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06 OCT 2006

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Australian Government
**Department of Employment and
Workplace Relations**

Submission No. 108C
Date Received 26-10-06

National Office

GPO Box 9879 CANBERRA ACT 2601

Ms Cheryl Scarlett
Inquiry Secretary
House of Representatives
Standing Committee on Aboriginal and Torres Strait Islander Affairs
PARLIAMENT HOUSE CANBERRA ACT 2600

Dear Ms Scarlett

The Department of Employment and Workplace Relations (DEWR) would like to provide the House of Representatives' Standing Committee on Aboriginal and Torres Strait Islander Affairs the following information to help inform their Inquiry into Indigenous Employment:

- i) responses to a number of questions provided to the Department in a letter dated 24 January 2006; and
- ii) questions DEWR have identified from the Department's 22 May 2006 hearing.

I would also like to take this opportunity to inform the Committee that the Department will not be responding to a question taken over the telephone on 1 May 2006 seeking contract details for Indigenous Employment Programmes for the last ten years. The cost of trying to bring this information together significantly outweighs the benefit that the Committee would derive from the information. A list of contracts for the past 12 month period is available at <http://www.dewr.gov.au/dewr/Publications/Contract+Listing/>.

Again, these responses can be made publicly available if the Committee chooses. Please contact me on 02 6121 5380 should the Committee require any further information.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Bob Harvey'.

Bob Harvey
Group Manager
Indigenous Employment and Business Group
4 October 2006

PART 1 – QUESTIONS RECEIVED IN WRITING - 26 JANUARY 2006

1. Could you please provide the Committee with an update of the most recent figures on Indigenous employment?

In the *National Aboriginal and Torres Strait Islander Health Survey* (NATSIHS) released in April 2006, the Australian Bureau of Statistics estimated an unemployment rate in 2004-05 at 15.4 per cent, compared with 22.9 per cent in the 2002 *National Aboriginal and Torres Strait Islander Social Survey* (NATSISS), which was the most recent comparable survey.

Using comparable surveys, it appears that the Indigenous unemployment rate is falling.

According to the same survey, the national employment to population ratio for Indigenous Australians aged 15 years and over was 49.0 per cent in 2004-05.

Information on employment programme outcomes can be found in our supplementary submission dated 22 May.

2. In relation to practical reconciliation:

- **What are the major indicators that will enable us to monitor the progress of the impact of practical reconciliation on employment and economic independence for Indigenous Australians?**
- **In the progress to date, to what extent and in what way has practical reconciliation already made it easier for Indigenous Australians to gain employment and economic independence?**
- **Can you please provide the Committee with examples of positive employment outcomes that can be attributed to the approach taken through practical reconciliation?**

The major indicators used to monitor the impacts of government services on economic independence for Indigenous Australians are outlined in the reporting framework established by the Steering Committee for the Review of Government Service Provision in its *Overcoming Indigenous Disadvantage* report, which has been commissioned by the Council of Australian Governments (COAG) and has wide support from Indigenous stakeholders.

The framework identifies some specific economic participation and development indicators which should change in the shorter term, if measures to improve economic independence are working. A detailed discussion of the reporting framework, and analysis of results, is provided in the report *Overcoming Indigenous Disadvantage: Key Indicators 2005*.

Recently released data show that the unemployment rate for Indigenous people has fallen. The strength of the economy, as well as targeted assistance through the Job Network and the Indigenous Employment Policy, would have contributed to these changes. National unemployment for Indigenous persons aged 15 years and over has fallen to 15.4 per cent for 2004-05. This result represents a fall of 7.5 percentage points, compared to the 2002 survey when Indigenous unemployment was measured at 22.9 per cent. The national employment to population ratio for Indigenous persons aged 15 years and over improved from 46.2 per cent in 2002 to 49.0 per cent in 2004-05. This is according to the 2004-05 NATSIHS. Employment data was collected between August 2004 to July 2005. The previous NATSISS was conducted between August 2002 and April 2003.

The 2004-05 NATSIHS survey was conducted before the 2005 reforms to the Community Development Employment Projects (CDEP) programme and the Welfare to Work reforms which came into effect from 1 July 2006. Reforms to the CDEP programme are already contributing to a further increase in employment among Indigenous people, with employment outcomes for 2005-06 135 per cent higher than the previous 12 months, at over 3,700.

3. Could you please provide the Committee with an update on the development of the Indigenous Economic Independence Strategy?

On 9 November 2005, Minister for Employment and Workplace Relations, The Hon Kevin Andrews MP, former Minister for Immigration and Multicultural and Indigenous Affairs, Senator Amanda Vanstone, and the Chair of Indigenous Business Australia, Mr Joseph Elu, launched *Achieving Indigenous Economic Independence - the Indigenous Economic Development Strategy*. A copy of the strategy can be found at www.workplace.gov.au. A copy is also enclosed.

The Indigenous Economic Development Strategy presents a whole-of-government approach aimed at supporting Indigenous Australians to achieving economic independence. It consists of twelve initiatives that support Indigenous outcomes in employment, business and asset management and wealth creation.

Our supplementary submission to the Committee, dated 22 May 2006, outlines some of the achievements made under the strategy.

4. To what extent does DEWR monitor best practice in Australia in Indigenous employment projects that are not part of the whole-of- government approach and best practice internationally?

DEWR promotes best practice and highlights successful projects through a range of promotional materials. A number of products have been developed or redesigned, including:

- A new quarterly publication called Employment and Business News. The first issue was sent out in December 2005. The second edition of Employment and Business News was published in May 2006.
- The first edition of the quarterly Indigenous Employment in Action newsletter was distributed in March. This publication focuses on Indigenous business development and employment strategies.
- Employment Extra is the Department's main communication channel with employment service providers. Regular relevant content focuses on raising awareness of Indigenous employment programmes and services.
- *Servicing Indigenous Clients: Six Top Tips* is a booklet which offers employment service providers simple strategies to improve their Indigenous client servicing.
- A series of comics, predominantly designed for communicating employment-related issues to Indigenous youth, have been produced.
- A monthly feature in Vibe magazine "Work it Out" targets Indigenous youth and focuses on employment issues.

