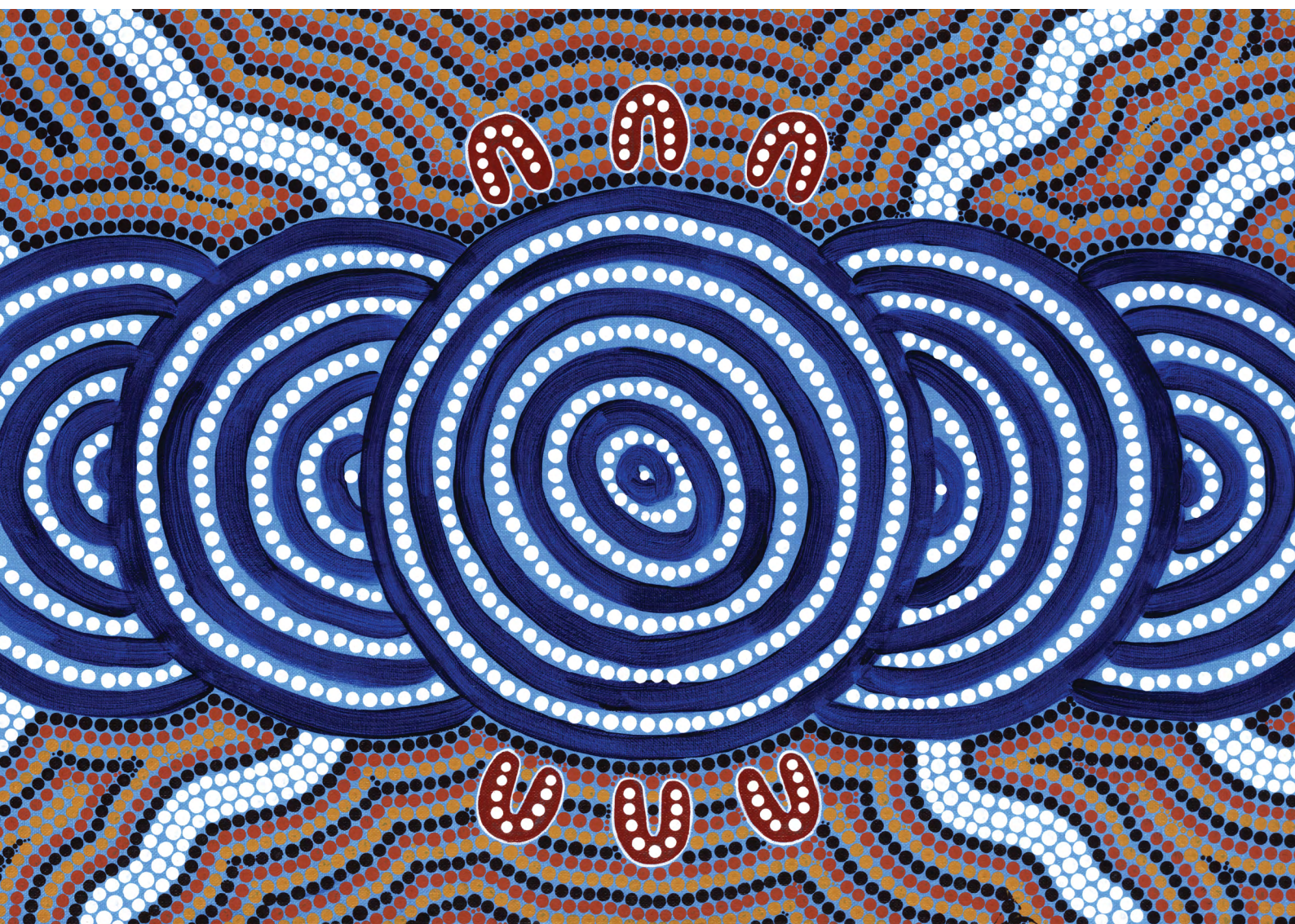


Elsa Dixon Aboriginal Employment Grant

Recruitment Resource





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Table of Contents

Purpose

Program Overview	1
Who was Elsa Dixon	1

TSNSW Aboriginal Initiatives Resources

Advertising Phrasing	2
Key Contacts	3
School Based Traineeship Opportunity	4
NSW Cultural Calendar	5
Elsa Dixon Aboriginal Employment Grant FAQs	7

Program Overview

Elsa Dixon Aboriginal Employment Grant (EDAEG)

Elsa Dixon Aboriginal Employment Grant (EDAEG) is a NSW Government Initiative that utilises a number of strategies to develop and support Aboriginal people through the creation of training and employment opportunities. Promoting diversity, innovation and service responsiveness in the NSW workforce, the program will contribute funding towards the salary, development and support costs of Aboriginal employees in NSW Public Service Agencies or Local Government Authorities.

