

TOOLBOX

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PLANNING FOR AN INDIGENOUS WORKFORCE

SUMMARY OF VARIOUS PROGRAMS AVAILABLE TO SUPPORT THE PROJECT – NT AND FEDERAL

Program Name	Description	Responsible Agency
Wage Assistance	<p>Reforms to the Indigenous Employment Program have seen Wage Assistance replaced with Indigenous Wage Subsidy (IWS). IWS is an incentive paid to employers when they employ eligible Indigenous Australians on an ongoing basis.</p> <p>IWS offers wage subsidies to eligible employers of up to \$6600 (GST Inc) over 26 weeks for ongoing full-time employment, or \$3300 (GST inc) over 26 weeks for ongoing part-time work of at least 15 hours per week, every week. From 1 July 2009, the subsidy will comprise two components:</p> <ol style="list-style-type: none"> 1. A set rate subsidy of \$4400 for full-time positions and a retention bonus of \$1100 after 13 and 26 weeks of employment; and 2. A set rate subsidy of \$2200 for part-time positions and a retention bonus of \$550 after 13 and 26 weeks of employment. <p>The Retention Bonus is available for positions with job start dates from 1 July 2009. Career Development Assistance of up to \$550 (including GST) is also available to employers with IWS participants (with job start dates from 1 July 2009) who enrol in an accredited training course, obtain a ticket (eg. Stop/Go), or Licence (eg. forklift) within their first 26 weeks of employment.</p>	DEEWR
Indigenous Employment Program	<p>The objective of the reformed Indigenous Employment Program (IEP) is to increase Indigenous Australians employment outcomes and participation in economic activities, contributing to the Governments commitment to halving the gap between Indigenous and non-Indigenous employment outcomes within a decade.</p> <p>The IEP supports a broad range of activities that are responsive to the needs of employers, Indigenous Australians and their communities. Support is available for activities that help to achieve the objective of the IEP and that offer value for money. These could include activities that will:</p> <ul style="list-style-type: none"> ▶ encourage and support employers to provide sustainable employment opportunities for Indigenous Australians; ▶ encourage and support Indigenous Australians to take up training and employment opportunities, stay in jobs and enhance their future employment prospects; ▶ assist Indigenous communities, industry bodies and groups of employers to develop Indigenous workforce and economic development strategies that support local and regional economic growth; or ▶ assist Indigenous Australians to develop sustainable businesses and economic opportunities in urban, regional and remote areas. <p>For further information visit http://www.deewr.gov.au/Indigenous/Employment/Programs/IEP/Pages/default.aspx</p>	DEEWR

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Program Name	Description	Responsible Agency
Corporate Leaders for Indigenous Employment Project (CLIEP)	<p>CLIEP encourages private sector companies to generate more employment opportunities for Indigenous Australians. It also encourages organisations to enter into partnerships with indigenous communities to build local capacity.</p> <p><i>This program is currently under review – an announcement on the program's future will be made by the Government in due course.</i></p>	DEEWR
National Indigenous Cadetship Project (NICP)	<p>The National Indigenous Cadetship Project (NICP) links Indigenous Australian students with employers in cadetship arrangements involving full-time study and work placements. This enables students to get professional qualifications and experience in a range of jobs and move into ongoing employment when they complete their studies.</p> <p>Students undertake a 12-week paid work placement (or equivalent) for each year of their cadetship, usually between academic years. Cadets receive a study allowance while undertaking full time study, help with the cost of books and equipment and paid work placements that are relevant to their studies.</p>	DEEWR
Indigenous Youth Mobility Program (IYMP)	<p>The IYMP will support the development of local economic and employment opportunities for young Indigenous Australians living in remote areas.</p> <p>Through the IYMP, Indigenous young people (aged 16-24) from remote areas can, with the support of their families and community, relocate to one of the IYMP Host Locations in Cairns, Townsville, Toowoomba, Newcastle, Dubbo, Canberra, Shepparton, Adelaide, Perth or Darwin to complete the qualifications they need to obtain sustainable employment.</p> <p>Pre-vocational training, Australian Apprenticeships, Certificate courses delivered through Registered Training Organisations and some tertiary pathways including those leading to qualifications in nursing, teaching, accounting and business management are the focus of IYMP in recognition of a high demand for these skills in remote communities.</p>	DEEWR
Vocational Technical Education (VTE)	<p>This program is available to eligible non-government Vocational Education and Training (VET) providers to assist Indigenous students undertaking VET courses leading to the attainment of a Certificate Level III or above qualification. Eligible students may receive up to 2 hours tuition per week for up to 34 weeks per academic year.</p>	DEEWR
Indigenous Youth Employment Consultant (IYEC)	<p>This Program ceased operation as of 30 June 2009.</p>	DEEWR

