

20 JUL 2005
BY: *ATSIA*

Submission No.	<i>105</i>
Date Received	<i>25-7-05</i>

*House of Representatives Standing Committee
for Aboriginal and Torres Strait Islander Affairs*

Inquiry into Indigenous Employment

Queensland Government Submission

2005

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The Queensland Government welcomes the opportunity to provide information and recommendations to the Australian Government through this submission to the House of Representatives Standing Committee on Aboriginal and Torres Strait Islander Affairs' Inquiry into Indigenous Employment.

This submission identifies factors that contribute to positive employment outcomes for Aboriginal people and Torres Strait Islanders, presents examples of good practice from Queensland, and recommends ways forward for future policy and program development in this area. To inform this discussion, the submission outlines the current environment for Indigenous employment in Queensland, and identifies the impediments to sustainable Indigenous employment that need to be considered in policy and program development.

1. CURRENT ENVIRONMENT FOR INDIGENOUS EMPLOYMENT IN QUEENSLAND

Profile of Indigenous Employment and Training in Queensland

Appendix A outlines relevant statistics relating to employment and training for Indigenous people in Queensland. Key facts to note include:

- According to the 2001 Census 3.1% of the total Queensland population identify as being Aboriginal and/or Torres Strait Islander, and 27% of Australia's Indigenous people live in Queensland.
- The 2002 National Aboriginal and Torres Strait Islander Social Survey reported that 25.7% of the Queensland Indigenous population were unemployed.
- Of the 45.7% of Aboriginal and Torres Strait Islander Queenslanders aged 15 years and over who were employed, one-quarter were participating in the Commonwealth-funded Community Development Employment Projects program.
- The unemployment rates for Indigenous people in Queensland would increase to an estimated 47.5 % of the labour force without CDEP.
- Queensland's 34 Aboriginal Shires and Torres Strait Island Councils rely heavily on Community Development Employment Projects as their major means of employment due to their isolated geographical locations. All use at least some of the CDEP participants to deliver a range of essential and municipal services.
- 12 % of the Indigenous people in the labour force are employed in public sector jobs.
- 39.1% of Indigenous workers employed in the "private sector" include a large proportion working in Indigenous community organisations and enterprises.
- Only 2.7% of Indigenous people in Queensland have achieved a bachelor or higher degree, compared with 11% of all Queenslanders, while 73% of Indigenous people have no post-school education or training qualifications.
- Of all Indigenous people, 26,000 (24%) reside in remote and very remote communities with high levels of unemployment, limited labour market opportunities, poor educational participation or outcomes, and higher costs of living.

Strategic Policy Framework

Queensland's approach to employment and training for Aboriginal people and Torres Strait Islanders is founded in policy that establishes a clear commitment to improving outcomes. Appendix B outlines this strategic policy framework, which is summarised below:

Government Priority	<p>The Queensland Government's strategic policy framework for employment and training for all Queenslanders including Indigenous people is embedded in the Queensland Government's strategic priorities of,</p> <ul style="list-style-type: none">o Growing a diverse economy and creating jobs;o Realising the Smart State through education, skills and innovation;o Managing urban growth and building Queensland's regions; ando Protecting the environment for a sustainable future.
Indigenous Policy Framework	<p>Partnership Queensland (Appendix C) is the Government's strategic policy framework which brings together all existing Queensland Government initiatives for Aboriginal people and Torres Strait Islanders in Queensland. Under this framework, all Queensland Government departments will be guided by a:</p> <ul style="list-style-type: none">(a) <i>Set of goals and policy objectives</i> – strong families, strong cultures; safe places; healthy living; and in particular skilled and prosperous people and communities; and(b) <i>New way of doing business</i> based on partnership, community engagement, improved governance, better performance and more accountable service providers, and shared responsibility. <p>For the priority area of skilled and prosperous Indigenous people to be achieved, the Queensland Government will focus on the following elements - leadership and capacity building; education and training; employment and economy.</p>
Implementation of key employment and training policies and initiatives	<p>The Queensland Government has established a range of mainstream and Indigenous specific initiatives and programs aimed at meeting the needs of long-term unemployed and other disadvantaged jobseekers in Queensland. (Appendix D).</p> <p>Queensland schools are implementing a framework to improve educational and employment outcomes for Aboriginal people and Torres Strait Islanders, called <i>Partners for Success</i>.</p> <p>A key initiative of the Queensland Government is the <i>Breaking the Unemployment Cycle initiative (BUC)</i> which commenced in 1998 and aims at providing employment opportunities for 100,000 Queenslanders by 2007.</p> <p>The initiative consists of a suite of programs that assist the most disadvantaged unemployed jobseekers – including Aboriginal people and Torres Strait Islanders - to obtain employment and to alleviate skills shortages in industries and occupations that are critical to the State's economic development. It assists the most disadvantaged jobseekers in the labour market to gain skills and work experience necessary to secure employment; provides additional apprenticeships and traineeships to alleviate skills shortages and creates opportunities for young people to transition from school to work; assists workers displaced as a result of large-scale retrenchments to obtain alternative jobs and develops and manages Aboriginal and Torres Strait Islander recruitment and advancement strategies for the Queensland public sector.</p> <p>The BUC initiative programs provide equitable labour market access to people that would otherwise not have access, as well as providing opportunities for engagement in activities that bring purpose to their lives, develop their skills, give them confidence to engage in other employment and training opportunities and broaden their community involvement. This is achieved by utilising community development and place management strategies to develop sustainable jobs to meet local community needs and address state and regional skill shortages through innovative training and employment programs.</p>

The *Breaking the Unemployment Cycle* initiative includes the following Indigenous Employment Programs, along with an emphasis on Indigenous participation and outcomes in its broader programs:

- (a) the *Indigenous Employment and Training Support Program* to provide culturally appropriate mentoring and support to Indigenous people to increase retention and completion rates in vocational education and training (VET);
- (b) the *Indigenous Employment and Training Managers Program* to assist Indigenous communities to build their capacity to identify and create employment and training opportunities for local Indigenous people; and
- (c) the *Indigenous Employment Policy for Queensland Government Building and Civil Construction Projects – IEP (20% Policy)* to maximise Indigenous employment and training outcomes in Queensland Government funded building and civil construction projects in designated communities.

As at 30 April 2005, 12% of all participants assisted under the *Breaking the Unemployment Cycle* initiative since it commenced in 1998 have identified as Aboriginal and Torres Strait Islander people. Of the total number of Indigenous people assisted - 8,247 (61.9%) have achieved employment. This compares favourably to the rate of non-Indigenous employment outcomes of 64.9%.

2. IMPEDIMENTS TO ACHIEVING SUSTAINABLE INDIGENOUS EMPLOYMENT

The Queensland Government recommends that the committee considers the following issues that currently impact on the employment outcomes of Indigenous people. Responses to improve employment outcomes must incorporate strategies to overcome these barriers.

