



RMITs Aboriginal and Torres Strait Islander Future Workforce Strategy 2021-2025

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Acknowledgement of country

RMIT University acknowledges the people of the Woi wurrung and Boon wurrung language groups of the eastern Kulin Nation on whose unceded lands we conduct the business of the University. RMIT University respectfully acknowledges their Ancestors and Elders, past and present. RMIT also acknowledges the Traditional Custodians and their Ancestors of the lands and waters across Australia where we conduct our business.

Bundjil Statement

RMIT is a public University that stands on Aboriginal Country of the Kulin Nation. The Bundjil Statement helps us to understand what it means to be on the Kulin biik biik (land). For staff, Bundjil is about working respectfully and in accordance with the Statement when you are on place, wherever we conduct the business of the University. This statement is core to RMIT Code of Conduct.



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Leadership statement

Summary

The RMIT Aboriginal & Torres Strait Islander Future Workforce Strategy (FWS) is developed to determine the Indigenous employment representation aspirations to 2025. This is the first FWS within RMIT of the Aboriginal and Torres Strait Islander workforce, and a commitment within Reconciliation Action Area 4 in Dhumbah Goorowa.

Future Workforce Strategy is aimed at increasing the participation of Aboriginal and Torres Strait Islander peoples' engaging in employment at RMIT through the offering of opportunities and forecasting, retention and professional development.

RMIT will dhumbali to the following: -

- To position RMIT as a leading employer for Aboriginal & Torres Strait Islander people by 2025 for both Academic and Professional workforce, including leadership.
- To develop RMIT as a culturally safe workplace that has parity in retention of its Aboriginal & Torres Strait Islander workforce; and
- To build a connected community, sharing Indigenous knowledges in ways of seeing and knowing so all our people thrive.

While RMIT has seen incremental increases in employment participation rates in recent years, we have also seen attrition within its Academic and Professional workforce. Further significant and financially supported actions are required to achieve our targets and dhumbali, whilst ensuring our Enterprise Agreement and Universities Australia commitments are met.

Foundational Guiding Principles

RMIT acknowledges the following as foundations for the development of the Aboriginal and Torres Strait Islander Peoples Future Workforce Strategy:

- The Laws of Bundjil will guide the decisions made in relation to Aboriginal and Torres Strait Islander workforce.
- Aboriginal and Torres Strait Islander peoples are the First People of Australia with the oldest continuing culture in the world.
- Aboriginal and Torres Strait Islander cultures, languages, and social and spiritual systems practiced by Aboriginal and Torres Strait Islander people, is respected and recognised. They matter to RMIT. Indigenous knowledges are recognised as a significant contribution.
- 'Grow our own' academic and professional staff and to attract external staff into the sector (Adapted from the Behrendt Review).

These foundations underpin the following guiding principles RMIT is committed to:

Sovereign relations: understanding Aboriginal and Torres Strait Islander Peoples' sovereignty and the obligation of non-Indigenous people to live and work respectfully on country through behaviours and relationships grounded in honesty and reciprocity.

Self-determination: First Peoples have the right to determine and develop priorities and strategies for exercising their right to development.

Strength-based: Respect and honour the knowledge, expertise, strengths and resilience of Aboriginal and Torres Strait Islander peoples, communities and enterprise, and build upon these. Respect Indigenous knowledges as community-held, collective in nature and able to coexist with, as well as challenge, other knowledge systems.

Power dynamics: Commit to providing an equitable education through understanding the privilege that education enables and acknowledging that power is a central concern in the learning environment.

Reciprocity: Commit to collaborating to ensure mutual benefits for Indigenous and non-Indigenous peoples.

Belonging: Respect Aboriginal and Torres Strait Islander peoples' sense of belonging as inherent to place, country and identity, and interconnected with knowledge and community. Transform own and others' ways of knowing, being and doing through life-long learning, humility and patience.

Respond to context: Recognise and adapt to meet the specific needs and circumstances of individuals, enterprise and communities. Understand the influence that history, place and environment have on the development of knowledge and understanding for all learners.

The Future Workforce Strategy shared strategic objectives with the Aboriginal and Torres Strait Islander Employment Plan 2021-2022 objectives for RMIT: -

- 1. A culture of safety and wellbeing:** A culturally safe and inclusive working environment(s) for Aboriginal and Torres Strait Islander people. Recognising and respect for and celebrating the cultural contributions of our Aboriginal and Torres Strait Islander staff at RMIT. Co-design the conditions at RMIT, so that Aboriginal and Torres Strait Islander people flourish.
- 2. Attraction and Recruitment:** Building meaningful and sustainable career pathways for Aboriginal and Torres Strait Islander people across RMIT, including Academic, Research, Professional roles (non-Academic roles for instance HR, Finance, Communications), leadership and graduate positions. With a focus on both Academic, Professional across both Higher Education and VE including career pathways that span across VE to Higher Education.
- 3. Retention and Progression:** Building on the skills of Aboriginal and Torres Strait Islander staff and providing opportunities for career advancement to foster retention and leadership. Increase retention and promotion (Academic and Professional) outcomes for Aboriginal and Torres Strait Islander staff at RMIT.
- 4. Meeting Aboriginal and Torres Strait Islander employment targets -**
Meeting employment targets in relation to the employment of Aboriginal and Torres Strait Islander workforce.
- 5. Leadership:** RMIT leadership providing enhanced and targeted leadership position opportunities for Aboriginal and Torres Strait Islander staff. Providing access to leadership roles and programs.
- 6. Future Workforce Requirements:** identifying and using appropriate tools to determine the future Indigenous workforce needs at RMIT
- 7. Governance, systems and structures:** Improving systems to support the career goals and aspirations of our current and future Aboriginal and Torres Strait Islander staff, including governance structures for a sustainable approach to workforce growth.
- 8. College and Portfolio commitments:** Supporting Colleges and Portfolios to meet their targets and ensure career pathways

Section 1 : Background RMIT Aboriginal and Torres Strait Islander Workforce Analysis Higher Education Benchmarking

The Australian Government is committed to the advancement of Aboriginal and Torres Strait Islander peoples through education and employment. In 2011, the Indigenous Higher Education Advisory Council (IHEAC), in collaboration with Universities Australia, developed the National Indigenous Higher Education Workforce Strategy (NIHEWS).