- Utilising multi-media including the MARVIN product which allows communities to share stories through animation.
- Proposed production of an Indigenous employment, business development and entrepreneurial-focused television series which will provide an opportunity for Indigenous people to tell their own inspirational stories in their environments.
- Focusing on a Canadian employment related initiative through piloting of the Guiding Circles project to address the local challenges and issues for Indigenous job seekers in Central and Northern Australia.

5. In relation to employment, what progress has there been in relation to ‘developing a learning framework’ as part of the National Framework of Principles for Delivering Services to Indigenous Australians?

‘Developing a learning framework’ is one of the six core principles endorsed by COAG within the national framework of principles for delivering services to Indigenous Australians. The key activities to be pursued under this principle are:

- Sharing information and experience about what is working and what is not; and
- Striving for best practice in the delivery of services to Indigenous people, families and communities.

All of the structures and processes that have been established to deliver the whole-of-government approach have a role in promoting and supporting the development of a learning framework. For example:

- The Single Indigenous Budget Submission process ensures that all proposed funding initiatives are examined by many agencies and Ministers, with a focus on ensuring, among other things, effective outcomes for Indigenous Australians, best practice policy and service delivery, and effective integration between relevant programmes.
- The Ministerial Council on Aboriginal and Torres Strait Islander Affairs provides a vehicle for sharing ‘best practice’ experiences in the development of policy priorities and strategic directions for cross-jurisdictional collaboration.
- The regular meetings of the Secretaries’ Group on Indigenous Affairs are an important mechanism for ensuring all agency heads share a common vision and direction, and provide a vehicle for promoting best practice learnings across Australian Government agencies.
- The Government’s reforms to the CDEP programme have built on the programme’s successes, as identified through monitoring and consultation with a wide range of stakeholders.
- The annual report by the Secretaries’ Group on Indigenous Affairs (the first of which was produced in 2005) provides information about progress under the new arrangements in Indigenous affairs and innovation in service delivery.

- The Australian Government and all state and territory jurisdictions have signed up to the *Overcoming Indigenous Disadvantage* reporting framework, which requires the sharing of data necessary for reporting purposes.
- In conjunction with the DEWR Learning Centre, a series of "Introduction to LiveMeet" sessions (the Learning Centre's new web conferencing tool) have been held involving CDEP organisations from across the country. The Learning Centre is designed to deliver interactive training to the desktop of DEWR staff and service providers. It takes the approach that learning is more effective when it is interactive and that an understanding of the programmes and policies is critical to an understanding of the Information Technology systems.

6. In relation to the role of local governments in the 'whole of government' approach to increasing employment of Indigenous people, what have been some significant and successful contributions by local governments? How does DEWR's approach to the whole-of-government policy development on Indigenous employment encourage regional cooperation and coordination?

The President of the Australian Local Government Association is a member of COAG. As a party to the COAG national framework of principles for delivering services to Indigenous Australians, local government is recognised as having an important role in servicing Indigenous people, and therefore cooperative working relations with local governments are important to the success of the new arrangements.

The participation and contribution of local government generally occurs in the process of negotiating Shared Responsibility Agreements (SRAs). That is, where an SRA is being developed between the Australian Government and a community, if it is considered that a local council (or indeed a State government, non-government organisation, or private company) may have a contribution to make, they will be approached as part of the SRA negotiation process. In some cases, local governments and other organisations may already be working with communities, and their continued role may be reflected in the SRA.

Cooperation and coordination on a wider (regional) basis will be managed through Regional Partnership Agreements (RPAs). RPAs provide a mechanism for developing coordinated responses to the identified priority needs of a region, eliminating overlaps or gaps, and sharing responsibility between key stakeholders. RPAs may incorporate investment from state, territory and local government sources in addition to Australian Government funding.

As at 21 March 2006, there were 20 SRAs that include local government councils as a partner. Several of these SRAs include potential employment opportunities for local Indigenous people:

- The SRA with the Sarina Aboriginal and Torres Strait Islander community aims to reduce reliance on CDEP by providing real jobs and training opportunities for the Sarina Indigenous community. The Sarina Shire Council is providing representatives on, and actively participating in, the Indigenous Economic Participation Community Working Group, and providing support and information to the Group.
- There are several SRAs with the Ngaanyatjarra Council, which represents a number of communities. These SRAs are aimed at, among other things:

- improving the provision of essential and municipal services by regulating service provision arrangements through a recommended set of actions; and
- reducing the financial impact of increased fuel costs on power generation by way of community education to make power savings.

The Department entered into a contract with the Local Government Association of the Northern Territory to undertake an audit of employment opportunities in remote communities in the Northern Territory. The project involved complete profiling of fifty-two communities and was completed in August 2006. A major focus for the profiles was the identification of current employment positions and potential new opportunities for Indigenous employment.

The Department is also working with the Office of Indigenous Policy Coordination to address the CDEP cross-subsidisation of municipal services.

7. Can you please provide the Committee with an update on how the ICCs in remote areas of Australia are working in terms of employment outcomes? Has there been any feedback by local communities on how this is progressing?

A number of SRAs had been negotiated between ICCs and communities, which are intended to provide employment opportunities for Indigenous people and which include elements associated with the Department of Employment and Workplace Relations' programmes.

The Office of Indigenous Policy Coordination (OIPC) is considering an approach for a review of ICCs, however, the Statement of Requirements for a tender to undertake this review is not yet finalised. Defining and measuring the success of ICCs will be considered in this context.

