



*Wearing strength & collaboration*

Attachment 1:

Ministerial Conference on the Status of Women  
(MINCO). 2007 Theme: Women and Economic Status

## 2007 Recommendation Grid - from Women's Gathering

“All Aboriginal & Torres Strait Islander women have the right to freely determine their social, economic & political status”

South Australia's Strategic Plan includes a range of targets aimed at achieving objectives related to Growing Prosperity, Improving Wellbeing, Attaining Sustainability, Fostering Creativity, Building Communities and Expanding Opportunities. Specific targets are included aimed at improving education, employment and training and business opportunities for the whole community. Specific Aboriginal targets are also included as follows:

Target 1.26 Reduce the gap between Aboriginal and non-Aboriginal unemployment rates each year;

Target 2.5 Lower the morbidity and mortality rates of Aboriginal South Australians;

Target 3.15 Resolve 75% of all native title claims by 2014;

Target 4.5 Aboriginal cultural studies included in school curriculum by 2014 with involvement of Aboriginal people in design and delivery;

Target 5.7 Increase the number of Aboriginal South Australians participating in community leadership and community leadership development programs;

Target 6.9 Reduce overcrowding in Aboriginal households by 10% by 2014;

Target 6.18 Increase yearly the proportion of Aboriginal children reading at age appropriate levels at the end of Year 1;

Target 6.24 Increase the participation of Aboriginal people in the South Australian public sector spread across all classifications and agencies, to 2% by 2010 and maintain or better those levels through to 2014.

In addition following the signing of an overarching agreement, the State and Commonwealth governments are preparing a draft Aboriginal Strategic Plan in major areas of activity relating to Aboriginal people and communities throughout South Australia. The Aboriginal Taskforce, with executive support from the Department of Premier and Cabinet, is developing the draft.

Group Sessions	Final Recommendation from 2007 NATSIWG	What is happening in your jurisdictions?	High Priority	Low Priority
<b>Session 1: Increased Business Opportunities</b>	<p><b><u>Recommendation 1</u></b></p> <ul style="list-style-type: none"> <li>• That WAM research, develop and produce an Aboriginal &amp; Torres Strait Islander resource kit which identifies all Commonwealth, State, Territories and Private Sector programs to assist Aboriginal &amp; Torres Strait Islander</li> </ul>	<p><b><u>NT</u></b></p> <p>Tourism NT developed and implemented a Women and Indigenous Tourism Development Initiative to assist Indigenous women interested in developing a tourism business in the Territory.</p> <p>Tourism NT offers the Stepping Stones program which is a cross cultural facilitation tool designed to support Indigenous tourism business planning. The program has been developed to assist facilitators working with Aboriginal people and communities who aspire to establish or grow tourism businesses.</p>	<p>High Priority</p> <p>Agreed at WAM meeting held on 9 July 2007 that the Office of Women (Australian Government) would scope a joint publication</p>	

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	<p>women in business development.</p> <p>- The draft of the resource kit to be presented to the National Aboriginal &amp; Torres Strait Islander Women's Gathering Working Group to endorse prior to publishing and distribution.</p> <p>- This resource kit then is distributed nationally to all Aboriginal &amp; Torres Strait Islander women's networks.</p> <p><b>- Timeframe: 12 months.</b></p>	<p>Tourism NT has an Indigenous Tourism Strategy that contains an Action Plan, which is updated to reflect development needs and initiatives. Key priorities and initiatives for indigenous tourism development are :</p> <ul style="list-style-type: none"> <li>• Improving business practises in Indigenous tourism enterprises</li> <li>• Cooperative program with the Northern and Central Land Councils</li> <li>• Use of the Stepping Stones for Tourism development program for Indigenous communities</li> <li>• Working with traditional owners on the tourism development potential of jointly managed protected areas</li> <li>• Improving the link between the Aboriginal art sector and tourism</li> <li>• Supporting indigenous festivals and events, and</li> <li>• Supporting 'welcome to country' initiatives.</li> </ul> <p>Contact Tourism NT at Level 4 Tourism House 43 Mitchell Street Darwin NT 0800</p> <p>GPO Box 1155 Darwin NT 0801</p> <p>Telephone: +61 8 8999 3900 Facsimile: +61 8 8999 3888 <a href="http://www.tourismnt.com.au">http://www.tourismnt.com.au</a></p> <p>The Department of Business and Regional Development (DBERD) offers:</p> <ul style="list-style-type: none"> <li>• Territory Business Support Programs,</li> <li>• online Business Information Kits</li> <li>• Business Growth Program offers NT businesses information, funding and development services to enhance business performance, profitability, employment levels and market penetration.</li> <li>• Business Consultations- a free and confidential business</li> </ul>	<p>of a resource kit and present the project proposal at MINCO.</p>	
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		<p>information service to intending, new and existing business</p> <ul style="list-style-type: none"> <li>• Territory Business Upskills- provide participants with information and ideas to increase their business management skills and capabilities</li> </ul> <p>For more information on DBERD business opportunities contact <a href="mailto:territory.businesscentre@nt.gov.au">territory.businesscentre@nt.gov.au</a></p> <p>DBERD Indigenous Business and Industry Services (IBIS):</p> <ul style="list-style-type: none"> <li>• identifies opportunities for jobs and business for Indigenous people;</li> <li>• encourages Indigenous people to take up opportunities for enterprise development;</li> <li>• removes barriers to Indigenous people taking up these opportunities;</li> <li>• Provide ongoing support for Indigenous people who take up opportunities</li> <li>• Maximises opportunities for Indigenous engagement in major Territory projects</li> </ul> <p><b><u>ACT</u></b> The ACT Government funds an online Women's Business Information Resource. Inclusion of the resource kit on this portal could be considered.</p> <p><b><u>AG</u></b> There is currently limited awareness of the range of resources available to Indigenous business people and this would be a valuable resource. An on-line resource may be more effective than a paper resource in reaching Indigenous communities</p> <p><b><u>VIC</u></b> <b>1. The Koori Business Network (KBN) not women specific</b> The Koori Business Network (KBN) is the Victorian Government's primary agency for promoting the growth of sustainable Indigenous businesses and economic development. The KBN delivers a program to support the growth of industry in the areas</p>	High Priority	
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		<p>of aquaculture, bush foods, art and cultural tourism. During 2004-05, the KBN developed the <i>Building the Economic Base Strategy</i> and the <i>Victorian Indigenous Aquaculture Strategy</i>. The KBN quarterly newsletter on ATSI businesses has a national distribution list of 5,000.</p> <p>KBN also works in partnership with Arts Victoria to deliver the Deadly Arts Business program which entered its third year of operation in 2005-06. The initiative aims to strengthen the distinct profile and improve the business viability of the South East Indigenous arts community.</p> <p>The KBN hosted Victoria's first Indigenous Economic Development Conference – <i>Embracing Business Opportunities</i> from 25 - 27 April 2007.</p> <p>The event provided the opportunity for people interested in, or involved with Indigenous business growth to share perspectives and open new doors to business. The program included local and international key note speakers, practical workshops, social functions, showcasing and business networking opportunities, plus an Indigenous youth gathering.</p> <p>The KBN has produced the KBN Indigenous Business Directory, 2007. It also assists Indigenous business owners to develop their technical &amp; business skills, access new networks &amp; markets and improve professionalism by providing grants up to \$2,000. Finally it provides access to business mentors (volunteers from the Small Business Counselling Service) &amp; aids in the development of business strategies.</p> <p><b>2. My Moola –opening financial pathways.</b>          These programs include workshops, and 'MyMoola' comics developed by the First Nations Foundation and ANZ in 2006 sets the context for financial literacy education and ongoing mentoring at individual, community and family levels. It includes information on budgeting, saving where to seek advice when in crisis and opens financial pathways.</p> <p><b>Online Indigenous business register</b></p>		
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		<p><a href="http://www.indigenousbusinesses.com.au/">http://www.indigenousbusinesses.com.au/</a>                  The business register is an Indigenous owned central communication portal to facilitate community and socio-economic development for Indigenous people.</p> <p><b><u>NSW</u></b>                  NSW NATSIWG members confirm that currently there is limited awareness of the range of resources available and that this would be a very useful resource for Aboriginal women in NSW.</p> <p>There is the possibility that this proposal is best pursued as a resource for all ATSI business, but including a specific focus on women.</p> <p>All jurisdictions have agreed to work together on the joint publication of such a resource kit over the next 12 months, including collating information that already exists into a single publication. Consideration will be given to the best form – e.g. hard copy and/or on-line</p> <p>NSW already has a Directory of Aboriginal Business and Employment Programs which would be a contribution towards the national publication.</p> <p><b><u>WA</u></b>                  There are no State business development programs that are specifically targeted at Indigenous women .</p> <p>The Aboriginal Economic Development Division of the Department of Industry and Resources is responsible for identifying sustainable business and employment opportunities; assisting Indigenous people to develop enterprises and working with the private sector, state and federal agencies to provide a comprehensive range of planing, enterprise and employment services.</p> <p>An Indigenous Economic Development Framework has been developed under the WA State and Commonwealth bi-lateral agreement on Indigenous affairs to ‘underpin joint action by the State and</p>	<p>High Priority</p>	
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		<p>Commonwealth in this area.</p> <p>The three priority outcomes of the Framework are:</p> <ul style="list-style-type: none"> <li>• Growing sustainable employment opportunities</li> <li>• Building investment and asset ownership</li> </ul> <p>Fostering opportunities for business development</p>		
	<p><b><u>Recommendation 2</u></b></p> <ul style="list-style-type: none"> <li>• That WAM negotiate with the individual State Ministers for Women to establish &amp;/or enhance any existing Aboriginal &amp; Torres Strait Islander Women's Business and Enterprise Network.</li> </ul> <p>- This is to incorporate a national register of Aboriginal &amp; Torres Strait Islander women's businesses and enterprises.</p> <p>- This register to include profiling and skill audits of those Aboriginal &amp; Torres Strait Islander women.</p> <p>- That Governments use this listing throughout Government tenders.</p> <p>- <b>Timeframe: 12 months.</b></p>	<p><b><u>TAS</u></b></p> <p>Fourteen regional Business Enterprise Centres in Tasmania can assist Aboriginal women with information about business planning and information pertinent to establishing and operating a business. See <a href="http://www.development.tas.gov.au/business/enterprise.html">http://www.development.tas.gov.au/business/enterprise.html</a></p> <p>Inclusion on a national register would need to be voluntary.</p> <p>Consideration of listings through tender processes would need to comply with Tasmanian Government guidelines for procurement of services.</p> <p><b><u>QLD</u></b></p> <p>The <b>Department of State Development (DSD)</b> website has a number of links to Indigenous business initiatives, programs, products and services. This includes a link to the Cairns Region Economic Development Corporation which has an Indigenous Business Network called "Advanced Indigenous Business". The core members of Advanced Indigenous Business (AIB) are Indigenous people who are sole or part owners of a business holding and Australian Business Number or who are interested in establishing a business. This network is not gender-specific. <a href="http://www.advancedindigenousbusiness.com.au/">http://www.advancedindigenousbusiness.com.au/</a></p> <p>DSD hosts an online Women in Business Discussion Forum for Queensland business women to interact and develop their own networks and discuss business issues. The forum is open to all women and can be accessed at: <a href="http://www.smartsmallbusiness.qld.gov.au/dsdweb/v3/quis/templates/cont">http://www.smartsmallbusiness.qld.gov.au/dsdweb/v3/quis/templates/cont</a></p>		

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In addition, DSD has a number of initiatives targeting Indigenous business:

**Indigenous Business Development** within DSD has a diverse range of clients, including Traditional Land Owners and their representative bodies, Aboriginal Councils, Regional and sub-Regional Indigenous organisations, relevant State and Commonwealth Government Departments and Agencies, Industry and other stakeholder groups such as Indigenous Enterprise Partnerships. The following services are targeted at helping Indigenous Australians:

- Indigenous Enterprise Development Officers are employed by the DSD's [State Development Centres](#) in Rockhampton, Mt Isa, Townsville and Toowoomba to support and provide expertise in the delivery of services and products to Indigenous clients.
- Indigenous Business Development Grants Program  
Two of the priorities of the Queensland Government for Aboriginal and Torres Strait Islander communities are sustainable economic development and employment. To meet these priorities, a State Indigenous business development program provides grants to help Indigenous people to increase their economic independence, take up employment opportunities, and improve their quality of life. The grants fall into two categories:
  1. Business Establishment
  2. Capacity Building

**Note:** DSD does not list any specific Indigenous women's business networks. It is unknown whether any local or regional networks currently exist, although it is likely that they do. This could be an issue to raise with the Queensland Minister for State Development if jurisdictions agree that letters to relevant Ministers informing them of the NATSIWG Recommendations are to be sent by WAM Officials. Alternatively, a