Inconsistent or inappropriate interpretation and implementation of government policies

Governments have developed significant policies following extensive consultation with Indigenous people, including the *Aboriginal Employment Development Policy* (1987), the *Royal Commission into Aboriginal Deaths in Custody* (1991) and the *Royal Commission into the Removal of Aboriginal Children from their Families* (1996).

A major impediment to the effective implementation of such policies has been inconsistency in interpreting policies and defining appropriate measures for success. The interpretation and implementation by Government often does not reflect Indigenous values, priorities, strategies, and performance measures.

Disparity of commitment, coordination and cooperation

A disparity of coordination and cooperative arrangements between government, industry, training providers and Indigenous communities impedes the flexible delivery and holistic approach needed to address Indigenous employment, social and cultural issues.

While a number of Government initiatives aim to achieve Indigenous employment outcomes, their administration and implementation is often undertaken in isolation or independent of other Government agencies, and or industry stakeholders. This has resulted in confusion within Indigenous communities regarding government and industry commitment and support to Indigenous employment, a duplication of government effort, ad hoc and or duplication of service planning, development and delivery, and reduced outcomes for Indigenous people.

The implementation of Shared Responsibility Agreements between the Australian Government and Indigenous communities and people to enhance the social and economic status of Indigenous people, including employment and training outcomes, should be aligned with the Queensland government's Negotiation Table process. This will help ensure a more coordinated whole-of-government and industry response to Indigenous employment and training in Queensland.

Paucity of Indigenous owned small businesses

There are not enough Indigenous-owned and operated businesses to support and sustain Indigenous employment in areas where Indigenous people live. This has hindered Indigenous employment in these areas, particularly in rural and remote Indigenous communities where Indigenous employment is limited and the majority of small businesses are owned and operated by non Indigenous people employing predominantly non Indigenous staff.

In addition, cultural values and communal decision-making do not necessarily fit with commercial decision-making and management responsibilities necessary to support and sustain successful small business development.

Competing priorities for remote and isolated communities

Remote and isolated Indigenous communities are often faced with competing social and economic priorities and challenges that potentially can make it more difficult to achieve sustainable employment outcomes. These include amongst others:

- problems of alcohol and substance misuse, which can hinder an Indigenous person in securing and retaining employment. This is clearly evident in the mining industry which has zero tolerance to alcohol and substance abuse and is often the major employer in areas where Indigenous people live;
- remoteness and isolation impeding access to services and infrastructure that support employment, such as child care and transport;
- higher levels of ill-health amongst the working age Indigenous population compared with the non-Indigenous population, affecting individuals' readiness and capacity for full-time employment or training programs;
- extended family responsibility, cultural practices and customs which may compete with the individual's capacity to gain and retain employment;
- currency of skills and work readiness; and
- lack of Indigenous owned and operated small business development opportunities.

Education and training outcomes

- The capacity of Indigenous people to secure and retain employment is often hindered by:
 - poor educational attainment levels as opposed to non-Indigenous people
 - low levels of literacy and numeracy rates amongst Indigenous populations
 - low levels of post-secondary qualifications and relevant work experience
- The importance of education and training as a pathway to sustainable employment and economic development is not always fully understood or valued by Indigenous people that are suffering from inter-generational unemployment, poverty, dispossession, and historically poor education outcomes.
- Moreover, the historical focus of VET in TAFE for Indigenous people has been on access and equitable participation rather than as a pathway to employment.
- Now however in Queensland, there is stronger emphasis on TAFE as a pathway to personal development and employment through enhanced completion and achievement rates in higher level certificate courses and transition to employment for Indigenous people
- The Queensland Government Green Paper, *Queensland's proposed response to the challenge of skills for jobs and growth*, proposes to build on this commitment by aiming to achieve a better match between the supply of skills through VET, and the rapidly changing demands of the economy and industry.

Cultural Differences

Often the performance measures for employment related programs are defined without engaging Indigenous people and with limited consideration of Indigenous values, thus undermining effective delivery of programs and services.

This is compounded by a lack of understanding of the social, cultural, and economic issues confronting Indigenous people by those responsible for making decisions about policies, programs and services to achieve Indigenous employment outcomes. While cross-cultural awareness programs are often provided to project or Queensland Government regional agency staff, there remains a lack of cross-cultural awareness and understanding of Indigenous issues by non-Indigenous people who make decisions in relation to employment and training policies.

Workforce issues

Indigenous people are often stereotyped by employers and workplace colleagues as lacking an appropriate work ethic. Furthermore, negative and/or prejudiced attitudes and perceptions of employers towards Indigenous people are difficult to overcome. The situation is further exacerbated through selection processes that often assess potential employees' clinical or academic capacity rather than their practical application of skills and competence to successfully undertake the job.

Proposed changes to the industrial relation laws by the Australian Government around unfair dismissal could potentially unequally hinder Indigenous people retaining employment as they are often hired last on and laid off first. There is a need under the proposed changes to protect Indigenous employees from being disproportionately affected given the historical recruitment practices of some employers.

Labour market participation issues

Issues that affect Indigenous peoples' competitiveness and participation in the labour market include amongst others:

- reduced labour market competitiveness in terms of currency of skills and relevant work experience;
- geographical isolation from viable labour markets;
- the development of a welfare dependence culture and practice that is incompatible with non-Indigenous work place behaviour; and
- a mindset amongst Indigenous youth and other long term unemployed Indigenous persons that unemployment is the norm for Indigenous people. This mindset has been influenced by intergenerational unemployment for Indigenous people and perpetuated by too few successful Indigenous role models.

3. PRE-REQUISITES FOR ACHIEVING SUSTAINABLE INDIGENOUS EMPLOYMENT (POSITIVE FACTORS)

For this submission, the Queensland Government has identified pre-requisites to maximise employment and training outcomes for Indigenous people. These are outlined below along with examples of effective practice from the Queensland experience.

a) Strategic policy framework and implementation strategy

A strategic policy framework that seeks to substantially reduce Indigenous unemployment levels and increase the active participation of Indigenous people in the labour market should be developed jointly by the Australian, State and Territory governments. This will significantly reduce the dependence of Indigenous people on welfare, build self esteem and self worth, enhance the social wellbeing and economic status and independence of Indigenous people and communities, maximise the use of available labour in the pursuit of national economic development and growth, and reduce the cost of unemployment benefits to the public purse.

Australian, State and Territory governments follow Queensland's lead and place Indigenous issues as one of their highest priorities and give a commitment to ensure that all relevant employment, skills development and capacity building

policies, initiatives and programs are aligned to:

- reduce the over-representation of Indigenous people in unemployment;
- increase Indigenous participation in the labour market;
- increase sustainable employment outcomes for Indigenous people in the private, public and community sectors;
- support the development of viable and self sustainable Indigenous owned and operated business enterprises to support and sustain Indigenous employment where they live; and
- enhance Indigenous education and training outcomes at all levels of the education and training systems.

Appendices A, B and C outline Queensland's strategic policy framework aimed at achieving Queensland employment and training outcomes and to guide all future Queensland Government policies and services affecting Aboriginal people and Torres Strait Islanders.