Reviews of SRAs will also capture information on the performance of ICCs. Qualitative reviews of individual SRAs will identify lessons learnt and will capture stakeholder perceptions of the process, how it worked for them and how it could be improved. The reviews will be conducted by independent consultants engaged by OIPC. As major stakeholders, Indigenous communities will be consulted in these reviews.

Furthermore in 2006-07, OIPC is planning an implementation review of the 2004-05 SRA processes and this review should also inform an understanding of ICC performance and stakeholder satisfaction.

8. Can you please provide the Committee with an update on the Shared Responsibility Agreements that provide employment opportunities?

The table overleaf provides details of SRAs that DEWR is a contributor to (as at 3 July 2006) and are intended to provide employment opportunities for Indigenous people. The examples have been included on the basis that these will provide actual jobs for local people, either through job opportunities created by the SRA or business ventures established under the SRA.

Every SRA includes specific performance measures that are agreed to by government and the community. The success or otherwise of any given SRA will be determined by reference to these performance measures.

It should be noted, however, that the majority of SRAs are still in the early stages of implementation. As such it is likely to be some time before the outcomes sought from the agreements are able to be realised, and therefore it is a little early to discuss the success of

these SRAs in providing the job opportunities intended. Details of most SRAs are now available on the OIPC's website at www.indigenous.gov.au/sra.html.

SRAs- DEWR contribution as at 3 July 2006

ICC State	SRA	Commonwealth Partners	Community	Date Signed	DEWR Contribution	DEWR \$	Community Contribution
NSW	Making the town safer	DEWR, OIPC, DEST, FaCSIA, AGD	Murdi Paaki Bourke Shire Council and Bourke Community Working Party	3/12/2004	Fund eight additional CDEP places	In-kind	Participate on the CAP Steering Committee, provide support and mentoring as required, maintain regular liaison with law enforcement agencies
NSW	Engaging with governments-secretariat & admin support	DEWR, DEST	Murdi Paaki Regional Council	3/12/2004	Provide up to 16 CDEP places to work with the CWP's	\$352,000	Ensure all CWP's represent the wider Indigenous communities, assist CWP members in regard to good governance and administration
NSW	Homemaking skills for women	DEWR, OIPC	Brewarrina	6/04/2005	Include participation in the Homemaker course as a CDEP activity	In-kind	Convene the Brewarrina Women's Group, negotiate courses with the local TAFE, operate local school canteen with the focus on healthy food
NSW	Improving living conditions	DEWR, OIPC	Murdi Paaki (regional)	6/04/2005	Arrange for CDEP participants to be involved in the fabrication of ducting, stands and installation of a/c	In-kind	Scope the cost and extent of the works for communities with only Aboriginal controlled housing, employ a co-ordinator to oversee the work
NSW	Bila Park Cultural Heritage Project	DEWR, OIPC	Tumut	9/05/2005	Facilitate the placement of local CDEP participants in the Bila Park project, in local schools (to assist Aboriginal Education Workers) and environmental maintenance for the Brungle community.	In-kind	Convene a CWP to manage and co-ordinate it's responsibilities under the SRA, mentoring assistance from Elders, select 'at risk' youth to participate in the program
NSW	Better facilities for the neighbourhood centre	DEWR, OIPC	Barkuma (Kurri Kurri)	11/05/2005	Re-direct a CDEP position to provide administrative support at the centre	In-kind	Raise funds to further enhance the centre, identify priorities and community obligations for future SRAs
NSW	Community facilities	DEWR, OIPC	Malalbugilmah	26/05/2005	Re-direct ten CDEP places	In-kind	Long term maintenance of the water re-use facility, input to design and management of wastewater re-use proposal and business plan
NSW	Boggabilla Bus	DEWR, OIPC	Boggabilla	9/06/2005	Re-direct four CDEP places for bus drivers	In-kind	Ensure the bus is properly serviced and maintained, conduct regular community meetings to discuss healthy living

ICC State	SRA	Commonwealth Partners	Community	Date Signed	DEWR Contribution	DEWR \$	Community Contribution
NSW	Removing transport barriers	DEWR, OIPC	Bathurst	13/07/2005	Facilitate use of CDEP places. Job Network service providers to help program participants find mainstream employment opportunities.	In-kind	Establish a CWP to oversight the SRA, manage use of the bus, provide volunteer bus drivers, facilitators for awareness training in family violence
NSW	Family Court	DEWR, FaCSIA, OIPC	Family Court	1/08/2005	Re-direct ten CDEP places	In-kind	Provide staff for training, skills development and operational responsibility for the program
NSW	Market Garden	DEWR, OIPC	Baryulgil	19/08/2005	Redirect CDEP places at Malabugilmah and Baryulgil to package and distribute fruit and vegetables to community once a week.	In-kind	Provide CDEP participants to manage the garden and distribute food, fence the garden, ensure profits are directed at garden maintenance
NSW	Establishing garden parks for family activities	DEWR, OIPC	Brewarrina	30/09/2005	Existing CDEP participants through Northern Star AC to undertake the work.	In-kind	Undertake building and maintenance of parks, utilise the parks for family activities
NSW	Installation and maintenance of evaporative air cooling	DEWR, OIPC	Ivanhoe	26/10/2005	Support, through existing STEP and CDEP funding arrangements for Healthy Housing Workers (HHW) in the Murdi Paaki Region, the involvement of HHWs in installing air cooling units.	In-kind	Participate in training for use of a/c units, participate in Climate Control Study Group, encourage tenants to sign agreements
NSW	Yaamma Festival	DEWR, OIPC, DEST, DCITA, AGD	Bourke	2/11/2005	Use of 12 existing CDEP places to assist with site preparation, administration, arts and culture, transport and retail operations.	In-kind	CWP to oversee the festival and participate in the Steering Committee, local youth leaders to co-ordinate and staff the festival
NSW	Upgrading the Bonalbo Aboriginal Centre	DEWR, OIPC	Bonalbo	6/12/2005	Re-direct a CDEP position to provide part-time admin support for the centre.	In-kind	Raise funds to enhance the centre, promote the centre to families, provide ongoing learning opportunities for teenagers and adults
NT	Better food, better living	DEWR, OIPC	Bonya	18/03/2005	Fund the establishment of a community store under DEWR's Indigenous Business Development Program.	\$110,000	Maintain a clean yard policy, ensure the store operates on a revenue neutral basis, ensure healthy food is served
NT	Community centre and internet cafe	DEWR, OIPC	Alpurrulam	4/05/2005	Realign CDEP places and provide BRACS equipment	In-kind	Contribute funds and labour to complete the centre, responsible for ongoing repairs and maintenance

