



Sustainable Indigenous Employment

Joanne Blayney

Program Development Manager

WA Institute of Public Administration

PREMIER Corporate Member



PSC | Public Sector
Commission



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HAYS Recruiting experts
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Government of **Western Australia**
Department of **State Development**

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Advancing Excellence in the Public Sector

50,000 Jobs Campaign- Where to From Here?

Rhonda Parker

Chief Executive Officer
Australian Employment Covenant

Change is **REAL**



THE 50,000 JOBS CAMPAIGN

IPAA WA

Sustainable Indigenous Employment

29th July 2011



Change is REAL

THE 50,000 JOBS CAMPAIGN

The AEC is a national, industry led initiative aimed at securing the commitment of 50,000 sustainable jobs for Indigenous Australians.



The Journey Begins

Stage 1:

- Concluded 30th June 2011
- 291 Employers
- 55,718 job commitments

All states; all industry groups; public & private sector; large & small employers.



The Journey So Far

So far on the Jobs Board

- 70% jobs workforce entry level
- 60% metro; 20% rural; 20% remote
- Presently 850 vacancies; 5,652 forecasts
- In the past 6 months, 3590 vacancies have been placed on Jobs Board



The Journey Begins

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The Journey Continues

AEC's role now moved to implementation, or the 'rollout'

- AEC provides a consultancy-type role to employer partners
 - clearing house of information
 - broker of supportive relationships
 - CAP process & internal workshops
- Support development of IP for stakeholders & partners thru Better Practice Workshops & networks





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The Western Australian Aboriginal Economic Participation Strategy

Peter Donovan

Director Aboriginal Economic Development
Department of Indigenous Affairs

Sustainable Indigenous Employment Seminar

Institute of Public Administration Australia

Peter Donovan

**Director Economic Development
Department of Indigenous Affairs
(DIA)**

Government of Western Australian Aboriginal Economic Participation Strategy



2011 - 2015

Environment

- 71,000 Aboriginal people were living in Western Australia in 2006
- Median age of WA Aboriginal people is 21.6 years, compared with 36.2 for non-Aboriginal people
- Almost 80% of the Aboriginal population is under 40 years of age
- 42% of Aboriginal Western Australians live in remote or very remote areas
- Between 2008 and 2018 the population of Aboriginal people aged 15-64 years will increase by 25% compared to 17%

Economic Indicators

- Labour market participation rate for Aboriginal people is 49.3% compared to 66.4%
- Around 56% of the Aboriginal working age population are employed, compared to 76%
- Weekly household income for Aboriginal households is estimated at \$389, compared to \$659
- Aboriginal people living in owner occupied homes - 25% compared to 73%
- Number of Aboriginal people employed to meet 'Closing the Gap' target needs to increase by about 13,000 by 2018-19

Structural Improvements

- Sustainable improvements to the economic participation of Aboriginal people will require more effort and a fresh approach, including:
 - cooperative effort
 - reducing barriers
 - building the Aboriginal economic base
 - creating sustainable opportunities

The Strategy is structured around five themes

1. Respond to Aboriginal aspirations
2. Unlock the potential
3. Create sustainable wealth
4. Grow economic participation
5. Working in partnership

How will we achieve this?

WA Government's Role

1. As an employer
2. As a service provider
3. As a leader of the economy
4. As a procurer of goods and services

Role of Government Agencies

- Aboriginal economic participation is the business of all Government agencies
- The Public Sector Commission will lead a Aboriginal Employment and Career Development Strategy
- All agencies are encouraged to be innovative and flexible in procuring goods and services

Working with the Private Sector

- The private sector – industry, businesses, employers and the community are the key drivers of the State's economy
- The State will work with the private sector to increase Aboriginal economic participation through:
 - employment and training
 - business development
 - outcomes from native title agreements
 - corporate social investment

Working with Aboriginal People

- Important aspect of the Strategy is the aspirations of Aboriginal people for economic prosperity
- Aboriginal people, their leaders and organisations need to be involved in the design and implementation of the strategy
- The State is committed to work with the Aboriginal community to ensure the Strategy focuses on realistic and achievable goals

Responding to Aboriginal Aspirations

- Establish a governance and leadership development program
- Advocate for Aboriginal economic development policy and welfare reform
- Promote the value of Aboriginal culture and facilitate economic opportunity arising from Aboriginal lands and intellectual property

