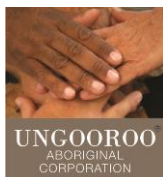


8/09/2014

Ungooroo Aboriginal Corporation & DOOKAL Group



Pty Ltd Employment Strategy



Ungooroo Aboriginal Corporation and DOOKAL Group Pty Ltd require safe and effective working relationships at all levels.

Whilst respecting different cultures, traditions and employment practices, we share common goals, in particular to encourage a safe and culturally comfortable learning and training centre and are committed to promoting good community as well as corporate values and ethical behaviour.

Ungooroo & DOOKAL provides training and employment on the basis of the skill and job requirement. Ungooroo & DOOKAL does not discriminate on the grounds of age, ethnic or social origin, gender, sexual orientation, politics or religion.

Ungooroo & DOOKAL Groups strategy is to train and find employment for our local community foremost as well as broader communities.

Being trained to work and then working in a safe, healthy and environmentally safe, comes first and foremost in our strategies for training and employment.

Beyond that, Ungooroo & DOOKAL Group believes in enabling employee and jobseekers to develop at their individual pace to the extent of their natural abilities.

The corporations & company's policy and strategy allow for flexible delivery of training and cater for RPLing and RCC. We also provide trained mentors under 'The Way Ahead Program' and the '[New Careers for Aboriginal People Program](#)' to attend to each individual student or jobseekers or employees needs and concerns.

Ungooroo as an organisation endeavours to improve our skills and competencies by regular performance reviews, recognising potential and undertaking education, training and coaching and offering professional development opportunities within the group.

Ungooroo & DOOKAL Group's policy for training and skill development is that we expect managers and staff to be models of highest standard of behaviour. We treat each other and those we deal with eternally with dignity and fairness and respect.

We do not tolerate harassment in the workplace or training environment and neither abuse or misuse our positions as managers or directors or staff or misuse the facilities for our personal use.

We endeavour to work together with and across communities and businesses, cultures to raise cultural awareness and to raise performance of our students and employees and jobseekers.

Ungooroo Aboriginal Corporation & DOOKAL Group Pty Ltd's code of conduct policy is forefront to our business ethic and dealings.

Key Themes of the Ungooroo & DOOKAL Group Aboriginal Employment Strategy

Five key themes have been identified in the Aboriginal Employment Strategy to provide the solid base for the promoting of positive relationships between Ungooroo and DOOKAL, Ungooroo and DOOKAL people and the Aboriginal community to increase Aboriginal employment. They aim to promote the adoption and development of 'best practice' to Aboriginal employment across the following areas:

1. Identifying and building of pathways from education to employment
2. Promotion of employment opportunities
3. Supporting and retaining Aboriginal people in employment
4. Enhancing an inclusive culture
5. Governance and monitoring.

1. Identifying and building pathways from education to employment

Through the identification and establishment of sustainable pathways from education and employment, Ungooroo and DOOKAL will assist Aboriginal people in the transition from training, education or external employment to careers within Ungooroo and DOOKAL.

2. Promoting employment opportunities

The promotion and advertising of employment opportunities to Aboriginal jobseekers to expand the number of Aboriginal people working in Ungooroo and DOOKAL.

3. Supporting and retaining Aboriginal people in Employment

Ungooroo and DOOKAL will provide well-supported inductions for Aboriginal people and will ensure it is able to support Aboriginal people in their connection to family and community. The development of the skills and capacity of Ungooroo and DOOKAL's staff will assist in achieving a range of goals including:

- Achieving appropriate representation of Aboriginal people at all levels
 - Retaining Aboriginal people in Ungooroo and DOOKAL
 - Providing better services to the community
 - Creating new Aboriginal employment opportunities, through the promotion of Aboriginal people working in entry level targeted Aboriginal positions.
- ### 4. Enhancing an inclusive culture
- Ungooroo and DOOKAL's culture is one which values and respects all people. Ungooroo and DOOKAL will provide activities to increase the Aboriginal cultural awareness and competency of its people, allowing for the opportunity to enhance Ungooroo and DOOKAL's inclusiveness.

5. Governance and monitoring

Through the development of effective monitoring and evaluation processes of the Ungooroo and DOOKAL Aboriginal Employment Strategy, the attainment of goals and objectives will be measured through the delegation of organisational responsibility.

Taasha Layer

CEO