		<p>national register of Aboriginal &amp; Torres Strait Islander women's businesses and enterprises could be included as part of the Resource Kit (Recommendation 1).</p> <p><b><u>NT</u></b>          The Northern Territory Industry Capability Network is the impartial, recognised leader in procurement research and industry capability information that matches competitive sellers and legitimate buyers to create maximum local content in NT businesses and projects. The Network maintains an active, personal and confidential consultancy that increases economic benefit and prosperity in the Northern Territory. NTICN supports NTG procurement processes.  <a href="http://www.nticn.com.au/">http://www.nticn.com.au/</a>          Please contact NTICN for information on registering your business or any other queries at:  <b>Email</b>  <a href="mailto:info-nt@nticn.com.au">info-nt@nticn.com.au</a>    <b>Main Office Telephone</b>          +61 (0) 8 8922 9422</p> <p>Women's Register administered by OWP for membership to boards and committees in the NT. Contact at <a href="mailto:owp@nt.gov.au">owp@nt.gov.au</a></p> <p><b><u>SA</u></b>          Department of Premier and Cabinet, Aboriginal Affairs and Reconciliation Division and the Department of Further Education, Employment, Science and Technology are working together to strengthen the role of women in leadership within government and in communities and monitoring the participation of women through maintaining a database. The database will include information such as experience, qualifications, knowledge, abilities and areas of interest of all Aboriginal people who have undertaken community leadership development programs, or that self-nominate to be included due to an interest in participating in leadership or governance roles.</p>		<p>Jurisdictional responses.</p>
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		<p><b><u>ACT</u></b>                  Given the relatively small population of Aboriginal &amp; Torres Strait Islander women in the ACT; formal links with another jurisdiction's network to be considered.</p> <p>The ACT notes there are probity and procurement legislation issues in regard to using the listing throughout Government tenders.</p> <p>The ACT considers that the timeline is not feasible.</p> <p><b><u>AG</u></b>                  The Office for Women (OfW) funds national women's organisations to provide National Secretariat services on behalf of women in Australia. The role of the National Secretariats includes working collaboratively to provide informed and representative advice to government on policy issues, development and implementation relevant to the diverse views and circumstances of women. OfW is working to strengthen the voice of Indigenous women within the Secretariats, in particular the WomenSpeak network.</p> <p><b><u>VIC</u></b>  <b>Koori Women Mean Business –</b>                  KWMB provides support to women and girls in their "business" at the community level. It specialises in developing partnership projects, identifying business opportunities and offering professional development services and undertake projects, which focus on issues that sustain women, and their business through a variety of formats including women's camps, luncheons, seminars, training and development.  <a href="http://www.kwmb.org.au/">http://www.kwmb.org.au/</a></p> <p><b><u>NSW</u></b>                  NSW Department of State and Regional Development already has some lists of Aboriginal businesses, e.g. in the construction industry, to assist its program of encouraging government agencies to contract local Aboriginal</p>		<p>Low Priority</p>
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		<p>businesses where possible. However, of course, the NSW Government cannot provide a guarantee as to the quality of services offered by private organisations listed in any resource/register of businesses.</p> <p>The Department also actively supports industry networking sessions to assist small business operators develop their networks. OFW will work with the Department of State and Regional Development and with Aboriginal women to develop such sessions to meet the needs of Aboriginal women in NSW within areas or industries identified as priorities for these women. These could complement existing programs to support and mentor women in business and Aboriginal people in business.</p> <p><b><u>WA</u></b> Such a network would need to be created. There is no central listing in WA of Indigenous business enterprises.</p>		<p>Low Priority</p>
	<p><b><u>Strategy A</u></b></p> <ul style="list-style-type: none"> <li>That WAM negotiates with the relevant Ministers for Education and Training in each State and Territory, the development of culturally sensitive / relevant small business courses through registered training providers (eg governance)</li> </ul> <p><b>- Timeframe for feedback: December 2007.</b></p>	<p><b><u>TAS</u></b> TAFE Tasmania provides small business courses. See: <a href="http://www.tafe.tas.edu.au/courses/smallbus/index.htm">http://www.tafe.tas.edu.au/courses/smallbus/index.htm</a>. The Aboriginal Training Programs Unit offers Aboriginal specific courses and support to Aboriginal and Torres Strait Islander students (numbers in Tasmania may however restrict options for specific programs). See: <a href="http://www.tafe.tas.edu.au/courses/access/aboriginalprograms.htm">http://www.tafe.tas.edu.au/courses/access/aboriginalprograms.htm</a></p> <p><b><u>QLD</u></b> DSD provides an Indigenous Business Intenders Kit entitled <a href="#">Turning Your Idea into a Business</a>. The kit has been developed to provide Indigenous people with information about starting up a small business. The program highlights the positive and negative implications of starting a business and provides critical information needed to make practical decisions about the viability of a business venture. The program consists of 3 modules and is supported by a video and 3 workbooks.</p> <p>DSD Regional State Development Centres run ongoing seminars and workshops related to business, including topics such as business</p>		

		<p>planning, marketing, advertising, customer service, e-commerce and eco-efficiency. More information can be found at:  <a href="http://www.sd.qld.gov.au/dsdweb/v3/guis/templates/content/gui_cue_phnx_schrse.cfm?id=4503&amp;search_startrow=1">http://www.sd.qld.gov.au/dsdweb/v3/guis/templates/content/gui_cue_phnx_schrse.cfm?id=4503&amp;search_startrow=1</a></p> <p><b><u>NT</u></b>                  DBERD provides relevant training through Territory Business Upskills. See Session 1, Recommendation 1.</p> <p>DBERD Partnerships and Pathways Third Indigenous Economic Development Forum will be held in November in Darwin- creating and building business opportunities and partnerships.</p> <p>Through DBERD's Business Growth Program eligible businesses including aboriginal owned businesses are given the opportunity to engage a suitably qualified consultant(s) to achieve better business growth. See Session 1, Recommendation 1.</p> <p>Tourism NT- Women and Indigenous Tourism Development Initiative assists Indigenous women in the development of a tourism business. See Session 1, Recommendation 1.</p> <p>Charles Darwin University (CDU) offers a wide range of foundation pathway programs as well as certificates and diploma qualifications VE and Training in areas of business and tourism.</p> <p>Contact Charles Darwin University Switchboard:                  Casuarina campus: 08 8946 6666                  Alice Springs campus: 08 8959 5211</p> <p><b><u>SA</u></b>                  Department of Premier and Cabinet Aboriginal Affairs and Reconciliation Division are to:</p> <ul style="list-style-type: none"> <li>• Develop community plans for each Aboriginal community to better</li> </ul>		Jurisdictional responses
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		<p>understand skills and expertise and the level of training required;</p> <ul style="list-style-type: none"> <li>• Develop regional workshops to deliver governance training to Aboriginal organisations and community councils. These workshops will be undertaken by July 2008;</li> <li>• Work with the Office of the Registrar of Aboriginal Corporations, and the Office of Consumer and Business Affairs to deliver governance training in regional and remote South Australia.</li> </ul> <p>Department of Trade and Economic Development provide a Young Indigenous Entrepreneurs Program to teach young people the skills they need to start a business, including the formulation and testing of business ideas. In 2006-07, 4 programs were run in the metropolitan area and one in Port Augusta. Over 30% of the participants are young women and the program has a particular interest in increasing the number of young women involved.</p> <p><b><u>ACT</u></b> The ACT Government funds ATSI community and sector development strategies, as well as an “Enterprise Development, Business Information Mentoring and Advisory Service”, providing training. This is not an indigenous specific program, and information is not available on usage by ATSI women.</p> <p><b><u>AG</u></b> The Australian Indigenous Leadership Centre (AIRC), which operates under the auspices of the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS), delivers leadership development programs for Indigenous leaders through sponsorship and partnership arrangements and may be well positioned to contribute.</p> <p>In addition, Office of the Registrar of Aboriginal and Torres Strait Islander Corporations (ORATSIC) [under FaCSIA] provides governance training and offers support, advice and training to assist Indigenous corporations.</p> <p>IBA Enterprises provides culturally sensitive small business courses</p>	High Priority	
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through Registered Training Organisations (RTO) to Indigenous people who are interested in going into business. Could consider tailoring to women's needs if appropriate.

DEWR operates the Indigenous Small Business Fund (ISBF) which provides funding to Indigenous community-based organisations for projects that help create or expand Indigenous businesses and provide jobs for Indigenous people. Projects may involve developing a business or feasibility plan, exploring business opportunities or providing business skills training.

### VIC

Literature emphasising that it is better to place people within suitable businesses to learn.

No courses through registered providers found in Victoria.

### **Indigenous Business Australia IBA**

IBA creates opportunities for Aboriginal and Torres Strait Islander individuals and communities to build assets and wealth in partnership within the Australian Government's overarching Indigenous Economic Development Strategy.

IBA works closely with the private sector and local community groups to foster economic independence and home ownership among Indigenous Australians to achieve this whole-of-Government objective in service delivery.

IBA offers a range of programmes designed to develop initiatives for long term asset accumulation that includes:

#### **1. Women in the workforce: factors affecting retention and re-entry (not Indigenous specific)**

The Department of Human Services commissioned the CS&H ITB to undertake a desktop audit of the literature to identify barriers to the retention and re-entry of women and national and international strategies and initiatives to encourage or enable women to remain in or re-enter the workforce, primarily in the community services and health industry. The major enabler of retention and re-entry of women in the workforce is a supportive manager who understands and facilitates flexible work arrangements.

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		<p>This audit included identifying training modalities that enable workers to maintain and enhance their skill.</p> <p><b><u>NSW</u></b>          The need for business and employment-related training for Indigenous women is a recurring theme in the meeting outcomes.</p> <p>The NSW Department of State Development already offers programs, including mentoring, for Women in Business, Aboriginal People in Business, and an Aboriginal Youth Business program. If a specific need can be identified, there is potential to develop a specific program for skills development and/or networking for Aboriginal women in business. The Department has agreed to work with OFW on identified priorities.</p> <p><b><u>WA</u></b>          The WA Department Of Education &amp; Training, through the Aboriginal Education and Training, Participation and Achievement Standards Directorate, are responsible for implementing the National Aboriginal and Torres Strait Islander Education Policy, the Aboriginal Education and Training Operation Plan 2005-2008, the MCEETYA Australian Directions in Indigenous Education, the Indigenous Education Programme, Strategic Recurrent Assistance Element and the Partners in Cultural Learning strategy (the national Aboriginal and Torres Strait Islander Strategy for vocational Education and Training 2000-2005).</p> <p>The Aboriginal Economic and Employment Development Program was established by the State Government to promote economic independence and employment for Indigenous people and currently delivers a broad range services to eight targeted regions in WA.</p> <p>There are a range of courses provided through the VET sector (principally TAFE institutions) that are tailored to Indigenous people.</p> <p>The Western Australian Indigenous Tourism Operators Committee was established in 2000 as the peak representative non-profit organisation</p>	<p>High Priority</p>	
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		<p>promoting Indigenous tourism operators. It seeks to accelerate the participation of Aboriginal people in the (some text missing)</p>		
	<p><b>Strategy B</b></p> <ul style="list-style-type: none"> <li>· WAM endorses the working group to continue discussions on a model for a business incubator in each state and territory.             <ul style="list-style-type: none"> <li>- remote</li> <li>- rural</li> <li>- metro</li> </ul> </li> </ul>	<p><b>TAS</b>                  The regionally located Business Enterprise Centres can assist Aboriginal and Torres Strait Islander business owners and intenders with information about business planning and other information pertinent to establishing and operating a business                  See: <a href="http://www.development.tas.gov.au/business/enterprise.html">http://www.development.tas.gov.au/business/enterprise.html</a></p> <p>The 1997 ATSI Economic Development Report for Tasmania shows the option of business incubators not to be viable because of low uptake/low numbers – preference being to concentrate on business enterprise centres.</p> <p>The Indigenous Business Incubator that operates from Victoria supports the development of small business initiatives undertaken by Indigenous Australians in South Eastern Australia, particularly across the states of Victoria, Tasmania and Northern Territory.                  See: <a href="http://www.indigenousbusinessincubator.com.au/">http://www.indigenousbusinessincubator.com.au/</a></p> <p><b>NT</b>                  The Indigenous Business Incubator is a Victorian organisation committed to the establishment, growth and support of Indigenous enterprises in the Northern Territory through the provision of Business Hubs in Darwin, Alice Springs, Katherine and Tennant Creek.  <a href="http://www.indigenousbusinessincubator.com.au">www.indigenousbusinessincubator.com.au</a></p> <p><b>SA</b>                  The Department of Trade and Economic Development advises that this is being undertaken by the Australian Government through Indigenous Business Australia.</p> <p><b>ACT</b>                  The ACT has business incubators in place, these are not indigenous</p>		<p>Jurisdictional responses.</p>





