

HR & Recruitment Aboriginal Cultural Awareness

The HR Recruitment – Cultural Awareness Training has been designed specifically for HR and Recruitment personnel who are often the first point of contact for Aboriginal people when applying for work.

This program is recommended to ensure that full consideration is given to Aboriginal people within the employment process; and to encourage the development of recruitment procedures that are culturally inclusive. Experience has shown that if Aboriginal employees remain in employment for at least 3-6 months, they have significantly improved long term employment retention rates.

The workshop aims to create an employment environment that values and respects Aboriginal culture within the workplace and generally. Whilst the focus for this workshop is around the recruitment process, we feel it is vital to include an overview of the Aboriginal History of Australia and the Aboriginal Family & Kinship system within the content.

Summary:

The workshop focus will be to encourage companies to “change their culture” to be more open to working with Aboriginal people and to recognise communications barriers that continue to impede the recruitment process for Aboriginal applicants. The HR & Recruitment workshop will play a vital role in regard to proposed “organisational cultural change.”

HR Recruitment ACA Training Outline:

Session 1 – Historical Perspectives

This session will examine the effect of colonization on Aboriginal people, including past, present, continuing impact, and includes:

- » Overview of the time periods in the history of Aboriginal people.
- » Discussion and overview of past policies relating to Aboriginal people, which were implemented by Europeans.
- » Implications of past policies and the continuing impact on Aboriginal people.
- » The effect the history has had on non-Indigenous people – which is rarely considered.

Session 2 – Aboriginal Kinship System

This session will provide an overview of the Kinship System which governs Aboriginal people and includes:

- » How Aboriginal families are structured.
- » How Kinship influences relationships.
- » How this may implicate or impede the employment process and ways in which this can/may be managed.

Session 3 – Communication – Intercultural

This session examines general differences and various forms of communication between Aboriginal and non-Aboriginal people and

- » Provides information about why culture dictates how Aboriginal people communicate.
- » Explores intercultural communication, barriers and considerations.
- » Explores strategies to overcome communication across cultures.

Session 4 – Company Aboriginal Affairs Commitment

This session will examine why Industry engages with Aboriginal people and groups and provides:

- » An overview of the 1992 Mabo Decision, Native Title Act 1993, Land Use Agreements and the Heritage Act 1972 .
- » An overview of company specific Indigenous Participation commitments, workforce targets and, where applicable, projects that have contractual obligations.

Session 5 – Indigenous Recruitment Process

This session examine the role of HR & Recruitment in supporting company commitments to Indigenous Affairs and:

- » Discuss barriers that Aboriginal people face during the recruitment process.
- » Explore the development of Recruitment Strategies to ensure procedures are conducive to the needs of Aboriginal people.
- » Provide advice on culturally appropriate interviewing techniques.

Session 6: – HR & Recruitment – Role in Supporting Company Commitment to Indigenous Affairs

This session aims to enhance cooperation and build better working relationships between Aboriginal employees, groups, communities, HR & Recruitment personnel and:

- » Information on barriers and considerations.
- » Techniques when recruiting Aboriginal people.
- » Strategies for working with Aboriginal people.
- » And ensure that HR & Recruitment personnel understand their role in supporting the company commitment to Aboriginal participation.

The HR & Recruitment workshop will play a vital role in regard to proposed “organisational cultural change.”