In 2011 the NIHEWS called for universities in Australia to increase the number of Indigenous employees within and throughout the Higher Education sector to align with population parity of 3% by 2021.

Nationally, RMIT has comparatively low numbers of Aboriginal and Torres Strait Islander staff at 0.62 per cent. The development and implementation of an FWS will provide a framework for RMIT to achieve an increase in Aboriginal and Torres Strait Islander staff numbers over the next five years.

Strategic Alignment

A range of internal and external strategies and initiatives align to and augment the FWS.

The following strategic alignments provide support and advocacy that underpin and validate the need for building workforce opportunities for Aboriginal and Torres Strait Islander staff.

RMIT

- The Aboriginal and Torres Strait Islander Employment Plan 2016-2020.
- RMIT Act (2010)
- RMIT Strategic Plan (2016-2020) Ready for Life and Work
- Victorian State Government Vocational Education - Wurreeker Plan
- Dhumbah Goorowa Reconciliation Plan & Associated RMIT University Scorecard
- RMIT Enterprise Agreement (2018) and Vocational Education Enterprise Agreement (2019)

External

- 2011 National Indigenous Higher Education Workforce Strategy
- Universities Australia Indigenous Strategy (2017-2020) and reporting compliance

RMIT's Aboriginal and Torres Strait

Islander Workforce Insights 2016-2020



Current

Workforce

- December 31st headcount of **29** Aboriginal and Torres Strait Islander Workforce
- College of DSC the only College with Academics who are above Academic A. Only **1** continuing Indigenous Academic.
- Of 29 Indigenous Staff at RMIT, **6** work in a single org unit: Indigenous Education & Engagement
- 3** Indigenous staff have accepted VRP in 2020 & RMIT had a turnover of over **30%** in its Indigenous workforce in 2020

Indigenous Population : Including Indigenous Education & Engagement



Reconnect Engagement Data Factors for the Aboriginal and Torres Strait Islander Workforce :

64% Engagement Score (-7% variance to RMIT)	73% Remote Working (+2% variance to RMIT)	54% Return to Work (+1% variance to RMIT)	73% Leadership (+4% variance to RMIT)	60% Wellbeing (-14% variance to RMIT)	45% Individual Work (-18% variance to RMIT)
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2016 - 2020

Insights

- 17%** turnover average over 5 years(2016-2020), prior to 2020 the average turnover was **12%**
- 2** Academic Promotion over 2016-2020, with **4** Academic eligible
- Fixed term and continuing workforce - Indigenous workforce in 2016 was **18** with a high of **39** Indigenous people in Q1 2020



Higher Education

Benchmark Insights



Universities HR Benchmarking Program 2020 Report insights :

- Top percentile** for Academic Level A
- 25th percentile** for Indigenous Employment in Higher Education in 2020



Benchmark reporting from the Higher Education Aboriginal and Torres Strait Islander Employment Coordinators :

- RMIT Ranking at State (Vic) Level of All Indigenous Staff based on 2019 data – **5th**
- RMIT Ranking at National Level of All Indigenous Staff based on 2019 data – **23rd out of 29**
- RMIT Ranking at National Level of All Indigenous Academic Staff of 43 Institutions based on 2019 data – **16th/19th**

Please refer to Addendum 1, Addendum 2, and Addendum 3 for full Indigenous Workforce Insights and Higher Education Benchmarking.



Section 2 : Foundations for an RMIT Future Workforce Strategy

The Future Workforce Strategy focuses on increasing the University's Indigenous staffing profile in teaching, research and Professional leadership positions, as well as addressing career and professional development issues.

Three key elements to FWS: -

- Understanding of current workforce (Section 1 of this document)
- Focus on Priority Areas for 2021-2025
- Analysis of future workforce with critical roles highlighted

The target in consideration for 2021-2025 is 75 FTE Aboriginal and Torres Strait Islander headcount of continuing and/or fixed term staff or 1.5 per cent of its current workforce, this is realistic (while also being aspirational for RMIT for the life of this strategy).

Priority Areas for 2021-2025

The aim of the Workforce Strategy is to build a sustainable workforce of Aboriginal and Torres Strait Islander academics, researchers, professional staff and senior staff through a multifaceted and coordinated approach. To achieve this, we will invest in resources and strategies to attract, retain, support and develop Aboriginal and Torres Strait Islander talent, whilst also focusing on the development of a culturally safe environment that values and respects Aboriginal and Torres Strait Islander peoples and culture. This will be inclusive of an authentic Employee Value Proposition in the marketplace and within RMIT.

There are six priority areas, all equally important, for the FWS. These six priority areas will be part of a keystone change for RMIT and embedded as Key Success Indicators in the Aboriginal and Torres Strait Islander Employment Plan 2021-2022: -

1. **A culture of safety and wellbeing culture:** Create the conditions at RMIT, so that Aboriginal and Torres Strait Islander people flourish. A culturally safe and inclusive working environment for Aboriginal and Torres Strait Islander people, including demonstrating respect for and celebrating the cultural contributions that Aboriginal and Torres Strait Islander staff bring to RMIT.
2. **Aboriginal and Torres Strait Islander workforce retention and progression:** - Building on the skills of Aboriginal and Torres Strait Islander staff, and providing opportunities for career advancement to foster retention. Increase retention and promotion (Academic and Professional) outcomes for Aboriginal and Torres Strait Islander staff at RMIT. A strong focus on ISN. **Ensure strong data analytics on retention.**
3. **Attraction and Recruitment:** Building meaningful and sustainable career pathways for Aboriginal and Torres Strait Islander people across RMIT, including academic, research, professional, leadership and graduate positions. With a focus on both Academic, Professional across both Higher Education and VE.