The NSW Government is committed to supporting Aboriginal people to achieve social, economic and cultural prosperity. The EDAEG supports this strategic direction by enabling Aboriginal people to access employment and career development pathways into the public sector

The objectives of the Grant are to:

- Encourage the permanent employment and professional mobility of Aboriginal people in NSW public service agencies and local government authorities, with special incentives for the employment of Aboriginal people with a disability, and
- Promote innovation in achieving education, employment and training outcomes for Aboriginal people.

Who was Elsa Dixon?

Born in 1925, Elsa Dixon was an extraordinary Aboriginal woman who played a key role in improving social outcomes for Aboriginal people in NSW. With Aboriginal people at the heart of her life and work, Elsa knew that to overcome social inequality, they needed education, training and employment – the foundations of an informed and just society. Elsa was one of the founding members of the Foundation for Aboriginal Affairs and the Aboriginal Medical Service in Redfern, remaining a member until her passing in 1993.

The use of Aboriginal throughout this document is inclusive of Torres Strait Islander people.

Advertising Phrasing



Please choose one of the two options listed below, for your Expression of Interest or Advertised roles that are funded by the Elsa Dixon Aboriginal Employment Grant. TSNSW Aboriginal Initiatives require your agency to state that the position is funded through the Elsa Dixon Aboriginal Employment Grant Initiative, when advertising these positions or when an Expression of Interest advertisement is created.

Option A

The (Insert one of the 4 Elements that you have been approved for) opportunities are funded under the Training Services NSW, Elsa Dixon Aboriginal Employment Grant. This Initiative is designed to support Aboriginal people to access employment and career development pathways into the NSW Public Sector and in Closing The Gap.

Option B

(Insert Agency Name) is the lead NSW Government agency for (Insert your Agency's specific responsibilities). (Insert Agency Name) are seeking applications/applicants for the position/s funded under the Elsa Dixon Aboriginal Employment Grant. The Elsa Dixon Aboriginal Employment Grant is an Aboriginal Initiative funded by Training Services NSW.

Please choose one of the two options listed above, for your Expression of interest or advertised roles that are funded by the Elsa Dixon Aboriginal Employment Grant.

TSNSW Aboriginal Initiatives require your agency to state that the position is funded through the Elsa Dixon Aboriginal Employment Grant Initiative, when advertising these positions or when an Expression of Interest advertisement is created.

Key Contacts

Training Services NSW Aboriginal Contact List

Training Services NSW have regional and metropolitan centres that have identified Aboriginal staff who can provide support to your apprentices and trainees funded under the EDAEG.

Please see the link below for staff in the regional and metropolitan centres:

<https://education.nsw.gov.au/skills-nsw/aboriginal-and-torres-strait-islander-peoples/aboriginal-initiatives-contact-list>



Apprenticeship Network Providers Contact Details

Apprenticeship Support Australia

Phone: 1300 363 831

Website: www.apprenticeshipsupport.com.au

Email: info@apprenticeshipsupport.com.au

Sarina Russo

Contact: 13 15 59

Website: www.sarinarusso.com.au

Email: apprenticeships@sarinarusso.com.au

VERTO

Phone: 1300 483 786

Website: www.verto.org.au

Email: aasn@verto.org.au

MEGT

Phone: 13 69 63

Website: www.megt.com.au

Email: anpinfo@megt.com.au



School Based Traineeship Opportunity

Business Administration (Example only)

What is a School Based Traineeship?

School-based Traineeships allow year 11 and 12 high school students to complete a traineeship. School-based trainees work part-time and complete their formal or off-the-job traineeship training by the end of their HSC year. The on-the-job and off-the-job training undertaken by school-based trainees can contribute to their HSC.