Appendix D outlines the range of mainstream and Indigenous specific policies, initiatives, programs and services through which the Queensland Government aims to maximise Indigenous employment opportunities and outcomes.

b) Partnerships to achieve sustainable employment outcomes

The establishment of strategic partnerships that proactively support Indigenous employment through training and skills development, jobs and economic development is critical to reducing Indigenous unemployment and increasing Indigenous participation in the labour market where they live.

This may include amongst other strategies the development of partnerships with:

- (i) Local government to enhance the recruitment and retention of Indigenous people in their workforce as representative of its broader constituents, and as a champion of local Indigenous economic development and employment in the private sector;
- (ii) Developers, the Indigenous communities, and traditional owner groups under the Native Title Act provisions - Indigenous Land Use Agreements (ILUAs) on land and sea where native title is deemed to exist. This provides the strategic framework and opportunity to negotiate and develop employment and business development opportunities for Indigenous people. This has particular relevance to the mining industry and to rural and remote Indigenous communities where mining and major developments are planned; and
- (iii) Indigenous people and communities, education providers, registered training organisations and employment services providers to facilitate quality employment and training outcomes for Indigenous people.

Partnerships: the Queensland experience

Examples of partnerships that the Australian and Queensland Governments can build on to maximise education, employment and training outcomes for Indigenous people are listed at Appendix E.

The Queensland Government has established several key policies, strategies and initiatives to facilitate the development of partnerships between governments, industry, private businesses and Indigenous communities. The **Partnership Queensland** - Negotiation Table process is a model for the Australian Government to consider when developing partnerships with Aboriginal people and Torres Strait Islanders. The process provides an opportunity for key stakeholders to collectively identify and negotiate the socio-economic priorities and needs in a particular community or region and to seek a shared commitment from relevant stakeholders to share the responsibility for achieving agreed outcomes.

Other strategic partnerships in Queensland (Appendix D) include:

- The draft *Queensland Indigenous Economic Development and Participation Strategy* (QIEDPS), aims to improve the way government and communities work together to achieve sustainable economic development for Indigenous people and communities in Queensland
- The *Partners for Success Strategy and Action Plan 2003-2005* targeting the education and employment needs of Indigenous students in Queensland.

Partnership example – the Georgina River Bridge Project

One example of how the partnerships can be developed between governments, industry, private businesses and Indigenous communities is the Georgina River Bridge project administered by the Department of Main Roads. The project included the local Indjilandji-Dithanoo people of Camooweal with Main Roads and the project contractors and project management in the construction of a new bridge over the Georgina River in far north western Queensland.

Through joint funding from the Commonwealth Department of Employment and Workplace Relations, the Queensland Government (*Breaking the Unemployment Cycle Initiative* and the Department of Main Roads), the arrangement covered provision for training, specific targets for employment, opportunities for the Dugalunji Corporation to supply some goods and services on a fee for service basis, and a requirement for Main Roads to take into account the views of Indigenous people when selecting the tenderers for the project. A \$1M training and employment and economic development strategy accompanied the Camooweal bridge and road development project and provided employment for approximately 35 Indigenous people from the Camooweal area - ultimately just over 50% of the total employment for the project. The Dugalunji Corporation now competes for civil construction in its own right and provides sustainable employment opportunities for Indigenous people in this region.

c) Examining best practice models for Indigenous business development and enterprises

It is essential that future programs and initiatives are informed by the successes of past and present approaches. The Queensland Government acknowledges that further examination of effective models for Indigenous people to develop successful businesses and enterprise is required to ensure positive outcomes are achieved.

Evidence from Indigenous business development in the Northern Territory shows that successful Indigenous businesses are not defined by the level of funding or profit gained through the business but in how they can assist in sharing the wealth amongst community, clan or family group members or through the provision of employment provided to its members.

A best practice model could be defined as one where all members of the business have equitable access to a range of services or benefits paid for by the income generated in the business, i.e. a car, accommodation, education, etc.

Best practice models: the Queensland experience

The Queensland Government, through the Department of Employment and Training, is currently piloting an initiative to assist Indigenous clan and family groups to develop small-scale business enterprises in various locations across Queensland. The pilot project will examine ways in which Government engages with Indigenous people, communities, clan and family groups to develop an effective model for small business development through partnerships.

d) Respecting and supporting the diversity of circumstances confronting Indigenous communities and individuals

Employment and training initiatives need to be underpinned by a realistic assessment of the circumstances, needs and aspirations of Indigenous people, which may be different from non-Indigenous people. In addition, Indigenous communities differ greatly in their circumstances and needs. Employment-related programs and services must recognise and respond to this diversity. For example:

- Provision of training in locations where employment opportunities exist and where Indigenous people reside will mean that Indigenous families are more likely to remain in that region due to family or cultural links to country and employment opportunities.
- Consideration needs to be given to the cultural power base when offering employment opportunities and promotional opportunities, particularly in remote communities with strong cultural links.
- Provision of adequate employee services (e.g. transport, childcare, health etc.) will assist Indigenous people with career choices within their regional location.
- Identification of companies or businesses that have business objectives consistent with Indigenous needs, expectations and values could assist in mentoring Indigenous community organisations and individuals to make decisions about developing business enterprises in their region.

- Development of mainstream skills for Indigenous people to compete for employment, should not be at the expense of losing contact with who they are and what it means to be an Indigenous person today.

Respecting and supporting diversity: the Queensland experience

- The Queensland Government has established protocols for its agencies working with Indigenous people in the delivery of government programs and services. These protocols address issues relating to effective communication when negotiating and consulting with Indigenous people.
- The Queensland Government provides a range of cross cultural awareness programs through the *Wal-Meta Mura Ama Wakaana* program and the Department of Main Roads – *Cultural Heritage Training Program*.
- The Government funds employment of up to 20 Indigenous Employment and Training Support Officers to provide culturally appropriate mentoring and support to Indigenous apprentices, trainees and vocational education and training students to increase their retention and completion rates. From 1 July 2004 to 31 March 2005, the program has assisted 831 Indigenous apprentices, trainees, vocational educational students and jobseekers.
- Through the development of *Aboriginal and Torres Strait Islander Employment and Training Strategies and Diversity and Equity Plans*, Queensland Government agencies enhance their knowledge and understanding of the cultural issues facing Indigenous people in Queensland and articulate them in relevant policies, initiatives, programs and services.
- Through Government-funded initiatives, Indigenous people are employed to provide culturally appropriate services to address the over-representation of Indigenous people in domestic violence, child protection, youth justice and drug and substance misuse.
- Through the development of the draft *Queensland Indigenous Economic Development and Participation Strategy*, the Queensland Government is reviewing the performance indicators used for measuring the success of Indigenous businesses and enterprises to ensure they reflect Indigenous cultural values and indicators for measuring success, such as access to education, health services, etc.

e) Building the capacity of Indigenous communities, clans and family groups

Governments need to develop a more strategic and coordinated approach to providing appropriate programs and services to build the capacity of Indigenous people and communities and to support and sustain Indigenous business development.