4. Retention: Retention of Aboriginal and Torres Strait Islander Workforce, delivering on RMITs leading employer value proposition.

5. Indigenous Leadership: Providing enhanced and targeted opportunities for Aboriginal and Torres Strait Islander leadership across RMIT, including leadership roles and programs.

6. Governance, systems and structures: Improving systems to support the career goals and aspirations of our current and future Aboriginal and Torres Strait Islander staff, including governance structures for a sustainable approach to workforce growth.

Organisational Risks

It is important as part of the FWS to understand organisational risks: -

- Commitment to appoint Aboriginal and Torres Strait Islander people into 'any' role.
- Funding available to both attract and retain talent and develop additional programs.
- The status of staff VC Indigenous Predoctoral Fellow & their retention once they obtain their PhD
- Inability to retain talented staff with potential for succession.
- Limited career advancement and limited mobility opportunities.
- Limited Indigenous people in senior Professional and Academic roles.
- It is a priority that Aboriginal and Torres Strait Islander talent progressing to senior roles are provided with opportunities internally.
- RMIT needs to support and deliver on future workforce modelling to 2025, to achieve its desired Indigenous future workforce.
- Translating the maturity of Reconciliation at RMIT into increased action for employment outcomes for Aboriginal and Torres Strait Islander employment.

NB. The depth of the Aboriginal and Torres Strait Islander talent pool externally is not a risk. The talent is there in the marketplace for RMIT to be able to attract and appoint individuals. The likely number of vacancies has been considered and factored into 2021 data modelling.

Implementation

Implementation of the Aboriginal and Torres Strait Islander Peoples Workforce Strategy requires a shared dhumabli to its goals, objectives and actions by all leaders. This cannot be done in isolation and requires a paradigm shift, particularly of the appointment of Aboriginal and Torres Strait Islander people into 'any' roles.

Through strong and accountable executive leadership, all Colleges/Portfolio/Ngulus will be required to commit to the FWS and ensure appropriate priority is given to Aboriginal and Torres Strait Islander employment outcomes. The FWS and its associated Employment Plan focuses on the development of College/Portfolio Indigenous employment plans.

The People team will provide a range of essential career and employment related frameworks, processes, structure and supports, and in alignment with national bodies recommendations this will be a whole of university approach. Operationalising the FWS is further enabled by supporting Employment Plan (including College/Portfolio Plans/commitments/targets) which will provide more detail of underlying activities, success indicators and deliverables for key actions, and formal accountability.

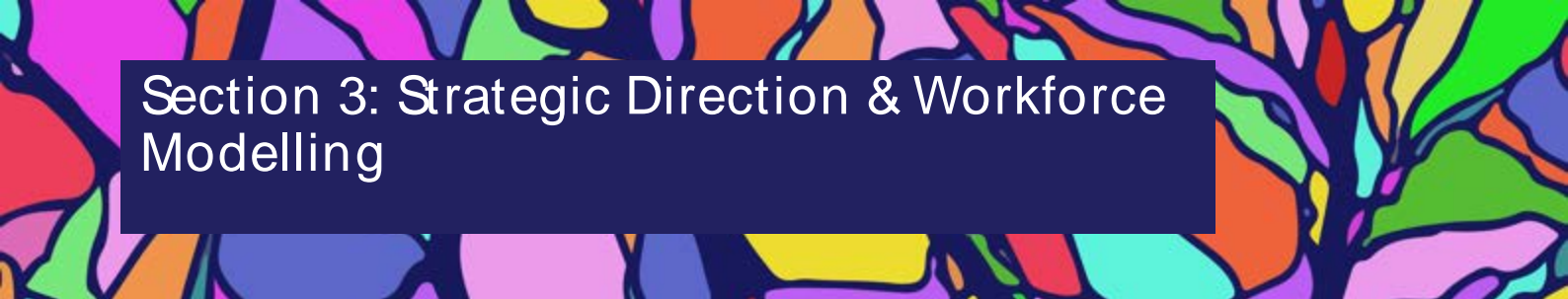
Workforce Design

The FWS will identify the future workforce opportunities across RMIT for a sustainable workforce from entry level positions through to leadership, with the following considerations: -

- A workforce design that is focused on predominantly fixed term and continuing roles and has a focus on critical roles.
- Workforce design that includes career progression/grow our own for Predoctoral Program (regardless of how these roles are positioned) and VCRF or any other Academic employment programs into a continuing Academic workforce
- Workforce design that includes a focus on gender equity across Academic and Professional roles. Ensure that Indigenous women in all roles is a strong focus for the future.
- Realise opportunities in the Professional sector with positions for interns, graduate program and leadership development opportunities.
- Foster career structures and pathways for a range of roles.
- Continue to employ and retain an Aboriginal workforce through the implementation of specifically designed Aboriginal identified and/ or targeted recruitment programs, and retention processes.
- Continue to ensure that all roles are 'open' to Aboriginal and Torres Strait Islander people.
- Encourage flexible approaches for Aboriginal staff to access professional development or VE/HE qualification opportunities as a means of further developing their skills sets.
- Undertake succession planning that creates opportunities for Aboriginal people.

