



ANZ's joint program with the AES began in 2003 and is now an integral component of ANZ's Reconciliation Action Plan, released in April of this year. Other commitments in the plan include: the most ambitious Indigenous employment targets of any leading Australian company; the expansion of financial literacy and inclusion programs; and development of a better understanding of Indigenous cultures within ANZ.

Moree's AES trainee is a true leader

Wally Towney, aged 17, is currently completing his studies at Moree Secondary College while working two days a week at ANZ's Moree branch in New South Wales.

Wally was employed at the branch via the Aboriginal Employment Strategy (AES) school-based traineeship program, a not-for-profit organisation that specialises in placing and mentoring Aboriginal people into employment.

Developing Leadership Skills

"There is no doubt that developing leadership skills now will help you in the future," Wally says.

Wally's leadership activities include being President of his school's Youth Environment Council and a member of its Student Representative Council, Returning Officer for the Regional Council and Treasurer of the Moree Plains Shire Youth Council. Next year, he will be one of two school captains.

Wally advises:

- ✓ get involved in any leadership activities you have at school,
- ✓ put first things first. Don't leave your studies till last, they will have the biggest impact upon your future.



"My advice to other students who are looking at school based traineeships is to just go for it - this is one of the most rewarding experiences I've had. I've learnt that there are lots of opportunities if you just take action!"

Making it Happen

Wally was working part-time at a local fast food outlet when an AES representative approached him with an invitation to apply for the school-based traineeship with ANZ.

"The AES trainee program has been great for me and I was recently asked by the vice-principal at our school to talk to Year 10 students about the advantages of the program".

Moree Branch Manager Claire Palfrey said, "Wally is a young man with very impressive leadership qualities. Working in our branch has given Wally the self-confidence to interact and help people he doesn't know — he's hard-working and we're very proud of his achievements."

After completing his exams, Wally intends to continue his studies in business and commerce at university while continuing to work at ANZ.

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