TAFE in Queensland delivers a broad range of accredited training designed to build community capacity and empower communities and individuals to effectively facilitate community and economic development.

Building capacity: the Queensland experience

In July 2004 the Queensland Government established a range of positions within the public sector and through grant funding arrangements to assist with building Indigenous community capacity.

Positions such as the following provide employment opportunities while building the community's capacity to better deliver and manage a range of services.

- Indigenous Employment and Training Managers (IETMs) funded under the Breaking the Unemployment Cycle, Indigenous Employment Programs
- Community Resource Officers through the Department of Communities
- Resource Officers within the Department of Housing

Following the introduction of the *Local Government (Community Government Areas) Act* in March 2004, the *Community Governance Improvement Strategy* assists Indigenous Councils and Shires to develop the necessary tools for effective and accountable community governance and leadership.

f) Strengthening skills development for individuals

The provision of relevant education and training and the achievement of higher education standards and qualifications is important to improving employment outcomes.

The importance of skills to the labour market prospects of individuals is reflected by the employment rates of individuals who have post school qualifications in comparison to those who do not. This is evidenced by:

- some 80% of Queenslanders who have post school VET or university qualifications were employed; whilst
- only 63% of Queenslanders who do not have post school qualifications are employed, and if they also did not complete year 12, the employment rate is only 57%.

Whilst evidence demonstrates that Indigenous people with post school qualifications (2.7%) achieve similar employment outcomes to that of non Indigenous people, the employment outcomes for Indigenous people who do not have post school qualifications (73%) or have not completed year 12, as the majority of Indigenous young people in Queensland don't, is significantly less than those of non Indigenous people.

Skills development: the Queensland experience

The Queensland Government recognises that skills development is increasingly becoming a key component to employment and economic development for Queenslanders and it is proactively supporting and assisting Queenslanders, including Indigenous people, to enhance their skills capability and competitiveness in the labour market.

The Queensland Government's green paper, *Queensland's proposed responses to the challenges of skills for jobs and growth*, provides the framework to achieve a better match between the supply of skills through VET, and the rapidly changing demands of the economy and industry and growth.

The Queensland Government's proposed VET reform package is shaped by six priorities:

1. Tackling the urgent shortage of trades skills by reforming and modernising the trades apprenticeships
2. Strengthening Queensland's skill base for the future
3. Developing a more responsive and flexible VET system
4. Initiating a new engagement with employers to tackle skills shortages
5. Developing a workforce and skills response to the ageing population
6. Increasing labour force participation through new skilling strategies for the under skilled

Proposed strategies under the paper include:

- Continuance of employment programs that provide disadvantaged Indigenous jobseekers with access to work experience, skills development, apprenticeships, and traineeships as well as intensive support to progress to further education and training and into sustainable employment
- Education and Training Reforms for the Future (ETRF), with a focus on entry level training for 15-17 year old young people to be earning or learning
- Smart VET, new funding and programs aimed at accelerating the supply of skilled workers for critical industries, and the up-skilling of existing workers
- Greater emphasis on re-skilling/continuous skilling of the adult workforce to improve the skills base of the whole Queensland workforce;
- Customised training to meet the skills gaps of existing workers or industry;
- Full use of Recognition of Prior Learning (RPL)
- The fast tracking of apprenticeships for existing workers
- Improved credit transfer across different education and training courses and
- The development of a wide range of new customised training products that are targeted to the specific skilling and re-skilling needs of the existing workforce

g) Flexibility and responsiveness A pre-requisite for successful Indigenous employment outcomes is flexibility in the design, delivery, implementation and monitoring of Indigenous employment and training opportunities. It is essential to set realistic performance measures which consider the diversity of cultural, geographical and capacity issues of Indigenous communities, clan/family groups and individuals.

This includes:

- responsive, flexible educational and VET systems that provide quality outcomes for Indigenous people and maximise their labour market competitiveness
- flexible and responsive labour market programs and support services to assist Indigenous people gain and retain employment
- employment opportunities that are compatible with existing and planned community aspirations and values
- innovative use of CDEP to support Indigenous employment through community activity, business development and job placement.

Flexibility and responsiveness: the Queensland experience

The Queensland Government acknowledges the importance of a flexible learning environment to address the training needs of Indigenous people in remote locations and in areas where there is limited experience and expertise in particular industries. This is reflected through successful programs and initiatives, such as the Wal-Meta Public Sector Advancement Programs, Tropical North Queensland Institute of TAFE (TNQIT) and the Main Roads Cultural Heritage Program.

The Wal-Meta Advancement Program provides instruction and assistance to Indigenous public sector employees throughout Queensland who are undertaking external studies in a Certificate III, IV and Diploma in Government. The lecturer/assessor travels widely to provide support to participants in their work locations and through residential workshops. Of 52 Indigenous people who participated in the Advancement Program in 2004, 50 achieved the respective qualification resulting in a 96% success rate.

TNQIT offers a range of off-campus courses enabling Indigenous people to remain in their communities and study, rather than facing dislocation by moving away from their communities for long periods of time.

Through the Indigenous Studies Productivity Development Unit, TNQIT has developed a range of Indigenous-specific courses which offer relevant and meaningful course material, delivered in a way that takes into account Indigenous ways of learning and achieving within a supportive enclave situation.

h) Government leading by example

The Queensland Government provides leadership to ensure that all government agencies demonstrate their commitment to achieving employment outcomes for Indigenous people through the provision of opportunities on government funded projects and activities and through public sector employment and training opportunities.

The Queensland Government recommends that the Australian Government considers the implementation of a policy commitment that requires a percentage of Indigenous employment on all civil and building construction projects funded by the Australian Government as per the Queensland commitment outlined below.

Strategic policy framework: the Queensland experience

The Indigenous Employment Policy for Queensland Government Building and Civil Construction Projects – IEP (20% Policy)

The *IEP (20% Policy)* requires 20% Indigenous employment on all civil construction contracts and all building construction projects (valued at \$100 000 or more) conducted on designated Indigenous communities.

The *Framework for Planning and Implementation of the IEP (20% Policy)* provides an example of a Queensland policy framework that ensures Indigenous employment and training outcomes are achieved.

- Consultation with Indigenous people
- Planning and coordination
- Training arrangements
- Contractual and/or grant agreements
- Support processes
- Reporting processes

The Policy requires all participating Government agencies, contractors, and grant recipients to report on the implementation of the Policy, with penalties for failure to comply.

Public Sector Employment Policies: the Queensland experience

The Queensland Government acknowledges the commitment the Australian Government has made to increase Indigenous employment within the Australian public sector under its Indigenous Public Sector Employment Program, and would recommend that the program is enhanced to include the establishment of targets for Indigenous employment within and across the Australian public sector at all levels consistent with the Queensland Government.

