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We want a diverse workforce that represents the community we serve. This includes, but is not limited to, employing First Nations peoples.

It also means making sure we have the right employment practices, cultural awareness training to help our staff, and provide a culturally safe workplace.

NDIA First Nations Employment and Inclusion Plan

Our NDIA First Nations Employment and Inclusion Plan 2022-25 outlines how we support jobs and career development for First Nations people.

- [NDIA First Nations Employment and Inclusion Plan 2022-25 \(PDF 4MB\)](#)
- [NDIA First Nations Employment and Inclusion Plan 2022-25 - Easy Read \(PDF 8MB\)](#)

NDIA Reconciliation Action Plan

The Agency is committed to achieving its reconciliation vision and walking with First Nations peoples.

It is currently developing its third Reconciliation Action Plan.

This sets out how we will work towards reconciliation.

We want to work with First Nations peoples and communities, giving them culturally responsible access to:

- the Scheme
- employment opportunities within the Agency.

The RAP helps build respectful relationships with First Nations peoples and communities.

Read the Agency's previous Reconciliation Action Plan:

- [Innovate Reconciliation Action Plan 2019 - 2021 \(PDF 3MB\)](#)

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- [Innovate Reconciliation Action Plan 2019 - 2021 in Easy Read \(PDF 3.6MB\)](#)

Employee Network

The First Nations Employee Network (FNEN) helps Aboriginal and Torres Strait Islander staff connect with each other.

It's also a place to promote and build a community in the Agency.

Affirmative Measures - Aboriginal and Torres Strait Islander Employment

Some jobs are only open to Aboriginal and Torres Strait Islander people. This is called Affirmative Measures (Aboriginal and Torres Strait Islander).

It's a Commonwealth Government plan to boost employment for Aboriginal and Torres Strait Islander people.

These jobs are on the [NDIA vacancies for Affirmative Measures](#) page.

If you get an Affirmative Measures job, you need to show proof of Aboriginality from a registered Aboriginal and Torres Strait Islander organisation.

You can read more about [Indigenous Australians - Affirmative Measures](#) on the Australian Public Service Commission (APSC) website.

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