

## A recruitment and career development strategy

The Association has been successful in obtaining funding from the Commonwealth Department of Employment, Education and Training (DEET) to develop a national Aboriginal and Torres Strait Islander Recruitment and Career Development Strategy. The Strategy will identify employment, and education/training needs and opportunities in the library and information sector for Aboriginal and Torres Strait Islander people at the professional, paraprofessional and clerical

levels. It will incorporate strategies for implementing appropriate support mechanisms, cross-cultural awareness programs, and models of good practice within our sector. The National Protocols and ALIA policy statement on Aboriginal and Torres Strait Islander Information in Libraries, Archives and Information Services will provide a platform for the strategy.

In developing the strategy the steering group is seeking advice from communities, employees, employers and

education and training providers. Consultations will be undertaken in Cairns, Townsville, Brisbane, Darwin and Sydney. These will build on preliminary research work conducted by the Association during this year, and work done by others within our sector.

The consultant to the steering group, Janina Gawler, has extensive experience in developing employment and education programs with Aboriginal communities in Victoria, working with ATSIC and all three levels of government. At a national level, Janina is also currently preparing a Recruitment and Career Development Strategy for Greening Australia.

The steering group would be particularly interested in hearing about successful models where Aboriginal and Torres Strait Islander people have been accessing the library services, employed by the library and/or consulted by the library in relation to access to resources and providing advice on the nature of resources to be acquired. The group would also be interested in the not-so-successful models and the reasons why they did not succeed.

The Strategy will be submitted to DEET next month, and will seek funding for an identified position to assist in implementing the Strategy nationally.

The members of the steering group are Jennefer Nicholson, Kay Robinson (Aboriginal Employment Strategies Branch, DEET), Aaron Briscoe (Manager of the Aboriginal and Torres Strait Islander Strategy for the Commonwealth Department of Human Services and Health), and Clair Jackson (Librarian at the Eora Centre for Aboriginal Studies). Please contact Jennefer Nicholson at ALIA National Office on (06) 285 1877 if you would like further information or have information to share with the steering group.

## Common commitment

*Nola Smolders, head of library services at John Paul College, Frankston Victoria, looks at the Aboriginal perspectives resource collection*

Do you know what Marian College, Sunshine, Sancta Sophia, Glenroy, Siena, Camberwell, John Paul, Frankston and Sacred Heart in Geelong all have in common?

These five colleges have been selected, because of their commitment to the inclusion of Aboriginal perspectives in the curriculum, and for geographical reasons, as part of a Melbourne-wide network to hold the Aboriginal Perspectives Resource Collection.

The need for Aboriginal perspectives in our curriculum is unquestionable and the vital role that resources play in providing effective learning experiences is also recognised.

But in practice, library budgets rarely allow for multiple stimulus materials or specialist collections in any one area.

Funded by the Catholic Education Office under the guidance of Sue Taffe, convener of the Aboriginal Perspectives Secondary Network, an initiative has been taken to support resource-based

teaching and learning about our Koorie people across the school curriculum.

This means these five colleges have been asked to provide a library area to house and display a range of current Aboriginal resources for use in classrooms.

Each of these host libraries warmly invites teachers to browse among the resources and borrow what appeals or may be useful in their classrooms.

There is a wide range of fiction titles, non-fiction works, kits, ephemeral materials and videos designed to assist teachers in exploring with students the distinct cultures of the Aboriginal and Torres Strait Islander peoples.

If it is true that a picture is worth a thousand words, then consider the value of a video about an Aboriginal topic produced by or in conjunction with Aboriginal people.

Indeed, this collection has been carefully selected with the input of Koorie educators from organisations such as the Victorian Aboriginal Education Association Inc and the Aboriginal Catholic Ministry.

### NEWSPAPERS AVAILABLE

*(free to a good home)*

<i>The Argus</i>	1853-1957	359 volumes
<i>The Age</i>	1900-1958	291 volumes
<i>The Times</i>	1840-1950	364 volumes

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