ICC State	SRA	Commonwealth Partners	Community	Date Signed	DEWR Contribution	DEWR \$	Community Contribution
NT	New community store	DEWR, OIPC	Minjilang	6/05/2005	Construct the store and provide adequate CDEP places and governance training.	\$1,025,000	Join ALPA and assist with store management, contribute to construction, fitout and stock, train and employ locals to run the store
NT	Establishing cattle yards	DEWR, OIPC	Hatches Creek	17/06/2005	Provision of CDEP places	In-kind	Muster all cattle on trust land, establish and construct infrastructure as required, use CDEP participants where possible
NT	ALPA Nutrition	DEWR, OIPC	Arnhem Land Communities	29/06/2005	Support the provision of healthy food and healthy food practices in 5 Arnhem Land communities through the employment of a nutritionist, provision of an accommodation unit and establishment of 'good food' positions in each community.	\$128,000	Assist the nutritionist, educate community regarding traditional Yolngu approaches to diet, promote healthy cooking in the takeaway, attend ALPA Board meetings
NT	Larrakia Nation - Tank Art	DEWR, DoHA, OIPC	Larrakia Nation	30/06/2005	Employment of four young people and artists under the STEP	\$47,000	Provide artists with cultural knowledge to depict Larrakia culture, build business and industry skills, 'at-risk' youth to work with artists
NT	Community facilities for Galiwin'ku	DEWR, DoTARS, OIPC, DCITA	Galiwin'ku	24/08/2005	Establishment of a business plan for the development of an environmental health team, feasibility study for the development of a Cultural Precinct.	\$80,000	Prioritise environmental health as a community activity, contribute to the cultural tourism study
NT	Facilities to provide better education and arts and improve nutrition	DEWR, OIPC	Dhuruputjpi	31/08/2005	Funds to purchase a tractor and hand tools	\$50,000	Provide four CDEP positions to work in the community garden, three local women to provide teaching support to children
NT	Indigenous Education Workers	DEWR, OIPC, DEST	Warruwi	15/09/2005	Part fund the employment of five Indigenous Education Workers	\$25,500	Provide five CDEP positions, develop promotional packages including talk back radio
NT	Mamaruni School	DEWR, OIPC, DEST	Minjilang	15/09/2005	Part fund the employment of four Indigenous Education Workers	\$13,400	Provide four CDEP positions, maintain school grounds

ICC State	SRA	Commonwealth Partners	Community	Date Signed	DEWR Contribution	DEWR \$	Community Contribution
NT	Tourism Venture	DEWR, OIPC	Manyallaluk	22/09/2005	Financial management training	\$19,331	Provide CDEP positions, adopt a whole of community approach towards the tourism plan
NT	New store, health programs	DEWR, OIPC, DoHA, DIMA, IBA	Canteen Creek	10/11/2005	ITEC to engage a trainee manager and two trainee shop assistants for a 6 month period, and provide training for these people	In-kind	Community will clean and maintain store and surrounds, identify trainees, women to attend childcare and health education programs
NT	Larrakia Nation - Lyons	DEWR, OIPC, DCITA	Larrakia Nation	22/02/2006	Support eight artists, four trainees and a project coordinator through CDEP and STEP funding, development of a marketing and business strategy	\$232,080	Operate the retail arts outlet, ensure youth attend workshops, ensure cultural authenticity, nominate four youth for further development.
NT	Larrakia Nation - Rangers	DEWR, OIPC	Larrakia Nation	22/02/2006	Maintain 18 CDEP land management places and assist with the development of a business plan	In-kind	Participate in project management through the Steering Committee, ensure cultural aspects are observed, assist Co-ordinator and provide in-kind support.
NT	Community store and sporting facilities	DEWR, OIPC, AGD, DCITA, DoHA	Millyakburra	12/04/2006	Upgrade of store facilities	\$30,000	Build on tidy town and school attendance activities, project manage renovations and a/c, upgrade of basketball court and bmx track
NT	Develop a mud crab business	DEWR, OIPC, DAFF	Kulaluk	24/03/2005	Provide eight CDEP places, on the job skills development and office administration, support for Certificate III studies.	\$159,264	Mentor young job seekers, employ a consultant to develop a long-term business plan including the Juninga Old People's Home and development of vacant land within their leases, support an ICV placement, continue to develop partnerships in the commercial sector, ensure correct governance structures in place.
NT	Side by Side (AACAP)	DEWR, DoHA, FaCSIA	Borrooloola	8/06/2006	STEP wages and oncosts, leadership development, machinery, protective clothing and tool kits for trainees	\$200,380	Mabunji Aboriginal Resource Assoc Inc will manage funds and meet reporting requirements of the various program funding, recruit and manage local Indigenous trainees, staff, whose role will be to provide an effective liaison mechanism between the Army and the community.