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Program Name	Description	Responsible Agency
MARVIN	<p>MARVIN is a 3D computer animation program, which creates animated characters to share important messages about services, business or culture.</p> <p>It is a program that promotes interactive learning and community ownership. Animation can be based on real people, using local images and with messages recorded in the local language.</p>	Partnership DEEWR/ NTICED (Northern Territory Institute for Community Education & Development)
Emerging Indigenous Entrepreneurs Initiative (EIEI)	<p>This program is now part of the services provided through the Panel of Economic Development and Business Support as a result of reforms to the Indigenous Employment Program (IEP).</p> <p>The reformed IEP will help Indigenous Australians that have viable business ideas to start their own business. It can build the skills to run and grow that business.</p> <p>The program will also help Indigenous organisations, business owners, communities and family groups — at any stage during the life cycle of the business, through a range of services tailored to their business needs.</p>	DEEWR
Indigenous Small Business Fund (ISBF)	<p>This program is now part of the services provided through the Panel of Economic Development and Business Support as a result of reforms to the Indigenous Employment Program (IEP).</p> <p>The reformed IEP will help Indigenous Australians that have viable business ideas to start their own business. It can build the skills to run and grow that business. The program will also help Indigenous organisations, business owners, communities and family groups — at any stage during the life cycle of the business, through a range of services tailored to their business needs.</p>	DEEWR
Indigenous Capital Assistance Scheme (ICAS)	<p>The Indigenous Capital Assistance Scheme (ICAS) offers Indigenous businesses access to commercial finance, and culturally appropriate professional and mentoring support services.</p> <p>The economic opportunities created through ICAS may support improved employment opportunities for Indigenous Australians. Financial support for loans ranging from \$20 000 to \$500 000 is available for eligible Indigenous businesses over three years, together with business advisory and mentoring support services.</p>	DEEWR
New Enterprise Incentive Scheme (NEIS)	<p>NEIS can provide eligible job seekers interested in starting and running a small business with accredited small business training, business advice and mentoring, as well as ongoing income support for up to 52 weeks.</p> <p>NEIS is delivered by a national network of NEIS providers under Job Services Australia, in locations right around the country.</p>	DEEWR
Job Network/ Job Services Australia	<p>As of 1 July 2009, Job Services Australia (JSA) replaces previous employment services such as Job Network and will provide new opportunities for Australians to receive one-on-one assistance and tailored employment services.</p> <p>Representing an investment of \$4.9 billion over the next three years, Job Services Australia is designed to meet the employment and recruitment requirements of both job seekers and employers.</p>	DEEWR