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		<p>initiatives that enhance these enterprises.                  The Indigenous Economic Support Scheme sets out the eligibility criteria for enterprises as well as for industry initiatives which are:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Commercial Viability</li> <li><input type="checkbox"/> Indigenous Project Focus</li> <li><input type="checkbox"/> Expected Outcomes</li> <li><input type="checkbox"/> Sustainability, and</li> <li><input type="checkbox"/> Support for Initiative</li> </ul> <p>A recent recipient of the financial assistance has been the Southern Aboriginal Corporation in Albany. The scheme has enabled the organisation to make the transition from a Community Development Employment Project (CDEP) provider to the new enhanced Structured Training and Employment Projects (STEP) provider in Albany.</p>		
	<p><b><u>Strategy C</u></b></p> <ul style="list-style-type: none"> <li>• State and Territory Governments to identify culturally attuned Aboriginal &amp; Torres Strait Islander community women's organisations to:                     <ul style="list-style-type: none"> <li>- Act as a broker to women's business</li> <li>- Provide fee for service</li> </ul> </li> </ul>	<p><b><u>TAS</u></b>                  The Tasmanian Women in Business Micro Credit Program (see below) also provides business-mentoring support – not culturally specific. See: <a href="http://www.development.tas.gov.au/business/WiB_0808_sml.pdf">http://www.development.tas.gov.au/business/WiB_0808_sml.pdf</a></p> <p><b><u>NT</u></b>                  See the Northern Territory Industry Capability Network at Session 1, Recommendation 2. NTICN is available to the wider business community. It currently has approx 100 aboriginal organisations registered with them. NTICN are in the process of conducting a remote community visit circuit to promote their network service.</p> <p><b><u>SA</u></b>                  The Department of Trade and Economic Development through regionally based Indigenous Economic Development Advisors engaged by regional development boards are developing collaborative partnerships to identify learning, training and work opportunities for Aboriginal people.</p>		<p>Jurisdictional responses</p>



		<p><b><u>AG</u></b> IBA provides low interest loans for commercially viable business proposals. To be eligible for a loan from IBA, an application must be assessed as demonstrating commercial viability including being able to repay the loan. IBA provides other forms of support to new businesses including assistance with business planning, business-related training and mentoring.</p> <p><b><u>VIC</u></b> <b>Indigenous Business Enterprises (IBA )</b> IBA provide Indigenous people with skill development services and alternate funding products to improve business management capabilities such as the acquisition, establishment and/or development of commercially viable small to medium sized enterprises that have demonstrated, or have the potential, to achieve long-term commercial viability. The Investments Programme of IBA has a central role in working with the private sector and local Indigenous people to encourage and foster Indigenous economic independence. The Programme invests directly in business opportunities, often through joint venture arrangements with expert industry partners and Indigenous organisations, communities and/or individuals. The objective is to assist Indigenous organisations, communities and/or individuals to participate in business.</p> <p><b><u>ANZ</u></b> <b>Indigenous Financial Literacy And Inclusion Programs include:</b>  Provision of a Money-Business program in partnership with the Australian Government, a Traditional Credit Union partnership and a Financial Pathways program with First Nations Foundation to improve financial literacy, and capability.</p> <p><b><u>NSW</u></b> While this proposal would be popular and may be useful to Aboriginal communities, it entails a considerable degree of financial risk.</p>		Low Priority
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		<p>At present, Indigenous Business Australia (IBA) can provide loans to applicants assessed as demonstrating commercial viability including being able to repay the loan.</p> <p>Other forms of support are available. For example, the NSW Department of State and Regional Development provides courses in getting started, developing business plans, employing staff, introducing technology, improving products, marketing etc specifically for Aboriginal businesses. The proposal under Session 1, Recommendation 1 would help raise awareness of information about such services/resources.</p> <p><b><u>WA</u></b>          Financial services for Indigenous peoples were examined in some depth at the Reconciliation Australia Conference on Banking in May 2002. It is worth considering this recommendation within the context of previous relevant research (for example <a href="http://www.reconciliation.org.au/downloads/158/jon_altman.doc">http://www.reconciliation.org.au/downloads/158/jon_altman.doc</a>)</p>		<p>Low Priority</p>
	<p><b><u>Strategy E</u></b></p> <ul style="list-style-type: none"> <li>• Business opportunities need to be supported by the right education and training (affordable, accessible and culturally appropriate).</li> </ul>	<p><b><u>SA</u></b>          The Department of Further Education, Employment, Science and Technology is:</p> <ul style="list-style-type: none"> <li>• assisting the private sector to adopt appropriate recruitment, retention, mentoring and career development strategies to support Aboriginal employees</li> <li>• continuing the Aboriginal Apprenticeship Program</li> <li>• matching Aboriginal people with local job opportunities where there are labour and skills shortages through the <i>South Australia Works Program</i>.</li> <li>• establishing a career development service in the upper Spencer Gulf with a specific focus on Aboriginal young people and older people .</li> </ul>		

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		<p>Department of Premier and Cabinet, Aboriginal Affairs and Reconciliation Division and the Department of Further Education, Employment, Science and Technology are modelling State and Australian public sector best practice recruitment, induction and retention strategies.</p> <p>Department of Further Education, Employment, Science and Technology is providing Aboriginal people with access to a range of school based training and employment programs and intensive assistance through the further education system and is establishing an Aboriginal Access Centre through TAFE SA to support Aboriginal people in training and employment.</p> <p><b><u>ACT</u></b> See strategy A</p> <p><b><u>AG</u></b> A range of programs are currently available:</p> <p>DEST supports Indigenous education and training through a number of initiatives. Support is also available under ABSTUDY which is delivered by Centrelink.</p> <p>DEWR :</p> <ul style="list-style-type: none"> <li>• Indigenous Small Business Fund (ISBF) provides funding to Indigenous community-based organisations for projects that help create or expand Indigenous businesses and provide jobs for Indigenous people. Projects may involve developing a business or feasibility plan, exploring business opportunities or providing business skills training.</li> <li>• Structured Training and Employment Projects (STEP) provides flexible funding for employers and organisations authorised to deliver pre-employment services, employment placement services and mentoring on behalf of employers. STEP funding is available for projects that lead to lasting employment for Indigenous job seekers.</li> </ul>	<p>High Priority</p>	
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- National Indigenous Cadetship Project (NICP) Indigenous university students can gain professional work experience and financial support.

IBA Enterprises provides selected business-related training, both in groups through RTOs and one-on-one.

**VIC**

**The Sunraysia Mallee Economic Development Board**

SMEDB is a peak economic development organisation and is funded by all businesses and enterprises in the Mildura Rural City Council region. SMEDB operate at the macro strategic industry level and coordinates forums such as the Koori Business Network – Marketing for Success Forum for Indigenous business operators to meet with local and state government agencies and marketing experts to learn how to present yourself and your business.

It also coordinates the Regional Achievement and Community Awards to highlight and reward the valuable contribution of volunteers, businesses, events and tourism operators, towns, environment and sustainability initiatives, individuals of all ages and community groups who are involved in making regional and rural Victoria a better place to live.

**ANZ**

**Indigenous Financial Literacy And Inclusion Programs include:**

Employment, development and promotion of Indigenous people in ANZ through the Corporate Leaders for Indigenous Employment Program (CLIEP), the Aboriginal Employment Scheme partnership and setting Indigenous employment targets.

**NSW**

A range of programs are currently available, particularly in the TAFE sector, including Weaving New Ways (IT for Aboriginal women), as well as the training provided through the Aboriginal Business Program of DSRD.

		<p>The proposal is relevant to Strategy A, Session 1 and the Session 3 recommendations.</p> <p><b><u>WA</u></b></p> <p>There are a range of Indigenous economic development initiatives operating across the State through the Regional Development Commissions. Initiatives vary considerably depending upon local opportunities. For example, in the Pilbara region, the Aboriginal Economic Development Officer is assisting in the implementation of the Pilbara Regional Partnerships Agreement s (A Commonwealth, State and resource sector initiative to increase employment and economic development outcomes for Indigenous people.</p> <p>The Aboriginal Economic Development Division has been working with Indigenous art centres in remote communities as part of an Art Centre Commercialisation project. The Division has also brokered a regional training program for the Ngaanyatjarra art centres, delivering onsite training in pricing and commercialisation, conservation and materials handling., governance and marketing.</p>	High Priority	
	<p><b><u>Strategy F</u></b></p> <ul style="list-style-type: none"> <li>• Access to skilled, experienced and culturally appropriate mentors to assist in the establishment and development of business opportunities, ventures and plans.</li> <li>• Develop a set of standards that recognise skills, experience,</li> </ul>	<p><b><u>TAS</u></b></p> <p>The Indigenous Business Incubation Program can assist with new business ventures and strengthening existing enterprises. See: <a href="http://www.indigenousbusinessincubator.com.au/">http://www.indigenousbusinessincubator.com.au/</a></p> <p>In Tasmania the Women in Business Micro Credit Program provides mentors to women (see link above).</p> <p>Tasmanian Business Enterprise Centres also provide mentor support. In some target areas (export and significant turnover in Tasmania), they can also provide access to client managers and specialists to be closely involved (see link above).</p>		



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	<p>qualification and capacity to engage with Aboriginal &amp; Torres Strait Islander communities / individuals.</p>	<p>Mentor Resources of Tasmania (MRT) provide free mentor guidance and assistance to new and existing small businesses and community groups – not culturally specific. See: <a href="http://www.mentorresources.org.au/">http://www.mentorresources.org.au/</a></p> <p><b><u>NT</u></b> See Indigenous Business and Industry Services (IBIS) at Session 1, Recommendation 1.</p> <p>Through DBERD's Business Growth Program eligible businesses are given the opportunity to engage a suitably qualified consultant(s) to achieve better business growth. See Session 1, Recommendation 1.</p> <p>The Australian Government and DEET funds the NT Working Women's Centre to provide free and confidential advice and representation to women in work and business. Contact: Freecall 1800 817 055; <a href="http://www.ntwwc.com.au/">http://www.ntwwc.com.au/</a></p> <p>The Women's Network (NT) Incorporated receives funding from the NTG. It offers support and facilitates the personal and professional development of women in the Territory. WWNTI are planning to expand their support and network to aboriginal women in remote communities in 2008.</p> <p>Contact: <a href="http://www.womensnetworknt.com">www.womensnetworknt.com</a></p> <p><b><u>ACT</u></b> Mentoring is available through the ACT Government funded Enterprise Development, Business Information Mentoring and Advisory Service. This is not an indigenous specific program, and information is not available on usage by ATSI women.</p> <p><b><u>AG</u></b> The Office for Women is currently considering the Young Women's Leadership and Mentoring Programme Pilot which aims to engage young women aged between 18-35 years, who are living in rural and regional</p>		<p>Jurisdictional Responses</p> <p>Low Priority</p>
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		<p>areas, to provide them with leadership and role model opportunities.</p> <p>AusIndustry in the Department of Industry Tourism and Resources, administers the Business Ready Program for Indigenous Tourism. This pilot program engaged 6 mentors until 30 June 2008 to each work with a portfolio of indigenous businesses in their region providing intensive and tailored support to increase their business management skills. The aim is to develop profitable, employment generating and sustainable indigenous owned and operated businesses in the tourism industry.</p> <p><b><u>VIC</u></b>  <b>Non are Women specific</b></p> <ol style="list-style-type: none"> <li>1. <b>Darebin Enterprise Centre</b> - Mentor support to Business Managers.</li> <li>2. <b>KBN</b> - provides access to business mentors (volunteers from the Small Business Councelling Service) &amp; aids in the development of business strategies.</li> <li>3. <b>Business ready Program for Indigenous Tourism</b> ( National)-Mentors, and</li> <li>4. <b>Indigenous Business Australia</b> (national) -one on one mentoring for Indigenous business people See attached document.</li> </ol> <p><b><u>NSW</u></b>          DSRD already runs a range of women's business mentoring programs.</p> <p>Session 1/Reccommendation1 will assist in making information about such programs more accessible</p>		
<p><b>Session 2: Economic Independence</b></p>	<p><b><u>Recommendation 1</u></b></p> <ul style="list-style-type: none"> <li>• That WAM requests MINCO provide a list of funded programs which are associated with assisting the</li> </ul>	<p><b><u>NT</u></b>          DBERD's Indigenous Economic Development Strategy highlights Indigenous Economic Development and includes benchmarking through indicators. It is a living strategy and is based on identifying opportunities for Indigenous economic development in 13 industry sectors:</p> <ul style="list-style-type: none"> <li>• Aquaculture and Fisheries</li> <li>• Arts</li> </ul>		<p>Jurisdictional responses</p>

