



DefenceJobs Indigenous Overview webpage

The DefenceJobs internet website has an Indigenous Overview page which contains information about careers and Indigenous role-models in the ADF. For more information go to www.defencejobs.gov.au and follow the Indigenous Overview link

Defence values

- Professionalism
- Loyalty
- Integrity
- Courage
- Innovation
- Teamwork



Indigenous employee support programs

Defence has a number of support programs for Indigenous employees including a Defence Indigenous Network; an Indigenous intranet forum and evolving Indigenous mentoring and advocacy programs.

For specific information about the IPRC contact:

Senior Indigenous Recruitment Officer
 Tel: 02 8782 1381 or 02 6127 2965
 Mobile: 0447 401 185
 Email: indigenous.affairs@defence.gov.au

For general information about Defence careers contact:



DISCLAIMER: Aboriginal and Torres Strait Islanders are advised that this brochure might contain images or content relating to deceased persons. It might also contain words and descriptions that are culturally sensitive. The term Indigenous Australian is used throughout to describe all Aboriginal and Torres Strait Islanders.



Indigenous Pre-Recruitment Course

IPRC eligibility criteria

- Proof of Indigenous heritage
- At least 17 years of age
- Year 9 Maths and English (C-pass)
- Physically fit and healthy
- Attitude to succeed
- Free of illegal drugs
- Acceptable police record

“My self-confidence has grown so much.”

“The overnight camp was awesome.”

“I can’t believe the positive change in my son.”

“I am so fit and healthy now, fitter and stronger than ever.”

“I’ve been recommended for Officer selection.”

“It might take 3 months or 3 years, but I’m joining Army.”

IPRC
 Your opportunities unlimited



Are you ready for a challenge?

A long and proud tradition

The Australian Defence Force (ADF) is proud to have Indigenous Australians serving in its Navy, Army and Air Force as full-time or part-time members. Indigenous Australians have made a significant contribution to protecting Australia and its national interests for over 100 years. In fact, all Australian military operations, since the Boer War in 1899, have featured service by Indigenous sailors, soldiers and airmen/airwomen.

Entry standards

The ADF has specific entry standards, including medical criteria and educational requirements. These standards have to be met so that Defence knows you are ready to do your job well.

Benefits

Once you join the full-time ADF, you have access to great benefits like good pay, superannuation, first class training, free medical and dental care, plus access to higher education programs and guaranteed access to high-quality but low-cost single or family accommodation. You also get to enjoy a lifestyle that includes meeting and working with friends, being paid to keep fit and taking paid leave to visit your family every year.

IPRC core elements

- Literacy and numeracy
- Physical fitness
- Self confidence
- Leadership
- Teamwork
- Communication skills
- Interview techniques
- Aptitude testing
- Self discipline
- Respect for authority
- OH&S and First Aid
- Visits to Defence bases

The Australian Defence Force has over 200 career choices available

What is the IPRC?

The IPRC is an 8-week program that is designed to prepare Indigenous Australians (who have left school) for the ADF recruiting processes and for a rewarding career in the Navy, Army or Air Force.

The IPRC is delivered jointly by the Department of Defence with



the Department of Education, Employment and Workplace Relations and the Department of Families, Housing, Community Services and Indigenous Affairs. It is a Defence Specialised Pathways to Employment Program that directly supports the Government's agenda to close the gap in Indigenous employment outcomes. These courses are delivered with support from TAFE and local community groups.



IPRC key points

- High success rate
- Abstudy approved
- Uniforms and shoes
- Indigenous mentoring
- Meals provided
- New friendships
- Unlimited opportunities
- Pre and post course advice