In 2001, the Queensland Government:

- o gave a commitment to enhance Indigenous employment in the Queensland public sector; and
- o established the Wal-Meta Unit to achieve the following employment targets for Indigenous people:
 - o 2.4% of all employees across the sector by the end of the year 2002
 - o 2.4% of all employees at all salary levels in the sector by the end of the year 2010.

The role of the Wal-Meta Unit is to:

- (a) assist Queensland Government agencies meet Aboriginal and Torres Strait Islander employment targets of 2.4%;
- (b) increase training and development opportunities for Aboriginal and Torres Strait Islander public sector employees by implementing and continuously improving a range of career advancement programs;
- (c) provide a whole of government recruitment service with the view to assist retention rates; and
- (d) break down existing employment barriers by providing Indigenous specific cross cultural awareness training to government Agencies under Mura Ama Wakaana.

Since the establishment of Wal-Meta in 2001 the Queensland Government has achieved 2.64% Indigenous staff (exceeding the equity target of 2.4%).

4. ISSUES OF CONCERN

The Queensland Government notes that a number of crucial changes have been made to a range of Australian Government policies, programs and administrative arrangements relating to Indigenous people throughout Australia that should be considered in the context of this inquiry.

It is important that these changes are clarified by the Australian Government to determine their potential impact on Indigenous people in Queensland. These include the:

- Abolition of the Australian National Training Authority (ANTA) and Aboriginal and Torres Strait Islander Industry Training Advisory Council (AITAC), impacting on the future direction of Indigenous VET in Australia; and
- Withdrawal of the Aboriginal and Torres Strait Islander Tutorial Assistance Program (ATAS) that historically supported Indigenous VET students to successfully complete TAFE courses that may adversely impact on the outcomes of vocational education and training whilst university and secondary tutorial assistance will continue to receive support under the Australian Government's budget commitment.

5. RECOMMENDATIONS

The Queensland Government acknowledges the positive commitment the Australian Government has made to Indigenous employment and training and the development of Indigenous economic development to date. The following recommendations are submitted for the consideration by the Australian Government in order to enhance future employment outcomes for Indigenous people.

Recommendation 1 Strategic policy framework

The Queensland Government recommends that the Australian Government develop a strategic national policy framework in consultation with State, Territory and Local Governments, Indigenous communities, peak industry bodies, and unions to facilitate enhanced employment outcomes for Indigenous people.

This framework should:

- articulate the Government's commitment to Indigenous employment and economic development as a high priority and provide a commitment to funding and resourcing the implementation of appropriate Indigenous employment policies and initiatives.
- include development of the capacity of Indigenous people to participate in the delivery, implementation and monitoring of policies and subsequent initiatives.
- be underpinned by robust community engagement partnerships with Indigenous communities along the lines of Queensland's *Partnership Queensland - Negotiation Table* process, to ensure Indigenous people are proactively engaged at all stages of government planning and decision making.
- Involve partnerships with State and Territory Governments to proactively support Indigenous economic development initiatives in rural and remote communities to enhance Indigenous employment within these areas, as well as increase Indigenous share in the prosperity and growth within these areas.
- Involve partnerships with industry, employer groups, unions and Indigenous community organisations to build private and community sector commitment to employment and training outcomes for Indigenous people.

Recommendation 2 Australian public sector employment

The Queensland Government acknowledges the commitment the Australian Government has made to increase Indigenous employment within the Australian public sector under its Indigenous Public Sector Employment Program, and would recommend that the program is enhanced to include the establishment of targets for Indigenous employment within and across the Australian public sector at all levels consistent with the Queensland Government.

Recommendation 3 Private Sector Employment

The Queensland Government recommends that the Australian Government develop and implement strategies and policies to build private sector employment opportunities for Indigenous people, including:

- Market Indigenous employment to employer groups and unions, targeting industries with the best prospects for Indigenous employment
- Adopt the principles of the Indigenous Employment Policy for Queensland Government Building and Civil Construction Projects - IEP (20% Policy), which would require 20% of local Indigenous employment to be conducted on all Australian Government-funded capital works projects in identified Indigenous communities
- Develop Indigenous employment and training strategies with private sector employers and provide support through government-funded incentives and subsidies to increase employment and training opportunities in particular industries
- Develop strategic alliances and partnerships with industry and the banking and financial sectors to proactively support Indigenous small business development.

Recommendation 4 Appropriate definitions of success

The Queensland Government recommends that the Australian Government and associated agencies work with Indigenous communities to identify employment and skills development needs and establish goals, targets and performance indicators for employment programs. This will ensure that outcomes are focused on community values and help build community capacity.

Recommendation 5 Focus on community capacity building as well as individual skills

Given the disadvantage experienced by many Indigenous communities, employment outcomes from government-funded programs should benefit communities, clans and families as well as individuals. The Queensland Government recommends that the Australian Government consider ways to build and retain skills in communities, while also providing opportunities and support for individuals to participate in training and employment.

6. APPENDICES

- A Profile of Indigenous Employment and Training in Queensland
- B Strategic Policy Framework for Indigenous Employment and Training in Queensland
- C Partnerships Queensland overview
- D Policies, Initiatives and Programs in Queensland aimed at maximising Indigenous employment and training outcomes
- E Partnerships between the Australian and Queensland Governments
- F Access to information about Indigenous employment in Queensland

Profile of Indigenous Employment and Training in Queensland

- Indigenous Population**
- Aboriginal people and Torres Strait Islanders make up 3.1 % of the Queensland population.
 - At the time of the Australian Bureau of Statistics (ABS) 2001 Census, Queensland had the second largest Indigenous population in the nation (112,772) second only to New South Wales (119, 865).
 - From the 2001 Census, of the 112,772 Indigenous Queenslanders, 87,322 are Aboriginal people and 16,415 are Torres Strait Islanders. Some 9,035 people identify as being both Aboriginal and Torres Strait Islander.
- Unemployment issues**
- The 2002 National Aboriginal and Torres Strait Islander Social Survey identified that the unemployment rate for Indigenous people in Queensland was 25.7 %.
 - The unemployment rates for Indigenous people in Queensland would increase to an estimated 47.5 % of the labour force without CDEP.
 - 11.8 % of Indigenous people are employed in Commonwealth funded Community Development Employment Projects (CDEP) program in Queensland
- Labour force issues**
- Of 62 % of the Indigenous labour force participation rate (being Indigenous people aged 15-64 years looking for employment):
 - 39.1 % being the majority of labour force participation are employed in the private sector. However, the Queensland Government also notes that Indigenous labour force participation rate in community organisations and enterprises is also included in the private sector figures and this participation rate is not clearly identified in the Census figures.
 - Some 12 % of the Indigenous people in the labour force are employed in the three levels of Government (Commonwealth, State and Local).
- A target of 2.4 % for Aboriginal and Torres Strait Islander people employed in State Government by 2002 and to achieve a target of 2.4 % across all salary levels by 2010 was set by the Queensland Government in 1998. As at March 2005, the Queensland Government has achieved a rate of 2.64%.
- Education and Training issues**
- In Queensland, only 2.7% of Indigenous people have achieved a bachelor or higher degree, compared with 11% for all Queenslanders while 73% of Indigenous Queenslanders had no post-school educational or training qualifications, compared with 57% for all Queenslanders.
- Geographic location issues**
- According to the ABS 2002 National Aboriginal and Torres Strait Islander Social Survey (NATSISS), 27 per cent of all Indigenous Australians reside in Queensland.
 - Of all Indigenous people, over 56,000 reside in inner and outer regional areas and 26,000 reside in remote and very remote communities.
 - There are 34 Aboriginal Shires and Torres Strait Island Councils which rely heavily on Community Development Employment Projects as the only means of employment due to their remote and isolated geographical locations. All use at least some of the CDEP participants to deliver a range of essential and municipal services.