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Program Name	Description	Responsible Agency
Workplace English Language and Literacy (WELL)	The WELL Program assists organisations to train workers in English language, literacy and numeracy skills. Funding is available on a competitive grants basis to organisations for English language and literacy training linked to job-related workplace training and is designed to help workers meet their current and future employment and training needs.	DEEWR
Structured Training and Employment Project (STEP) & Structure Training and Employment Project – Employment and Related Services (STEP-ERS)	<p>These programs are now part of the services provided through the Panel of Employment Services as a result of reforms to the Indigenous Employment Program (IEP).</p> <p>The reformed Indigenous Employment Program (IEP) can provide employers with tailored assistance to help them provide more job opportunities for Indigenous Australians. Employers can receive assistance either directly through DEEWR or through one of DEEWR's providers.</p> <p>Job Services Australia will work with employers at the local level to identify the skills the employer needs for their business and match these with appropriately trained and work-ready job seekers. Through a new simplified contracting arrangement employers will find it easier to access the services offered under the reformed IEP.</p> <p>New contracting arrangements will also ensure that there is less red tape and a reduced workload for the employer.</p>	DEEWR
Structured Workplace Learning (SWL)	SWL is a component of the Vocational Education and Training in Schools Program. The course component is situated within a real or simulated workplace, providing supervised learning activities for senior secondary school students, which contribute to an assessment of competency and achievement of outcomes relevant to the requirements of a particular Training Package or other Australian Qualifications Framework VET qualification.	DEEWR
Language, Literacy, Numeracy Program (LLNP)	<p>LLNP provides language, literacy and numeracy training for eligible clients. The program seeks to improve clients' language, literacy and/or numeracy with the expectation that such improvements will enable them to participate more effectively in training or in the labour force and lead to greater gains for society in the longer term.</p> <p>Eligible clients are referred to a Language, Literacy and Numeracy Program provider by Referring Agencies, currently Centrelink and Job Services Australia.</p>	DEEWR
Employer Broker Program	<p>Employer Brokers are a component of the New Employment Services, commencing on 1 July 2009 and ending on 30 June 2012. Employer Brokers will ensure that Employment Services have a strong focus on matching the needs of job seekers with the labour requirements of employers.</p> <p>They will also coordinate and target the efforts of Employment Services providers to better match the labour needs of employers with appropriate job seekers. The Australian Government has provided \$6 million over three years to fund Employer Broker activities - \$2 million in each of 2009-10, 2010-11 and 2011-12.</p> <p>To receive funding for the Employer Broker activities, organisations must be a member of the Employer Broker Panel.</p>	DEEWR

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Program Name	Description	Responsible Agency
Innovation Fund	<p>The Innovation Fund is a component of the new employment services (Job Services Australia) commencing on 1 July 2009 and ending on 30 June 2012.</p> <p>The Innovation Fund is designed to address the needs of the most disadvantaged job seekers through funding projects that will foster innovative solutions to overcome barriers to employment which these job seekers face.</p> <p>The Australian Government has provided \$41 million over three years for Innovation Fund projects – approximately \$13.7 million in each of 2009-10, 2010-11 and 2011-12. To receive funding from the Innovation Fund, organisations must be a member of the Innovation Fund panel.</p>	DEEWR
Community Development Employment Project (CDEP)	Providing consultation and on-the-job training to Indigenous people.	FAHCSIA
Money Business	Through local organisations Indigenous people are employed and trained to assist Indigenous families and individuals with money management information and support.	FAHCSIA
Indigenous Communities Strategic Investment (ICSI)	ICSI is a flexible funding program that is designed to support Indigenous communities to implement identified priorities and enables tailored responses to meet local community needs.	FAHCSIA
Community Capability fund (CCF)	Provides employment and training for small infrastructure projects on communities. Project strengthen community capacity to address local needs and remove impediments to community stabilization.	FAHCSIA
Indigenous Children Program	<p>It is intended that this program will build stronger and more sustainable Aboriginal and Torres Strait Islander families and communities by:</p> <p>Building the capacity of Aboriginal and Torres Strait Islander organisations to more effectively deliver services to children and families.</p>	FAHCSIA
Family Violence Regional Activities Program (FVRAP)	<p>The aims of this program are to provide practical and flexible support for grassroots projects identified by Indigenous communities to address family violence and child abuse and aims to:</p> <p>improve the capacity for communities to identify needs, develop sustainable solutions, respond to family violence, and strengthen child protection.</p>	FAHCSIA

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Program Name	Description	Responsible Agency
Disability Employment Services (Business Services)	Business Service outlets provide supported employment assistance to people with moderate to severe disabilities.	FAHCSIA
Reconnect	Reconnect uses community based early intervention services to bring about family reconciliation for young people who are homeless, or at risk of homelessness and their families. Reconnect helps these young people improve their level of engagement with family, work, education, training and their local community.	FAHCSIA
Stronger Families and Communities Strategy (SFCS)	Local Answers (SFCS) is designed to strengthen disadvantaged communities by funding local, small-scale, time limited projects that help communities to identify opportunities to develop skills, support children and families and foster proactive communities.	FAHCSIA
Indigenous Training for Employment Program (ITEP)	Supports practical, flexible and integrated projects to ensure adults in regional and remote areas can pursue pathways to employment and careers.	Department of Business and Employment. Contact: 89244196
Flexible Response Funding (FRF)	Allows for packaging of short training programs that meet the specific training needs of Indigenous clients and is delivered on site in the community. FRF supports accredited and non-accredited training that links into community projects and leads to employment outcomes, improved employability skills or enterprise development.	Department of Education and Training. Contact: 89011333
Training for Remote Youth (TRY)	Is aimed at bringing youth disengaged from school, Registered Training Organisations (RTOs) and local communities/schools together to provide structured training and learning experiences that prepares the youth for employment in the community or re-engages them in further learning.	Department of Education and Training. Contact: 89011333

