

**Barring Djinang: First Peoples
Workforce Development
Framework**



**Victorian
Public Sector
Commission**



VICTORIA
State
Government



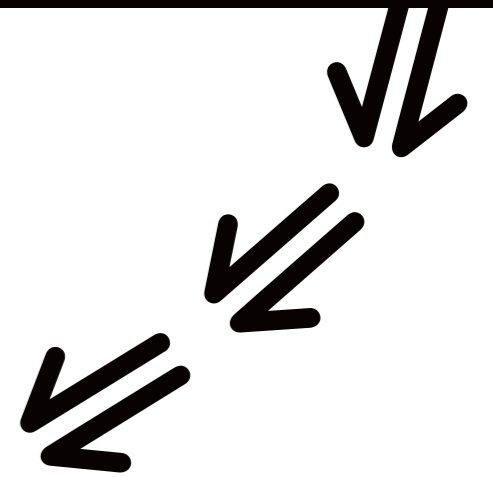
About the First Peoples

Workforce Development Framework

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The First Peoples Workforce Development Framework is the Victorian public sector's 4-year commitment to enhance First Peoples' employment outcomes.





A message from the Commissioner

I'm delighted to introduce the Barring Djinang First Peoples Workforce Development Framework 2024 to 2028, building on the strong foundations of the previous Barring Djinang Strategy.

On behalf of the Victorian Public Sector Commission, I acknowledge the Traditional Owners of the lands on which we live and work and I pay my respects to their ancestors and elders past and present.

First Nations employees bring unique knowledge, skills and experience that enrich our public sector, and benefit all Victorians.

The key objectives in the framework are to boost First Peoples employment across the sector, increase First Peoples representation in leadership positions, make the public sector the employer of choice for First Peoples in Victoria and improve cultural capability across the sector.

Barring Djinang is a Taungurung phrase meaning "pathway of the feet" and one of our goals is to improve all pathways for First Nations employees in our sector, whether it be their path into their very first role or into leadership.

Across all our focus areas including capability-building and retention, we want our sector to be built on a bedrock of inclusion and cultural safety.

This framework sets out new, immediate and ongoing projects all aimed at recruitment, retention, cultural safety, building capability and instilling a sense of pride in public sector work. It will also guide future efforts.

The work falls under 6 focus areas:

- increasing entry-level career pathways
- fostering career growth and mobility
- supporting the leadership pipeline
- connecting and sharing
- strengthening cultural capability
- and improving understanding and insights.

All Barring Djinang work will actively contribute to the Victorian Government's objectives to advance First Peoples self-determination as the state takes steps towards Treaty.

Barring Djinang is rooted in collaboration and consultation with the senior First Nations leaders in the VPS, First Peoples employment practitioners and employees across the sector. Their expertise and lived experience will continue to shape our implementation and I thank them for their efforts.

I'm grateful to all of our partners for their invaluable and generous contributions and our shared commitment to improving employment opportunities and experiences for First Peoples Victorians and cultural capability in the public sector. I look forward to the progress we will make by working together.

Brigid Monagle
Commissioner
Victorian Public Sector Commission



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A message from Deputy Secretary, First Peoples State Relations

I proudly acknowledge Victoria's First Peoples, members of the world's longest-continuous living culture. I acknowledge the Traditional Owners of the lands on which we live and work and pay my respects to their Elders past and present.

Victoria has led the nation to progress treaty and truth and to advance Aboriginal self-determination in partnership with Traditional Owners and Aboriginal Victorians.

We want Victoria to lead the way in Aboriginal employment. The Barring Djinang First Peoples Workforce Development Framework 2024 to 2028 guides our progress towards more First Peoples employees thriving in public sector work.

Much more needs to be done to address persistent issues and this framework lays out practical, achievable steps and a roadmap for the future.

You can see the impact of genuine and ongoing collaboration with First Peoples organisations in this work.

All First Peoples should feel safe and find ample opportunities in public sector workplaces. I commend the work of the Victorian Public Sector Commission and all its partners in bringing this framework to life.

Barring Djinang is another important step toward an equal future for Victoria's First Peoples.

Terry Garwood
Deputy Secretary, First Peoples State Relations
Department of Premier and Cabinet

Strategic objectives

The strategic objectives focus on improving First Peoples employment outcomes in the public sector.



Strategic objectives

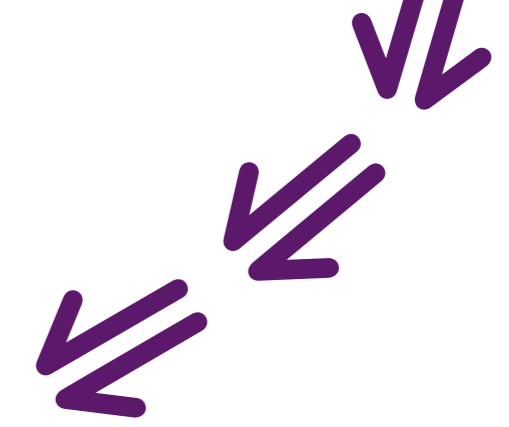
- 1 Boost First Peoples employment across the sector.
- 2 Grow Victorian Public Service (VPS) leadership capacity by increasing First Nation representation.
- 3 Make the Victorian public sector an employer of choice for First Peoples in Victoria.