	<p>benchmark of economic independence</p> <p><u>VIC</u> Reconciliation Australia's Board agreed to addressing social and economic disadvantage by:</p> <ul style="list-style-type: none"> <li>Actively pursue discussions with the Council of Australian Governments (COAG) in support of the commitments it made to addressing disadvantage late last year.</li> <li>In partnership with organisations working to address disadvantage, monitor the progress made through COAG and ensure actions match words, and</li> <li><b>Benchmark</b> best practice and promote best-practice cases.</li> </ul>	<ul style="list-style-type: none"> <li>Community Services</li> <li>Construction</li> <li>Forestry and Agri-business</li> <li>Government</li> <li>Horticulture</li> <li>Knowledge and Culture</li> <li>Mining and Production</li> <li>Natural Resource Management</li> <li>Pastoral</li> <li>Retail and Services</li> <li>Tourism</li> </ul> <p><u>AG</u> IBA provides low interest loans for commercially viable business proposals. IBA provides other forms of support to new businesses including assistance with business planning, business-related training and mentoring.</p> <p><u>VIC</u> <b>(None are women specific)</b> <b>KBN-</b> The Online Indigenous business register details all Indigenous businesses in Victoria.</p> <p><b>First Nations Foundation</b> FNF is a not-for-profit company and provides culturally appropriate financial literacy, financial services and products and cultural awareness training in the non-Indigenous community to lead to very significant life changes for participants. The Foundation also works in the following areas:</p> <ol style="list-style-type: none"> <li>To assist Indigenous people take better control of their finances and economic futures by promoting financial literacy, understanding and awareness of the Australian financial system.</li> <li>To achieve sustainability to enable the foundation to provide direct</li> </ol>			Low Priority
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		<p>assistance and services to Indigenous people and their communities to fulfill vision and mission, and</p> <p><b>2.</b> Acts as an advocate with Indigenous people to highlight the relationship between poverty alleviation and the provision of culturally appropriate financial products and services, that promote the achievement of economic self-determination and financial independence.</p> <p><b>Aboriginal Land and Economic Development Program-</b> This Program promotes and protects Victoria's cultural heritage, and involves more Aboriginal people in land and resource management, sustainable tourism ventures and new business opportunities such as:</p> <p><b>The Aboriginal Tourism Project</b> - Department for Victorian Communities - This project is a marketing pack developed by Aboriginal Tourism Victoria and the South West Aboriginal Tourism Network and details tourism experiences available in the region. It aims to create strong economic opportunities to help break the cycle of disadvantaged experienced by many Indigenous communities.</p> <p><b>Funding Programs</b> - A variety of Grants exist (both state and Federal) to assist Indigenous community develop business skills. Examples:</p> <ul style="list-style-type: none"> <li>. <b>Micro enterprise Loans (NAB)</b> to support a business with up to five employees for business development.</li> </ul> <p><b>2. Community Support (formerly CSF)</b> Grants support planning (encouraging planned responses to community needs), improving skills in the community, strengthening community organisations and building community infrastructure.</p> <p><b>3. Indigenous Enterprise Partnerships (IEP)</b> IEP is a not for profit organisation established to channel corporate and philanthropic resources into Aboriginal and Torres Strait Islander (ATSI) development. Since 2006 they have been working in the Goulburn/Murray region to engage the corporate sector in promoting the economic independence of ATSI people in the area. Initiatives include:</p>		
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		<ul style="list-style-type: none"> <li>• Opening financial pathways through developing financial literacy skills.</li> <li>• Savings programs, and</li> <li>• Developing skills, capacity and interest in finance and investment.</li> </ul> <p><b>NSW</b> This recommendation requires further examination and clarification.</p> <p><b>WA</b> This recommendation requires clarification</p>		Low Priority
	<p><b><u>Recommendation 2</u></b></p> <ul style="list-style-type: none"> <li>• WAM, in conjunction with the National Aboriginal &amp; Torres Strait Islander Women's Gathering, to identify Aboriginal &amp; Torres Strait Islander women with business experience to be involved in the development of policy on economic independence for women at all levels of government jurisdictions.</li> </ul>	<p><b>TAS</b> The Tasmanian Women's Consultative Council has 3 places for Aboriginal women (1 in each region). This provides an opportunity to input into Government policy on a wide range of issues. See: <a href="http://www.women.tas.gov.au/">http://www.women.tas.gov.au/</a></p> <p><b>NT</b> Tourism NT is committed to working with Indigenous people to:</p> <ul style="list-style-type: none"> <li>• Explore opportunities for sustainable Indigenous economic development through tourism; and</li> <li>• To build capacity for Indigenous people to understand tourism and contribute to future decisions about tourism in their capacity as traditional land owners, protected area managers or business owners.</li> </ul> <p>Through Tourism NT Aboriginal business owners are engaged in the development of policy on business economic development and independence. Tourism NT are able to provide a list of (experienced) aboriginal women business owners and operators in the NT.</p> <p><b>SA</b> Department of Premier and Cabinet, Aboriginal Affairs and Reconciliation Division are working:</p> <ul style="list-style-type: none"> <li>• In partnership with the Office for Women, strengthening the role of women in leadership within government and in communities and monitoring the participation of women through maintaining a</li> </ul>		Jurisdictional Responses

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		<p>database.</p> <p><b><u>AG</u></b>                  The Office for Women (OfW) funds national women's organisations to provide National Secretariat services on behalf of women in Australia. The role of the National Secretariats includes working collaboratively to provide informed and representative advice to government on policy issues, development and implementation relevant to the diverse views and circumstances of women. OfW is working to strengthen the voice of Indigenous women within the Secretariats, in particular the WomenSpeak network.</p> <p><b><u>VIC</u></b>  <b>KBN</b> – Will provide names once cleared with individuals.</p> <p><b>KWMB</b> - as above.</p> <p><b><u>NSW</u></b>                  NSW OFW will soon be calling for expressions of interest from women, particularly Aboriginal women, to be members of the NSW Premier's Council for Women. This Council is in a good position to influence policy development within NSW</p>		<p>Low Priority</p>
	<p><b><u>Strategy A</u></b></p> <ul style="list-style-type: none"> <li>• Awareness programs promoting economic independence and how it can benefit and change living standards.</li> </ul>	<p><b><u>QLD</u></b>                  Under the Partnerships Queensland goal of Skilled and Prosperous People and Communities, the Queensland Government promotes and supports economic independence for Aboriginal and Torres Strait Islander people in Queensland, coordinated by various government departments. These initiatives are not women specific, but are targeted at both men and women.</p> <p>In 2006, as part of the comprehensive \$1 billion Queensland Skills Plan, an additional 20 Indigenous Employment and Training Support Officer positions were established, along with 12 Indigenous Employment and Training Managers.</p>		

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		<p>To support opportunities for employment and to build Indigenous business capacity and skills, as well as supporting the establishment and expansion of Indigenous businesses, funding over four years has been allocated to the Indigenous Business Development Program, including for three Indigenous Business Hubs and five Indigenous Enterprise Development Officers, to support Indigenous economic development throughout Queensland. Since the start of the Indigenous Business Development Program more than 60 businesses have been supported and in excess of three hundred jobs, both part and full-time, have been created.</p> <p>Since 2004, the Queensland Government has hosted Reconciliation Business Forums which have engaged and facilitated networks between Indigenous business people, communities, traditional owners, government and non-government organisations, and the private sector.</p> <p>To develop skilled and prosperous communities, a high priority is supporting the development of increased community capacity and improved governance of Aboriginal and Torres Strait Islander local governments and non-government Indigenous community organisations which deliver many of the services funded by government. Since 2005, the government has provided \$6 million under the Community Governance Improvement Strategy for the provision of support and capacity building activities for Aboriginal shire councils and Island councils. Significant initiatives include the Councillor Training Program, the Council Employee Administration Training Program, and support for council staff undertaking the Local Government Association of Queensland (LGAQ) Diploma.</p> <p>The government is also implementing the Strengthening Indigenous Non-Government Organisations initiative and has committed \$1.3 million per annum for three years commencing 2006-07, including six regionally-based Indigenous positions as part of a specialist team to support Indigenous organisations. Under the Blueprint for the Bush initiative, the</p>		
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		<p>government has allocated \$2.7 million over three years to strengthen rural Indigenous non-government organisations.</p> <p><b>NT</b> NTG Partnerships and Pathways Third Indigenous Economic Development Forum. See Session 1, Strategy A.</p> <p>Little Fish Pty Ltd delivers a practical capacity building service offering programs in good governance and financial management and information. The head office is situated in Alice Springs and its client base includes indigenous organisations, not for profits and small/family businesses. Little Fish has a great depth of practical experience working with urban and remote indigenous enterprises and organisations. A particular program offered is "The Money Story" which is specifically developed as a bridge to understanding budget financial reports and can be adapted to suit remote cross cultural situations or large organisations. Contact details: Phone- (08) 8953 1555 <a href="http://www.littlefish.com.au">www.littlefish.com.au</a></p> <p>Traditional Credit Union Limited (TCU) provide culturally appropriate financial services to Aboriginal people living in remote communities in the Northern Territory, particularly those disadvantaged by a lack of existing services.</p> <p>For further information contact:</p> <p>Casuarina NT 0811 Phone: 08 8928 0777 Fax: 08 8928 0788 Email: <a href="mailto:accounts@tcu.com.au">accounts@tcu.com.au</a></p> <p><b>SA</b> Homestart Finance provide "Nunga Loans" to assist Aboriginal people into</p>		Jurisdictional Responses
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		<p>home ownership and economic independence.</p> <p><b><u>AG</u></b> The Financial Literacy Foundation (Treasury) works with Indigenous people and organisations that have experience in working with Indigenous Australians on money management to develop good practice principles and a list of programs and resources.</p> <p>The Money Management and Community Programs Branch of FaCSIA operate a number of programs in this area, with a specialist team focusing on indigenous money management.</p> <p><b><u>VIC</u></b> <b>Office of Women's Policy – Financial Literacy Program –</b> More than 2500 women are expected to attend a series of workshops over four years to be held across Victoria that offer women financial literacy training with the aim of helping them become more financially secure, increase their earnings and plan for a more comfortable retirement. The focus will be on adult women across the age spectrum, as well as those from culturally diverse and <b>Indigenous backgrounds</b>, and women based in rural and regional Victoria.</p> <p><b><u>NSW</u></b> In NSW, OFW run GirlSavvy, aimed at girls in Years 9-11 at high schools, to teach financial literacy and awareness of career options. This reaches over 1,000 girls a year.</p> <p>In addition, OFW is providing the Sistaspeak program specifically for Aboriginal girls. This program has been developed since 2005 and has been implemented in Dubbo, Wellington and Lismore to date.</p> <p>This strategy is similar to Strategy D, Session2: Develop a package to build the capacity of indigenous women around employment; assets; and wealth management (below).</p>	High Priority	
	<b><u>Strategy B</u></b>	<b><u>NT</u></b>		

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	<ul style="list-style-type: none"> <li>• Business Council Australia to recognise Aboriginal &amp; Torres Strait Islander women's contribution to the economic agenda.</li> <li>• Implement strategy including             <ul style="list-style-type: none"> <li>– Education and employment</li> <li>– Business development</li> <li>– Guidelines reviewed for joint ventures</li> </ul> </li> </ul>	<p>No NT contribution</p> <p><b><u>SA</u></b> Department of Justice has negotiated Indigenous Land Use Agreements to provide opportunities for Aboriginal people to participate in industries such as fishing, resources and land management. As part of these community focused negotiations, where provision is made for heritage surveys, there is specific provision for women to participate to ensure that consideration is given to women's heritage sites.</p> <p>Department of Premier and Cabinet, Aboriginal Affairs and Reconciliation Division is formalising an Aboriginal advisory framework.</p> <p><b><u>AG</u></b> Outside the Australian Governments jurisdiction.</p> <p><b><u>VIC</u></b> <b>Business Council Australia</b></p> <p><b><u>NSW</u></b> BCA would not be the most appropriate body, as their membership is of the top 100 Australian companies. Indigenous business are generally small and micro businesses.</p> <p>The Australian Chamber of Commerce and Industry (ACCI) could be approached on an informal basis.</p>		<p>Jurisdictional Responses</p> <p>Low Priority</p>
	<p><b><u>Strategy C</u></b></p> <ul style="list-style-type: none"> <li>• Experienced Aboriginal &amp; Torres Strait Islander people to design training programs on business and economic development that</li> </ul>	<p><b><u>QLD</u></b> The Department of State Development (DSD) provides an Indigenous Business Intenders Kit entitled <a href="#">Turning Your Idea into a Business</a>. The kit has been developed to provide Indigenous people with information about starting up a small business. The program highlights the positive and negative implications of starting a business and provides critical information needed to make practical decisions about the viability of a business venture. The program consists of 3 modules and is supported by</p>		

