



*Indigenous  
Employment at ANZ*



## Indigenous Employment at ANZ

The Indigenous employment program makes good business sense for ANZ. Investing in training and supporting the community gives ANZ access to talented employees now and into the future. This program will enable ANZ to establish a team that is representative of the communities in which we live, work and operate.

### ANZ's Indigenous Employment Commitments

ANZ's Reconciliation Action Plan (RAP), launched in April 2007, outlines the specific steps ANZ will take to help improve the wellbeing of Indigenous Australians, including commitments to increasing employment opportunities for Indigenous Australians.

#### **ANZ's Indigenous Employment Targets include:**

- Recruitment of 300 trainees over three years with at least 33% being offered full time positions (based on merit) at the conclusion of the traineeship
- 3% of Regional & Rural staff from Indigenous backgrounds by December 2011
- Promotion of at least 20 Indigenous employees on merit to management positions by December 2014

To achieve these targets ANZ has established the ANZ Indigenous Employment and Training Team which is dedicated to achieving these outcomes.

#### **Career Development**

Dedicated Career Development Managers have been assigned to the ANZ Indigenous Employment and Training Team to help Indigenous employees and trainees manage their career progression and develop their skills through training and study.

#### **Indigenous Network**

ANZ is establishing a collaborative network to support Indigenous employees and trainees and improve the Indigenous cultural awareness of all ANZ employees.

## Employment Opportunities

### Direct Employment

Information on current opportunities is available on the ANZ Careers website at [www.anz.com/careers](http://www.anz.com/careers). You can apply for positions and submit your resume via the ANZ Careers website.

ANZ is also working with recruitment agencies to place Indigenous people in permanent positions with ANZ.

### Graduate Programs

ANZ's Graduate Program aims to attract, develop and retain talented individuals who want to embark on a challenging career within the banking and finance industry. ANZ also offers a Summer Vacation Program and an Industry Based Learning Program.

ANZ will be working with universities and media to promote ANZ's Graduate Program to more Indigenous students and increase the numbers of Indigenous participants.

Interested in applying for the ANZ Graduate Program?

Application information for the ANZ Graduate Program is available at [www.anzgraduates.com.au](http://www.anzgraduates.com.au).

### Traineeships

Since May 2003 ANZ, with the help of work place providers, has recruited over 150 trainees in ANZ branches through Full Time Traineeship and School Based Traineeship programs.

ANZ will recruit at least 100 participants in the School Based and Full Time Traineeship Programs each year until 2009 and, together with work place providers, extend the program to further regional and metropolitan areas across Australia.

There are currently over 110 trainees working in ANZ branches in New South Wales, Northern Queensland, Northern Territory and Western Australia.

The program will be extended to South Australia and Southern Queensland in 2008 and to Victoria and Tasmania in 2009.

### School Based Traineeships overview

- Year 11 & 12 students work for at least 800 hours over a period of 2 years (minimum hours may vary per State).

- Students study and complete a Certificate II qualification in Business or Financial Services and their year 12 high school qualification (or equivalent).
- School Based Trainees are employed by a work place provider and 'hosted' by ANZ.
- Mentorship is the vital ingredient provided by the work place provider.
- National federal apprenticeship award based payments apply
- Year 12 School Based Trainees with genuine interest in a career in finance/banking can be 'fast-tracked' into the 2nd year of the Full Time Traineeship Program or can take on other career or study opportunities.
- Closing date for School Based Traineeship expressions of interest is 30 June of each year.

### **Full Time Traineeships overview**

- Targeted at year 12 graduates.
- Under the recommended model, a Full Time Trainee would complete a Certificate III qualification in Business or Financial Services (both theoretical and practical components) in 2 years.
- Full Time Trainees are employed by a work place provider and 'hosted' by ANZ.
- The program offers 1 additional year for School Based Trainees 'graduating' into the Full Time Traineeship and ties to Certificate III studies.
- Trainees must see banking as a career and be aware that mobility and further education would be an advantage.
- Intent is to provide a trained resource for a permanent role with ANZ.
- Applications for Full Time Traineeships are accepted all year.

### **Interested in completing a traineeship?**

Submit an Expression of Interest Form if you would like to participate in an ANZ School Based Traineeship.

Submit your resume and a covering letter for a Full Time Traineeships.

## **Submit your form via:**

**Email:** [indigenousemployment@anz.com](mailto:indigenousemployment@anz.com)

**Mail:** ANZ Indigenous Employment and Training  
2/324 Queen Street  
Brisbane QLD 4000

## **Why work at ANZ? – our Employer of Choice Commitments**

We recognise that great companies are about great people and, as part of our vision to become the Employer of Choice in Australia, we are committed to attracting and retaining the very best talent.

We demand a lot from our people, but we offer a great deal in return. The following seven workplace attributes clearly outline our commitment to ensuring you achieve your personal and professional ambitions.

**Learning** - we want you to grow, develop and learn with ANZ.

**Developing** - when it comes to your personal and professional development, we have a simple philosophy: you invest in us - and we will invest in you.

**Progressing** - we'll open up opportunities for you to achieve your career goals.

**Challenging** - it's your chance to make a genuine difference to our business... and your career. The nature of work within ANZ also provides challenge, and we will raise the bar to inspire you to not just meet, but exceed your own targets.

**Rewarding** - we recognise that rewarding high achievers is vital to recruiting and retaining the best talent possible.

**Flexible** - we recognise that sometimes personal or family commitments demand more of an individual's time and that life balance is an important part of the modern workplace.

**Value** - we value energy, passion, integrity, boldness and different thinking. We value ideas and we value contribution, but importantly we place high value on diversity – ANZ's Indigenous Employment Program aims to put our diversity values into action.

## *More Information*

Visit [www.anz.com/careers](http://www.anz.com/careers) for more information on direct employment opportunities, Graduate Programs and Indigenous employment at ANZ.

Read ANZ's Reconciliation Action Plan at [www.anz.com/community](http://www.anz.com/community)

For more information about Indigenous employment at ANZ please email the Indigenous Employment and Training Team at [indigenousemployment@anz.com](mailto:indigenousemployment@anz.com)