The Ngalang Boobja Mine Lake Aquaculture Project



Unlock the Potential

- Improve Aboriginal school attendance and educational outcomes
- Establish an Aboriginal Agricultural School Program
- Apprenticeship and Traineeship support and reforms
- Establish a trade training centre in the West Kimberley
- Establish employment related accommodation facilities

The Aboriginal Workforce Development Centre



Scaffolding course participants with Rhonda Rodin (left) and Christine Farley

Create Sustainable Wealth

- Provide a framework for land tenure reform on Aboriginal land
- Develop and implement a broader range of Aboriginal home ownership products
- Promote exploration on Aboriginal lands
- Promote economic outcomes from Aboriginal and State lands through Natural Resource Management projects

The East Kimberley Expansion Project



Grow Economic Participation

- Implement the WA Public Sector Aboriginal Employment Strategy
- Review the State's procurement policies
- Design economic models to support local employment for Aboriginal people living in remote communities
- The engagement of Aboriginal students in the casual labour market
- Establish a directory of Western Australian Aboriginal Businesses

The Mulba Mia / Broad / Leighton Joint Venture



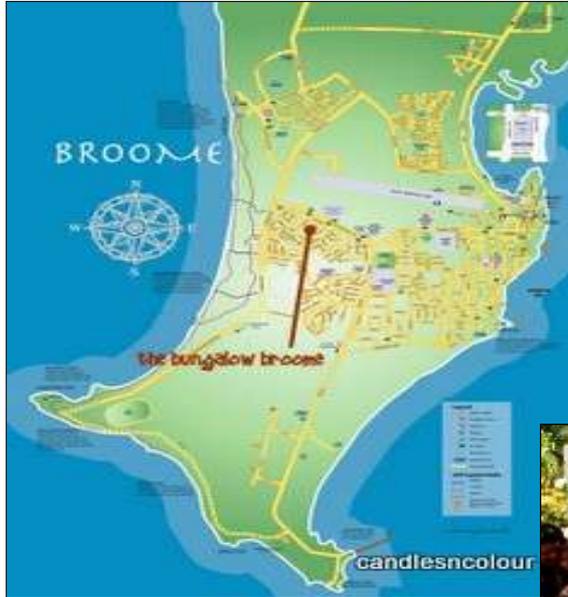
Department of Transport's Driver Licence Initiative



Working in Partnership

- Engage with key industry bodies
- Engage with Native Title Representative Bodies and Prescribed Body Corporates
- Consult and engage with Aboriginal organisations in the contracting of service providers

The Yawuru Joint Management Program



Government of Western Australian Aboriginal Economic Participation Strategy



2011 - 2015



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Fairbridge- A Case Study"

Mark Anderson

Chief Executive Officer
Fairbridge

F A I R B R I D G E

*Fairbridge creates space &
opportunities for young people to grow
- within themselves, within society and
with the earth*



In 1993 motion on the Board table to close the Village as only 5,000 people were accessing the site; only 2.5 FTE positions were employed; we weren't doing any work with young people, the whole Village was run down & eight buildings were derelict & boarded up

In May 1997 launched the
now \$19.5M Fairbridge
Village Redevelopment
Program



Following the launch of the Redevelopment Program, last year over 220,000 young people, their families & community members accessed Fairbridge Village. We had over 47,000 overnight stays, worked with over 185 youth & community organisations from around the State & have over 40 formal partnering agreements with like minded organisations

Fairbridge's First Steps

- Understand, acknowledge & value our past
- Know who we are today
- Ensure the internal culture & staff were aligned with the organisation's values and vision
- Enable young people to feel at home at the Village & feel a sense of ownership
- Live internally what we were striving to achieve externally

Know who we are today !



Fairbridge's aim is to bring about long term positive sustainable change, to move young people from being alienated from society to becoming valued, supported and positive contributing members of society.

Key Principles were:

- Government Policy does not always meet community need
-

- Fairbridge therefore needs to be financially self sufficient & not reliant on external funding to achieve its vision

*Acknowledge that the Playing Field
is not even for everybody*



The estimated annual cost of keeping one juvenile in detention is over \$200,000 or \$550 a day

This compares to \$30,000 per annum to be involved in a supportive paid traineeship or apprenticeship

- Understand that Aboriginal people encounter subtle (and not so subtle) discrimination everyday in the workplace.
- Understand that even casual bias can have a devastating impact on personal performance, organisational productivity, teamwork and morale.
- Help all employees realise they have a responsibility for building an organisational culture that welcomes & values diversity.





