



## **Aboriginal Employment and Training Strategy**

### **Purpose**

This factsheet explains what an Aboriginal Employment and Training Strategy is and the basic information we are looking for.

### **What is an Aboriginal Employment and Training Strategy?**

An Aboriginal Employment and Training Strategy is a short plan that explains how your organisation and/or project will support Aboriginal people through jobs and training opportunities. It shows your commitment to providing meaningful employment, skills development and career pathways for Aboriginal people in the Northern Territory.

You only need to provide an Aboriginal Employment and Training Strategy to Aboriginal Investment NT if it is a requirement of your funding agreement.

### **What your Aboriginal Employment and Training Strategy must include (Minimum Standards)**

To meet our Minimum Standards, your Aboriginal Employment and Training Strategy must include:

#### **1. Purpose / Commitment statement**

- Provide a short summary of why your organisation wants to support Aboriginal employment and training.

#### **2. Background and context**

- Provide a short description of your current workforce (for example, how many people you employ now, how many Aboriginal employees you have, what you already do to support Aboriginal employment and training, etc.).

#### **3. Employment goals**

- Describe how many additional Aboriginal jobs or work hours for Aboriginal people you want to create through this project/funding (for example, percentage of workforce, or number of new roles).
- Describe the types of positions or levels (for example, traineeships, apprenticeships, casual or permanent roles).

#### **4. Training and development**

- Describe what training, mentoring or professional development will be provided.
- Describe how you will help Aboriginal employees gain skills for career progression.

#### **5. Recruitment plan**

- Describe how you will get Aboriginal people to apply for the new jobs (for example, advertising, community engagement, etc.).
- Describe any partnerships with local Aboriginal organisations, schools, training providers or other organisations that will help you employ Aboriginal people.

#### **6. Retention and support**

- Describe how you will support Aboriginal employees to stay and grow in their roles (for example, mentoring, flexible work, culturally safe environment, etc.).

#### **7. Monitoring and evaluation**

- Describe how you will show your progress against this strategy (for example, number of jobs filled, training completed, etc.).

#### **Tips for grantees**

- This isn't a long or complicated document – it just needs to clearly outline your plan and goals.
- Be clear and specific – numbers, roles and timelines help.
- Make it realistic – only commit to what you can deliver.

#### **If you need help**

Contact the **Grants Team** on 1800 943 039 before submitting your Aboriginal Employment and Training Strategy.

*Updated 12 March 2026*