ICC State	SRA	Commonwealth Partners	Community	Date Signed	DEWR Contribution	DEWR \$	Community Contribution
NT	Youth centre	DCITA, AGD, OIPC, DEWR, FaCSIA, DHA	Maningrida	23/06/2006	STEP, Mentoring and Training	\$156,000	\$25,000 (from the Maningrida Church) to assist with refurbishment, provide labour, resources and advice. Maintain the Youth development Committee, Implement strategy to address local problems. Establish and implement rules for the centre.
NT	Mechanical workshop and training facility	DEWR, OIPC, DoTARS, FaCSIA	Marthakal Homelands	10/05/2006	Develop business plan & policy/procedures manual for workshop, business plan to establish Housing Prefabrication and Construction workshop and expenses for Mala Leaders to visit the Bawinanga Aboriginal Corporation, mentor to work with Yolngu bookkeeper trainee for 2 years, provide management support to Marthakal CEO, to free up time to mentor GM, renovation of existing staff housing for extra positions.	\$275,000	Invest \$360,000 toward construction of the workshop, project manage and use local labour and CDEP working alongside contractors in the construction of the workshop, employ two qualified Yolngu mechanics and recruit four local Yolngu people to mechanical apprenticeships
QLD	The Baddagun Performers	DEWR, OIPC, DoTARS	Innisfail	9/05/2005	Project Manager to develop a longer-term employment strategy, upgrade facilities	\$92,000	Employ a Project Manager, strengthen local business relationships, train local youth
QLD	Giving young people a future	DEWR, DoTARS	Sarina	3/06/2005	Provide an Indigenous Community Volunteer to prepare and implement the strategies identified in the Economic Participation plan.	In-kind	Establish a CWP, ensure youth are represented, re-direct CDEP places to assist youth
QLD	Improving economic opportunities	DEWR, OIPC	Mossman Gorge	3/06/2005	Fund the second year of a Business Manager position	\$35,000	Select a Business Manager, identify sustainable business options
QLD	Yumba historical preservation	DEWR, OIPC, DEH, DCITA	Mitchell	21/06/2005	Fund a Project Manager for six months, re-direct six CDEP positions	\$60,000	CDEP workers to build trail, develop links with schools and tourist authorities, engage local artists, Elders and storytellers to assist

ICC State	SRA	Commonwealth Partners	Community	Date Signed	DEWR Contribution	DEWR \$	Community Contribution
QLD	Helping young people get work and learn a trade	DEWR, OIPC	Eidsvold	17/10/2005	Wages, training and support costs for five trainees, develop a business plan	\$125,500	Provide working/retail space, mentors in enterprise and culture, develop a business plan
QLD	Drop-In Centre for young people in Bundaberg	DEWR, OIPC	Bundaberg	18/10/2005	Partial funding of a Youth Co-ordinator position, funding of four traineeships	\$103,000	Employ a Youth Co-ordinator, provide volunteers to participate in the Outreach program
QLD	Employment opportunities for young people	DEWR, OIPC, DCITA	Townsville	30/11/2005	Contribution towards traineeship wages	\$92,400	Undertake governance training, undertake capacity building workshops
QLD	Timber Products	DEWR, OIPC	Woorabinda	19/01/2006	Fund a Manager/Trainer position and wages for enterprise employees and trainees	\$183,000	Provide labour to extend furniture construction area, permit access to DOGIT land timber, showcase products and achievements
SA	Providing mechanical services	DEWR, OIPC, FaCSIA	Pipalyatjara	19/04/2005	Contribution towards upgrading existing workshop, business feasibility study and employment of a qualified mechanic.	\$10,000	Provide a suitable workshop area, clean up the community, ensure locals use and pay for the service
SA	Yalata Women's Art Project	DEWR, OIPC, DCITA	Yalata	9/12/2005	Contribution to the upgrade of the Women's Centre.	\$8,000	Provide labour to clean and repaint centre, assist with exhibitions, accommodation for the facilitator
SA	Wali K - Establishing a service to repair windows and door frames	DEWR, OIPC	Pukatja	10/01/2006	Fund a business plan and provide support for metal trades apprenticeships	\$10,000	Encourage families to participate in the service, provide a building for the project, encourage CDEP involvement
SA	Better childcare facilities in Kalka	DEWR, OIPC, FaCSIA	Kalka	10/01/2006	Support CDEP places to be directed towards the community building upgrade and outfit	In-kind	Funds towards costs of outfitting the centre, make available community resources (backhoe etc), expand childcare and community programs
SA	Building Community Capacity	DEWR, OIPC, DEWR, FaCSIA	Raukkan	30/05/2006	Capacity-building/employment - in conjunction with the community broker provide resources for the Work Plan exercise and skills assessment	\$40,000	Develop a Work Plan around future work and business opportunities for both individuals and the community at large
TAS	Community Garden	DEWR, OIPC	Circular Head	11/11/2005	Contribution to the business feasibility study (ISBF)	\$5,000	Employ a co-ordinator and workforce, organise training, develop healthy eating program, identify re-vegetation sites