**My feet are
just freezing!**

**BLIMEY!!
You think you've
got troubles!**

Paradigm Shift

- **Be Truly Client Focussed**
- **Student Paced Learning**
- **Provide clear pathways in employment & life outcomes**
- **Work within a community context**
- **Flexible Delivery**
- **Training tied to self esteem**
- **Build a history or personal success**
- **Value Adding**
- **Partnership with Community & Corporate**
- **Think Laterally**
- **Take time to remind yourself of why you are doing this**
- **Mentoring on & off the job**



- You have to work at it
- Learn from each other
- It is changing and evolving
- Willingness to take risks
- Honesty, Integrity and Transparency
- Commitment to real definable outcomes
- Commitment to evaluate and continue to develop
- About people communication & commitment at all levels not tied to one person
- Under promise over deliver



Get more funny pics at www.Nerbonne.com





“I am absolutely amazed. I was told this young person had been classed as a waste of space and good for nothing. I would have to say that he would be one of the best workers I have ever employed !”







Fairbridge is about being
Proactive not Reactive !

*We have
only just
begun !*





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Indigenous Landholder Service- Enhancing Economic Development through Job Creation

Maurice Griffin

Indigenous Training Manager, Indigenous Farm Training Project WA

Russell Shaw

Project Manager, Kimberly Indigenous Support Services

WA Department of Agriculture and Food



Department of
Agriculture and Food



ILS

Indigenous Landholder Service

'Indigenous Employment and Training'
IPAA Conference

July 2011





Need and Challenges



- Large regional client group un-serviced for up to 30 years
- 5.5M hectares
- Over \$7M accumulated debt
- Properties faced forfeiture and business insolvency
- Land capacity and infrastructure deteriorating
- Poorly skilled workforce, poor management and illegal entities
- Animal welfare and biosecurity issues
- Dependence on social welfare



What ?

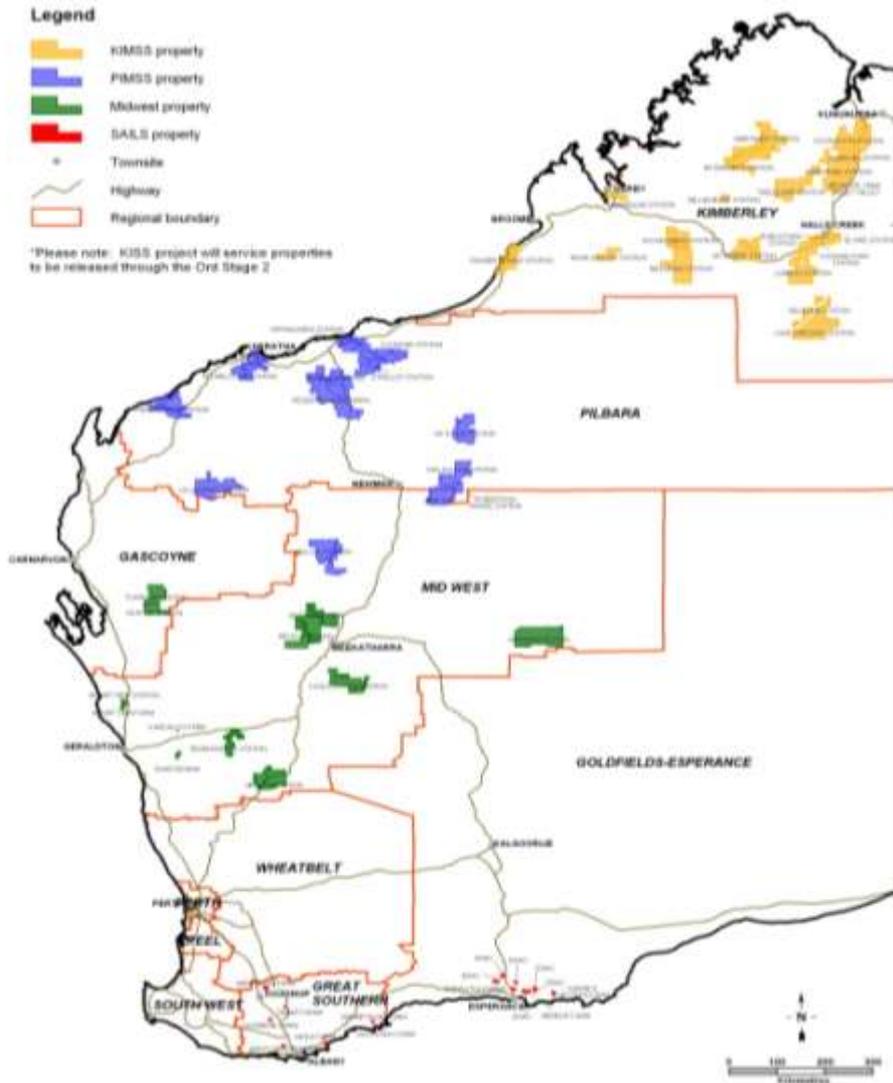
- Support business development in the regions
- Fosters understanding of agricultural production systems
- Practices best agricultural and business management
- Conducts governance support, mentoring and targeted training
- Focuses on individual property management
- Based on long term development, through equitable and transparent approach



