

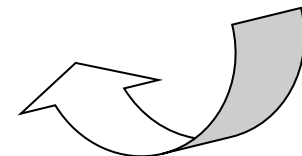
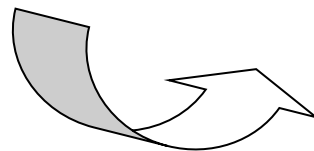
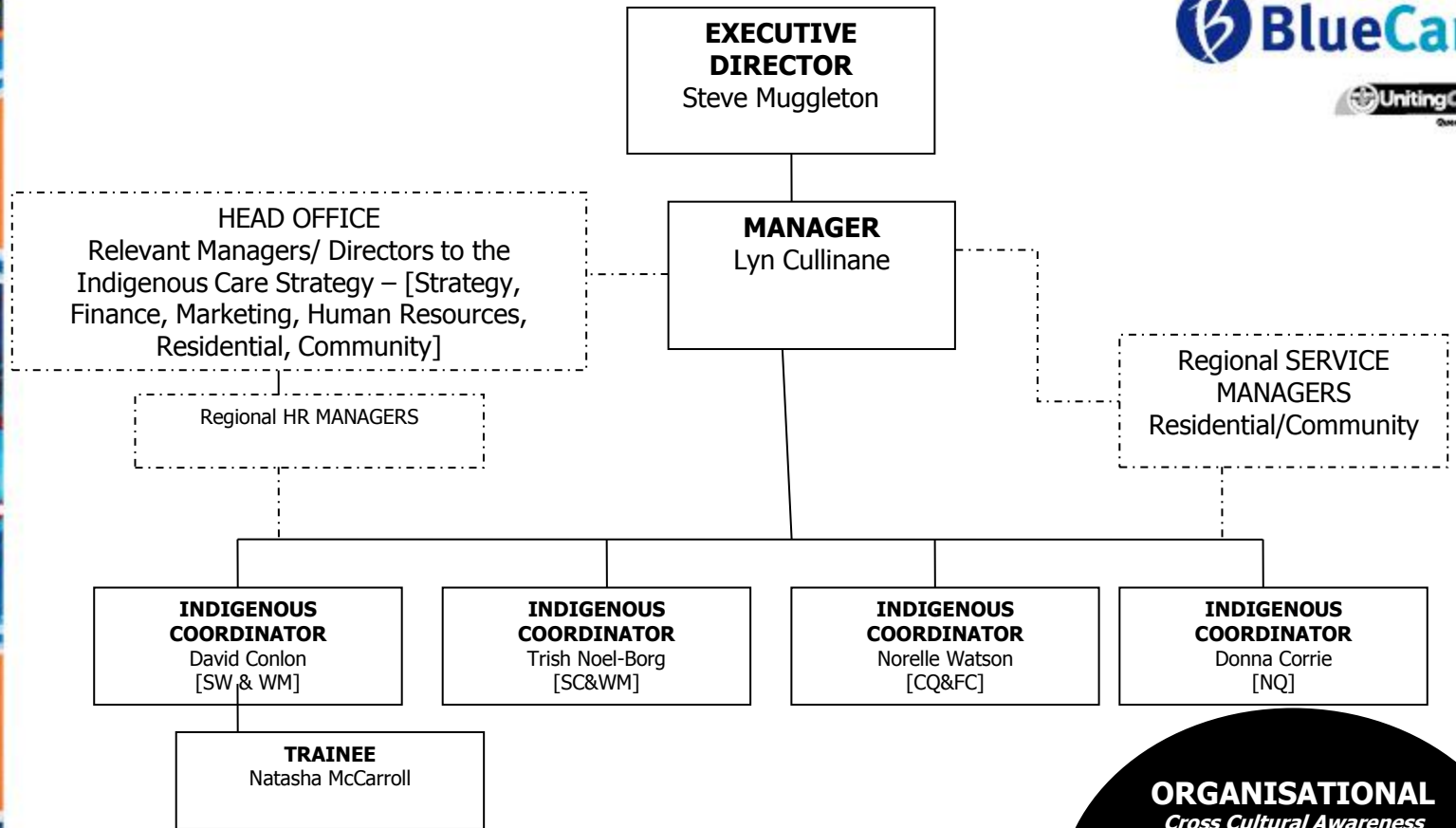