Strategic Policy Framework for Indigenous Employment and Training in Queensland

The Queensland Government strategic policy framework for Indigenous employment and training is embedded in the **Queensland Government's Priorities** to achieve **Growing a diverse economy and creating jobs** for all Queenslanders.

Partnership Queensland is the government's strategic policy framework which brings together all existing Queensland Government initiatives for Aboriginal and Torres Strait Islander Queenslanders. All Queensland Government departments will be guided by:

- A **set of goals and policy objectives** – strong families, strong cultures; safe places; healthy living; and skilled and prosperous people and communities; and
- A **new way of doing business** based on partnership, community engagement, improved governance, better performance and more accountable service providers, and shared responsibility.

Queensland Government Priorities

Improving health care and strengthening services to the community
 Realising the Smart State through education, skills and innovation
 Protecting our children and enhancing community safety
 Managing urban growth and building Queensland's regions
 Protecting the environment for a sustainable future
 Delivering responsive government
***Growing a diverse economy and creating jobs**

The Government aims to achieve employment and training outcomes priority for all Queenslanders by Growing a diverse economy and creating jobs

Through:

- expanding market access, export and trade opportunities
- creating additional job opportunities and break the unemployment cycle
- maintaining a competitive tax environment for business development and job growth
- ensuring a fairer industrial relations system and improve workforce management by putting people, safe jobs and workplaces first
- diversifying and strengthening the economy through value adding, productivity growth and the development of future growth industries

Partnerships Queensland

Will guide all future Queensland Government policies and services affecting Aboriginal and Torres Strait Islander people. Partnerships Queensland aims to improve government performance.

Strong families, strong cultures

Supporting families, affirming cultures, promoting the arts, land and sea country

Safe places

Child protection, early intervention and support for children, law and justice, crime prevention, alcohol management, homelessness, housing, emergencies and disasters

Healthy living

Holistic health, alcohol and drug management initiatives, health care, environmental health, sport and recreation

***Skilled and prosperous people**

Leadership and capacity building, education, training, use of resources, employment, economy

* = indicates the relevant **Government Priority or Partnership Queensland** goal which focuses on Indigenous employment

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Healthy living

Holistic health, alcohol and drug management initiatives, health care, environmental health, sport and recreation

Skilled and prosperous people

Leadership and capacity building, education, training, use of resources, employment, and economy

Strategies for achieving skilled and prosperous people, the Queensland Government will focus on:

Leadership and capacity building|Education and training|Employment|Economy

Leadership and capacity building

Community governance

Information about the legislative model for more effective and appropriate community governance in Aboriginal communities

Aboriginal Shire and Island Councils

A list of direct links to Aboriginal Shire and Island Council websites

Local Government Directory

Search for details of Aboriginal and Islander Councils including membership and contact information via this directory

Democracy

A range of Indigenous resources including websites, books, case studies, videos and films

Education and training

Partners for Success

Information about Education Queensland's key strategy for the continuous improvement of education and employment outcomes

Scholarships

The Department of Education and the Arts offer a number of scholarships to aspiring teachers of Aboriginal and Torres Strait Islander descent

Aboriginal and Torres Strait Islander libraries

Information about libraries that specialise in library and information services to support Aboriginal studies and Torres Strait Islander studies

Literacy

Information about the tracking of literacy achievement of Aboriginal and Torres Strait Islander students.

Indigenous Education and Training Alliance (non Queensland Government site)

Information about cultivating professional learning communities in relation to education and employment of Indigenous peoples

Interesting Indigenous websites

A list of links for teaching, study or research purposes

Employment and training

Links to the Department of Employment and Training's Indigenous programs, policies and publications

Multicultural training

Information about cross-cultural training

Partners in a learning culture (non Queensland Government site)

Australia's national Aboriginal and Torres Strait Islander strategic for vocational education and training 2000-2005

Shaping our future (non Queensland Government site)

Australia's national Aboriginal and Torres Strait Islander strategic for vocational education and training 2004-2010

Civil construction

Increasing the skill level of council employees in Indigenous communities

Employment

Workforce diversity and equity

A strategy focusing on achieving employment outcomes and specific targets set for all government agencies

Workforce diversity - recruitment

A strategy that aims to improve educational outcomes for Indigenous students and building relationships with parents and Indigenous communities

Employment and training

Links to the Department of Employment and Training's Indigenous programs, policies and publications

Indigenous Wages and Savings Reparations

The Queensland Government has made an offer to people whose lives were affected by past Government policies which resulted in controls over their wages and savings

Economy

Indigenous business development

The Government has initiated a number of critical policies, for achieving better social and economic outcomes for the Indigenous people

Indigenous consumer publications

Links to publications about consumer rights and smart shopping

Indigenous Fair Go guide

A guide to help Indigenous Queenslanders understand their consumer rights and make responsible consumer choices

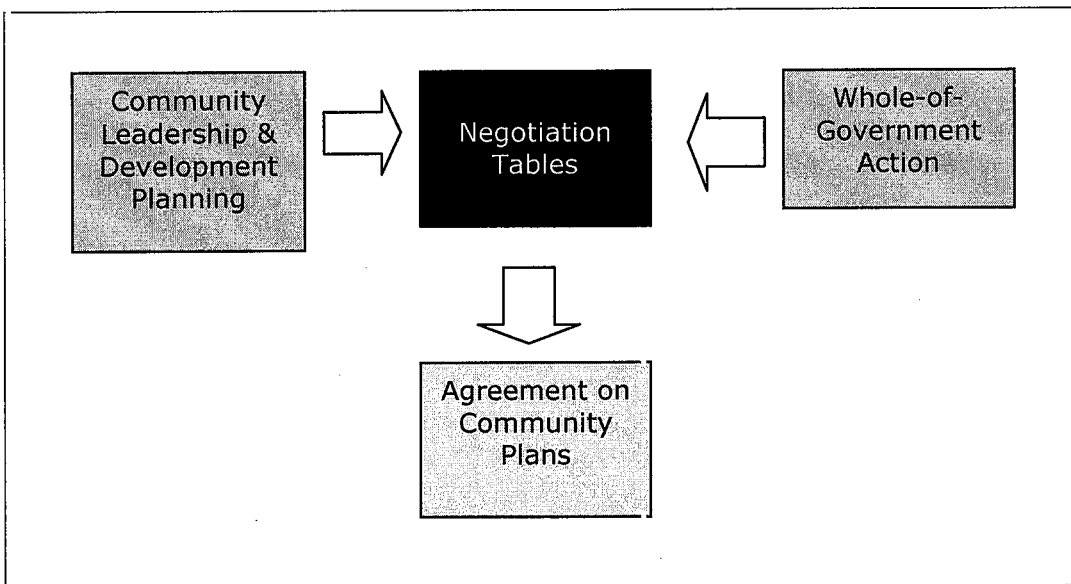
Queensland Indigenous Economic and Participation Strategy

A strategy aiming to improve the way government and communities work together to achieve sustainable economic development

Negotiation Tables

Negotiation Tables, as shown below, are the principle method for achieving the desired outcomes as detailed in *Meeting Challenges, Making Choices*.

