

Indigenous Student Employment Scheme – information for managers

Background

Our [Indigenous Workforce Strategy 2022 – 2025](#) demonstrates Flinders University’s commitment to increasing the employment of Aboriginal and/or Torres Strait Islander peoples, and promotes equity, inclusion and social responsibility.

The Indigenous Student Employment scheme is an initiative established to create pathway employment for students to provide genuine work experience and a potential pathway for future employment at Flinders.

Purpose

The Indigenous Student Employment Scheme provides Flinders University Aboriginal and Torres Strait Islander students with part-time employment that fits alongside study commitments.

It aims to support students with an employment opportunity that can develop professional skills and provide a valuable work experience to enhance future career prospects.

Student employment in this scheme is supernumerary (i.e. in addition) to existing established structures.

Student eligibility

To be eligible for the Indigenous Student Employment Scheme the student must identify as an Aboriginal and/or Torres Strait Islander student and currently be enrolled as a student at Flinders University.

How do students apply?

Eligible students can register interest by completing an [Expression of Interest form](#) located on the [Indigenous Employment](#) page on our website.

The Indigenous Student Employment Scheme Coordinator will contact the student directly to provide further information, seek to understand the student’s availability and type of work they are interested in, talk through what roles are available and answer any other questions the students may have.



Indigenous Student Employment Scheme

How does it work? Students are employed at Flinders University on a part-time basis (0.3 or 0.4) for a period of up to 12 months during the academic year. Workdays are structured to fit around student study commitments.

A student can participate in the scheme for a maximum of two academic years.

INFORMATION FOR EMPLOYING AREAS

Funding for the scheme Roles are funded by the employing area at HE03 classification.

Position descriptions A suite of position description templates have been developed for the scheme. Contact the Indigenous Student Employment Scheme Coordinator or pc.pfolio@flinders.edu.au for a template.

Eligible fixed term reason **Student Employment:** Where a student is working within their College or undertaking work that is related to a degree course they are undertaking.

Other (pre-approved for the purpose of this scheme) Where a student is working outside of their College and the work they are doing is not related to a degree course they are undertaking.

Success factors See [National Indigenous Australians Agency's evaluation](#) of government funded Indigenous cadetships. Key factors for success are cultural safety, access to mentors, structured supervision, diversity of experiences, sense of belonging, relevance to career goals.

It is recommended that Indigenous Student Employment Scheme supervisors and team members undergo or refresh their cultural awareness competency.

Contacts Julie Rayner, Indigenous Student Employment Scheme Coordinator & Senior Executive Officer, MPH; Alex Warren, P&C Advisor, Portfolios; Andrea Genuth, Manager, People Services.

