



First Nations Employment and Inclusion Plan

2022 to 2025



Easy English

Hard words



This book has some hard words.

The first time we write a hard word

- the word is in **blue**
- we write what the hard word means.

You can get help with this book



You can get someone to help you

- read this book
- know what this book is about



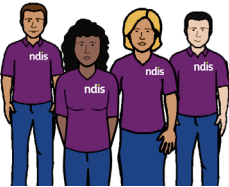
- find more information.

We will write contact information at the end of this book.

Who wrote this book?



The **National Disability Insurance Agency** or NDIA wrote this book.



The NDIA manages the **National Disability Insurance Scheme** or NDIS.



The NDIS gives services and support to people with disability under 65 years of age.

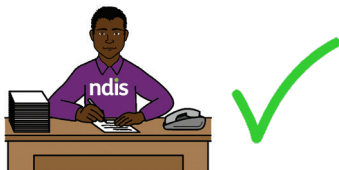


We respect **First Nations people**.



First Nations people are

- Aboriginal and Torres Strait Islander people
- the first people to live in Australia.

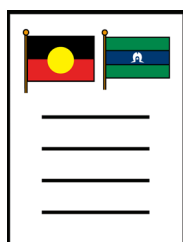


We want the NDIA to be a good workplace for First Nations people.

What is this book about?



This book is about our First Nations **Employment and Inclusion Plan**.

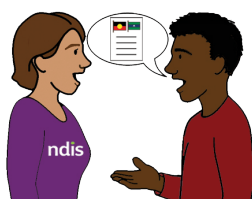


We will call it **the plan**.

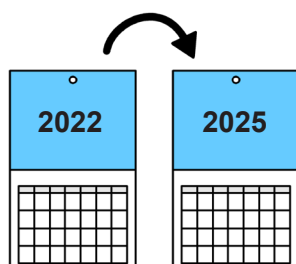


The plan says how we will

- help more First Nations people start work at the NDIA
- help First Nations people who already work at the NDIA to enjoy their work and do a good job.



We made the plan with help from First Nations people.



The plan goes from **2022 to 2025**.

There are 3 goals in the plan



1. Cultural integrity

Cultural integrity means we work hard to understand First Nations culture and people.

2. Career opportunities



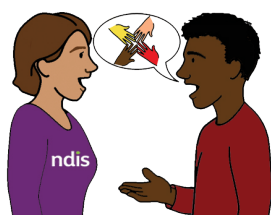
Career opportunities means we help First Nations people start a job with the NDIA.

3. Career development

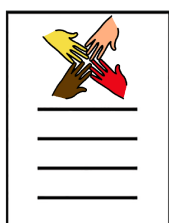


Career development means First Nations people can try new jobs and skills over time.

1. Cultural integrity



We will talk to First Nations people for ideas and support when we make choices.



We will make **Reconciliation Action Plans**.



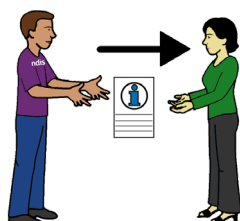
Reconciliation Action Plans help

- First Nations people who work with the NDIA
- other people learn about the history and culture of First Nations people.



We will work with other organisations to

- learn about First Nations culture
- share information
- think of new ways to work.

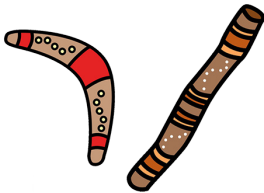




We will make sure our workers know about First Nations culture and history.

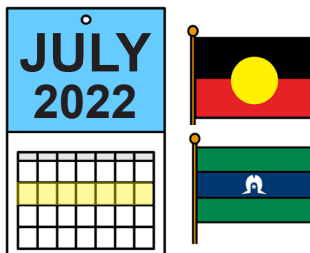


We will support our workers to learn about First Nations culture and history.



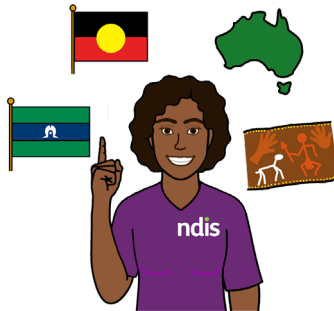
We will celebrate First Nations

- culture
- community
 - for example, for important celebration days and events.