Partners and stakeholders

- The Advisory Group and Community of Practice will provide:
- strategic advice
 - direction
 - ongoing feedback.
- The Victorian Public Sector Commission (VPSC) will:
- support strong governance and accountability
 - monitor, report on progress and evaluate framework's impact.
- The Victorian Secretaries Board (VSB) will:
- have a collective agreement to contribute to funding
 - provide leadership and commitment.

Focus areas and initiatives



Initiatives, outcomes and measures of success for each focus area to keep progress on track.



Increasing entry-level career pathways



Fostering career growth and mobility



Supporting the leadership pipeline

VPSC initiatives

- First Peoples (Aboriginal) Vocation Education and Training (VET) graduate program**
An entry-level program targeted VET graduates, leading to ongoing employment in the public sector.
- First Peoples (Aboriginal) pathway to the Victorian Government graduate program**
Support for the existing entry-level program designed to recruit First Peoples tertiary graduates.

- Career coaching and support**
Provide opportunities for flexible career development supports, including mentoring and tailored coaching.
- Reciprocal pathways with community**
Explore opportunities for pathways and exchanges between the public sector and community organisations to build collective capability.

- Barring Djinang First Peoples Leadership Program**
Continue to coordinate a leadership program led by First Peoples for emerging First Nations public sector leaders.
- Executive development and transition support**
Provide tailored support and connection for new First Nations executives and those looking to transition from VPS to executive roles.

Commitment from Victorian public sector organisations

- The Victorian public sector will help increase entry-level placements by:
- participating in centrally coordinated VET and tertiary entry-level programs
 - supporting other early career employment programs coordinated at a local level, with a priority on ongoing pathways.

- The Victorian public sector will support career growth and opportunities for skill sharing by:
- linking First Nations employees to timely career development opportunities and coaching
 - exploring and leveraging opportunities for skills sharing between departments and community organisations.

- The Victorian public sector will support emerging First Nations leaders by:
- identifying and supporting First Nations employees to participate in the Barring Djinang First Peoples Leadership Program
 - investing in building leadership capability and capacity at a localised level.

Outcomes and measures of success

- More First Peoples join the Victorian public sector through entry-level programs that lead to ongoing employment.
- Measures of success:
- number of graduates placed
 - number of placements in other programs.

- First Nations employees develop skills and capability to progress meaningful careers and strengthen community capacity.
- Measures of success:
- number of participants in programs and initiatives
 - feedback from employees and community organisations
 - career movements.

- Emerging leaders have access to effective, impactful and culturally appropriate leadership development that supports career progression.
- Measures of success:
- number of participants in programs and initiatives
 - feedback from employees
 - career movements.



Connecting and sharing

Nyanak Lotjpa First Peoples Staff Network
Coordinate a whole of VPS network, supporting events, networking, peer support, learning and sharing opportunities for career development and mobility.



Strengthening cultural capability

Supporting Self-Determination and Treaty readiness
Explore centrally coordinated learning for VPS employees to build core capabilities in Self-Determination and Treaty.

Aboriginal and/or Torres Strait Islander cultural capability toolkit
Update the toolkit and support public sector organisations to use it.



Improving understanding and insights

First Nations employee workforce data
Improve the collection and use of First Nations employment data, for example in HR systems, to help monitor employment outcomes.

First Nations employee insights
Use People matter survey data and research to find out more about the experiences of First Nations employees.

VPSC initiatives

Commitment from Victorian public sector organisations

The Victorian public sector will provide opportunities for First Nations employees to connect by:

- supporting First Peoples staff networks across the public sector
- promoting opportunities to participate in Nyanak Lotjpa initiatives and events
- actively participating in the First Peoples Community of Practice.

The Victorian public sector will strengthen cultural capability and improve cultural safety by:

- promoting education programs across the public sector and workforce cohorts
- providing departmental educational resources with a focus on cultural safety for First Nations employees.

The Victorian public sector will share information and insights with the VPSC to:

- improve how data is collected, shared, used and stored
- help inform organisational strategies.

Outcomes and measures of success

First Nations employees have opportunities to connect with colleagues across the public sector. This includes increased visibility of events, learning and development opportunities and job opportunities.

Measures of success:

- number of events
- number of members
- feedback from members.

Increased cultural capability leads to more culturally safe workplaces and better attraction and retention of First Peoples employees.

Measures of success:

- number of participants in cultural capability programs or learning opportunities
- feedback from participants
- People matter survey results.

The Victorian public sector provides better data and insights about the experiences of First Nations employees to help improve employment outcomes and strategies.

Measures of success:

- more accurate diversity data collection
- use of People matter survey data and insights to improve First Nations employment outcomes.



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