	<p>enhance skills and knowledge.</p>	<p>a video and 3 workbooks.</p> <p>DSD Regional State Development Centres run ongoing seminars and workshops related to business, including topics such as business planning, marketing, advertising, customer service, e-commerce and eco-efficiency. More information can be found at:  <a href="http://www.sd.qld.gov.au/dsdweb/v3/guis/templates/content/gui_cue_phnxschrse.cfm?id=4503&amp;search_startrow=1">http://www.sd.qld.gov.au/dsdweb/v3/guis/templates/content/gui_cue_phnxschrse.cfm?id=4503&amp;search_startrow=1</a></p> <p><b><u>NT</u></b>                  The Australian Indigenous Leadership Centre (AIRC) is a not for profit Registered Training Organisation that provides accredited leadership courses to Indigenous people nationwide. For further information contact: (02) 6273 0022, email <a href="mailto:airc@indigenousleadership.org.au">airc@indigenousleadership.org.au</a></p> <p><b><u>SA</u></b>                  Department of Premier and Cabinet, Aboriginal Affairs and Reconciliation Division is linking young Aboriginal leaders to youth leadership programs across South Australia</p> <p><b><u>ACT</u></b>                  Training is available through the ACT Government funded Enterprise Development, Business Information Mentoring and Advisory Service. This is not an indigenous specific program, and information is not available on usage by ATSI women.</p> <p><b><u>AG</u></b>                  The Australian Indigenous Leadership Centre (AIRC) is a not-for-profit Registered Training Organisation that provides accredited leadership courses to Indigenous Australians nationwide.</p> <p><b><u>VIC</u></b>  <b>Koori Women Mean Business</b>                  KWMB work in partnership with Swinburne University to encourage</p>		<p>Jurisdictional Responses</p> <p>Low Priority</p>
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	<p>Indigenous Women to undertake studies in Community Development and Business. These courses are delivered in a flexible manner, with intensive residential workshops to increase access for women living in regional areas. These development opportunities support women to work more effectively in their local communities, in both paid and unpaid roles. Flexibility in course structure enables a mix of units from the Community Development and Business courses, including components of Frontline Management training.</p> <p><b>Aboriginal Affairs Victoria, Department for Victorian Communities - Governance Training Program</b>  Aboriginal Affairs Victoria, Department for Victorian Communities  The focus of the training program is to improve governance in Victorian ATSI organisations and to raise awareness of governance and its importance to the operation of ATSI organisations.</p> <p>The Program for 2005-06 consisted of the successful delivery of three 3-day workshops in Melbourne, Lakes Entrance and Bendigo (69 people from 26 organisations completed), commencement of one Certificate IV in Business (Governance) course (14 participants from 8 organisations) and a review of the workshop component. Approximately half of the participants were women.</p> <p><b>ANZ</b>  <b>Indigenous Financial Literacy And Inclusion Programs</b> includes the employment, development and promotion of Indigenous people in ANZ through the Corporate Leaders for Indigenous Employment Program (CLIEP), the Aboriginal Employment Scheme partnership and setting Indigenous employment targets.</p> <p><b>NSW</b>  The Australian Indigenous Leadership Centre (AIRC) is a not-for-profit Registered Training Organisation that provides accredited leadership courses to Indigenous Australians nationwide.</p>		
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		<p>In addition, NSW OFW is developing a proposal for an Aboriginal women's leadership workshop to be piloted during 2007/08.</p> <p>An audit of training providers and relevant information could be collected as part of the project proposed under Session 1/Recommendation 1/Strategy A.</p>		
	<p><b><u>Strategy D</u></b></p> <ul style="list-style-type: none"> <li>• Develop a package to build the capacity of Aboriginal &amp; Torres Strait Islander women around: <ul style="list-style-type: none"> <li>- Employment</li> <li>- Assets</li> <li>- Wealth management</li> </ul> </li> </ul>	<p><b><u>QLD</u></b>  <b>Cape York Institute Welfare Reform Project</b>  The Cape York Institute for Policy and Leadership's Welfare Reform Project, supported by the Australian and Queensland Governments, aims to build individual capabilities in Cape York people to assist in their life choices. It is built around three core elements: a positive shift in basic social norms (for example through positive expectations regarding school attendance and achievement); enabling structures (family support and early intervention); and rational incentives (income support and family benefits which encourage people into work and study). The government is providing support to the design phase of this project and four Cape York communities (Aurukun, Hope Vale, Coen and Mossman Gorge) are participating. A report outlining options for a new welfare deal is expected in September 2007.</p> <p>Currently there are no indigenous women-specific financial literacy packages/programs run by the Queensland Government. The Office for Women previously ran a successful program of Economy Wise Budget Smart Seminars for women in 2005-06. In 2006-07 OFW provided grants to the following community organisations through the Partnership Grants Program:</p> <ul style="list-style-type: none"> <li>• Kingaroy Chamber of Commerce and Industry, Kingaroy - Host a seminar to provide information on and develop women's skills in financial management;</li> <li>• Sisters of the Good Samaritan Foundation, Brisbane - Develop the skills of disadvantaged women in effectively managing their financial affairs through group work and microfinance initiatives.</li> <li>• Hinterland Business Centre, Caboolture - Provide leadership and</li> </ul>		

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	<p>financial management skills to women through tailored workshops.</p> <ul style="list-style-type: none"> <li>• Injinoo Aboriginal Community Council Women's Group, Injinoo - Provide personal and professional development to the Injinoo Women's Group to enable them to take an active part in building local community capacity.</li> </ul> <p><b><u>NT</u></b>                  Little Fish Pty Ltd offers a broad range of programs on building capacity. See Session 2, Strategy A.</p> <p>DBERD Partnerships and Pathways Third Indigenous Economic Development Forum. See Session 1, Recommendation 1.</p> <p>The Department of Local Government, Housing and Sport (DLGHS) developed the Indigenous Skills Development program.</p> <p>Office of the Commissioner for Public Employment (OCPE) and the Department of Corporate and Information Services (DCIS) coordinate a number of programs that are designed to assist in the recruitment and retention of new apprentices, graduates, Indigenous people and people with intellectual disabilities.. These include:</p> <ul style="list-style-type: none"> <li>• Australian Apprenticeships</li> <li>• NTPS Graduate Development Program</li> <li>• Indigenous Cadet Program</li> <li>• OCPE/Project Employment Program for people with intellectual disabilities</li> <li>• Entry Level Recruitment Program</li> <li>• Vacation Employment for University Students</li> </ul> <p>DEET also provides many programs and services for young Territorians to assist them in their education and to help them obtain employment, such as Vocational Employment and Training (VET), Indigenous Education and Training programs and Pre-Employment/Trade Training. See Session 3, Strategy G and I.</p>			Jurisdictional Responses
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		<p>Charles Darwin University (CDU) offers a wide range of foundation pathway programs as well as certificates and diploma qualifications VE and Training in areas of business management.</p> <p><b><u>SA</u></b>                  Department of Further Education, Employment, Science and Technology leads the implementation of South Australia Works and is proactively engaging with Aboriginal communities and enterprises to cater for the particular training and employment needs of Aboriginal people living in regional and remote locations</p> <p>Department of Trade and Economic Development through regionally based Indigenous Economic Development Advisors engaged by regional development boards are developing collaborative partnerships to identify learning, training and work opportunities for Aboriginal people</p> <p>Department of Further Education, Employment, Science and Technology has developed an Aboriginal Education, Training and Employment Action Plan which includes-</p> <ul style="list-style-type: none"> <li>• Individual learning plans and mentoring and monitoring for all Aboriginal students</li> <li>• School based work placements, school based apprenticeships, training and mentoring</li> <li>• Pre-employment and pre-vocational courses and employability skills</li> <li>• Registered Training Organisation partnerships with relevant stakeholders in regional and remote communities</li> </ul> <p>Transition support to higher education, VET and employment.</p> <p><b><u>AG</u></b>                  The Financial Literacy Foundation (Treasury) works with Indigenous people and organisations that have experience in working with Indigenous Australians on money management to develop good practice principles and a list of programs and resources.</p>		
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High Priority

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		<p>The Money Management and Community Programs Branch of FaCSIA operate a number of programs in this area, with a specialist team focusing on indigenous money management.</p> <p><b><u>VIC</u></b> Financial Literacy - see Strategy A</p> <p><b><u>NSW</u></b> DSRD's program for Aboriginal businesses include components to build skills in these areas.</p> <p>This recommendation has links to Strategy A above.</p>		
	<p><b><u>Strategy E</u></b></p> <ul style="list-style-type: none"> <li>• WAM to research and report on industrial relations laws and their impact on Aboriginal &amp; Torres Strait Islander women             <ul style="list-style-type: none"> <li>- Work contracts</li> <li>- Employment Conditions</li> <li>- Work/Life balance</li> </ul> </li> </ul>	<p><b><u>NT</u></b> The What Women Want project was initiated in June 2005 by the National Foundation for Australian Women (NFAW) in response to the introduction of the WorkChoices and Welfare to Work legislation. NFAW conducted a round of consultations in Australia's capital cities on the impact on women of changes to the industrial relations framework. The NFAW Report, <i>"It's Official: Women get a raw deal from WorkChoices"</i> was released on 2 June 2007.</p> <p><b><u>ACT</u></b> ACT recently funded research into the affects of the Work Choices legislation on Vulnerable workers.</p> <p><b><u>AG</u></b> DEWR is currently monitoring the impact of the workplace relations reforms on a number of groups, including women.</p> <p><b><u>NSW</u></b> Information on industrial relations issues can be found on the website of the NSW Office for Industrial Relations <a href="http://www.oir.nsw.gov.au">www.oir.nsw.gov.au</a>.</p> <p>In addition, NSW OFW has recently funded the Inner City Legal Service to</p>		<p>Jurisdictional Responses</p> <p>Low Priority</p>



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		<p>develop fact sheets and other resources to assist disadvantaged women understand their employment rights.</p> <p><b><u>WA</u></b> WA has funded qualitative research on the impact of the IR changes on women employed in low wage occupations, however the sample does not identify cultural and linguistic background.</p>		<p>Low Priority</p>
<p><b>Session 3: Employment &amp; Training</b></p>	<p><b><u>Recommendation 1</u></b></p> <ul style="list-style-type: none"> <li>That MINCO roll out information campaign options for Aboriginal &amp; Torres Strait Islander women post Community Development Employment Program (CDEP).</li> </ul>	<p><b><u>NT</u></b> DEWR has replaced CDEP with Structured Training and Employment Projects (STEP) which provide flexible funding for projects that lead to lasting employment for indigenous job seekers.</p> <p><b><u>ACT</u></b> Not MINCO responsibility</p> <p><b><u>AG</u></b> DEWR has replaced CDEP with Structured Training and Employment Projects (STEP), and Structured Training and Employment Projects Employment and Related Services (STEP ERS). STEP provides flexible funding for employers and STEP ERS providers who are authorised to deliver pre-employment services, employment placement services and mentoring on behalf of employers. STEP funding is available for projects that lead to lasting employment for Indigenous job seekers.</p> <p><b><u>NSW</u></b> It is understood that the Cwth DEWR has replaced CDEP with Structured Training and Employment Projects (STEP). These provide flexible funding for projects intended to lead to lasting employment for Indigenous job seekers.</p>	<p>High Priority</p>	<p>Jurisdictions addressing this indivisually</p>
	<p><b><u>Recommendation 2</u></b></p> <ul style="list-style-type: none"> <li>That WAM increase support and promotion of Aboriginal &amp; Torres</li> </ul>	<p><b><u>NT</u></b> The Northern Territory Public Service Indigenous Employment Tool Kit is designed to:</p> <ul style="list-style-type: none"> <li>assist Managers and Supervisors to recruit and retain Indigenous</li> </ul>		<p>Jurisdictional responses</p>