ICC State	SRA	Commonwealth Partners	Community	Date Signed	DEWR Contribution	DEWR \$	Community Contribution
TAS	TACWAC sewing program	DEWR, OIPC	Launceston	16/02/2006	Consultancy and business plan.	\$30,000	Provide expertise, administrative support and office space, establish and maintain monitoring processes, expand marketing skills and build capacity
VIC	Strengthening families	DEWR	Shepparton	1/09/2003	Broker and help locate resources to support the community in projects, assist in securing private sector and non-Aboriginal community commitment to projects	In-kind	Build a stronger community, assist government to better understand Aboriginal culture, participate in planning, monitoring and reporting
VIC	Supporting Aboriginal home ownership	DEWR, FaCSIA	Shepparton	24/04/2006	Funding under Structured Training and Employment Project (STEP) over two years to support three traineeship positions	\$60,000	Ensure rent is paid and used for maintenance, develop an agreed housing management plan, oversight financial counselling/planning for tenants, provide rental accommodation, promote the Home Ownership program
WA	A bush museum	DEWR, OIPC	Kooljaman Resort at Cape Leveque	31/03/2005		In-kind	Promote each community through cultural means, provide machinery if required for a nominal fee
WA	Recreation and cultural facilities	DEWR, OIPC, FaCSIA	Wangkatjunga	23/05/2005	Provide CDEP positions	In-kind	Conduct a clean up day, Council to supervise CDEP participants to upgrade play equipment and basketball court
WA	Improving health and feral animals	DEWR, OIPC	Coonana	15/06/2005	Provide CDEP positions	In-kind	Monitor stock movements and conduct regular culling, establish a work team to provide labour to pastoralists
WA	Environmental health	DEWR, OIPC	Nulleywah	29/03/2006	Contribution towards the purchase of a tractor/slasher	\$13,000	Provide CDEP participants to undergo training in equipment use and management, maintain community surrounds, develop a landscaping plan
WA	Facilities for young people	DEWR, OIPC, FaCSIA	Eight Mile WA	2/08/2005	CDEP positions to support the construction projects	In-kind	Provide labour to convert shed, fencing and further develop the sport oval
WA	Armadale Economic SRA	DEWR, IBA	Armadale Noongar Corporation	26/04/2006	Provide wage subsidy for each of the ten initial participants while they remain in the program and acquire on the job skills and experience relevant to achieving	\$180,000	Provide leadership, provide culturally appropriate mentoring and support for participants, promote the benefits of remaining in formal education and training to the parents, carers and young people

ICC State	SRA	Commonwealth Partners	Community	Date Signed	DEWR Contribution	DEWR \$	Community Contribution
					sustainable employment		
WA	Economic development	DEWR	Lombadina	9/05/2006	Provide CDEP support for Kayak and Jewellery businesses	In-kind	Manage and support the jewellery businesses by booking tourists, managing accounts, banking, promoting jewellery business, providing shop space for jewellery outlet.
						\$3,949,855	

PART 2

**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ABORIGINAL
AND TORRES STRAIT ISLANDER AFFAIRS**

ENQUIRY INTO INDIGENOUS EMPLOYMENT HEARING

22 MAY 2006

EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO WITNESSES

QUESTIONS ON NOTICE

Outcome 3: Increased Workforce Participation

Output Group 3.1: Working Age Policy

Outputs 3.1.1: Working Age Policy and Legislation

Question:

Ms Ellis asked at *Hansard* page 7:

What I really want to know is: how many [Indigenous job placements] are full-time and how many of them are part-time; where are they; what job types are they; how long are they held for; and, if you quote the 13-week level, what I am really interested in is what happens after the 13 weeks.

Answer:

Table 1 below shows, for the 12 months from 1 July 2005 to 31 June 2006, that over 44 500 Indigenous job placements have been made through the Job Network. Over 15 000 of these jobs have been full-time positions; 6000 part-time positions; and 23 000 casual positions.

Over the same period, almost 13 000 13-week job outcomes were recorded, and over 7400 26-week outcomes were recorded.

Table 2 shows the breakdown of the 44 500 Indigenous jobs by industry. The majority of placements have been in the Property and Retail, Manufacturing and Agriculture industries.

Table 1 – Job Network Outcomes for Indigenous Job Seekers, 1 July 2005 – 30 June 2006

State	Labour Market Region	Total Job Placements	Full time positions ¹	Part time positions ²	Casual positions ³	13 Week Outcomes	26 Week Outcomes
ACT	Australian Capital Territory	285	118	39	128	83	50
	Total	285	118	39	128	83	50
NSW	Hunter and North Coast	2 844	763	595	1 486	1 065	748
	Illawarra and SE NSW	1 344	416	288	640	482	296
	Riverina	1 183	441	125	617	312	178
	Sydney	3 323	1 430	376	1 517	932	477
	Western NSW	3 859	1 172	654	2 033	1 304	752
	Total	12 553	4 222	2 038	6 293	4 095	2 451
NT	Northern Territory	2 126	994	424	708	720	431
	Total	2 126	994	424	708	720	431
QLD	Brisbane	5 569	1 602	659	3 308	1 499	886
	Central and Northern QLD	8 095	2 365	1 251	4 479	2 071	1 149
	Southern Queensland	1 887	500	312	1 075	521	298
	Total	15 551	4 467	2 222	8 862	4 091	2 333
SA	Adelaide	1 587	447	197	943	444	276
	South Australia Country	1 457	442	166	849	372	210
	Total	3 044	889	363	1 792	816	486
TAS	Tasmania	1 620	327	208	1 085	494	330
	Total	1 620	327	208	1 085	494	330
VIC	Eastern Victoria	846	334	127	385	275	171
	Melbourne	1 230	462	196	572	356	202
	Western Victoria	1 184	466	148	570	318	146
	Total	3 260	1 262	471	1 527	949	519
WA	Greater Western Australia	2 334	1 190	309	835	633	328
	Perth	3 123	1 430	299	1 394	804	441
	Southern Western Australia	684	238	61	385	162	98
	Total	6 141	2 858	669	2 614	1 599	867
Australia		44 580	15 137	6 434	23 009	12 847	7 467

