

Boosting the representation of First Nations Australians in tech

Case study

Closing Australia's digital skills gap while helping Australia's First Nations peoples launch lucrative careers in Salesforce.



**INDIGENOUS
TECH
ACADEMY**

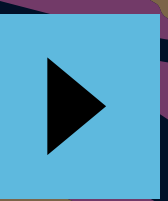
Revolent
A Tenth Revolution Group Company



**SALESFORCE
TALENT
ALLIANCE**



**PwC's Indigenous
Consulting**





The challenge:

A severe lack of representation of First Nations peoples in tech

Australia's First Nations peoples have been innovating and inventing for over 60,000 years. Despite this storied history as some of the world's oldest technologists, they are still vastly underrepresented within Australia's workforce. **As of 2018, less than 50% of working age Indigenous Australians were in some form of employment, compared to 75.9% of non-Indigenous Australians.**

A significant lack of diversity in Australia's tech sector

Research shows that diverse organisations outperform their less diverse peers financially. And the fresh perspectives that people from different walks of life bring to an organisation can significantly boost innovation, which is particularly important in a fast-moving sector like tech. Despite this, there is a severe lack of First Nations talent in Australia's tech sector, with Indigenous-identifying Information and Communications Technology specialists numbered in the hundreds at best. And, of those, they are predominantly men.

The need for new opportunity for First Nations peoples to launch careers in tech

Australia's tech sector needs to tap into fresh pools of talent to bring more First Nations Peoples on board, which is the main goal of the Indigenous Tech Academy (ITA).



“Australia's First Nations peoples are some of the world's oldest technologists and have shaped the world around us. But when it comes to the tech landscape today, we just don't see Indigenous peoples represented. The Indigenous Tech Academy is designed to address this and to ensure a meaningful and long-lasting change in the lives of people from Indigenous groups and their communities.”



Gavin Brown
CEO, PwC's Indigenous Consulting





The solution

Closing the gap with the Indigenous Tech Academy (ITA)

Established in February 2022, in collaboration between Revolent, PwC's Indigenous Consulting (PIC), and Salesforce, the ITA provides individuals from Aboriginal and Torres Strait Islander backgrounds with new opportunities to enter the tech sector and launch incredible careers in the world's #1 CRM.

How does ITA's talent creation program work?



1. Hire

Revolent recruits a wide range of talent for the ITA: from high school leavers to experienced professionals looking to transition into Salesforce



2. Train

The selected candidates participate in a fully-funded 9-week ITA bootcamp that equips them with Salesforce-accredited certifications, crucial consultancy skills, and plenty of practical application



3. Deploy

The ITA consultants spend 60% of their training time working on a range of tech tasks and real-life projects before they're placed at one of our client organisations to complete their work placement

Program benefits



Boost Indigenous representation in your workforce



Grow Salesforce knowledge in your team with more certifications and technical expertise



Ongoing support & development throughout placement



A robust training program with globally recognised Salesforce certifications and extensive practical application



Boost retention, with the ITA Consultants transferring to a permanent resource in your team, upon completion of the program





Revol Spotlight

Tara Jackson Goraya

Indigenous Tech Academy Consultant,
now Associate at PwC's Indigenous Consulting

- ✓ **Certified ScrumMaster**
- ✓ **Salesforce Associate certification**
- ✓ **Currently completing Salesforce Administrator and Business Analyst certifications**

Prior to joining Revolent, Tara worked in Aboriginal Health and Education. Throughout most of her professional life, she's worked with Aboriginal mums, babies, and jobseekers. In that sense, her work has always been about empowering the Aboriginal community, especially those who are most vulnerable.

“My previous experience and skills have really helped me to come into this tech world with a cultural lens, especially working for PwC's Indigenous Consulting (PIC) as my work placement with the ITA. I've been able to build on those strong foundational skills while learning tech skills through Salesforce and various applications as well.

The ITA is an opportunity to literally break cycles and upskill in a space where our voices as First Nations peoples are valued, implementing that change on a larger scale. The training I received from Revolent was very different—not only did we learn about Salesforce, but we also learned practical skills that we can bring into our roles. There was also a strong focus on personal growth and decision-making.”



The impact

Boosting diversity and gender parity in Australia's tech sector

The ITA is making great strides in Australia's tech sector, with one cohort of Indigenous Consultants or 'Revol's' having already completed the program. What's more, the ITA isn't just opening new doors to young adults, but also boosting gender representation across Australia's tech workforce.



100% retention rate



100% offered roles within the tech industry upon program completion



Higher representation of women, compared to the tech industry average

“

This program is incredibly important for so many reasons, and we're truly excited to see the expansion of the program with more of Salesforce's partners and customers, which is part of Salesforce's reconciliation plan.

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Eloise Lloyd
Director of Partner Talent Programs in APAC, Salesforce

“

Tech to me is an industry so large and so rewarding, with plenty of opportunities for one to become successful. Since joining I have learned so much and had so many great teachers along the way. I am a proud woman in tech.

”



Rebecca Sullivan
Indigenous Tech Academy Consultant





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Want to find out more?



Watch this webinar—co-hosted by Salesforce, PIC, and Revolent—to learn more about the ITA, our unique training program, and hear success stories from the first cohort.

How the ITA can help:

Employers: For companies committed to boosting the representation of First Nations Australians across their workforce, we recognise that building an in-house solution can be challenging to do alone. [Get in touch](#) to see how joining the ITA can help.

Learners: Are you from an Aboriginal or a Torres Strait Islander background and looking to launch an amazing career in one of the world's fastest growing and sought-after cloud ecosystems? [Register your interest in the ITA.](#)

