On this page:

Opportunities for First Nations people
Cultural safety and inclusion
Affirmative Measures - Aboriginal and Torres Strait Islander Employment

Opportunities for First Nations people

We aim to boost job opportunities for Aboriginal and Torres Strait Islander peoples. We do this in a number of ways.

Indigenous apprenticeships

The Indigenous Apprenticeships Program (IAP) is a 12-month entry level program run by Services Australia.

This program provides tailored learning, based on academic and cultural needs.

Program aims and benefits include:

- a permanent, full-time job starting at APS3 level then moving up to the next APS level when you complete the program
- studying at the diploma level, with a range of specialisations offered
- an apprenticeship support and mentor program
- a competitive salary, superannuation and employment conditions.

Visit the IAP website for more information.

Cultural safety and inclusion

We want a diverse workforce that represents the community we serve. We provide a culturally safe workplace.

Employment and inclusion

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)

Reconciliation

We have launched our third Innovate Reconciliation Action Plan. It sets out how we work towards reconciliation.

It also helps build respectful relationships with First Nations people and communities.

Read the plan:

- Innovate Reconciliation Plan 2024-2026 (PDF 6.1MB)
- Innovate Reconciliation Plan 2024-2026 - Easy Read (PDF 6.1MB)

Employee network

Our First Nations Employee Network helps Aboriginal and Torres Strait Islander employees connect with each other.

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

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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