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	<p>Strait Islander women in senior and leadership positions in the private and public sector.</p>	<p>employees</p> <ul style="list-style-type: none"> <li>• help work areas develop culturally appropriate work environments; and</li> <li>• engage and value Indigenous employee's skills, knowledge and cultural backgrounds.</li> </ul> <p>OCPE offers:</p> <p>The Lookrukin Indigenous Women's Leadership Development Program designed to provide high level, significant learning experience for ATSI women in the NTPS.</p> <p>The Discovery Leadership Program designed to help women develop greater confidence learn leadership skills and build valuable support and business networks.</p> <p>Executive Coaching providing solution focussed, results oriented outcomes for executives, policy makers and professionals through a systematic process whereby personal and professional development is enhanced.</p> <p>OWP developed the Leadership Kit for Women which has information about leadership in general, with a focus on board and committee membership. The topics range from nomination and selection processes to the roles and responsibilities of committee members.</p> <p><b><u>SA</u></b> Department of Premier and Cabinet, Aboriginal Affairs and Reconciliation Division is</p> <ul style="list-style-type: none"> <li>• Formalising an Aboriginal advisory framework;</li> <li>• In partnership with the Office for Women, strengthening the role of women in leadership within government and in communities and monitoring the participation of women through maintaining a database.</li> </ul>		
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		<p>Department of Premier and Cabinet, Aboriginal Affairs and Reconciliation Division is implementing strategies to increase Aboriginal employment in the Public Sector to 2% by 2014. Specific strategies to achieve this include:</p> <ul style="list-style-type: none"> <li>• mentoring and support;</li> <li>• leadership development;</li> </ul> <p>retention strategies.</p> <p><b><u>AG</u></b></p> <p>DEWR operates two projects in this area.</p> <ul style="list-style-type: none"> <li>• The Corporate Leaders for Indigenous Employment Project is based on a partnership between individual companies and the Australian Government. Under the arrangement, companies commit to providing employment opportunities for Indigenous people and, dependent upon the companies level of involvement, the Australian Government may provide access to flexible funding for that purpose.</li> <li>• Through the National Indigenous Cadetship Project (NICP), Indigenous university students can gain professional work experience and financial support.</li> </ul> <p>The FaCSIA Indigenous Leadership Development Group is responsible for the development and implementation of a number of innovative Indigenous leadership initiatives that assist Aboriginal &amp; Torres Strait Islander women to develop skills which may contribute to greater representation in senior and leadership positions. These include:</p> <ul style="list-style-type: none"> <li>• Indigenous Women's Development Program that aims to develop the community leadership capacity of Indigenous women, through national leadership development courses;</li> <li>• Regional leadership workshops to identify and meet the specific needs of Indigenous communities through development opportunities for individuals and organisations at a local/regional level; and</li> <li>• Advanced Leadership Development opportunities for previous</li> </ul>	High Priority	
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	<p>leadership graduates including scholarships, study tours and other funded activities for further leadership development.</p> <p>The FaCSIA Indigenous Leadership Development Group also administers the Indigenous Women's Program (IWP). This program aims to enhance Indigenous leadership through funding activities designed to meet the identified needs and aspirations of local Indigenous women and their communities.</p> <p><b><u>VIC</u></b> Not women specific.</p> <p><b>Victorian Government Departments such as DVC, DOJ, DIIRD,DOI and Parks Victoria</b> Provide training &amp; development and career progression programs and toolkits to enhance career opportunities and develop pathways programs</p> <p><b><u>NSW</u></b> The NSW Government has introduced Making It Our Business, an Aboriginal Employment Strategy that aims to increase Aboriginal employment, professional training and career development opportunities within the NSW public sector.</p> <p>In 2006, NSW OFW held an Aboriginal Women in Leadership lunch to promote the achievements of Aboriginal women in leadership and to support their further development.</p> <p>NSW OFW is developing a leadership skills workshop for Aboriginal women to be piloted in 2007/08. In addition, NSW OFW is participating in a newly created cadetship program being offered by the Department of Premier and Cabinet, with OFW taking on a new young Aboriginal woman cadet from September 2007</p> <p><b><u>WA</u></b> The representation of Indigenous people employed in the WA public Sector is promoted through the Equity and Diversity Plan for the Public</p>	High Priority
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		Sector Workforce 2006–2009.		
	<p><b>Strategy A</b></p> <ul style="list-style-type: none"> <li>Ministers to give rewards and recognition to the ongoing contribution from Aboriginal &amp; Torres Strait Islander women in pursuing further employment and education.</li> </ul>	<p><b>TAS</b></p> <p>The Tasmanian Women's Honour Roll provides the opportunity for Aboriginal and Torres Strait Islander women to be nominated for their achievements in the areas of employment and education. See: <a href="http://www.women.tas.gov.au/honour_roll/index.html">http://www.women.tas.gov.au/honour_roll/index.html</a></p> <p>The Telstra Business Awards program has a specific Women's Business Award that is available to all women in business.</p> <p>Each year Tasmanian Learning and Skills Authority (TLSA) awards recognise, reward and honour the achievements of apprentices, trainees and vocational students for their endeavours in gaining the highest standards of knowledge and skills within their industry. The awards also recognise and honour the achievements of employers, training providers and training organisations for their dedication in providing the highest quality training and enhancing the skills of the workforce in Tasmania. There is a specific award for Aboriginal &amp; Torres Strait Islander students. See: <a href="http://www.education.tas.gov.au/tlsa">http://www.education.tas.gov.au/tlsa</a></p> <p><b>NT</b></p> <p>Chief Minister's Study Award: Making a total of \$20,000 available each year to enable two Territory women to gain qualifications for careers in their chosen field and to enhance the Northern Territory's skills base.</p> <p>Tribute to Territory Women: to give Territorians the opportunity to recognise, celebrate and commemorate the achievements of outstanding Northern Territory women and their contribution to the economic, social and cultural life of Territorians.</p> <p>DBERD Knowledge and Innovation Division specifically targets women for boards and awards to ensure equal representation.</p>		Jurisdictional responses

		<p>The Women's Network (NT) Incorporated promotes the significant economic and community contribution by Territory women and advocates for Territory women to be properly recognised and rewarded. See Session 1, Strategy F.</p> <p><b><u>SA</u></b> Department of Further Education, Employment, Science and Technology provides the Indigenous Cadetships Program and Graduate Development Program - which involve cadetships and traineeships specifically targeted at employing and retaining Aboriginal employees in the Public Sector</p> <p><b><u>ACT</u></b> NAIDOC and International Women's Day Awards in place.</p> <p>Opportunity to extend IWD awards to specifically recognised ATSI women.</p> <p><b><u>AG</u></b> It appears there is no formal reward and recognition system operated by either DEWR or DEST for Aboriginal and Torres Strait Islander women pursuing further employment and education.</p> <p>The systems that are in place by these agencies are: DEST has a number of initiatives which promote further education and training. These include:</p> <ul style="list-style-type: none"> <li>• The Indigenous Youth Leadership Programme (IYLP) provides up to 1,000 Indigenous people from rural and remote Australia with access to education opportunities at high performing Government and non-Government Schools and universities.</li> <li>• The Indigenous Youth Mobility Programme (IYMP) provides 1,500 places over four years for young people from remote Australia with training and employment opportunities in major centres.</li> <li>• ASBTUDY provides support to Indigenous people who wish to undertake study. The Scheme provides a means-tested living</li> </ul>	High Priority	
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	<p>allowance and some supplementary benefits to eligible Indigenous full-time students. Assistance may also be available for part-time students. DEWR's programs include:</p> <ul style="list-style-type: none"> <li>• Structured Training and Employment Projects (STEP) provides flexible funding for projects that lead to lasting employment for Indigenous job seekers.</li> </ul> <p>National Indigenous Cadetship Project (NICP) Indigenous university students can gain professional work experience and financial support. and financial support.</p> <p><b><u>VIC</u></b></p> <p><b>1. Office of Women's Policy Honour Roll</b> - The Victorian Honour Roll of Women recognises and celebrates the achievements of women from all walks of life. Any woman who has lived in Victoria and who has made a significant contribution in a particular field, and/or made a lasting contribution that benefits the lives of other women and their communities in Victoria, Australia or internationally. To date of the 386 women have been included on the Honour Roll, 36 are Indigenous.</p> <p><b>2. Koorie Women Mean Business (KWMB)</b></p> <p>KWMB initiated the Victorian Indigenous Women's Awards in 1997 to publicly acknowledge the contribution of Victorian ATSI women who have dedicated their time and work to their communities and promotes positive role models. The Victorian Indigenous Women's Awards take place every two years. Award categories include business, education, and community development, employment programs.</p> <p><b>3. KBN</b> is ready to assist the seeking of possible candidates, after permission is sort.</p> <p><b><u>NSW</u></b> The NSW Aboriginal Employment and Business Awards are conducted every 2 years by the NSW Government. They are collaborative</p>		
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		<p>partnerships between NSW DET, DSRD and Aboriginal Affairs. They celebrate achievements in the areas of Aboriginal employment and business development.</p> <p>TAFE NSW Aboriginal Awards celebrate outstanding achievements of TAFE NSW Aboriginals students and staff and programs. They are presented annually in July.</p>		
	<p><b>Strategy B</b></p> <ul style="list-style-type: none"> <li>That WAM investigates opportunities through bridging courses to gain employment and qualifications for Aboriginal &amp; Torres Strait Islander women.</li> </ul>	<p><b>TAS</b> TAFE Tasmania offers a bridging course for women (TAFEconnect for women) re-entering the workforce. They also have an Aboriginal Training Programs Unit that provides support to Aboriginal and Torres Strait Islander students. See: <a href="http://www.tafe.tas.edu.au/courses/access/TAFEConnect.htm">http://www.tafe.tas.edu.au/courses/access/TAFEConnect.htm</a></p> <p>The University of Tasmania Riawunna Centre for Aboriginal Education offers a bridging program – the Murina Program - that provides pathways to assist students build confidence through participation in a range of introductory and preparatory subjects to facilitate progression to an undergraduate course. See: <a href="http://fcms.its.utas.edu.au/arts/riawunna/">http://fcms.its.utas.edu.au/arts/riawunna/</a></p> <p><b>NT</b> See the DLGHS Indigenous Skills Development program at Session 2, Strategy D.</p> <p>DEET offers the Alternative Education Provision. See Session 1, Strategy E.</p> <p>DEET's Employment Disadvantaged Pathways Project was established to assist employment disadvantaged Territorians to compete in the labour market through better access to information. On behalf of the DEET, KPMG is mapping services and programs available to assist employment disadvantaged people to access training and labour market opportunities. KPMG will also recommend an information/knowledge management</p>		<p>Jurisdictional responses</p>