Legend

-  KIMSS property
-  FMSS property
-  Midwest property
-  SALS property
-  Townsite
-  Highway
-  Regional boundary

*Please note: KISS project will service properties to be released through the Ord Stage 2





How?

Through dynamic, ethical leadership and innovative solutions

- On-ground, long term, individualised mentoring and training
- Strong government partnerships
- Planning processes, goals and outcomes
- Focused and staged development programs
- Expanding indigenous opportunities within the department
- Awareness of issues confronting WA indigenous rural communities
- Commitment of ILS staff



Program Partners

- Communities
- Indigenous Land Corporation
- Pastoral Lands Board, Department of Regional Development and Lands
- Department of Indigenous Affairs
- Department of Education, Employment and Workplace Relations
- Indigenous Community Volunteers
- Department of Families, Housing, Community Services and Indigenous Affairs (Fahcsia)



Impact in the Regions

- 77 indigenous landholdings over 5.5M hectares
- 4,085 Indigenous Corporation members
- State-wide service delivered at regional level
- Focused on agricultural, pastoral and horticultural businesses
- Dispersed and remotely located complex communities
- Established strong working partnerships
- Continuous holistic strategy

'Revitalising the Regions'



Economic Outcomes

- Properties' herd size and value increased by 145%
- Livestock sales increased by 700% from first year involvement
- \$7M private industry investment into properties
- Repaid \$7M total accumulated debt
- \$13M flow-on regional economic benefits
- Achieved economic independence and self sufficiency



Employment & Training Outcomes

- 55 full time & 83 part time Indigenous employment placements
- Increased demand (2002 = 2 properties to 2010 = 77 properties)
- 122 people achieved qualified training
- Assisted 59 corporations become legally compliant
- Created employment pathway to other regional industries
- Developing skills, competencies and employment opportunities



Environmental & Social Outcomes

- 97% reduced animal welfare incidents
- Improved biosecurity control
- Improved management of land and livestock impact
- Commitment to environmental management planning
- Fenced and protected sensitive areas
- Re-vegetation on degraded and saline areas
- All forfeiture notices and default notices revoked *'Revitalising the Regions'*



Evaluation and Validation

- Independent external review of ILS - '*world's best practice*' - 2008
- Project initiated economic analysis framework - 2010
- Monitoring and evaluation framework established - 2010
- Internal project extension service activity evaluation



Regional Role Model

- Acknowledged by the United Nations
- First government agency in the world
- International best practice through the delivery service
- Australia's only targeted Indigenous landholder support service
- Working model adopted by NT and SA investigating approach
- International Governments interest in adopting ILS model
- Brokered international and national philanthropic investment
- Funding from Commonwealth Government bodies '*Revitalising the Regions*'



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Panel Discussion

- **Rhonda Parker**, Australian Employment Covenant
- **Peter Donovan**, Department of Indigenous Affairs
- **Mark Anderson**, Fairbridge
- **Maurice Griffin & Russell Shaw**, WA Department of Agriculture and Food



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helping business grow

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