

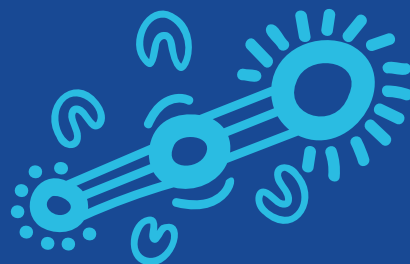
# First Nations Employment Strategy 2025 - 2028



## Priority 1. Recruitment and Talent Attraction

### Goals:

- Uplift the ODPP reputation in community to position the ODPP as an employer of choice for First Nations people.
- Increase our First Nations workforce.



## Priority 2. Career Development and Retention

### Goals:

- Improve career planning and development to build the capabilities of our First Nations staff to enhance their career opportunities.
- Build stronger succession pipelines into senior leadership roles for First Nations staff.



## Priority 3. Creating a Culturally Inclusive Workplace

### Goal:

- Build a more inclusive workforce where First Nations staff and culture are acknowledged, valued, and respected.



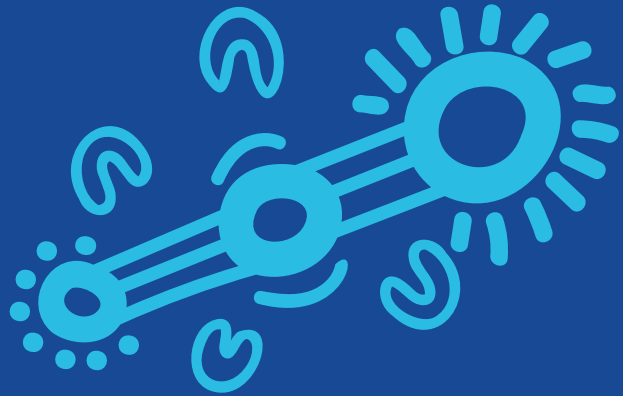
## Priority 1. Recruitment and Talent Attraction

### Goals:

- Uplift the ODPP reputation in community to position the ODPP as an employer of choice for First Nations people.
- Increase our First Nations workforce.

### Actions:

- 1.1 Increase First Nations employment pipelines.
- 1.2 Design a community engagement strategy to build better relationships with First Nations communities in NSW.
- 1.3 Develop community engagement resources that focus on career journeys and opportunities at the ODPP.
- 1.4 Foster networks with educational organisations and institutions, including Universities and TAFE, to enhance the ODPP brand and build talent pipelines for legal and non-legal careers.
- 1.5 Redesign the First Nations Careers landing page on the ODPP website.
- 1.6 Design a tailored communications strategy to advertise and promote job opportunities to engage First Nations communities.



## Priority 2. Career Development and Retention

### Goals:

- Improve career planning and development to build the capabilities of our First Nations staff to enhance their career opportunities.
- Build stronger succession pipelines into senior leadership roles for First Nations staff.

### Actions:

- 2.1 Embed the option for eligible employees to join the First Nations Employees Network during onboarding.
- 2.2 Promote secondment opportunities within the ODPP and other Public Sector agencies.
- 2.3 Invest leadership training opportunities for our First Nations staff.
- 2.4 Enhance the ODPP First Nations Mentoring Program.
- 2.5 Incorporate professional development sessions into First Nations Employees Network forum/workshops.



## Priority 3. Creating a Culturally Inclusive Workplace

### Goal:

- Build a more inclusive workforce where First Nations staff and culture are acknowledged, valued, and respected.

### Actions:

- 3.1 Promote the use of cultural leave entitlements and add reminders in manager discussions.
- 3.2 Develop a Welcome Guide for First Nations new starters to initiate cultural safety and support.
- 3.3 Review our cultural safety training framework.
- 3.4 With permission, implement the use of the local First Nations language in naming rooms in office locations.
- 3.5 Develop and implement a cultural capability building and learning elements into Manager's Performance Plans.