



Indigenous Jobs Map

Louisa Warren, Executive
Manager, Indigenous
Engagement, CSIRO

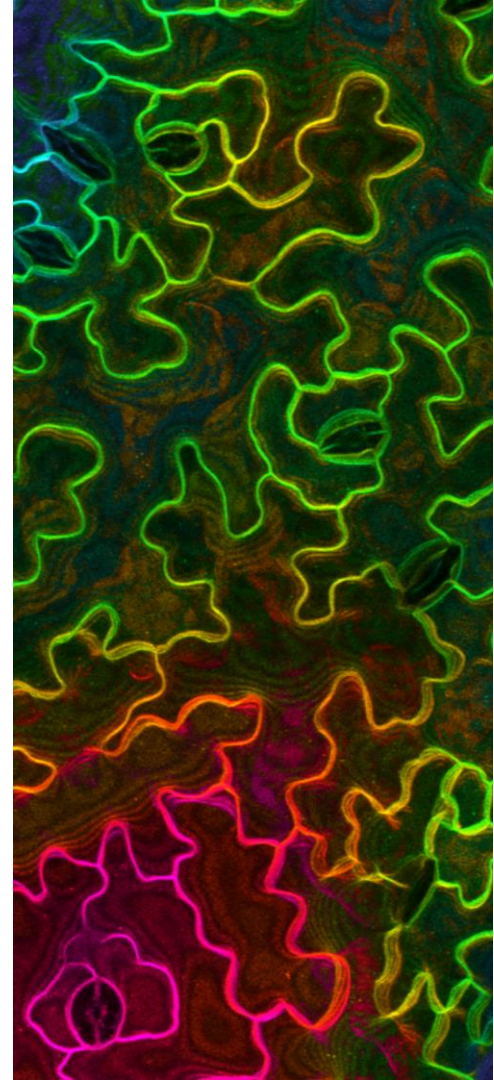
Dr Claire Mason, Principal
Research Scientist,
CSIRO's Data61





Benefits of diversity and inclusion

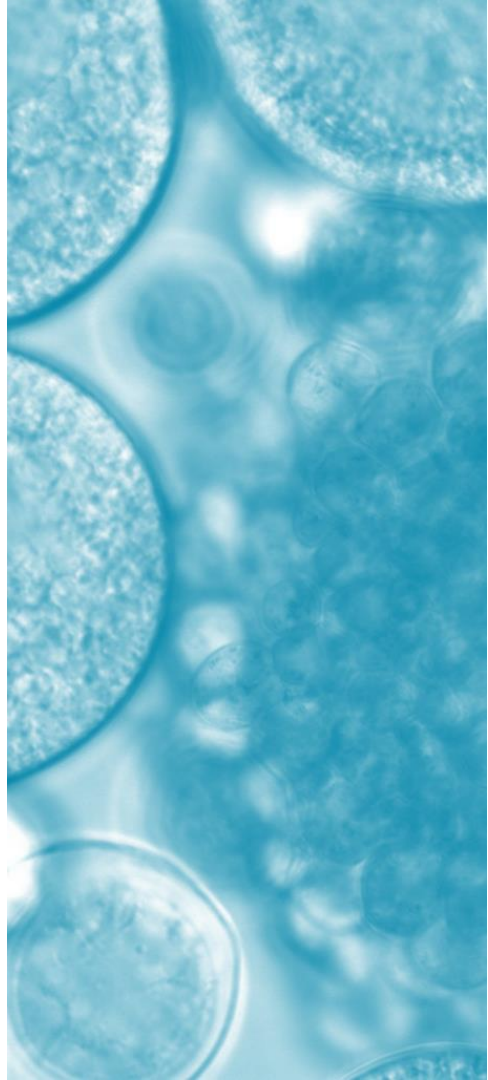
- Employee engagement
- Productivity and profitability
- Lower employee turnover
- Organisational resilience





The challenge

- Approximately two thousand Australian employers have a Reconciliation Action Plan (RAP)
- RAP objectives often include targets for Aboriginal and/or Torres Strait Islander employment
- Anecdotal reports of a “war” for Indigenous talent
- How can we harness the benefits of AI to better inform our recruitment and attraction strategies