Do you have students that are looking for School Based Traineeships?

Training Services NSW and (Agency) are working with local schools to employ Aboriginal and Torres Strait Islander young person looking to start their career in (Selected Field).

Qualification achieved as part of this SBAT employment opportunity: (Selected Qualification)

Example: **Business Administration - Certificate III BSB30415**

Information about School Based Traineeship

Throughout Year 11 and Year 12, learners attend one day per week in their place of employment to complete a Certificate III in (Selected Qualification)

When does it start?

Beginning of Term 1 2024

What is the Employment Standard?

To be eligible to participate in the program, students will need the following:

- To be currently enrolled in school completing year 11 or 12
- Identify as Aboriginal or Torres Strait Islander
- Be eager and a great communicator
- Wanting to start a career in a government agency



How do Students access the opportunity?

Please contact (Contact Person) if you:

- are interested in applying or have students who would be interested
- Have ready and interested participants, please ask learners to send their resume;
- If you have any questions or concerns about an application or the application process.

**Applications close 10am Monday
December 2024**

NSW Cultural Calendar

Significant Date and Cultural Event	Overview of Event
1st Jan 1993: Native Title	This day gave the entitlements back to Aboriginal and or Torres Strait Islander Peoples to the land that was taken from them during the invasion period.
26th Jan: Survival Day / Yabun Anniversary of the Tent Embassy Since 1972	Yabun is the largest gathering of Aboriginal and Torres Strait Islander Peoples in Australia. The Day celebrates survival and the resilience of our People, Culture, connection to land and our story. Tent Embassy was established on the lawns across from Parliament House, ACT. Tent Embassy was formed as a method of protest for Aboriginal rights and a voice to highlight Aboriginal inequality.
12th Feb: The Freedom Ride Anniversary	In 1965 a 15-day protest involving students from the University of Sydney drove a bus throughout country towns of NSW, to highlight the racism and poor living conditions that Aboriginal peoples were experiencing.
13th February: National Apology Day	In 2008, former Prime Minister Kevin Rudd apologised on behalf of the Federal Government. The speech acknowledged the mistreatment inflicted on the families and Children of the Stolen Generation and the Governments role in past years.
21st March 2024 (Third Thursday of March): National Close The Gap Day And Harmony Day	In 2007 the Federal Government along with all State and Territories made a commitment to the reporting and funding to Close the Gap in areas such as Health, Education, Employment and mortality rates. Harmony Day is a nationwide celebration of Cultural Diversity, respect and the end of racism for all who call Australia home.
5th April: Bringing Them Home Report	On this day in 1997 a report from the National Inquiry into the Separation of Aboriginal and Torres Strait Islander Children from their families and the ill treatment that these Children had received during this time.
15th April: Royal Commission into Aboriginal Deaths in Custody 1991	On this day in 1987 A Royal commission investigated over a 10 year Period the Deaths of Aboriginal People in Custody.
17th April: Appin Massacre	This event mourns the multiple deaths of the Dharawal tribal members who were killed after Governor Macquarie gave orders to the military to cause death to the clan who resided by the Banks of the Cataract River, In Appin NSW 1816.
26th May: National Sorry Day	In 1998 Australia held its first National Sorry Day, which came 1 year after the release of the Bringing Them Home report. This day remembers the children that were killed and acknowledges the strength and resilience of the Survivors of the Stolen Generation.
27th May – 3rd June: National Reconciliation Week (NRW)	NRW is for all Australians to come together and learn our history, immerse themselves into Aboriginal Culture and to stand beside us to walk into the future of reconciliation. The week celebrates two significant dates the 27th May -1967 Referendum where more than 90% of Australians voted to give equal rights to Aboriginal and Torres Strait Islander peoples. The 3rd June 1992 Eddie Koiki Mabo high court decision granted our people to claim Native Title and challenged the legal term of 'terra nullius' (land belonging to no one). Giving legal recognition of Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of the lands.

