

Growing and strengthening the Aboriginal and Torres Strait Islander health workforce

What are the key issues

- Significant shortfall in the Aboriginal and Torres Strait Islander health workforce
- Growth in absolute numbers, but no real improvement in proportion of total
- Growth in low paying jobs with shorter salary scales and poor articulation to other roles
- Under-representation in all professions
- Three times less likely to possess a degree than the non-Indigenous health workforce

PROJECT AIMS

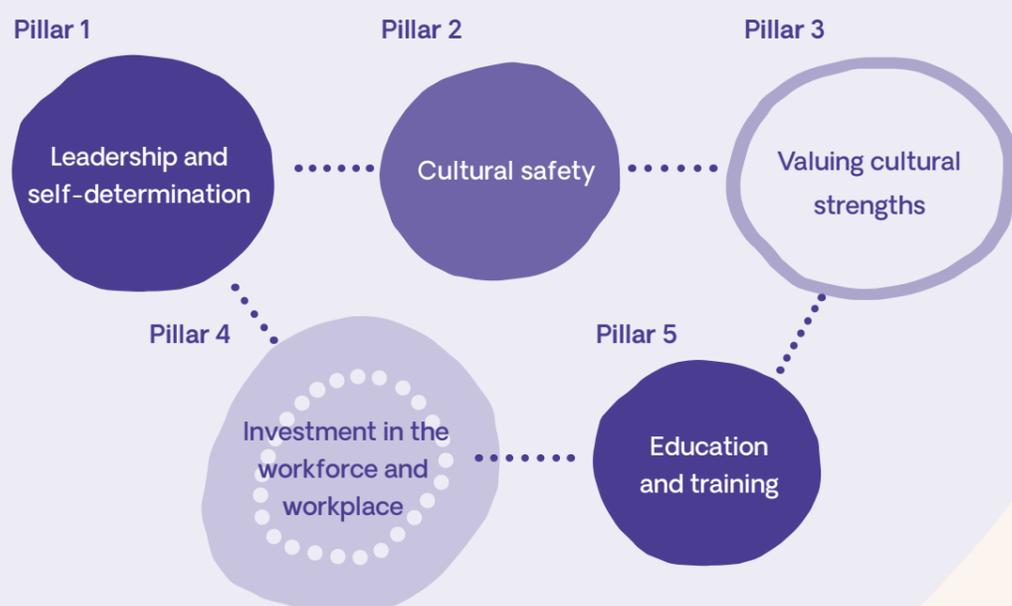
- Unique skill sets and values
- Experiences in entering and progressing careers within health
- Barriers and enablers to career development and career pathways
- Actions that are needed to enhance career development and career

DATA COLLECTED

- 378 people from every state and territory in Australia completed a national survey
- 51 staff and 19 managers took part in a career trajectory interview
- 122 participants in NSW and 119 participants in the NT took part in yarning circles and interviews conducted in 12 NSW and 4 NT workplaces

Areas for action

THE FIVE PILLARS



Our story

WHAT WE BRING

- Community knowledge, family and cultural values
- Connections/relationships in community
- Lived experience
- Living in two worlds
- Cultural safety, security and responsiveness
- Leadership and advocacy for others

WHY WE COME

- To help our community
- To promote self-determination
- To ensure holistic care
- To be role models
- To be leaders and advocates

"I just want to be a role model for my nieces and nephews"

"To better our community and to better our people and to close the gap"

"It's my passion to drive myself and to be an advocate for our community and our people"

"Aboriginal health to me is the people that provide the service"

WHAT WE FACE

Racism and opposition from colleagues was a barrier to career development for almost one in five people in the national survey.

MAIN THINGS THAT HOLD YOU BACK?



ENABLERS

What things have been provided to help you develop your career at this organisation?



Infographic prepared by the Career Pathways Project team (<https://www.lowitja.org.au/publications>)