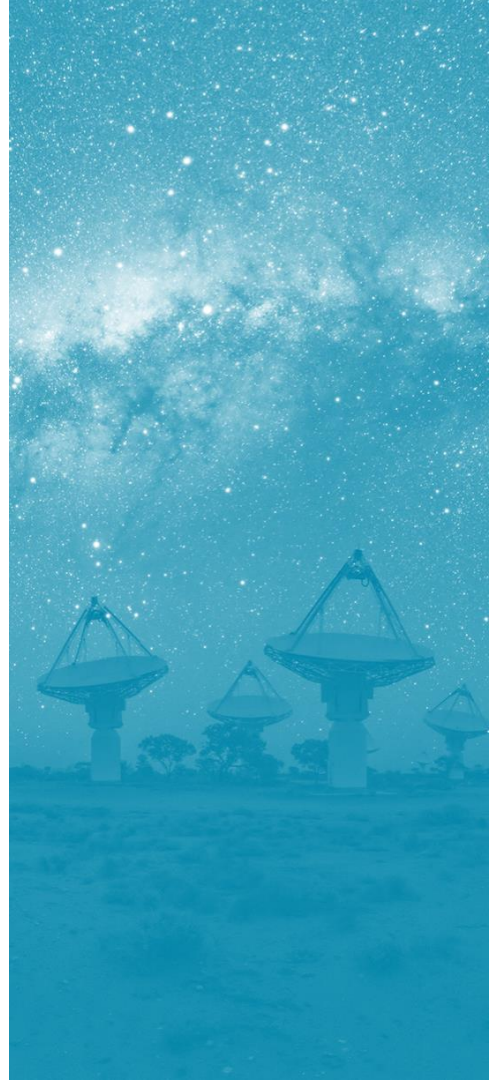




Our approach



Australian Government
Department of Education
Department of Employment
and Workplace Relations





Identified

"This is an Aboriginal Designated Position, classified under 'special measures' of section 12 of the Equal Opportunity Act 2010. Only Aboriginal and/or Torres Strait Islander people are eligible to apply."

"the University has designated this position as an Identified Aboriginal and Torres Strait Islander Position."

Cultural capability

"We are recruiting for a Business Relationship Specialist with comprehensive expertise and knowledge of Aboriginal and Torres Strait Islander business communities..."

Encouraging

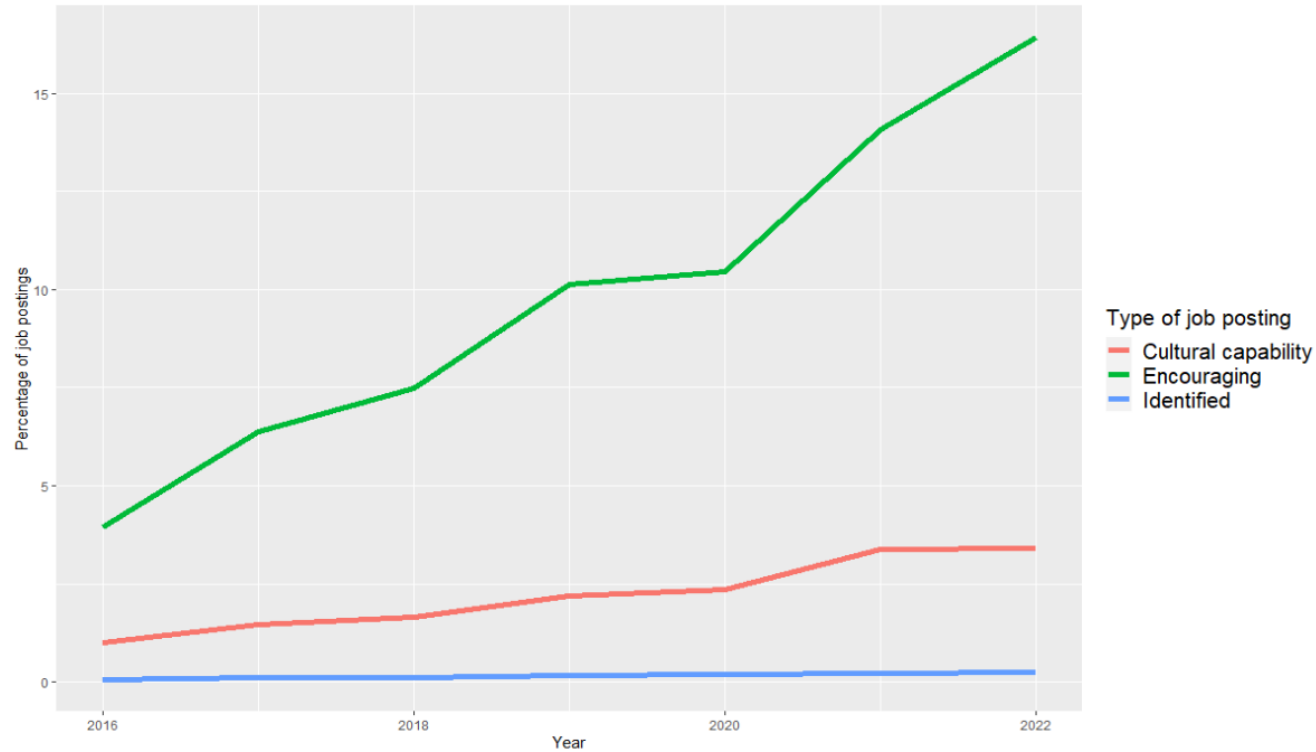
"we strongly encourage Aboriginal and Torres Strait Islanders to apply."