Elements of the Negotiation Table Process



Negotiation Tables are the interface between Community and "Whole-of-Government" in identifying community priorities and developing agreed community action plans to improve the quality of life of Indigenous Queenslanders.

Negotiation Tables represent a new process of interaction emphasising mutual planning and goal setting, responsibility, accountability and ownership of agreed goals as outlined in a Community or Regional action plan.

The Community or Regional action plans also include who (on each side) is to do what by when and how progress in the improvement of the quality of life of community members is to be measured (using a combination of government and community indicators). The community action plans have measurable targets and are linked to local and regional performance management frameworks.

The principal purpose of the Negotiation Tables is to:

provide a mechanism whereby Aboriginal and Torres Strait Islander community representatives can directly influence Government decision-making and directly negotiate with Government representatives for new policy responses, service delivery and program initiatives which are required;
overcome problems of a lack of coordination between agencies and jurisdictions and improve Government's responsiveness to community holistic needs; and
encourage shared or transferred responsibility between Government and Communities.

In close consultation with Cape communities, the Unit's principal role will be to effectively coordinate government services through the establishment and facilitation of "Negotiation Tables"

In undertaking this role we will work collaboratively with State Government Agencies as well as Commonwealth Government Agencies with a view to improving service delivery to Aboriginal and Torres Strait Islander communities in Cape York Peninsula. The Unit will also work closely with respective Regional Offices and Central Office, Brisbane.

Our role and that of other Department of Aboriginal and Torres Strait Islander Policy functional areas are not mutually exclusive; rather the roles will characterised by a spirit of close cooperation towards the achievement of quality outcomes for Cape York communities.

Policies, Initiatives and Programs in Queensland aimed at maximising Indigenous employment and training outcomes

Developing skills of Indigenous individuals and building the capacity of Indigenous communities, clan and family groups, will lead to improved employment opportunities and outcomes for Aboriginal people and Torres Strait Islanders. Where Indigenous people achieve employment outcomes in local public sector agencies, private businesses and Indigenous community councils and organisations in remote and rural areas, the outcomes will also contribute to improved and flexible delivery of appropriate services and programs to Indigenous people in these regions.

The key to achieving such outcomes is the provision of relevant education and training and ensuring continued Indigenous participation to achieve higher education standards and qualifications.

The Queensland Government supports its commitment to maximising Indigenous employment and training opportunities and outcomes through a range of mainstream and Indigenous specific policies, initiatives, programs and services, such as:

- **Partners for Success Strategy and Action Plan 2003-2005**
This strategy is a key policy initiative targeting the education and employment needs of Indigenous students in Queensland. The strategy provides the context for the development of an action plan that focuses
 - *Attraction – more students at school, more often;*
 - *Retention and completion – more students achieving continuity of education through to year 12;*
 - *Literacy attainment, and*
 - *Employment and Leadership*

The **Partners for Success Strategy** introduces six new policies developed to provide a framework for improving education and employment outcomes for Aboriginal and Torres Strait Islander Peoples in Education Queensland.

They are:

1. Standards of Education for Aboriginal and Torres Strait Islander Students
2. Development of a Charter between Education Queensland and Aboriginal and Torres Strait Islander Communities
3. Aboriginal and Torres Strait Islander Communities and School Partnerships
4. Literacy for Aboriginal and Torres Strait Islander Students
5. Whole of Government Service Delivery
6. Employment and Career Development for Aboriginal and Torres Strait Islander Peoples in Education Queensland

Implementation of key actions around these policies is ongoing with systemic frameworks and guidelines to support and guide school communities in localised practices.

The strategy aligns to the following existing initiatives.

- *Remote Areas Teacher Education Program (RATEP);*
- *Aboriginal and Torres Strait Islander People's Strategy 2002-2005;*
- *Pearl Duncan Scholarships;*
- *Aboriginal and Torres Strait Islander Education to Employment Scheme;*
- *Learning and Engagement Centres;*
- *District Community Education Councillors and Community Education Councillors;*
- *Aboriginal Education Workers;*

- **Breaking the Unemployment Cycle (BUC) initiatives:**

As at 30 April 2005, the *Breaking the Unemployment Cycle Initiatives* have achieved the following outcomes through a range of programs, such as:

- Of the total number of people assisted through BUC initiatives, 12% have been Aboriginal people or Torres Strait Islanders;
- Of Indigenous people assisted through BUC initiatives, 61.9% (being 8,247) achieved job outcomes compared to 64.9% for non-Indigenous people.
- **First Start Funding Programs:**
 - Apprenticeships;
 - Traineeships;

Of 18,224 Queenslanders who have participated in the *First Start Apprenticeship and Traineeship Program* from 1998-99 to April 2005, 3,053 (16.75%) have identified as Aboriginal and/or Torres Strait Islander.
- **Community Employment Programs:**

The Queensland Government also invests in community employment programs to help people move towards work or training, to:

 - employ long-term unemployed people and help them gain the confidence and experience to get back into the workforce.
 - fund locally based employment strategies that provide tailored assistance to long-term unemployed people and those at risk of long term unemployment such as Indigenous people, migrants and refugees from non-English speaking backgrounds, people with disabilities and mature aged job seekers.
 - provide training and other related assistance to people who are least competitive in the labour market or marginalised from learning or training opportunities.
 - assist long-term unemployed parents and carers to obtain employment by providing customised pre-employment and training assistance.

As at April 2005, some 7,121 Indigenous people (12.9%) participated in the Community Employment Programs compared to 55,062 Non-Indigenous Queenslanders.

- **Indigenous Employment Programs:**

- The implementation of the *Indigenous Employment Policy for Queensland Building and Civil Construction Projects - IEP (20% Policy)*;

Through a whole of Government commitment, the Policy requires all Queensland Government civil construction projects and building construction projects (valued at \$100,000 or more) to provide 20% of the deemed labour hours for the employment of local Indigenous people with half of these hours to be allocated for accredited training.

