



Blue Care Indigenous Employment Strategy



Indigenous Employment

- ⑥ A priority of the Blue Care Indigenous Care Strategy (2005) was to review the Indigenous Employment Strategy.
- ⑥ This Indigenous Employment Strategy review recommended:
 - ➔ Increase in the number of Regional Indigenous Co-ordinators from one to four.
 - ➔ A greater focus on mentoring, retention and recruitment and diversity of employment opportunities.
- ⑥ The review also noted that it was likely that access to Blue Care services would increase if employment numbers increased.





The Regional Indigenous Coordinators (RICs)



Southeast QLD

Top Left – Lyn Cullinane

Central QLD, Wide Bay

Top Right - James Von Senden

South Coast & West Moreton

Bottom Right – Julie Darby

North QLD

Bottom Left – Gavin Kum Sing

Regional Indigenous Coordinators

- In 2007 the number of Regional Indigenous Coordinators increased from one to three.
- In the same year, an additional 100 Indigenous employees joined Blue Care.
- A new two year contract with the Commonwealth for a further 150 Indigenous staff over the next two years has been signed.
- Our aim is to reach a target of 3.5% of our workforce by end 2010. (equivalent to the % of Indigenous population of Qld).





Employment status

- ⑥ Of the 100 Indigenous people employed with Blue Care in Contract Two 71% were part time, 24% full time trainees and 5% full time employees.
- ⑥ Approximately 33% of our Indigenous workforce are personal Carers with the balance comprising the following:
 - ➔ Residential 19%
 - ➔ Nursing 17%
 - ➔ Respite 11%
 - ➔ Hospitality 8%
 - ➔ Business Administration 8%
 - ➔ Allied Health 2%
 - ➔ Maintenance and Horticulture 2%







Education Opportunities

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



Our Organisation

- ⑥ Offers a range of opportunities in employment for Indigenous people across a diversity of roles.
- ⑥ Provides vocational education pathways and career advancement opportunities for Indigenous staff.
- ⑥ Commits to mentoring and additional support to assist in the retention of staff.
- ⑥ Offers an Indigenous friendly recruitment process.
- ⑥ Consistently refines and evaluates our approaches to improving our Indigenous employment program.

Access – 2006/07 to 2007/08

- ⑥ An increase in the employment of Indigenous staff has resulted in a gradual increase in access by Indigenous people to Blue Care services.
 - ➔ HACC – increase of 0.30%
 - ➔ CACPs – increase of 1.33%
 - ➔ community clients increase of 0.2%

- ⑥ These figures equate to an overall increase of 164 Indigenous clients accessing services in 2006/07.








External Achievements

- ⑥ Program nominated for Reconciliation Award by Queensland Government.
- ⑥ Program's success recognised by Commonwealth Government through funding of an additional 150 placements.
- ⑥ Blue Care is recognised as the leader in the employment of Indigenous staff in the Aged Care industry in Queensland.
- ⑥ Blue Care is recognised as an organisation committed to enhancing Indigenous people's health through their improved access to services.

Priorities for 2008

- 
- ⑥ Recruit and retain Indigenous staff.
 - ⑥ Develop and enhance partnerships with the Indigenous community and other agencies associated with Aged Care.
 - ⑥ Improve access by Indigenous people to our services.
 - ⑥ Engage with the Indigenous community on a range of issues as they relate to the improved health of ageing Indigenous people.
 - ⑥ The facilitation of Cross Cultural Training delivered across Blue Care.

