



Overview

Indigenous Business Australia (IBA) provides workplace training for Indigenous school leavers seeking a Certificate II-IV in business or business-related studies such as accounting, office administration, legal studies and management.

Trainees may be recruited through:

- the Indigenous Youth Mobility Program¹ (IYMP), a government funded initiative that supports Indigenous people aged 16-24 who live in remote areas
- an Indigenous employment agencies
- a group training provider, or direct application to IBA.

Are you eligible?

IBA welcomes expressions of interest from individuals interested in traineeship opportunities. To be eligible, you must:

- be of Aboriginal and/or Torres Strait Islander descent
- be under 25 years of age
- have achieved your year 10 certificate (year 12 preferred)
- be an Australian resident and
- be able to work in an IBA office.

Who is IBA?

IBA is a progressive, commercially focused organisation that promotes and encourages economic independence for Aboriginal and Torres Strait Islander peoples.

IBA employs more than 200 people from diverse cultural backgrounds and demographics. Interest and/or experience in the banking and finance sector, policy development and corporate services is often an advantage while all positions require a strong customer service focus and compliance with IBA's code of conduct.

IBA supports the employment, retention and advancement of Indigenous Australians in its work force. At present, approximately 24 per cent of IBA's employees are Indigenous.

What are some of the benefits of a traineeship with IBA?

A customised traineeship experience is developed between IBA and the relevant local government supported group training provider. Traineeships provide opportunities for meaningful work that will make a genuine contribution to IBA's objectives. Trainees will be provided with:

- a flexible and supportive work environment
- the opportunity to work in one of IBA's offices
- a designated trainer to guide learning and assess progress
- opportunities for working directly with Indigenous clients
- a competitive edge to their career development
- relocation assistance where required.

1. You can find out more about the Indigenous Youth Mobility Program at www.deewr.gov.au/indigenous

Indigenous trainee Douglas Pungana

In October 2008, 22 year old Douglas Pungana commenced his IBA traineeship in Canberra. Prior to then, Douglas had been living with his family in Port Hedland, a remote community 1761km from the nearest capital city, Perth and 5000km from Canberra.

Through the IYMP, Indigenous young people (aged 16-24) from remote areas, like Douglas, can be supported to complete qualifications they need to obtain sustainable employment.

With the assistance of IYMP and Indigenous Success Australia (ISA), Douglas began his Certificate II in Business Administration as part of his traineeship experience.

A good traineeship is often measured by its ability to complement studies with real on-the-job experience. It seems, so far so good for Douglas who says of his own traineeship experience:



“My Certificate in Business Administration combined with the experience of working in the public sector is a great stepping stone for me.”

In Canberra, Douglas feels homesick more than he cares to admit, but he says “My dad was really supportive of me taking up this opportunity. The thought of living in our nation’s capital city and the opportunity to do something good for myself and to make my family and myself proud in what I can achieve was what motivated me.”

Keen to continue a career with IBA once his traineeship is complete, Douglas recalls his first days of work

“I thought, wow, this place called IBA actually helps us Indigenous people in getting home/business loans, man that’s so cool,” he said.

Douglas is making the most of his career opportunities and his story is inspiring to his family and colleagues.

For more information:

- visit www.iba.gov.au
- FREECALL™ 1800 107 107* or (02) 6121 2706
- write to PO Box 38, Woden ACT 2606
- email askHR@iba.gov.au