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Program Name	Description	Responsible Agency
Australians Working Together Program	<p>Aims to boost employment and training opportunities for:</p> <ul style="list-style-type: none"> ▶ people with disabilities ▶ parents returning to the workforce after an absence of 5 years or more ▶ long term unemployed migrants ▶ refugees ▶ mature-age workers ▶ prisoners and offenders ▶ very long-term unemployed people (VLTU) or those at risk of becoming VLTU. 	<p>Department of Business and Employment Contact : 89244196</p>
Labour Market Analysis	<p>Is an employment demand forecasting tool. Some major applications of the model have been:</p> <ul style="list-style-type: none"> ▶ Linking training to skills demand through the annual purchase of training by DET (formally DEET) ▶ Supply/Demand analysis for major projects (including Woodside, Alcan, Bechtel) ▶ Inform the NT Occupation Shortage List. 	<p>Department of Business and Employment Contact : 89995076</p>
Territory Business Growth program	<p>The Territory Business Growth program (TBG) is an innovative package of assistance programs structured to enhance business performance, profitability, employment levels and market penetration of Northern Territory SME businesses.</p> <p>The program provides to eligible clients a business planning grant of up to \$10 000 and is delivered by a business improvement consultant that the business owner/ manager chooses.</p>	<p>Department of Business and Employment Contact: 89995421</p>
Territory Business Upskills	<p>The workshops provide participants with new ideas that can increase their business management skills and capabilities</p>	<p>Department of Business and Employment Contact : 89996888</p>
New Starters Workshops	<p>The Workshops aim to provide an introduction to participants into 5 specific and important areas related to the commencement of a business.</p>	<p>Department of Business and Employment Contact : 89996888</p>
Build skills	<p>Up-skilling and re-skilling existing workers in skill shortage occupations or are to be affected by licensing or legislative requirements.</p>	<p>Department of Education and Training Contact : 89011324</p>

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Program Name	Description	Responsible Agency
Indigenous Business Development Program	<p>The overall purpose of the Indigenous Business Development Program (IBDP) is to:</p> <ol style="list-style-type: none"> 1. Assist Indigenous people to enter or expand commercial business arrangements that will create employment and/or wealth creation opportunities and will help to close the economic gap between non Indigenous and Indigenous Territorians. 2. Provide for a flexible funding program that meets Indigenous business need and is based on sound commercial practice. 	DRDPIFR Contact : 1800256923
October Business Month	October Business Month (OBM) is a month long program of events for Territory Business people, to inspire and provide new and contemporary ideas.	Department of Business and Employment Contact : 1800193111
Employer Incentives	Financial incentives for employers who take on an additional apprentice or trainees in areas of occupational shortage or from disadvantaged groups.	Department of Education and Training Contact: 89011345
Group Training Companies	<ul style="list-style-type: none"> ▶ Selects the apprentice or trainee carefully to ensure that they are suitable for a business. ▶ Arranges and monitors the on and off-the-job training. ▶ Takes responsibility for all paperwork connected with wages, allowances, superannuation, workers compensation, sick/holiday pay and other benefits. ▶ Ensures that each apprentice or trainee receives a broad range of training and experience by rotating, where necessary, the apprentice or trainee from business to business. 	Department of Education and Training Contact: 89011345
Pre Employment Program	Provides specific training for unskilled or semi skilled people to gain essential industry skills, which may lead to increased opportunities to successfully complete an apprenticeship or gain skilled employment.	Department of Education and Training Contact : 89011324
Workready Program	Assisting secondary school students to become work ready and make the transition from school to work, particularly through school-based apprenticeships and traineeships.	Department of Education and Training Contact : 89011305
Workwear/ Workgear Bonus Scheme	Financial incentives for new apprentices and trainees to assist them with costs associated with starting their career.	Department of Education and Training Contact : 89011345