reports: Debunking Myths Surrounding Canada’s Aboriginal Population and Estimating the Size of the Aboriginal Market in Canada
- Sponsored Assembly of First Nations, Annual General Assembly
- Sponsored Queen’s Conference on Indigenous Education
- TD hires VP, Aboriginal Banking - a new position
- TD supports first carbon offset project developed by an Aboriginal community
- TD participates in development of a white paper Free, Prior and Informed Consent in Canada (Incaral Leadership Council)

2013-14
- TD forms Aboriginal Banking Group to increase our Indigenous business
- TD hires Aboriginal recruiter
- Aboriginal Employee Resource Group formed in Ottawa, Calgary
- TD’s National Aboriginal Day Celebrations grow to include 750+ employees nationally with 20,000 visits to online content
- TD is premier sponsor of Assembly of First Nation’s Annual General Assembly in Whitehorse
- TD Economics releases three reports: Literacy Matters: Unlocking the Literacy Potential of Aboriginal Peoples in Canada; A Demographic Overview of Aboriginal Peoples in Canada; and Employment and Education Among Aboriginal Peoples
- TD releases its first ever partnership report, TD and Aboriginal Communities in Canada
- TD is awarded Progressive Aboriginal Relations (PAR) gold-level status by the Canadian Council for Aboriginal Business
- TD helps finance a major Aboriginal-led renewable power project in Northern Ontario, McIntyre Mountain Wind Farm

2015
- TD launches Aboriginal Community Banking Program, bringing banking into communities across Canada, including those in remote locations
- Aboriginal Circle @ TD grows to 716 members – up from 312 in 2012
- TD Economics releases two reports: Aboriginal Women Outperforming in Labour Markets and The Long and Winding Road Towards Aboriginal Economic Prosperity
- Community investment grows to $4.2 1 million, up from 2.7 million the previous year
- TD participates in the development of a white paper Understanding Successful Approaches to Free, Prior and Informed Consent in Canada (Incaral Leadership Council)

Source: TD Bank Canada
Cameco Uranium Mining. Employs aboriginal elders at their northern sites to ensure that employees and contractors have a dedicated resource person on-site familiar with aboriginal culture and language.

Health Canada/Santé Canada. Created a teaching and healing center to encourage greater understanding of First Nations, Inuit and Métis cultures, traditions and perspectives.

Scarborough Hospitals. Established a global community resource center, a source of health and community information in a range of languages and formats.

Hewlett-Packard. Supports minority, female and aboriginal-owned businesses through a supplier diversity program.

Saskatoon Health Region. Established "Awaken the Power of Change," an organizational strategy to increase the representation of employees who self-declare as First Nation, Métis or Inuit.

Agrium. Developing an aboriginal workforce strategy.
Other Company Benchmarks

**Boeing Canada.** Works with Connecting Aboriginals to Manufacturing and the Centre for Aboriginal Human Resource Development to provide aboriginal youth employment opportunities.

**Agriculture and Agri-Food Canada, Federal government.** Created an Indigenous student recruitment initiative to provide opportunities for students to transition to the workplace after completing their education.

**Air Canada.** Collaborated with Jazz Aviation to partner with First Nations Technical Institute to help young aboriginal students pursue their ambition of becoming a pilot.

**HSBC Bank Canada, Vancouver.** Created a three-year diversity internship program that welcomed 30 employees, including individuals from Indigenous communities and persons with disabilities.

**Manitoba, Government.** Manages a 12-month development program for high-potential employees who self-identify as aboriginal, visible minority, or a person with a disability.

**Canada Post Recruitment Campaign** - To enhance and promote efforts, the Post developed an Indigenous employment focused newsletter, entitled "Connections". The newsletter showcases stories and testimonies from Indigenous and other employees about what attracted them, and keeps them working at Canada Post. Read more about the Canada Post case and learn about Recruitment Campaign Services.

Source: [Canada's Best Diversity Employers](#)
Canada’s Non-discrimination Law

Equality and inclusion

Canadians have the right to be treated fairly in workplaces free from discrimination. Learn about your rights and the resources available to you by reading more about the Employment Equity Act, the Federal Contractors Program and the Legislated Employment Equity Program which promote equitable representation for women, Aboriginal peoples, persons with disabilities and members of visible minorities. In addition, information on pay equity in federally regulated workplaces is provided.

