

Aboriginal Employment Industry Cluster Program 2021



The Governor's Aboriginal Employment Industry Cluster Program (AEICP) is an employer led initiative established in 2010 which has been supported by the Department of Innovation and Skills (DIS).

The aim of AEICP is to facilitate attitudinal changes to increase employment of Aboriginal and Torres Strait Islander people.

The Cluster Program is now attached to the Office of the Industry Advocate with a new model of engagement but with same objective of working with industry sectors to facilitate the uptake of Aboriginal and Torres Strait Islander employment and in particular apprenticeship and traineeship commencements.

The reasoning behind this change was to build on the role of the Industry Advocate and the engagement the office has with business and through the implementation of the State's Industry Participation Policy. For example all Tailored Industry Participation Plans now require a target of expenditure in the supply chain of the project with local Aboriginal owned business and a percentage of the workforce which will be Aboriginal and Torres Strait Islander people.

Indications are the South Australian business community and the private sector more broadly want to employ local Aboriginal people and diversify their supply chains and increase the share of procurement spend sourced from local Aboriginal businesses.

However, for many South Australian Aboriginal and Torres Strait Islander people converting this interest into a reality is proving difficult.

It is important to recognise that Aboriginal owned businesses more likely to hire Aboriginal staff than non-Aboriginal businesses. The intention is to have a good balance of Aboriginal and non-Aboriginal businesses as Cluster Program members to learn from each other and to find more meaningful collaboration to address this difference.

Obviously the team is keen to include businesses on the Clusters that have a genuine commitment to employing Aboriginal and Torres Strait Islander people, either directly or through their networks.

The target is to have 100 businesses register on the AEICP in the first quarter of 2021. The various Industry Clusters are:

- Building and Construction (BC)
- Creative Industries (CI)
- Defence Industries (DI)
- Civil, Energy, Infrastructure & Water Resources (CEIWR)
- Information Communication Technology (ICT)
- Manufacturing & Distribution (MD)
- Medical & Healthcare Services (MHS)
- Professional & Technical Services (PTS)
- Tourism & Hospitality (TH)

A main focus for the Cluster Program will be to target Aboriginal and Torres Strait Islander youth, either still in school, early school leavers or recent school leavers that are wanting to transition into the workforce.