1 Full time positions defined as 35 or more hours per week.

2 Part time positions defined as less than 35 hours per week.

3 Casual positions can include both full-time and part-time jobs.

Table 2 – Indigenous Job Placements by Industry, 1 July 2005 – 30 June 2006

State	Labour Market Region	Accommodation, Cafes and Restaurants	Agriculture, Forestry and Fishing	Communication Services	Construction	Cultural and Recreational Services	Education
ACT	Australian Capital Territory	30	2	3	16	0	6
	Total	30	2	3	16	0	6
NSW	Hunter and North Coast	293	125	13	374	56	126
	Illawarra and SE NSW	156	51	12	159	31	67
	Riverina	56	296	4	105	10	71
	Sydney	236	27	59	276	57	65
	Western NSW	268	718	10	290	29	182
	Total	1 009	1 217	98	1 204	183	511
NT	Northern Territory	198	131	15	224	68	89
	Total	198	131	15	224	68	89
QLD	Brisbane	415	172	47	492	73	78
	Central and Northern QLD	740	1 526	39	733	112	210
	Southern Queensland	140	401	10	170	14	26
	Total	1 295	2 099	96	1 395	199	314
SA	Adelaide	87	33	12	93	23	43
	South Australia Country	80	305	3	89	13	44
	Total	167	338	15	182	36	87
TAS	Tasmania	114	261	22	108	24	24
	Total	114	261	22	108	24	24
VIC	Eastern Victoria	46	138	2	82	9	21
	Melbourne	78	20	54	74	20	10
	Western Victoria	64	429	2	84	7	24
	Total	188	587	58	240	36	55
WA	Greater Western Australia	180	190	4	195	33	140
	Perth	103	78	34	340	27	55
	Southern Western Australia	47	80	3	110	6	6
	Total	330	348	41	645	66	201
Australia		3 331	4 983	348	4 014	612	1 287

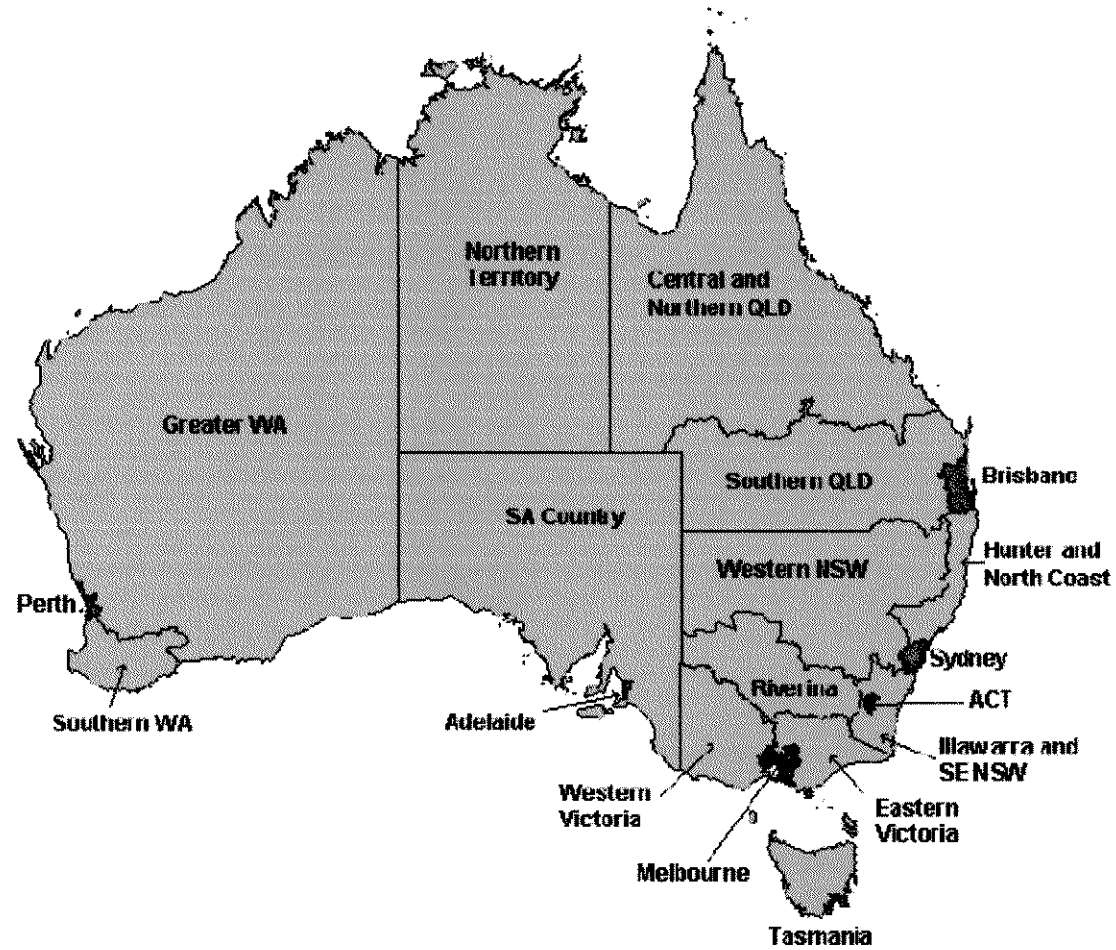
Table 2 continued

State	Labour Market Region	Electricity, Gas and Water Supply	Finance and Insurance	Government Administration and Defence	Health and Community Services	Manufacturing	Mining
ACT	Australian Capital Territory	0	0	24	24	19	1
	Total	0	0	24	24	19	1
NSW	Hunter and North Coast	7	13	56	268	311	29
	Illawarra and SE NSW	13	2	32	142	144	3
	Riverina	4	1	17	35	219	3
	Sydney	18	22	34	201	438	11
	Western NSW	15	7	94	212	455	36
	Total	57	45	233	858	1 567	82
NT	Northern Territory	3	12	195	164	94	42
	Total	3	12	195	164	94	42
QLD	Brisbane	3	25	75	307	1 038	22
	Central and Northern QLD	25	10	269	409	706	151
	Southern Queensland	12	3	37	77	336	15
	Total	40	38	381	793	2 080	188
SA	Adelaide	1	6	19	78	255	5
	South Australia Country	2	3	23	116	208	21
	Total	3	9	42	194	463	26
TAS	Tasmania	4	6	19	59	220	7
	Total	4	6	19	59	220	7
VIC	Eastern Victoria	1	3	25	46	173	4
	Melbourne	2	6	19	100	220	3
	Western Victoria	4	0	16	83	140	11
	Total	7	9	60	229	533	18
WA	Greater Western Australia	3	7	69	231	175	198
	Perth	6	9	40	133	654	97
	Southern Western Australia	2	0	6	24	90	17
	Total	11	16	115	388	919	312
Australia		125	135	1 069	2 709	5 895	676