Approach for Future Workforce Strategy

- Have a clear but flexible methodology
- Focus on critical workforce segments
- Plan for more than one outcome
- Find the right people (and skills) to support the process
- Workforce planning is not an "event"



Section 3: Strategic Direction & Workforce Modelling

The last step is to analyse the future formation of the workforce. There is a difference between the expected formation and the desired formation.

Future expected workforce

The expected formation is the workforce in the next 5 years if RMIT keeps doing what it is currently doing. It is possible to extrapolate Aboriginal and Torres Strait Islander workforce over the next 5 years at RMIT which includes consideration for: -

- Average turnover of 17 per cent but expected to be on average 12 to 15 per cent
- Commitment to existing Identified roles (i.e. Predocs, VCRF)
- Low number of recruitment 2020/2021
- Mental model/paradigm within many hiring leaders that Indigenous people for identified roles, rather than 'all roles'

The **expected future workforce for 2025 is 45-48**, which does not go towards meeting our commitment under Universities Australia (and would put RMIT at risk of losing funding) and RMITs public commitments, which are reputational risks.

This future expected formation is not in line with the future desired formation of the workforce of 75 Aboriginal and Torres Strait Islander staff by 2025. This target of 75 Aboriginal and Torres Strait Islander staff (1.5 per cent of workforce in Australia) would demonstrate clear movement towards compliance of 3 per cent.

Future desired workforce

Knowing the gap between future expected and desire will help us develop an Aboriginal and Torres Strait Islander Employment Plan that takes appropriate action over the next 2 year, with appropriate investment by Colleges/Portfolios and leadership commitment.

Our commitment is to a target of 75 continuing/fixed term Aboriginal and Torres Strait Islander people by 2025 or 1.5 per cent of our workforce as of June 2020 of the continuing/fixed term workforce in Australia.

This would mean an indicative yearly increase of 15 new appointments each year, this includes coverage for a turnover rate of 12-17 per cent. (Ideally, we want to see a decrease in turnover by 2025, which will change the outcomes).

Modelling has been undertaken to achieve this target across Academic and Professional, including leadership roles in Colleges/Portfolio (including VE).

It would include all Colleges/Portfolios working towards targets or exceeding target allocation or percentages based on 1.5 per cent based on 2020 employment numbers of (4,829) for each of their respective areas.

Through historical data we have seen RMIT workforce numbers fluctuate, thereby we set a hard-line commitment of a target of 75 people or 1.5 per cent of the workforce as of June 2020 employment numbers. This commitment needs to be outside of any growth by the Office of Indigenous Engagement and Education, due to their historically higher number of Indigenous employees.

Note:

As an example, with an indicative turnover rate of 12-15 per cent per year, RMIT would be looking at the 2021-2025 timeframe losing a cumulative 35 people over 5 years (factoring growth in population each year). So, if RMIT is currently at: -

- September 2020:- 36 Aboriginal and Torres Strait Islander people
- December 2025: - 75 Aboriginal and Torres Strait Islander people
- Potential turnover or attrition: - 35 people over five years

An increase of 39 people to reach a target of 75, plus we need to account/factor in turnover of up to 35 people over 5 years (based on turnover of maximum 15 per cent). Factoring turnover or attrition is important in developing models for 2021-2025.

Over a 5-year period we may need to recruit up to 75 people to meet the target of 75 or 1.5 per cent.

For instance, in 2020, five Aboriginal and Torres Strait Islander people have left RMIT from a population of 36 (not including Casuals) and not including people accepting Voluntary Redundancy. Whilst with a Retention Strategy, we envision that turnover decreases over the next few years, this needs factoring.

Workforce Modelling Dashboard and Action Plan template has been developed, to be utilised by the Colleges/Portfolios to undertake their own Action Plans.

Development of the Future Workforce Strategy

The workforce planning process is an ongoing organisation-wide commitment to ensuring the right people are in the right roles doing the right things and requires ownership at every level. The data and analysis gathered in Phases 1 and 2 along with outcomes from Voluntary Redeployment and Project Reimagine formed the basis for the workforce planning strategy.

Strategic Direction

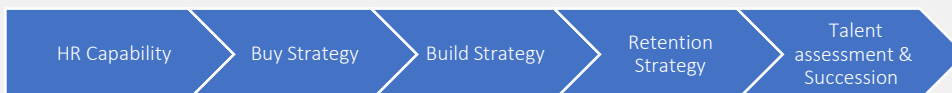
The data analysis and findings from Huddles, Aboriginal and Torres Strait Islander Employment Plan, Phase 1 and Phase 2 provides strategic direction for the Aboriginal and Torres Strait Islander Future Workforce Strategy 2021-2025.

The approach will focus on:-

- Deadly Alumni education to employment pipeline
- Recruiting Academic talent at Level B-E
- Recruiting Professional talent at HEW 6-10
- Internal mobility and recruiting Senior and leadership roles
- Internal Mobility & Academic Promotion
- Grow our own RMIT talent through programs for both Academic and Professional staff (including Graduate/Cadetship program)
- Build relationships secondments from Aboriginal and Torres Strait Islander community organisations
- Recruitment in VE and from VE Aboriginal and Torres Strait islander students

Future Workforce Strategy focus

Based on the analysis findings, the following areas will be focused on:



Modelling 2021 (2022-2025 to be extrapolated based on below)