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	<p>framework to maintain the information.</p> <p>CDU offers a diverse range of short courses, training and consultancy services for businesses and individuals seeking to develop their careers. CDU offers training opportunities for a variety of occupations or industries with courses that are up to date and directly related to specific job and careers.</p> <p><b><u>SA</u></b>                  Department of Further Education, Employment, Science and Technology provides the Indigenous Cadetships Program and Graduate Development Program - which involve cadetships and traineeships specifically targeted at employing and retaining Aboriginal employees in the Public Sector</p> <p>Department of Further Education, Employment, Science and Technology is establishing an Aboriginal Access Centre linked to education and employment opportunities that provide Aboriginal people with support to enter further education and work</p> <p>The Office for Women provides a resume development course for Aboriginal women through the Women's Information Service.</p> <p>Arts SA, through their Indigenous Arts and Culture area, offer an Indigenous Emerging Artists Initiative specifically targeted at people from the Indigenous community, who are emerging artists, and who can benefit from the assistance given, to enable them to take that next step up within the Arts arena. Indigenous Communities and Organisations also access the funding available through the mainstream Music Program and Health Promotion Program on offer through Arts SA.</p> <p><b><u>AG</u></b>                  DEWR's programs include :</p> <p>Structured Training and Employment Projects (STEP) provide flexible funding for employers and organisations authorised to deliver pre-employment services, employment placement services and mentoring on</p>	High Priority	
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	<p>behalf of employers. STEP funding is available for projects that lead to lasting employment for Indigenous job seekers.</p> <p>Through the National Indigenous Cadetship Project (NICP) Indigenous university students can gain professional work experience and financial support.</p> <p>DEST's programs include:</p> <p>The Indigenous Youth Leadership Programme (IYLP) provides up to 200 Indigenous youth with access to education opportunities at high performing Government and non-Government Schools and up to 50 University places.</p> <p>The Indigenous Youth Mobility Programme (IYMP) assists young Indigenous people to relocate to one of 10 centres to complete the qualifications they need for sustainable employment.</p> <p><b><u>VIC</u></b>  <b>The Indigenous Community: Bridging The Skills Gap (Aust-Link Pty Ltd)</b></p> <p>This Active Participation Training Program is a four-week Vocational Education &amp; Training Program aimed at addressing skill shortages in the Transport &amp; Civil Construction Industries. The program is designed to respond to the skill requirements, training needs and employment aspirations of the Indigenous Community in the Murray Valley Region.</p> <p><b><u>NSW</u></b>  An MOU between TAFE NSW and the Department of Corrective Services assist with the delivery of quality vocational education and training to Aboriginal offenders in correctional centres across NSW.</p> <p>New Partners-New Learning NSW is a training strategy involving the Aboriginal community, industry and employment, and training sectors. Amongst other things, this strategy is aimed at improving outcomes for Aboriginal people in apprenticeships and traineeship programs.</p>		
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	<p>Special Measures provided for under Northern Territory Anti Discrimination Act whereby a person may discriminate against a person in a program, plan or arrangement designed to promote equality of opportunity for a group of people who are disadvantaged or have a special need because of an attribute.</p> <p><b>SA</b> Special Measures The SA Equal Opportunity Act allows organisations to conduct schemes or undertakings for the benefit of a particular cultural group.</p> <p>Exemptions The Equal Opportunity Act also allows organisations to apply for an exemption from provisions of the Act (see s92). In SA, these exemptions are only granted by the Equal Opportunity Tribunal. The Equal Opportunity Commission is informed about applications for exemptions and may appear at the Tribunal, to offer insight into the principles of the Act. Section 92(6)(a) suggests one appropriate use of exemptions is to allow certain discriminatory actions designed to redress the effect of past discrimination.</p> <p>If an exemption is granted by the Tribunal it lasts up to three years. Examples of recent exemptions granted by the Tribunal in relation to Aboriginal people include:</p> <p>Nunga Mi:Minar Inc Granted an exemption on 22 March 2006 for three years, allowing the organisation to advertise for and employ only female Aboriginal employees in its shelter for Aboriginal women and children.</p> <p>Department of Health Granted a continuation of exemption on 27 April 2005 for a further three years, allowing department to advertise for and employ only Aboriginal and Torres Strait Islander people in Aboriginal Health Worker positions.</p>		Jurisdictional responses
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		<p><b><u>AG</u></b> HREOC considers special measures on a case by case basis, upon application from the affected parties.</p> <p><b><u>NSW</u></b> Requires consideration and clarification</p>		Low Priority
	<p><b><u>Strategy E</u></b></p> <ul style="list-style-type: none"> <li>• That WAM lobby the appropriate agencies to ensure tenders and contracts have specific targets for Aboriginal &amp; Torres Strait Islander women.</li> </ul>	<p><b><u>NT</u></b> The NTG Contract and Procurement Services provide centralised tendering and procurement services for NT agencies for requirements valued above the threshold for public tendering of \$50,000.</p> <p><b><u>AG</u></b> No activity in this area</p> <p><b><u>VIC</u></b> Victorian government has no targets.</p> <p><b><u>NSW</u></b> The NSW Government has “Aboriginal Participation in Construction: Implementation Guidelines” which encourage participation of Aboriginal people and business in NSW Government contracting arrangements.</p> <p>NSW DAA is working with DET and Health to broaden the use of the guidelines to other areas of work including school cleaning, catering contracts, and maintenance, to increase the potential for Aboriginal women to benefit from the program.</p>		<p>Jurisdictional responses</p> <p>Low Priority</p>
	<p><b><u>Strategy F</u></b></p> <ul style="list-style-type: none"> <li>• That WAM encourage young people             <ul style="list-style-type: none"> <li>- Traineeships</li> <li>- Gaining employment</li> <li>- Further</li> </ul> </li> </ul>	<p><b><u>NT</u></b> NT Public Service Indigenous Employment Tool Kit. See Session 3, Recommendation 2.</p> <p>OCPE and the DCIS coordinate a number of programs that are designed to assist in the recruitment and retention of new apprentices, graduates and Indigenous people. See Session 2, Strategy D.</p>		Jurisdictional responses

	education	<p>The National Indigenous Cadetship Project (NICP) is an Australian Government initiative that improves the professional employment prospects of Indigenous Australians. It links Indigenous tertiary students with employers in a cadetship arrangement involving full-time study and work placements.</p> <p>The NICP is part of the Australian Government's Indigenous Employment Policy (IEP). The IEP aims to generate more employment opportunities for Indigenous Australians. It links Indigenous tertiary students with employers in a cadetship arrangement involving full-time study and work placements.</p> <p>For more information on the programme see website, or contact the Indigenous Employment Line on 1802 102 or emailing <a href="mailto:nicp@dewr.gov.au">nicp@dewr.gov.au</a>.</p> <p>The George Alexander Foundation Indigenous Scholarship supports and encourages talented Indigenous students studying a Higher Education course at Charles Darwin University, who show leadership potential and are economically disadvantaged by their circumstances. Scholarship applications can be downloaded for the CDU scholarships website at <a href="http://www.cdu.edu.au/scholarships">www.cdu.edu.au/scholarships</a></p> <p><b>SA</b> Department of Further Education, Employment, Science and Technology provides the Indigenous Cadetships Program and Graduate Development Program - which involve cadetships and traineeships specifically targeted at employing and retaining Aboriginal employees in the Public Sector.</p> <p>The Aboriginal Employment Program, through the Department of Further Education, Employment, Science and Technology, is responsible for the implementation of the following three programs that assist Aboriginal people in gaining employment and training opportunities in both the public and private sectors; State Public Sector Aboriginal Recruitment Strategy; Career Development Strategy; and the Private Sector Assistance Program.</p>		
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		<p>Department of Further Education, Employment, Science and Technology is establishing an Aboriginal Access Centre linked to education and employment opportunities that provide Aboriginal people with support to enter further education and work.</p> <p>As a result of the low number of professionally qualified Aboriginal staff within DFC (in particular Social Workers and Psychologists within Families SA) and the SA public sector the Department for Families and Communities (DFC) have an Aboriginal specific scholarship program in place. Internal Aboriginal staff and external members of the Aboriginal community can access the scholarship program. The Department also access the Indigenous Cadetship Program, funded by the Australian Government. At present there are eight scholarship holders and three cadetship holders within the Department of Families and Communities, with seven of them women.</p> <p><b><u>ACT</u></b> ACT Government has announced an ATSI cadetship program, commencing in 2007-08.</p> <p>The Yurauna Centre – provides support and advice to Indigenous TAFE students including those enrolled in small business courses. Similarly the Ngunnawal Centre at the University of Canberra and the Jabal Centre at the Australian National University supports ATSI university students.</p> <p><b><u>AG</u></b> DEST delivers the Career Advice Australia (CAA) initiative which assists young people to make a smooth transition between school, further study and employment. CAA includes Youth Pathways, Connections and Local Community Partnerships.</p> <p>The Indigenous Youth Mobility Programme (IYMP) assists young</p>		
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High Priority

	<p>Indigenous people to relocate to one of 10 centres to complete the qualifications they need for sustainable employment. Pre-vocational training, Australian Apprenticeships, Certificate courses delivered through Registered Training Organisations and some tertiary pathways including nursing, teaching, accounting and business management are the focus of IYMP in recognition of a high demand for these sorts of qualifications in remote communities. Information is available on the DEST website.</p> <p>Australian Technical Colleges cater for students in Years 11 and 12 who wish to study for their Year 12 certificate and start an apprenticeship while still at school.</p> <p>The DEST website contains information on all initiatives that assist young people in remaining at school, undertaking further study and moving into employment.</p> <p><b><u>VIC</u></b> Victorian Government in partnership with the <b>Victorian Indigenous Education Association Incorporated (VAEAI)</b> and the <b>Office of Training and Tertiary Education (OTTE)</b></p> <p><b>1. Wurreker: The Koorie Community and TAFE</b> Wurreker is the central strategy for Indigenous vocational education and training policy development and service delivery in Victoria.</p> <p>The Wurreker strategy improves outcomes for ATSI people in TAFE and ACE by provision of a system for Indigenous Registered Training Organisations and TAFE institutions to develop formal links with employers and employment agencies to achieve better outcomes for ATSI people. It also provides mechanisms for ATSI communities to have a real say in the training that will support Indigenous community development.</p> <p><i>A Good Governance Guide for Koorie Organisations</i> was published with input from the Victorian Aboriginal Education Association Incorporated.</p>		
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		<p><b>2. Partners in Learning Culture (national)</b></p> <p><b>Career Goals for Women Returning To Work (not Indigenous specific)</b></p> <ul style="list-style-type: none"> <li>▪ Run by the national training Authority through RMIT the course helps set goals incorporating</li> <li>▪ work/life needs, outlines study and development options available, and identify steps to develop a career.,</li> <li>▪ <b>Workforce Participation Partnerships (WPP)</b></li> <li>▪ WPP helps jobseekers who face barriers to employment to find sustainable jobs in areas with skills shortages. ATSI Victorians are targeted under this program. As at 30 June 2006, ten projects under WPP, with funding of approximately \$2.5 million, will specifically target ATSI jobseekers to assist them into employment.</li> </ul> <p><b><u>NSW</u></b></p> <p>In NSW, OFW runs GirlSavvy, aimed at girls in Years 9-11 at high schools, to teach financial literacy and awareness of career options. This reaches over 1,000 girls a year.</p> <p>In addition, OFW is providing the Sistaspeak program specifically for Aboriginal girls. This program has been developed since 2005 and has been implemented in Dubbo, Wellington and Lismore to date.</p> <p>The Aboriginal Education Council (NSW) provides Incentive Scholarships for secondary Aboriginal students. In 2007, over 150 scholarships were allocated to students in years 8, 9 and 10.</p> <p>NSW OFW is developing a leadership skills workshop for Aboriginal women aged 18-35 to be piloted in 2007/08. In addition, NSW OFW is participating in a newly created cadetship program being offered by the Department of Premier and Cabinet, with OFW taking on a new young Aboriginal woman cadet from September 2007.</p>		
	<p><b><u>Strategy G</u></b></p> <ul style="list-style-type: none"> <li>• That WAM develop an</li> </ul>	<p><b><u>NT</u></b></p> <p>DEET offers:</p>		<p>Jurisdictional</p>

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	<p>Aboriginal &amp; Torres Strait Islander women's mentoring program to support employment and training retention.</p>	<ul style="list-style-type: none"> <li>• Indigenous Training Programs</li> <li>• Pre-Employment/Trade Training</li> </ul> <p>The NT Women's Network supports and facilitates the personal and professional development of women and promotes the significant economic and community contribution by Territory women. The Committee of Women's Network NT is a diverse group whose aim is to help, develop and profile women in the Territory. The Networks offers a number of services including: keeping women informed of important issues and trends, running programs and events, and providing opportunities for networking, career and active business development.</p> <p>Currently WNNTI provides support to urban mainstream women. However, WNNTI are planning to expand their support and network to aboriginal women in remote communities in 2008.</p> <p><b><u>SA</u></b> The Department of Premier and Cabinet, Aboriginal Affairs and Reconciliation Division is implementing specific strategies to increase Aboriginal employment in the Public Sector to 2% by 2014 including mentoring and support, leadership development and retention strategies.</p> <p>Women's Health Statewide, through the Department of Health, engages with young Aboriginal women through various projects, including the State Aboriginal Young Women's Forum, designed to hear the issues and voices of young Aboriginal women, to empower them as women and as Aboriginal women, and develop skills and strengths that will support them in any future employment, training, schooling, or tasks that they undertake.</p> <p><b><u>ACT</u></b> Tertiary Education Student Support Services are able to link students with appropriate mentors.</p> <p><b><u>AG</u></b></p>		<p>responses</p>
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		<p>Structured Training and Employment Projects (STEP) provides flexible funding for employers and organisations authorised to deliver pre-employment services, employment placement services and mentoring on behalf of employers. STEP funding is available for projects that lead to lasting employment for Indigenous job seekers.</p> <p><b><u>VIC</u></b> As above <u>Strategy F.</u></p> <p>(None are Women specific)</p> <p><b>1. Darebin Enterprise Centre</b> - Mentor support to Business Managers.</p> <p><b>2. KBN</b> - provides access to business mentors (volunteers from the Small Business Councelling Service) &amp; aids in the development of business strategies.</p> <p><b>3. Business Ready Program for Indigenous Tourism</b> ( National)- Mentors.</p> <p><b>4. Indigenous Business Australia</b> (national) -1 on 1 mentoring for Indigenous business people.</p> <p><b>5. The Office for Youth</b>, in the Department of Victorian Communities, provided funding to twelve targeted mentoring projects including the Gunditjmara Aboriginal Cooperative Inc, Brophy Family and Youth Services and Barwon Youth Gunditjmara Kalay Wartee Mentoring Program, to offer mentoring to young indigenous people in Warrnambool. This program was established through an Indigenous and non-Indigenous partnership. The aim is to increase the skills of young people to take up opportunities for participating in their communities; increase the connections between young people and networks of supportive adults in their communities; and strengthen community connections to support local mentoring programs.</p> <p>See attached document</p>		Low Priority
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		<p><b>NSW</b> DSRD already offers mentoring for women in business and Aboriginal people in business.</p> <p>An audit of mentoring resources relevant to education and employment could be undertaken as part of the on-line kit proposal.</p>		
	<p><b>Strategy H</b></p> <ul style="list-style-type: none"> <li>On the job training works. Roll out more on the job training programs.</li> </ul>	<p><b>TAS</b> The National Indigenous Cadetship Program (NICP) is an excellent pathway for Aboriginal and Torres Strait Islander people seeking employment in the public sector. See: <a href="https://www.nicp.dewr.gov.au/">https://www.nicp.dewr.gov.au/</a></p> <p>The Tasmanian Government is exploring different pathways for traineeships and cadetships that may improve mutually beneficial outcomes for both agencies and future participants.</p> <p><b>NT</b> The BuildSkills NT Program aims to increase the productivity of the Territory's workforce by re-skilling and up-skilling existing workers. Using Recognition of Prior Learning, BuildSkills NT helps workers gain the qualifications they may need to meet industry or legislative requirements and keep pace with our growing economy and workforce. A current BuildSkills NT course underway is providing formal qualifications for 30 Indigenous Tourist Guides in remote areas.</p> <p>The Australian Government offers STEP. See Session 3, Strategy C.</p> <p>The Australian Government offers a variety of programs to gain employment and qualifications for Indigenous people. See the Australian Government Recommendations.</p> <p>See also the National Indigenous Cadetship Project (NICP). Referred to at Session 3. Strategy F.</p>		<p>Jurisdictional responses</p> <p>For noting</p>