# Blue Care's – Indigenous Recruitment & Retention Strategy

Presented by: David Conlon

# Background Information

- ③ Vision passion and commitment of Blue Care's Executive Director
  
- ③ 2006 - Statewide Consultation Process carried out to both Indigenous and non-Indigenous members of the community
  - ➔ which resulted in 33 recommendations becoming the driving force behind our Indigenous Employment Program
  - ➔ Increase the number of Indigenous Coordinators from one to three
  
- ③ 2008 an additional coordinator was appointed to assist in the recruitment of a further 150 new employees over a 18 month period



# Moving Forward

- ③ **Proposed DEEWR target**
  - ➔ 165 Indigenous staff across the organisation – 2010 to 2012.
  - ➔ Development and launch of new Workforce Strategy – July 2010
  
- ③ **Department of Education, Employment & Workplace Relations Contract**
  - ➔ Blue Care's program is funded by the Commonwealth (DEEWR) for the purpose of recruiting Indigenous people. Blue Care also makes a significant financial contribution to the program.

# THE IMPORTANCE OF MENTORING AND RETENTION STRATEGIES

- ③ Critical factors to good levels of retention WITHIN THE INDIGENOUS EMPLOYMENT PROGRAM is a quality training system and mentoring program
- ③ A positive or negative experience can significantly influence the trainee/employee for better or worse.
- ③ An important role of the Indigenous Coordinator is to provide mentoring and support to resolve minor issues before they can become major obstacles.

# BETTER OUTCOMES FOR ALL STAKEHOLDERS

- ③ **The Employee/Trainee:** (skilled and confident - technical knowledge and generic employment skills, achievement of a nationally recognised qualification, access to higher pay and career paths in their chosen field).
- ③ **Blue Care:** (better trained and skilled staff, higher levels of job satisfaction and productivity, new ideas and innovation brought into the business due to training).
- ③ **Aboriginal and Torres Strait Islander Community:** Increased access by Aboriginal and Torres Strait Islander people to Blue Cares Services.
- ③ **Aged Care Industry** (more retention of skilled employees in Aged Care, improved industry image).





# Role of the Indigenous Coordinator

- **Recruitment:** Canvassing suitable jobseekers and short-listing possible candidates for interviews;
- **Selection:** Attending interviews with staff and the applicant;
- **Mentoring:** Providing ongoing mentoring and support of the employee;
- **Management:** Managing the Indigenous Employment Program.
- **Financial:** Save Advertising Costs, source incentives, subsidies and various other funding resources.

# Education Opportunities

- ③ Cert. III - Aged Care
- ③ Cert. III - Disability Work
- ③ Cert. III/IV - Community Development
- ③ Cert. II - Horticulture
- ③ Cert. III - Carpentry
- ③ Cert. IV - Business (Frontline Management)
- ③ Cert. II - Asset Maintenance (Cleaning Operations)
- ③ Cert. III - Hospitality
- ③ Cert. III/IV - Business Administration
- ③ Cert. III - Allied Health Assistant
- ③ Scholarships
- ③ Cadetships - Nursing

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# Partnerships

- ③ Star of the Sea Aged Care Hostel – Thursday Island
- ③ Ny-Ku Byen Aged Care Hostel – Cherbourg
- ③ Dija Meta Aged Care and Disable Hostel – Cairns
- ③ Kings College – Gold Coast
- ③ QLD Health – HAAC
- ③ Job Services Australia
- ③ Department of Employment Workplace Relations – DEEWR



Civil Engineering Contractors

community renewal

Disability Services Queensland  
Improving quality of life  
Building independence

Expert  
Volunteer

Indigenous Services

GIVE WAY

Blue

Red shirt woman

Blue shirt woman

White shirt man

Yellow shirt man

Striped shirt woman in wheelchair

# Strategies for the future

- ③ Launch of Recruitment & Retention Strategy (2010-2012)
- ③ 165 trainees to be appointed over the next two years
- ③ Cross Cultural Training
- ③ Staff and Client Statistics
- ③ Increase Partnerships
- ③ Increased no's of Indigenous people accessing Blue Care services
- ③ Conferences
- ③ Traineeships and Cadetships
- ③ Scholarships for Endorsed Enrolled Nurses (EEN's) and Registered Nurses (RN's)

# The End