College/Portfolio	Current Workforce	Recruitment focus per year 2021, AOP
College of Business and Law	2	Meet minimum recruitment target of at least two Aboriginal and Torres Strait Islander Academics (Level B-E) plus at least one VC Indigenous Predoctoral Research Fellow recruit.
College of Science, Engineering and Health	4	Meet minimum recruitment target of at least one Aboriginal and Torres Strait Islander Academics (Level B-E) and one Professional role, plus at least one VC Indigenous Predoctoral Research Fellow recruit.
College of Vocational Education	1	Meet minimum Indigenous recruitment target of 3-4 Aboriginal and Torres Strait Islander people within the College. Three of these roles within Vocational Education, to meet RMIT Vocational Education Workplace Agreement 2019.
College of Design and Social Context	11	Meet minimum target of at least two Aboriginal and Torres Strait Islander Academics (Level B-E) outside of at least one VC Indigenous Predoctoral Research Fellow recruit.
Operations	5	Meet minimum Aboriginal and Torres Strait Islander recruitment target of at least two Professional roles, at a HEW Level 6-10.
Finance and Governance	0	Meet minimum Aboriginal and Torres Strait Islander recruitment target of at least one Professional role, at least at a HEW Level 6-10.
Education	0	Meet minimum Indigenous recruitment target of one Aboriginal and Torres Strait Islander people within the portfolio.
Research and Innovation	0	Meet minimum Aboriginal and Torres Strait Islander recruitment target of at least one Professional.
Global Development	0	Committed to Aboriginal and Torres Strait Islander employment in Australia.
Policy & Impact (outside of OIEE)	1	Meet minimum Aboriginal and Torres Strait Islander recruitment of at least one Aboriginal and Torres Strait Islander person
RMIT Training TBC	0	Commitment to Aboriginal and Torres Strait Islander employment
RMIT Online TBC	0	Commitment to Aboriginal and Torres Strait Islander employment

Conclusion

We aim to create a place where Aboriginal and Torres Strait Islander people are valued, provided **an opportunity in a safe space to fail forward, and giving it a go.**

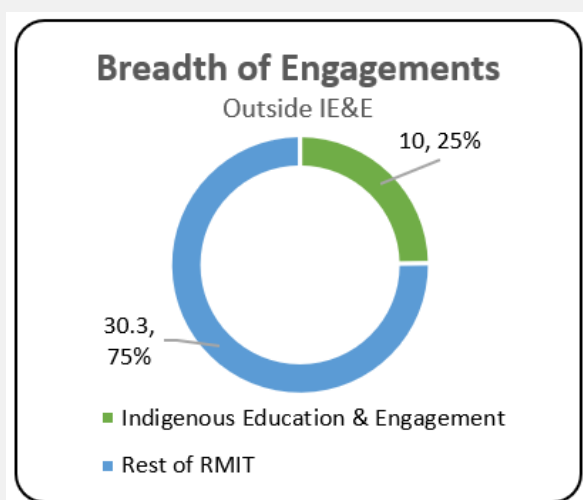
It is through this commitment and investment from all employees and Aboriginal and Torres Strait Islander communities that the long-term objective to increase and maintain representation in continuing and fixed-term employment will be achieved. RMIT will prioritise and fund creating of career pathways, enabling the development and advancement of our own Aboriginal and Torres Strait Islander students, graduates and staff. One of the critical ways that this will be achieved, is through Aboriginal and Torres Strait Islander Employment Plan and its 8 Key Success Indicators.

Addendum 1: RMIT Workforce Insights

As of September 1 2020, RMIT has 36 (headcount) Aboriginal and Torres Strait Islander staff which represents 0.75% of RMITs staffing profile, plus an additional 6 people working on a casual contract. The number of Indigenous staff employed at RMIT has increased incrementally over the last five years. It is worth noting that 0.75% representation is 0.15 percentage points above the Victorian Aboriginal population parity of 0.60%.

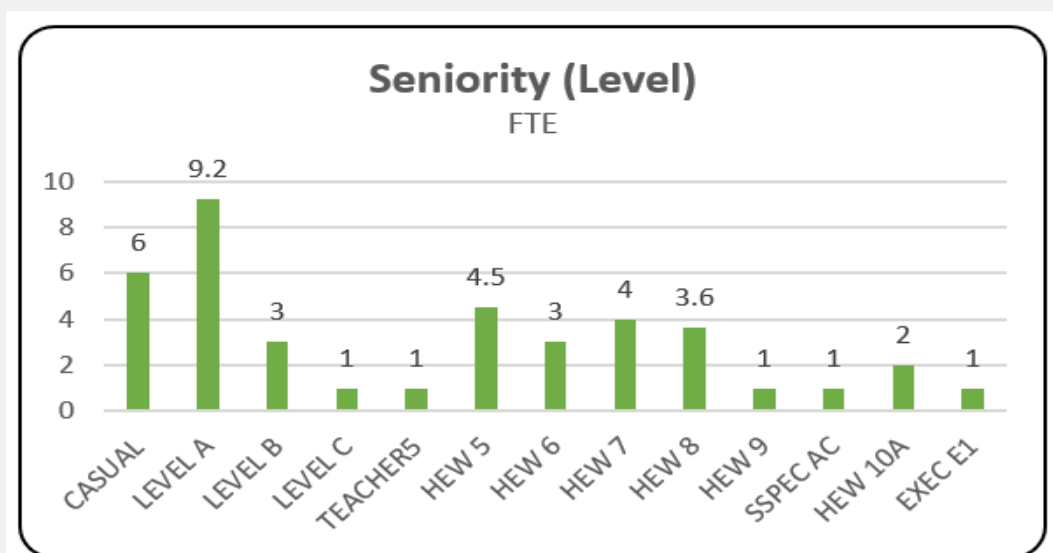
The Office of Indigenous Education and Engagement is the major employer of Indigenous staff, with 25 per cent (10 people) working in a single organisational unit.