"We welcome applications from all ages and genders, Aboriginal and Torres Strait Islander peoples..."



Findings: demand has been increasing

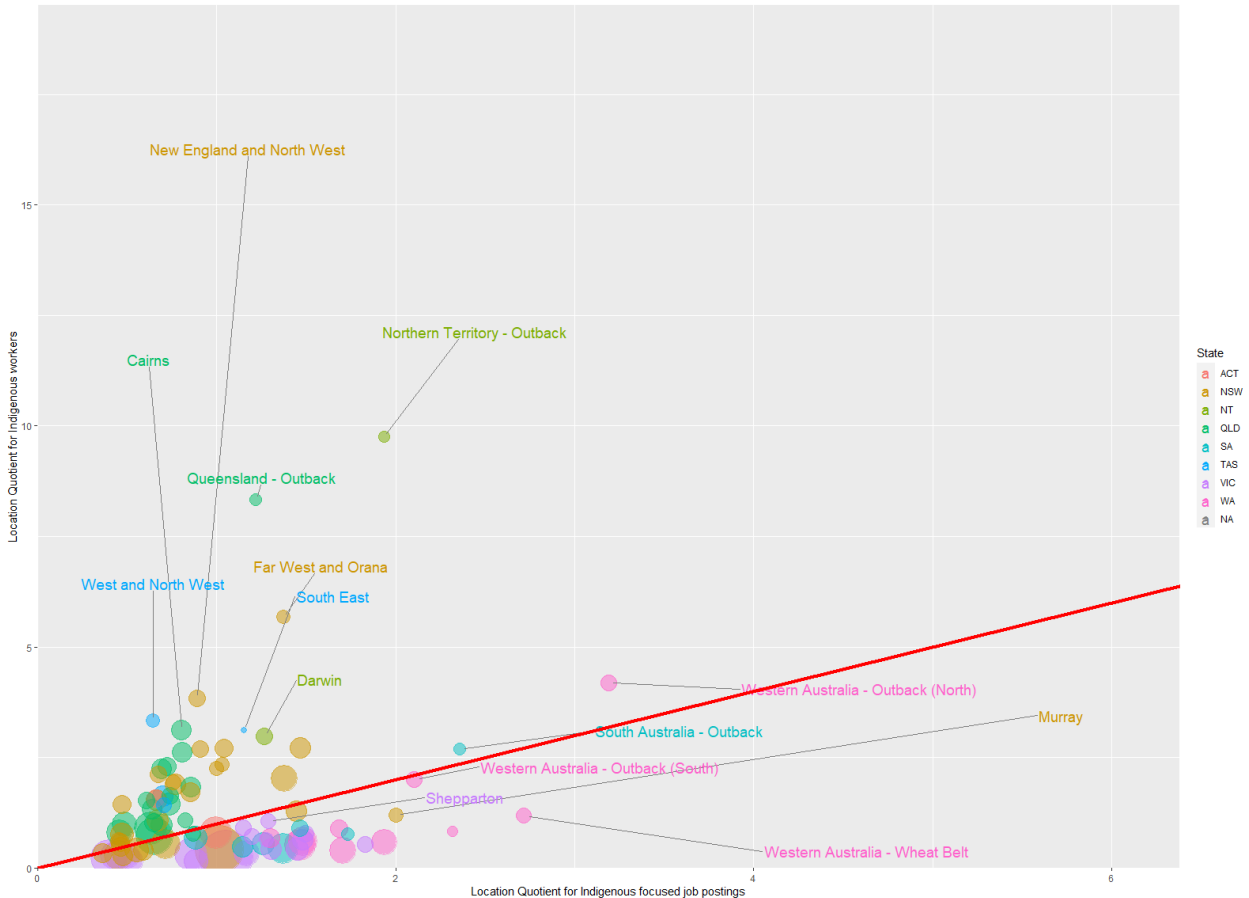
Timeline of Indigenous focused job postings