Table 2 *continued*

State	Labour Market Region	Personal and Other Services	Property and Business Services	Retail Trade	Transport and Storage	Wholesale Trade	Non-Classifiable Economic Unit Division
ACT	Australian Capital Territory	7	93	45	7	8	0
	Total	7	93	45	7	8	0
NSW	Hunter and North Coast	173	480	390	70	59	1
	Illawarra and SE NSW	76	211	170	35	37	3
	Riverina	37	149	107	26	42	1
	Sydney	140	1 115	376	102	127	19
	Western NSW	220	762	328	163	56	14
	Total	646	2 717	1 371	396	321	38
NT	Northern Territory	135	411	214	70	61	0
	Total	135	411	214	70	61	0
QLD	Brisbane	304	1 481	593	203	210	31
	Central and Northern QLD	372	1 606	624	177	371	15
	Southern Queensland	90	211	188	56	100	1
	Total	766	3 298	1 405	436	681	47
SA	Adelaide	127	527	184	51	40	3
	South Australia Country	93	307	74	48	25	3
	Total	220	834	258	99	65	6
TAS	Tasmania	79	354	180	41	97	1
	Total	79	354	180	41	97	1
VIC	Eastern Victoria	53	154	52	20	16	1
	Melbourne	64	364	111	48	36	1
	Western Victoria	35	169	68	32	16	0
	Total	152	687	231	100	68	2
WA	Greater Western Australia	123	443	183	78	79	3
	Perth	189	848	272	105	128	5
	Southern Western Australia	41	151	53	22	25	1
	Total	353	1 442	508	205	232	9
Australia		2 358	9 836	4 212	1 354	1 533	103

DEWR labour market regions



**HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ABORIGINAL
AND TORRES STRAIT ISLANDER AFFAIRS**

ENQUIRY INTO INDIGENOUS EMPLOYMENT HEARING

22 MAY 2006

EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO WITNESSES

QUESTIONS ON NOTICE

Outcome 3: Increased Workforce Participation

Output Group 3.1: Working Age Policy

Outputs 3.1.1: Working Age Policy and Legislation

Question:

Ms Ellis asked at *Hansard* page 12:

Do we know what percentage of CDEP recipients are on top-up?

Answer:

Top-up occurs if a CDEP participant works more hours than necessary to earn the adult average per participant rate. Alternatively, some participants may choose to work fewer hours than required to earn the adult or youth participant rate and therefore are not entitled to be paid the full participant rate.

The minimum number of hours per week an adult CDEP participant must be offered in approved activities is determined by the CDEP participant's hourly rate of pay for their activity, as prescribed by the relevant Australia Pay and Classification Scale, Federal transitional award, workplace agreement, Certified Agreement, Australian Workplace Agreement, State award or other standard.

DEWR does not record the salary or hours worked by individuals on CDEP and therefore cannot determine the number of participants who are in receipt of top-up. CDEP organisations manage these systems for their participants.

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Outcome 3: Increased Workforce Participation

Output Group 3.1: Working Age Policy

Outputs 3.1.1: Working Age Policy and Legislation

Question:

Mr Wakelin asked at *Hansard* page 13:

What percentage of CDEP participants are working full-time?

Answer:

The average participation rate of pay is divided by the participant's hourly rate of pay to calculate the minimum number of hours per week an adult CDEP participant must be offered in approved activities.

Some participants may choose to work fewer hours than required to earn the adult or youth participant rate. In such cases participants can only earn CDEP participant payments (Wages) for the hours worked at the appropriate instrument rate.

According to the 2001 Census, between 19.1 and 20.1 per cent of people identified as participating in the CDEP programme stated they were working 35 or more hours per week.

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Outputs 3.1.1: Working Age Policy and Legislation

Question:

Mr Wakelin asked at *Hansard* page 13:

Perhaps another way of asking about what percentage of CDEP are working full-time, is to ask: what people go from CDEP to become employed full-time?

Answer:

Administrative data shows that approximately 90 per cent of CDEP participants who moved into employment from CDEP in 2005-06 went into full-time employment.

- Selected high performing CDEP organisations may be offered a one year extension to their funding agreement
- Organisations are required to demonstrate satisfactory governance and have appropriate insurance.
- Reinforcing the current rule that full-time students in receipt of ABSTUDY Living Allowance or other living allowances for study are not eligible to participate in CDEP;
- Community activities must lead to increased employment skills and improve the opportunities for participants to obtain a job outside of the CDEP programme;
- All CDEP participants in urban and regional centres will be required to register with a Job Network member to gain assistance in getting a job outside the CDEP; and
- New participants in urban and regional centres will be limited to 12 months participation in CDEP.

The future of the CDEP programme is to build on the past success and ensure that CDEP can continue to meet the needs of Indigenous Australians. Changes have already resulted in expanded job opportunities for Indigenous Australians.

In 2005-06, there were over 3700 Indigenous people who moved out of CDEP and into employment. This was a 135 per cent increase on 2004-05.

The following graph illustrates the number of CDEP participants moving into non-CDEP employment by month.