• Employment equity
  
• Pay equity

Other Related links

• Employment Equity Achievement Awards
  
• 2016 Employment Equity Act: Annual report
  
• 2011 Employment equity data report
  
• Forms - Workplace Equity
Five National Indigenous Leadership Groups in Canada

- Assembly of First Nations (AFN)
- Congress of Aboriginal Peoples
- Inuit Tapiriit Kanatami (ITK)
- Métis National Council
- Native Women’s Association of Canada (NWAC)

Various Aboriginal/Indigenous Organizations in Canada

- Aboriginal Affairs and Northern Development Canada (AANDC)
- Aboriginal Agreement Holders (employment / training / labour market centres)
- Aboriginal Business Directory
- Aboriginal Financial Officers Association of Canada (AFOA)
- Canadian Council for Aboriginal Business (CCAB)
- Council for the Advancement of Native Development Officers (CANDO)
- Employment and Social Development Canada (ESDC)
- First Nations Information Governance Centre (FNIGC)
- Indspire
- National Association of Native Friendship Centres (NAFC)
- Reconciliation Canada
Australia’s Indigenous/Aboriginal Population
The Downer Group established a recruitment specialist and targeted training methodologies for Aboriginal and Torres Strait Islander employees include a culturally inclusive selection process. This selection process consists of:

**Local community engagement.** An integral part of the recruitment strategy is the relationship between Downer and local Aboriginal and Torres Strait Islander communities. The first step in the process is to make contact with Traditional Owners and other relevant local Indigenous organizations to seek their support and benefit from their invaluable knowledge of the community.

**Community information sessions.** In partnership with local Aboriginal organizations, Downer’s specialist Indigenous Engagement personnel and representatives from the project run information sessions in the community.

**Assessment workshops.** Prospective candidates are required to attend assessment workshops, which replace the traditional interview process. Assessment workshops are facilitated by our Indigenous Engagement personnel, and hosted by a Project Manager, management team and HR representatives. Potential recruits undertake practical assessments, participate in experiential learning activities and receive presentations from project employees.

Source: DownerGroup
Community engagement is central to Qantas’s Indigenous employment strategies. Since 2009, the company has run an Indigenous schools-based program, aimed at the last two years of high school. Students combine their studies with working part-time, in areas such as cabin crew, check-in, ramp work, catering, or back office. Some 200 students have passed through the schools program, and the numbers are growing year on year.

Employing Indigenous workers is an essential part of the company’s brand, and at Horn Island in the Torres Strait, the entire workforce at the airport is made up of Aboriginal and Torres Strait Islanders.

Qantas will provide a minimum of 250 Indigenous university internships over 10 years and 100 Indigenous internships in areas such as finance, engineering and flight operations, over three years.

Source: AustraliaHRNews
Expanding services in the Darwin region, Danila Dilba Health Service (DDHS) was challenged by the unavailability of experienced Aboriginal Health Practitioners and qualified Indigenous candidates to fill nursing, support and managerial positions. To address this, DDHS formulated an Indigenous Employment and Career Pathways strategy in 2017 to attract and retain Indigenous staff. DDHS now employs 175 people with 50% Indigenous employment and 60% of the executive leadership team being Indigenous, including all clinic managers and general managers.

In 2014, the Department of Human Services established an Indigenous Apprenticeships Programme (IAP) recruitment initiative to employ Indigenous Australians so the workforce reflects the community and provides opportunities for Aboriginal and Torres Strait Islander peoples in regional and remote locations. The IAP has been hugely successful with over 750 Indigenous Australians commencing employment over the past three years. The Department also increased its workforce representation from 4.0% in 2014 to 5.3% in 2017 employing just over 500 Indigenous Australians.

Source: AHRI Awards 2018
Other Company Benchmarks

• The key to successfully employing Indigenous workers is engaging with the local community. Argyle Diamonds is a good example, reaching an agreement with the traditional owners to achieve a 40% local Aboriginal employment quota.

Source: AustraliaHRNews
Success Factors for Aboriginal Employment

There is no one solution that fits all employment situations, but here are factors that have proven to be successful:

**Know about Aboriginal culture.** Understand Aboriginal communities' grief and trauma, and the social and emotional issues that resulted from it. Show respect. Understand the affect of colonization. Be committed to reconciliation. Ideally, have some positive experience with Aboriginal culture.

**Build community rapport.** Try to be non-judgmental, open and honest.

**Accommodate customs.** Accommodate custom and cultural traditions of kinship. Have men and women in the correct customary relationships.

**Show flexibility for culture.** Allow workers to attend ceremonies by starting work early to make up for the time required in the afternoon.

**Commit to values.** These include land, culture and ceremony, work ethic and economic drive.

**Improve worker's skills through formal education and training.** Tailor training to prepare job-seekers for a job that exists and not simply train for training's sake. Where training is linked to a guaranteed job, some employers report a 70% retention of new Aboriginal employees to 6 months, compared to the Job Services Australia retention rate of just 24%.

**Know yourself as an employer.** Because professional boundaries are very different in some work environments you need to know yourself and be balanced.

**Try innovative recruitment strategies** that give Aboriginal people who would be screened out during conventional selection processes the opportunity to win jobs.

Source: Aboriginalemployment