Findings: The geographic challenge

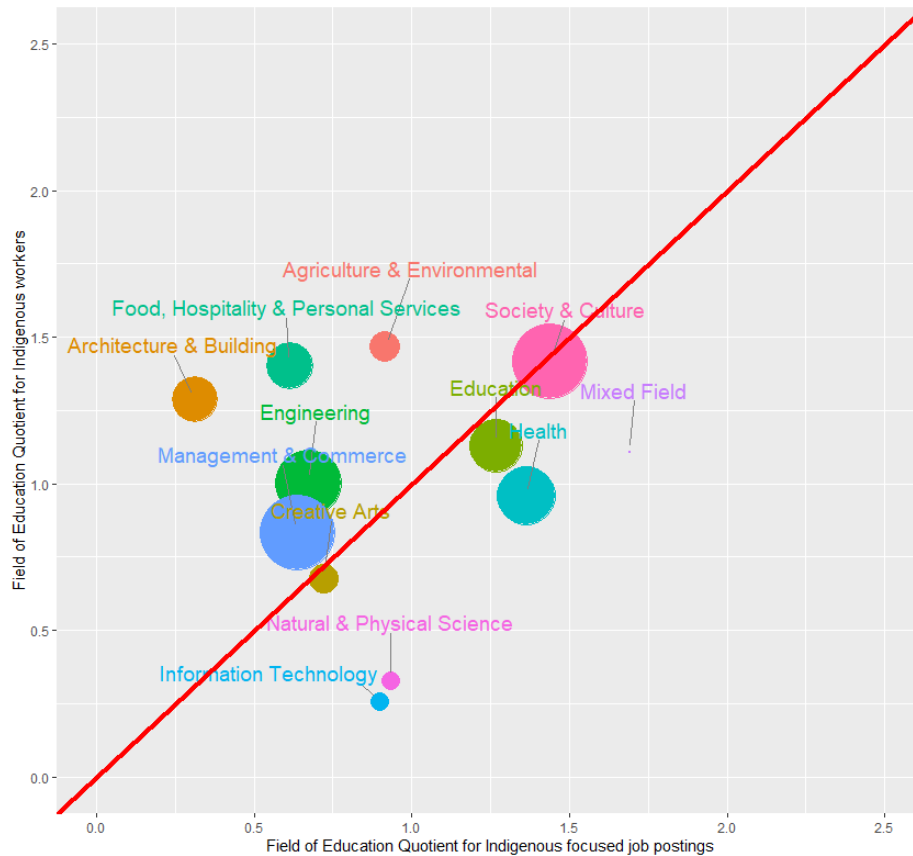
Recruitment opportunities (more workers, less demand)





Findings: Field of education

Recruitment opportunities



Education opportunities



Insights

- Employers are expressing demand for Indigenous talent (and it is growing)
- Indigenous recruitment is concentrated in specific sectors and types of roles
- Efforts to attract Indigenous workers can be strengthened through better alignment with Indigenous career pathways
- Indigenous students can identify fields of study where there is unmet demand for Indigenous talent (e.g., university qualified; health, science, information technology)





Indigenous Jobs Map

Indigenous Jobs Map

Step 1: Select the type of information you want

Number of job ads

Step 2: Select a specific measure

All job ads

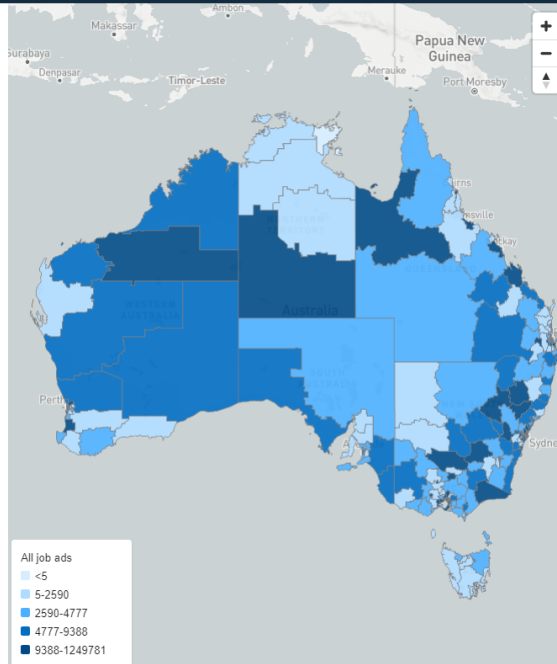
Qualification Levels

Sector of Employment

Broad Field of Education

This map allows users to explore the types of jobs that have been advertised in each region and where indigenous talent is sought by employers. It also shows what formal qualifications and industry experience workers and graduates have across Australia.

SEARCH



<https://indigenous-jobsmap.csiro.au/>





Our key takeaways

- Data governance and leadership
- AI + lived experience was our superpower
- Responsible AI

