

## GENERATION ONE

# INDIGENOUS EMPLOYMENT INDEX

GENERATION ONE  
SEEKS TO CREATE  
EMPLOYMENT PARITY  
WITH AND FOR INDIGENOUS  
AUSTRALIANS WITHIN  
ONE GENERATION.



## BACKGROUND

While there has been progress over recent decades when it comes to increasing Indigenous employment, a significant gap remains. In fact, less than 50 per cent of working age Indigenous Australians were in work in 2018.

An ongoing challenge to achieving parity is the lack of data and limited reporting on Indigenous employment. Without data, we cannot make informed decisions to close the employment gap. We are seeking to overcome this challenge through the **Indigenous Employment Index**.

## THE INDEX

In 2021 Generation One is launching Australia's first Indigenous Employment Index. This Index will engage with 50 of Australia's large employers to:

- establish a baseline for the state of Indigenous employment parity amongst Australia's large employers
- identify what practices work to achieve sustainable Indigenous employment
- deliver a national report and individual, confidential organisational profiles

Generation One is seeking the participation of 50 Australian employers in the inaugural Index, and is also committed to working with participating employers to support sustainable and meaningful Indigenous employment.

## PROJECT LEADERSHIP

The Indigenous Employment Index is guided by an Expert Advisory Panel. This Panel, with 50 per cent Indigenous representation, constitutes a range of senior executives, academics and Indigenous employment specialists who are committed to creating positive change. Their valuable contribution has shaped the Index's Conceptual Framework and methodology.

Generation One has also engaged two research partners to complete the Index, Bankwest Curtin Economics Centre and Murawin.



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Photo Credit: Minderoo Foundation

## METHODOLOGY

The Indigenous Employment Index will collect and analyse both quantitative and qualitative data, relating to:

- employment policies and practices
- current state and pervasiveness of Indigenous employment
- lived experiences of Indigenous employees

Quantitative data collection will be completed via an online survey, and qualitative data will be collected through interviews and focus groups. A small number of organisations will also have the opportunity to provide feedback during the test-and-learn stage of the project.

All data collected will align to the Index's Conceptual Framework, covering five key areas:

- 1. Commitment, Governance & Reporting**  
strategies, policies, targets and accountability
- 2. Workplace Culture & Leadership**  
cultural awareness and competency, cultural safety and authentic organisational leadership
- 3. Attraction & Recruitment**  
recruitment processes, roles available, pre-employment, job readiness, and developing a pipeline
- 4. Engagement, Retention & Development**  
representation, retention, engagement, career pathways and promotion
- 5. Indigenous Community Engagement**  
strategy, partnerships and Indigenous voices.

The Index will undergo a robust ethics and privacy process, to uphold the integrity and confidentiality of information collected.

## WHY PARTICIPATE?

This comprehensive study into Indigenous employment practices will advance our collective understanding and knowledge of 'what works' in promoting sustainable and meaningful Indigenous employment parity.

Participating employers also have the opportunity to be recognised as contributors to Australia's inaugural Indigenous Employment Index, and help shape the final report through their input.

Participating employers will also:

- Gain access the Index's extensive Conceptual Framework, outlining a range of organisational drivers for sustainable Indigenous employment
- Receive a confidential, individual benchmark report for the organisation. This will identify strengths, gaps and opportunities for improvement
- Evaluate the maturity of organisational policies and practices, and their impacts on Indigenous employment
- Access practical support through Generation One's facilitated peer network

## WHAT IS REQUIRED?

Generation One is mindful of the many workforce diversity and other reporting requirements facing large organisations, and has designed the Index to require minimal possible reporting, for maximum value and insights.

Participating organisations will be asked to:

- complete an online survey to provide information about Indigenous representation and employment practices
- nominate 1-3 interviewees for qualitative input, including a senior leader, line manager and/or Indigenous employees.

Data collection will be undertaken between September and October 2021 by our research partners. Employers will also have the opportunity to provide feedback on the Index findings before report publication.

## FOR MORE INFORMATION

Contact Liz Griffin, Indigenous Employment Lead at Generation One: [egriffin@minderoo.org](mailto:egriffin@minderoo.org)

## ABOUT MINDEROO FOUNDATION

Established by Andrew and Nicola Forrest in 2001, Minderoo Foundation is a modern philanthropic organisation seeking to break down barriers, innovate and drive positive, lasting change. Minderoo Foundation is proudly Australian, with key initiatives spanning from ocean research and ending slavery, to collaboration against cancer and building community projects.

## ABOUT GENERATION ONE

Generation One is an initiative of the Minderoo Foundation with a mission to create employment parity with and for Indigenous Australians, within one generation. We believe that Indigenous Australians should have the same opportunities to achieve economic independence and empowerment through employment and business.



**Shelley Cable**  
CEO, Generation One