NSW Cultural Calendar (Con't)

Significant Date and Cultural Event	Overview of Event
29th May: Torres Strait Islander Flag Launched	In 1992 the Torres Strait Islander flag was presented to the People of the Torres Strait Islands at the Torres Strait Cultural Festival. The flag was designed by Bernard Namok and was given the same prominence as the Aboriginal Flag.
10th June: Myall Creek Massacre	Multiple Aboriginal People were killed in one of the largest Massacres recorded in Australia. The Massacre occurred near Myall Creek Station Northern NSW in 1838. It was one of the first where the killers were hung for their actions.
1st Week of July: NAIDOC Week	NAIDOC stands for National Aborigines and Islanders Day Observance Committee. Aboriginal Groups sought to bring about awareness in the broader community of the status and treatment of Aboriginal and Torres Strait Islander Peoples. These days it's the celebration of our Culture, the Achievements of our People and the contributions that our People have within our communities across the Nation.
12th July: Aboriginal Flag Launch	Designed in 1971 by Harold Thomas a Luritja Man from Central Australia. The flag was first flown in Victoria Square in Adelaide on National Aborigines Day in 1971.
4th August: National Aboriginal and Torres Strait Islander Children's Day	On this day in 1988 the first National Aboriginal and Torres Strait Islander Children's Day was established. The day is to celebrate our children, to give them confidence and inclusion.
9th August: International Day of Indigenous Peoples	Raises awareness and protects the rights of all Indigenous Peoples globally. This day recognises the achievements and contribution that all First Nations People make to the world.
First Wednesday of September: Indigenous Literacy Day	Celebrates Indigenous Culture, Dreaming / Stories, Language and the importance of Literacy in our mob.
28th September: John Pat Memorial Day	Observes the multiple Aboriginal Deaths in Custody, across the Nation. The day is a memorial for John Pat who passed away in a Prison in Western Australia prompting a Royal Commission into Aboriginal Deaths in Custody.
First Weekend of October: Koori Knockout	It's a weekend that highlights our Aboriginal sporting talent, culture and history. Today it has become one of the largest gatherings for Aboriginal Peoples and hosting communities.
30th October: Anniversary Racial Discrimination Act 1975	The Racial Discrimination Act 1975, makes it unlawful to discriminate against a person because of their race, colour, descent, national origin / ethnic origin or immigrant status.
10th December: Human Rights Day	International Event that is celebrated annually. The Day of the 1948 United Nations adoption of the Universal Declaration of Human Rights.
16th December: Anniversary of the Aboriginal Land Rights Act 1983	A critical piece of legislation that lawfully returns land ownership back to Aboriginal People.


Elsa Dixon Aboriginal Employment Grant FAQs

Question	Response
1. What are the advantages for students to apply for an EDAEG School Based position through your agency?	Students remain engaged in school as they gain on the job experience and employment within State and Local Government agencies whilst completing their senior years.
2. What are the advantages to the employer?	When applying for the EDAEG it supports the growth of our Aboriginal workforce and assists with the National and State Closing the Gap targets 6, 7 and 8.
3. Is there a cost?	Funding is provided to the employer to subsidise the wage of the successful applicant. The employee maybe required to cover travel and associated uniform cost and we recommend that this be discussed prior to commencement.
4. What age group is the SBAT focussed on?	Students may commence in Term 3 -Year 10 or Term 1 -Year 11.
5. How long is the SBAT?	School Based Traineeships are for 24 months with the aim that student's complete their year 12 and the traineeship successfully.
6. How is my application assessed?	We ensure a fair and equitable process when all applications are assessed. All applications are assessed against the eligibility criteria outlined in the Elsa Dixon Aboriginal Employment Grant Guidelines.
7. Does the Permanent and Temporary elements cover entry level positions?	YES, the previous restrictions on the grades have now removed and it's now not dependant on the level of role.
8. If we applied and created a Temporary application does the successful applicant need to be attached to a substantive role?	YES, already permanently employed in a NSW public service agency or local government authority.
9. What do schools need to do to register a student?	Contact the Elsa Dixon Team who can inform of any recruitment for SBAT's in your local area -TSNSW. EDAEG@det.nsw.edu.au
10. What is the cultural significance of being an Elsa Dixon SBAT and why is it important?	Aboriginal students have the opportunity to work on country and stay within community, sharing cultural knowledge with the employer and staff. Students will have access to an Aboriginal mentor through our Barranggirra Initiative to support with retention.

For more information:

 education.nsw.gov.au/elsa-dixon-aboriginal-employment-grant

 TSNSW.EDAEG@det.nsw.edu.au

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