Workforce below in EFT/FTE :



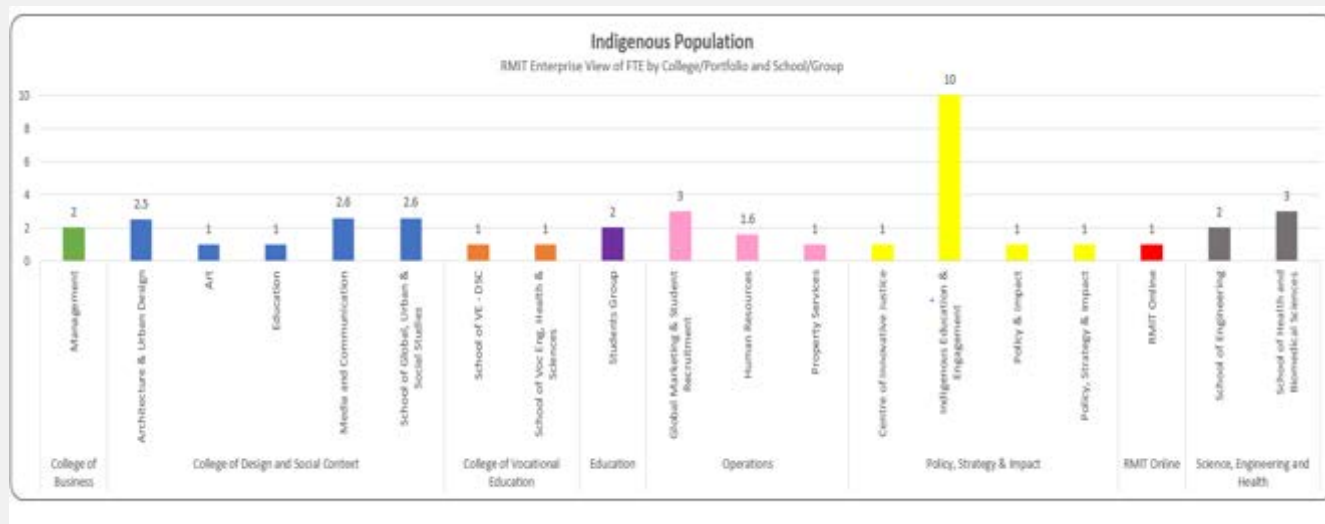
RMIT staff by classification:

Below is an outline of RMIT Aboriginal and Torres Strait Islander staff by classification, which highlights the gap of people in leadership level roles within the University.



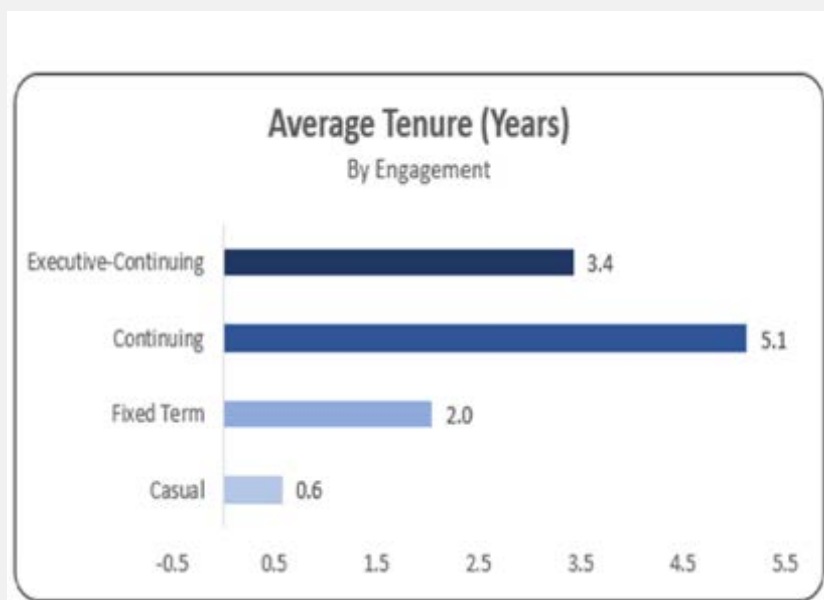
RMIT Staff by Portfolio/College

The largest employers of Aboriginal and Torres Strait Islander people at RMIT are Policy, Strategy and Impact Team and the College of Design and Social Context.

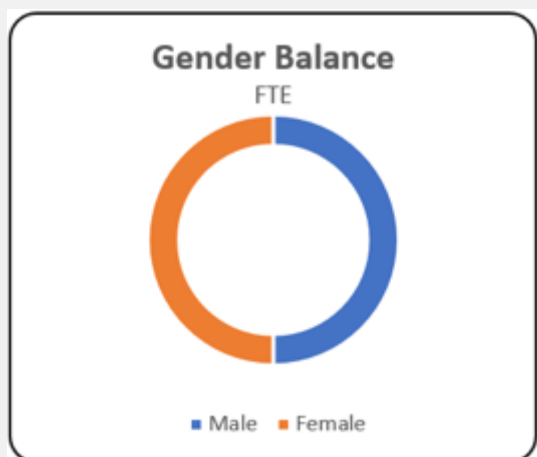


RMIT Staff Tenure

RMITs Aboriginal and Torres Strait Islander Workforce is still relatively young/recent and average tenure is below RMIT population.



RMIT Staff by Gender



Promotion

In the period from 2016 to 2020, there was one Indigenous Academic who achieved an Academic Promotion in this timeframe. However, this is relative as we only have four active Academics employed at RMIT.