	<p>CDU also offers a diverse range of courses and training. See previous references.</p> <p><b><u>SA</u></b> Swimming pools have been built at the Aboriginal Communities of Amata and Mimili. As part of this initiative the South Australian Government is partnering with the community to provide accredited training and support for pool staff including the pool manager, life guards and maintenance staff. In addition the South Australian Government will have a joint use agreement that enables the community to have increasing responsibility for the pool with the aim for the community to take full responsibility within four years.</p> <p><b><u>ACT</u></b> Cadetships as with Strategy F</p> <p><b><u>AG</u></b> Information on existing programs can be found above at Session 3, Strategy B.</p> <p><b><u>VIC</u></b> <b>Victorian Government, Whole of Government</b></p> <p><b>1. Indigenous Employment in the Public Sector</b> The Victorian Government aims to improve ATSI employment opportunities and promote diversity within the public sector workforce. This is done through capacity building and pathways, induction and retention, career development, changing workplace culture, supporting ATSI employment in government funded community organisations and public sector agencies as well as in public sector departments. In 2005-06 departments reported an increase in activities designed to improve the number of ATSI people who are job ready for the public sector, activities include the provision of traineeships, scholarships and pre-employment skills development.</p>		Low Priority
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		<p><b>2. Youth Employment Scheme (YES)</b>                  YES provides wage subsidies to support the creation of traineeships and apprenticeships for young people in Victorian Government departments and agencies. Since the commencement of YES in 2000-01, 181 ATSI trainees have been assisted. In 2005-06 this included 30 ATSI trainees/apprentices out of the 1,343 approved YES commencements.</p> <p><b>3. Lake Tyers Community Renewal Project</b></p> <ul style="list-style-type: none"> <li>• The project involves a partnership between the local Koori community, Victorian Government departments, the Victoria Police, Commonwealth agencies and local government. One of the six strategic objectives is to lift employment, learning and local economic activity. There has been a significant increase in the number of employment and training activities in the Lake Tyers area. Specific employment initiatives include:                         <ul style="list-style-type: none"> <li>▪ a skills audit to determine the skills and aspirations of residents</li> <li>▪ the implementation of an "Employment of ATSI People" clause in contracts associated with infrastructure development projects</li> <li>▪ the establishment of an Employment Placement and Support Coordinator at Lake Tyers</li> </ul> </li> </ul> <p><b>NSW</b>                  Information on existing programs can be found above at Session 3, Strategy B.</p>		
	<p><b>Strategy I</b></p> <ul style="list-style-type: none"> <li>• Develop programs to target girls and young women in school                         <ul style="list-style-type: none"> <li>– Goal setting</li> <li>– Self-esteem</li> <li>– Confidence building</li> <li>– Work ethics / readiness for work</li> </ul> </li> </ul>	<p><b>TAS</b>                  The Tasmanian Aboriginal Education Association (TAEA) progresses educational issues for Aboriginal people in Tasmania.                  See:  <a href="http://www.education.tas.gov.au/dept/about/about_us/boards/tasmanian_aboriginal_education_association">http://www.education.tas.gov.au/dept/about/about_us/boards/tasmanian_aboriginal_education_association</a></p> <p>The Tasmanian Department of Education has a number of educational programmes for Aboriginal students including: professional learning programs for teachers, home-school support, literacy and numeracy tutoring, career pathways into post compulsory schooling and training.</p>		

	<ul style="list-style-type: none"> <li>- Culture</li> <li>- Flexible learning options</li> </ul>	<p>They also provide an Aboriginal Early Education Program and an off-campus cultural education program 'Connecting Country, Community and Culture'. that focuses on increasing cultural knowledge, self-esteem and confidence building.</p> <p>See:  <a href="http://www.education.tas.gov.au/school/educators/support/aboriginal_education">http://www.education.tas.gov.au/school/educators/support/aboriginal_education</a></p> <p><b><u>NT</u></b>  OWP currently provides funding to young Indigenous women in the Central Australian region to actively participate in Waltja Tjutangku Palyapayi Aboriginal Corporation governance practises to develop leadership skills.</p> <p>The Youth Minister's Round Table of Young Territorians is a direct communication avenue between young Territorians and the Northern Territory Government. The Round Table consists of 16 members who are aged 15 to 25 years. Round Table members are representative of the geographic, cultural and ethnic diversity in the Northern Territory.</p> <p>DEET provides many programs and services for young Territorians to assist them in their education and to help them obtain employment. Some of these include:</p> <ul style="list-style-type: none"> <li>• Careers Expo</li> <li>• Vocational Employment and Training (VET)</li> <li>• WorldSkills NT</li> <li>• NT Vocational Training Awards</li> <li>• Alternative Education programs (for students who don't participate in mainstream education)</li> <li>• Students with Special Needs</li> <li>• Training for Remote Youth program</li> <li>• Indigenous Education</li> <li>• Indigenous Training Programs</li> </ul>		<p>Jurisdictional responses</p>

	<ul style="list-style-type: none"> <li>• Pre-Employment/Trade Training</li> <li>• Workwear/Workgear Bonus Scheme</li> </ul> <p>Young Territorians who are interested in starting their own business can receive assistance through DBERD. The Department, through the Territory Business Centre <a href="http://www.tbc.nt.gov.au">http://www.tbc.nt.gov.au</a> coordinates a number of programs that are designed to give you a helping hand in planning and starting your own business, including:</p> <ul style="list-style-type: none"> <li>• Youth Desk</li> <li>• Getting Started Seminars</li> <li>• Youth Business Network Group</li> <li>• School Visitation Program/Northern Territory University visits</li> <li>• Young Achievement Australia Awards</li> </ul> <p>Youth Business Awards</p> <p><b><u>SA</u></b>                  Department of Further Education, Employment, Science and Technology has developed an Aboriginal Education, Training and Employment Action Plan which includes:</p> <ul style="list-style-type: none"> <li>• The development of individual learning plans with the Department of Education and Children's Services and mentoring and monitoring for all Aboriginal students</li> <li>• School based work placements, school based apprenticeships, training and mentoring</li> <li>• Pre-employment and pre-vocational courses and employability skills</li> <li>• Registered Training Organisation partnerships with relevant stakeholders in regional and remote communities</li> <li>• Transition support to higher education, VET and employment</li> </ul> <p>The Metropolitan Aboriginal Youth &amp; Family Services team, within the Department for Families and Communities, delivers a range of services, programs and support to Aboriginal young people who are in contact with the juvenile justice system, or who are deemed at risk. One such program is the "Cultural Identity Program" that has activities which aim to</p>		
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	<p>provide participants with a broad range of knowledge, pride and a greater understanding of Aboriginal culture. The program runs once a week during each school term. "Black is Beautiful" is another program run specifically for young Aboriginal women, and they are exposed to areas of personal development including grooming, personal hygiene, self-esteem, and in general, learn to develop as strong, young Aboriginal females. The program is targeted at girls/ young women aged 10-13 years, and 14-18 years.</p> <p>Department of Further Education, Employment, Science and Technology provides the Indigenous Cadetships Program and Graduate Development Program - which involve cadetships and traineeships specifically targeted at employing and retaining Aboriginal employees in the Public Sector</p> <p>Innovative Community Action Networks (ICANS) is a major initiative of the Government's South Australian Youth Engagement Strategy and School Retention Action Plan. Government and communities are working together to address student retention issues in their local community. ICANs bring together young people, families, schools, community groups, businesses and different levels of government to find solutions to local issues that prevent young people from completing their education. ICANs are targeting young people (based on community consultations), between 12 and 19 years of age who are:</p> <ul style="list-style-type: none"> <li>• enrolled in school but at risk of early leaving</li> <li>• disengaged and/or not re-engaging to a pathway to employment, further education or community participation or a combination of these.</li> </ul> <p>TAFE SA provides the course 'Pathways for Indigenous Learners', specifically targeted to Aboriginal and Torres Strait Islander students to help develop skills to work in a team, perform defined tasks and develop language, literacy and numeracy skills for the workplace. Certificate courses in Learning Pathways for Aboriginal and Torres Strait Islander Peoples are offered at regional and metropolitan campuses.</p>		
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	<p>Department of Premier and Cabinet, Aboriginal Affairs and Reconciliation Division is linking young Aboriginal leaders to youth leadership programs across South Australia.</p> <p>Department of Education and Children's Services is developing strategies to increase the South Australian communities understanding of Aboriginal culture by ensuring that Aboriginal cultural studies is included in the curriculum of all schools by 2014 with involvement of Aboriginal people in design and delivery.</p> <p>The South Australian Aboriginal Sports Training Academy is an initiative of the SA Government's Social Inclusion Board and is managed by the Department of Education and Children's Services. It is a centre for excellence in Indigenous sports and learning. Sport is used as the link for Aboriginal young people, to engage or re-engage them on to better education pathways and create long term goals. At present there are fifty students enrolled with the Academy, aged between 16-23 years, who are studying either part-time or full-time. At present as the majority of students are male, but the Academy is interested in developing strategies to increase the number of female students.</p> <p>The School Retention Action Plan was announced in 2003. Since then, over 10 000 young people, including more than 2 000 Aboriginal young people, have been involved in school retention action plan programs. In the development of the programs, a specific emphasis was placed on the engagement and learning outcomes of three priority groups of young people: Aboriginal young people; young people in regional areas and young people under the Guardianship of the Minister.</p> <p><b><u>ACT</u></b> Regular Indigenous Girls Leadership Camps are held in the ACT. These cover the areas listed.</p> <p><b><u>AG</u></b> The FaCSIA Indigenous Leadership Development Group is responsible</p>	High Priority
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	<p>for the Indigenous Community Leadership Initiative. It aims to develop the leadership capacity of Indigenous youth (including young Indigenous women) aged 18-25 through national leadership development courses. Participants undertake leadership skills training and are provided with opportunities to strengthen their skills through the delivery of leadership activities and projects.</p> <p>New research commissioned by the Office for Women will consider opportunities for Indigenous women, including barriers and pathways, in moving from school to work, and the impact of education decisions on employment outcomes.</p> <p>Flexible learning options are encouraged through programmes such as VET in Schools, Australian School-based Apprenticeships, Structured Workplace Learning and Connections. Young people can gain assistance in making a smooth transition through school and onto further study or employment through the Career Advice Australia (CAA) initiative. Programmes such as Youth Pathways and Connections can assist with young people's self-esteem and confidence building.</p> <p><b><u>VIC</u></b>  <b>Victoria Indigenous Leadership Strategy</b> -With funding from VicHealth and the Department for Victorian Communities (DVC), and with Aboriginal Affairs Victoria (AAV) as the auspice.</p> <p>The Strategy involves community-based youth leadership projects and a state-wide leadership network. The community youth leadership projects based in metropolitan and rural areas in Victoria provide leadership training for young Indigenous, mentoring by senior community members and support and resources to develop leadership skills through the development of community activities.</p> <p><b>Koori Women Mean Business</b> was funded through the Victorian Indigenous Leadership Strategy to conduct a leadership training program. The program could be aligned with secondary school studies and used</p>		
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sport, music and art as vehicles for leadership development. In 2005-06, 60 young ATSI women were involved in the program.

**NSW**

In NSW, OFW runs GirlSavvy, aimed at girls in Years 9-11 at high schools, to teach financial literacy, and awareness of career options. This reaches over 1,000 girls a year.

In addition, OFW is providing the SistaSpeak program specifically for Aboriginal girls. This program has been developed since 2005 and has been implemented in Dubbo, Wellington and Lismore to date. It focuses on goal setting, self esteem, and awareness of career options.