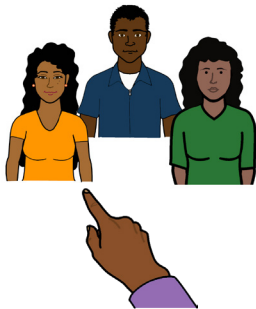




We will find ways to help First Nations people work with us.



The people who choose workers for the NDIA must understand First Nations culture.

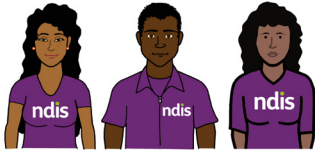


First Nations people will help us choose who works with the NDIA.

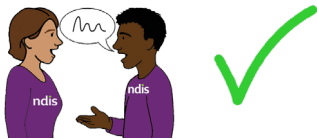


We will make sure we respect First Nations culture when we choose new workers.

2. Career opportunities



We will make more jobs for First Nations people.



We will learn about First Nations people who work at the NDIA so that

- we value their work with us



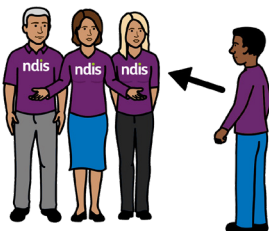
- they keep working with us.



We will make sure our **policies** are **inclusive**.



Policies are rules for what we want to happen.

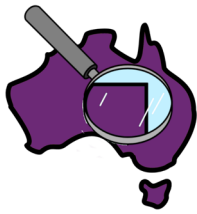


Inclusive means everyone can join in.

For example, people with disability.

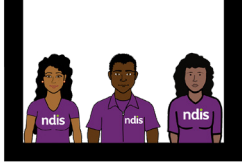


We will make sure our employment process is inclusive.



We will work with government to

- find First Nations workers



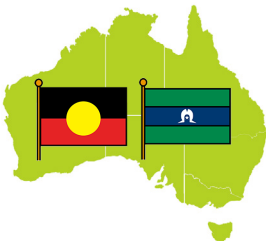
- keep First Nations workers



- help First Nations workers move into **senior roles**.



Senior roles include jobs that mean you manage other people and grow your work skills.

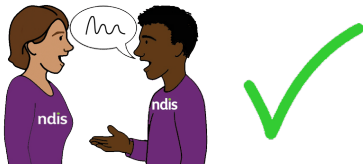


We will make more jobs for First Nations people in **regional and remote** areas.



Regional and remote areas are places far away from cities and towns.

3. Career development



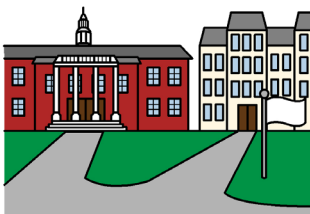
We will make sure we know how First Nations workers will make the NDIA better.



We will help First Nations people get better jobs with the NDIA.



We will organise events where First Nations workers can meet.



We will partner with universities and other **higher education** places to find First Nations workers.



Higher education places are where you might study after high school.



We will help First Nations workers

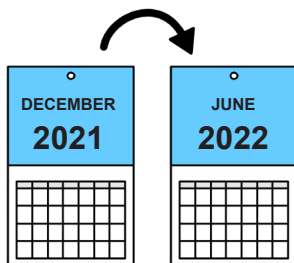
- have the choice to try different jobs



- get more skills.



We will work with the government to make a place for learning in a regional area.

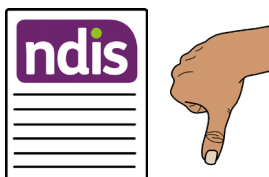


We will check our work

We will check our plan every 6 months.

For example, we will

- look at what works with the plan
- look at what does **not** work with the plan
- report problems or changes we might need to make.



More information



For more information contact
National Disability Insurance Agency



Call 1800 800 110



Website www.ndis.gov.au



Email cultureandinclusion@ndis.gov.au



You can get the full information on our website
www.ndis.gov.au



If you need help to speak or listen use the
National Relay Service.



Call 1800 555 660



Website

communications.gov.au/accesshub/nrs



Give the relay officer the phone number you
want to call.



TTY

Call 1800 555 677



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