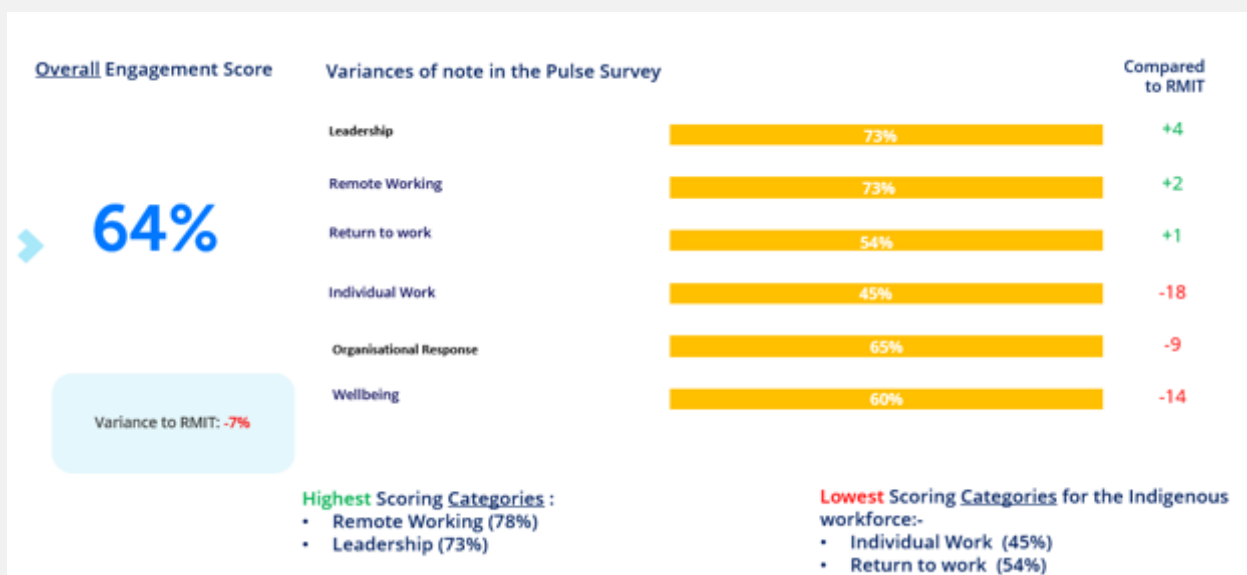
Turnover/Attrition

The latest data we have suggest a turnover in 2020 of approximately 15 per cent. Turnover as a measure of retention.

People Engagement Pulse August 2020 for Indigenous Workforce at RMIT

Key areas of focus from the People Engagement Pulse Survey:-

- Wellbeing score 14 per centage points below RMIT Score
- Feeling supported to undertaken their individual work score 18 per centage points below RMIT Score



Addendum 2: Indigenous Benchmarking

Employment

Report 2019 data for Higher

Education

Purpose

To provide an overview and analysis of the 2019 Higher Education Indigenous Staff Statistics.

Executive Summary

The analysis of Indigenous staff participation data, both internal and external to the university, provides information that can assist with RMITs Indigenous Employment commitments and to achieve the set target for Indigenous staff employment participation.

This 2019 report is based on templates prepared by University of Technology Sydney (using Berice Anning's template) and as part of benchmarking by Indigenous Higher Education Employment Coordinators Forum (which Leanne Miller and Zara Gibber are members of).

Matters for Noting

The 2019 Staff Data, taken from each individual institution's Staff Reports at 31 March 2019, including Indigenous staff data, has been published in a number of Tables, at:

<https://www.education.gov.au/selected-higher-education-statistics-2019-staff-data> .

1. Table 2.6 Number of Full-time and Fractional Full-time Staff by State, Higher Education Institution, Current Duties and Gender, 2019, contains data on 'All Staff' that was reported at 31 March 2019 by the individual institutions across the sector.
 - a. In summary, the combined total, as Headcount, of:
 - All staff, was **125,787**;
 - All academic staff, was **54,204**;
 - All non-academic staff, was **71,583**.
2. Table 3.2 Number of Full-time and Fractional Full-time Indigenous Staff by State, Higher Education Institution, Function, Gender and Current Duties Classification, 2019, contains data on 'All Indigenous staff' that was reported at 31 March 2019 by the higher education sector.

¹ <https://www.education.gov.au/selected-higher-education-statistics-2019-staff-data>

² <https://docs.education.gov.au/node/53179>

³ <https://docs.education.gov.au/node/53178>

b. In summary, the combined total, as Headcount, of:

- All Indigenous staff, was **1,578**; representing **1.3%** of the higher education workforce;
- All Indigenous academic staff, was **533**; representing **0.98%** of the higher education academic workforce;
- All Indigenous non-academic staff, was **1,045**; representing **1.46%** of the higher education non-academic workforce.

3. Based on the 'All Staff Headcount' total data of 125,787 from 2019, and for the whole sector to achieve the 3 per cent (%) population parity commitment/target for Indigenous staff employment, then a further **2,195** Indigenous people would need to be employed across the sector. The number would vary based on an individual institution's Indigenous staff participation rates compared to the institutions total staff numbers. Refer to Table 1.
4. **Table 1** provides an overview of the analysed data from *Tables 2.6 and 3.2* that is specifically based on RMITs Indigenous Staff employment data, as reported at 31 March, 2019.
5. The Indigenous Higher Education Employment Coordinators Forum will look to complete a similar analysis on 2020 data by the end of the calendar year.