Since the introduction of the Policy in May 2001, 363 Indigenous jobs have been created through 27 building construction projects and 53 civil construction contracts in 35 designated Indigenous communities.

The Policy also assists in building the capacity of Indigenous community organisations in order to participate in the negotiation, development, delivery and monitoring of building and civil construction projects in order to competitively tender for Government funded projects.

- *The Indigenous Employment and Training Support (IETS) Program*;

The IETS Program provides funding to employ up to 20 Support Officers across Queensland to provide culturally appropriate mentoring support to Indigenous apprentices, trainees, vocational education students and jobseekers to increase the entry, retention and completion rates of these programs.

Since 1 July 2004, 831 Indigenous apprentices, training, vocational students and job seekers have been assisted.

- *The Indigenous Employment and Training Managers (IETM) Program;*

The IETM Program provides funding to employ 6 Managers throughout Queensland to develop and implement Regional Indigenous Employment and Training Plans and to assist Indigenous communities and organisations to identify and create employment and training opportunities for local Indigenous people.

- *Queensland Public Sector - Aboriginal and Torres Strait Islander Employment and Training Strategies*

In 2001, the Queensland Government established the Wal Meta Unit to maximise recruitment and retention for Aboriginal people and Torres Strait Islanders to achieve the following objectives:

- a. to assist Queensland Government agencies meet Aboriginal and Torres Strait Islander employment targets;
- b. to increase training and development opportunities for Aboriginal and Torres Strait Islander public sector employees by implementing and continuously improving a range of advancement programs;
- c. to provide a whole of government recruitment service with the view to assist retention rates; and
- d. to break down existing employment barriers by providing Indigenous specific cross cultural awareness training (Mura Ama Wakaana).

As at March 2005, Government agencies reported that some 3,227 Aboriginal and Torres Strait Islander make up 2.64% of the Queensland public sector employees. Of 52 Indigenous people participating in the Wal Meta Advancement Program in 2004, 50 graduated receiving a Certificate III, IV or Diploma in Government.

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- ***Aboriginal and Torres Strait Islander Education to Employment Program***

The Queensland Government established the *Aboriginal and Torres Strait Islander Education to Employment Program* as a commitment to reconciliation to provide some 47 scholarships to Indigenous people through ten participating Government agencies in Queensland. The Program aims to assist Indigenous high school students complete their senior education.

- ***Draft Queensland Indigenous Economic Development and Participation Strategy (QIEDPS) and Action Plan***

The draft strategy represents the outcome of a comprehensive planning and action process that aims to bring Government, Aboriginal and Torres Strait Islander communities and other parties together as equal partners to jointly achieve a better future for Indigenous people. The strategy identifies 6 strategies and 25 actions to present a new way forward for the Government and Aboriginal and Torres Strait Islander peoples of

Queensland to 'get it right' by working together to create real change to improve their quality of life both in economic and social terms.

- Cape York Strategy

The development and management of a successful framework for negotiation tables between Indigenous Communities and the Government in Cape York.

We will deliver this through:

- Coordinating negotiation table activities with community and government agencies
- Facilitating effective coordination between agencies
- Ensuring that the communities are leading their own development
- Ensuring that all parties are ready for the negotiation table and have capability to deliver on the Community Action Plans
- Building an effective future direction for government and community negotiations
- Acting as a change agent for both communities and government
- Facilitating the development of regional positions on issues that are common across communities (eg Demand Side Management of Alcohol)
- Providing an overall plan with agreed objectives, outcome performance measures , gap identification, scheduling, feedback and tracking of performance and learnings whilst suggesting and driving best practice approaches for negotiation tables

So that the quality of life is improved for all people on Cape York through strategies such as:

- *Cape York Employment and Training Strategy; and*
- *Cape York Justice Strategy.*

- The Remote Communities Services Unit (RSCU)

The RSCU provides training to the Indigenous communities throughout Cape York and the Torres Strait Islands. RSCU has offices and training facilities in both Cairns and Thursday Island. The main aim of the training is to increase the skill level of council employees. We hope to encourage participation in this program by offering culturally and technically appropriate competency based training. By participating in this training program councils will increase their capacity to undertake infrastructure maintenance in their own community. To date, training has been delivered in 22 of the 33 communities.

RSCU delivers accredited training and assessments in the civil construction field

- Certificate II in Civil Construction (BCC20198)
- Certificate III in Civil Construction - Plant (BCC30198)
- Certificate III in Civil Construction - Road Construction & Maintenance (BCC30298)
- Traffic Controller Certificates
- General Safety Induction Certificate

Achievements include:

- 2002 Main Roads Excellence Award - Winner - Heavy Equipment Management and Training Project (HEMTP)
- 2002 Premier's Awards - Highly Commended - Bridges to Reconciliation - Reconciliation through Action - Mapoon, Torres Strait HEMTP and the ATC Reconciliation Action Plan
- 2001 Main Roads Excellence Award - Winner - Partnership Main Roads / Mapoon Aboriginal Council
- 2000 Premier's Awards - Winner - Bridges to Reconciliation - Building Community Capability and Improving Quality of Life Outcomes in Aboriginal and Torres Strait Islander Communities

Partnerships between the Australian and Queensland Governments

The Queensland Government acknowledges that the development of partnerships with the Australian Government is an essential element to effectively developing, delivering, implementing and monitoring a wide range of policies, programs and services to Aboriginal people and Torres Strait Islanders in Queensland. All of these policies, programs and services require (a) appropriate skills development for individuals, (b) capacity building for communities, clan and family groups and (c) relevant employment opportunities to achieve sustainable outcomes for Indigenous people in Queensland.

Examples of partnerships that the Australian and Queensland Governments can build on, which relate to improving education, employment and training outcomes for Indigenous people include:

- *Indigenous Employment Policy (former Aboriginal Employment Development Policy in response to the Review into Aboriginal and Torres Strait Islander Education, Employment and Training Programs – "Miller Report")*
- *Indigenous Education Policy*
- Government response to the relevant recommendations of the *Royal Commission into Aboriginal Deaths in Custody (210-211, 300s)*
- Government response to the relevant recommendations of the *Royal Commission into the Removal of Aboriginal Children from their Families*.
- Indigenous Education Strategic Initiatives Program (IESIP)
- Australian National Training Authority (ANTA) Aboriginal and Torres Strait Islander Advisory Committee (AITAC)
- *National Indigenous Apprenticeship Program*
- *National Indigenous Cadetship Program*
- *Community Development Employment Projects (CDEP) program*

www.qld.gov.au/indigenous
www.trainandemployment.qld.gov.au/

Access to information about Indigenous employment in Queensland

The Queensland Government has launched the Indigenous information website which is a whole of Government coordination project to provide information about the Government's policies, strategies and initiatives in line with the Partnerships Queensland goals and policy objectives.

Information on Indigenous employment and training opportunities for individuals and capacity building for Indigenous community organisations, family and clan groups can also be found by searching the relevant hyperlinks on this website.