Table 1: Overview of Analysis of 2019 Indigenous Staff Higher Education Statistics (Headcount data)

Row Labels	Academic	Professional	Total
1. Institution’s Indigenous Staff to the Institutions Total number of Staff (Local)			
i. Institution’s Indigenous Staff	8	17	25
ii. Total RMIT Staff	1699	2588	4287
iii. Indigenous Staff Participation %	0.5%	0.65%	0.6%
iv. Headcount number of Indigenous Staff to be employed to meet participation level of 3% population parity rate out of 4829 (March 2020)	145		
v. Headcount number of Indigenous Staff to be employed to meet participation level of 1.5%	73		
2. Institution’s Indigenous staff to All other Indigenous Staff in the Sector			
i. Total of Institution’s (RMIT) Indigenous Staff	8	17	25
ii. Total All Indigenous Staff at State (Vic) level of 9 Institutions	97	229	326
iii. Total All Indigenous Staff at National Level of 43 Institutions	533	1,045	1,578
iv. Institution’s (RMIT) Ranking at State (Vic) Level of All Indigenous Staff			5 th
v. Institution’s (RMIT) Ranking at National Level of All Indigenous Staff			Equal 23 rd out of 29 th
vii. Institution’s (RMIT) Ranking at National Level of All Indigenous Academic Staff of 43 Institutions			16 th /19th
3.Total number of Indigenous Staff to All other Staff in the Sector			
i. Total of All Indigenous Staff at National Level of 43 Institutions	533	1,045	1,578
	0.98% of	1.46% of	1.3% of
	All Sector academic staff	All Sector non-academic staff	All Sector staff
ii. Total of All Indigenous Staff at State (Vic) Level of 9 Institutions	94	204	319
iii. Total of All Staff at State (Vic) Level of 9 Institutions			0.93 of All Staff (State level)
			34,185
			27% of
			All Sector staff
iv. Total of All Staff at National Level of 43 Institutions	54,204	71,583	125,787

Notes:

- Data is used from (Headcount), not (FTE)
- Ranking of each institution is based on Indigenous : Indigenous data @ State level and National level
- Individual institutions can analyse participation % against their own institution's staff data to see if/how they are tracking to achieve the 3% population parity commitment

Addendum 3: Universities HR

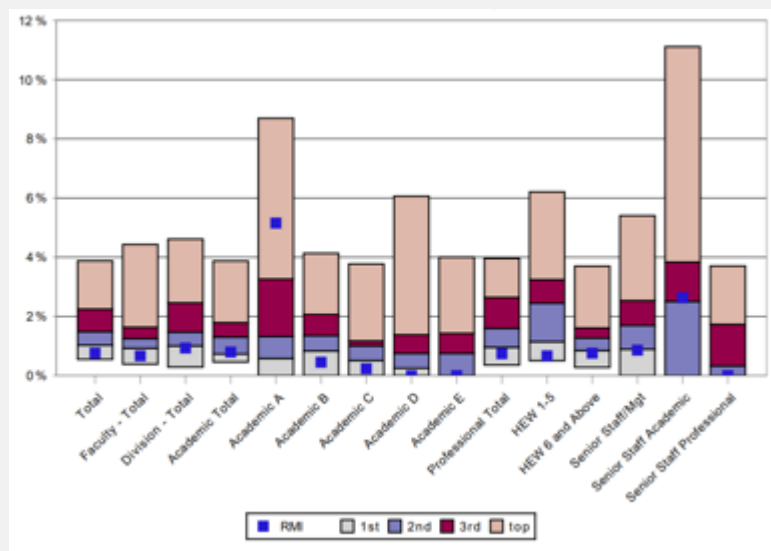
Benchmarking Program, 2020 Report

Purpose

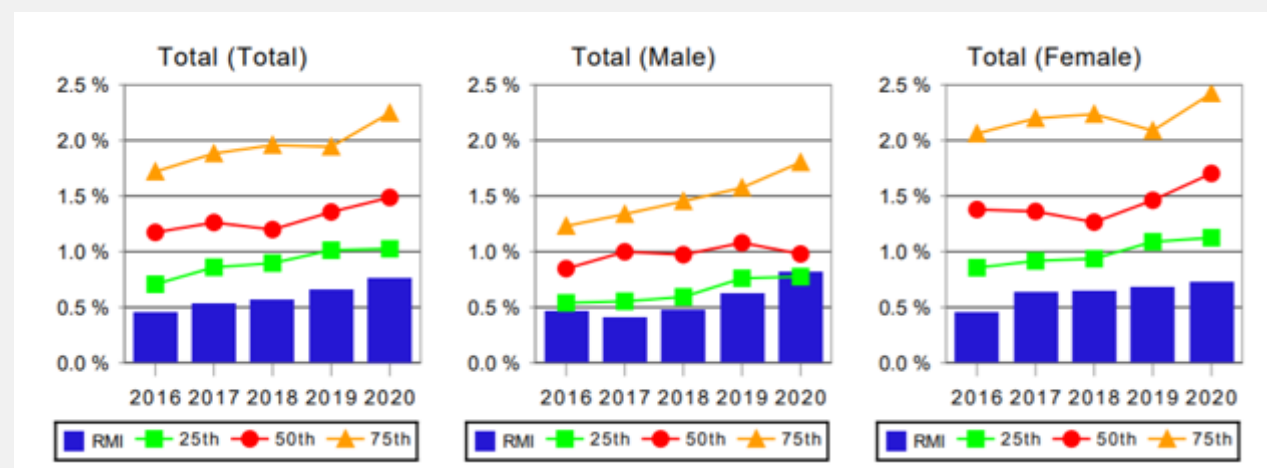
The Universities HR Benchmarking Program 2020 Report, benchmarks RMIT with all other Australian Universities. It is an external benchmark based on Q1 workforce insights and commissioned specifically by RMIT.

Summary

The information shows insights which are consistent with the 2019 benchmark reporting sitting on average in the bottom quartile (except in Academic Level A which has seen investment and Senior Staff Academic).



Percentage of workforce as Indigenous at RMIT in comparison to National Benchmarks, for total population and Male/Female



Limitations

The current FWS has been produced: -

- Prior to the finalisation of the 2021-2025 RMIT Strategic Plan; and
- Within an organisational and industry environment which has had significant financial Covid impacts.

Consequently, workforce initiatives may require adjustment upon the release of the RMIT Strategic Plan.

In pursuit of RMITs Strategic Plan, it is expected that Aboriginal and Torres Strait Islander workforces and subsequent employment plans will be a strategic priority resulting in increased focus on employment opportunities, retention and development.