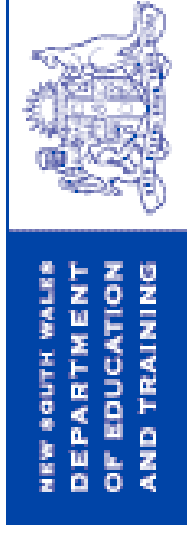




Australian Government

Department of Education, Employment and Workplace Relations



DRAFT

**EMPLOYMENT, ENTERPRISE DEVELOPMENT AND ECONOMIC
DEVELOPMENT STRATEGY**

Murdi Paaki

2008 – 2010

EMPLOYMENT, ENTERPRISE DEVELOPMENT AND ECONOMIC DEVELOPMENT STRATEGY

Murdi Paaki

Plan for 2008 – 2010

1. STATEMENT OF INTENT

The Murdi Paaki Regional Assembly (MPRA) is the regional governance and engagement forum for Aboriginal and Torres Strait Islander people in the Murdi Paaki Region. It comprises representatives of the Community Working Parties (CWP) from sixteen communities within the region. The sixteen CWPs are Bourke, Collarenebri, Goodooga, Menindee, Brewarrina (Ngemba), Coonamble (Wungali), Gulargambone, Walgett, Broken Hill, Dareton, Ivanhoe, Weilmoringle, Cobar, Enngonia, Lightning Ridge and Wilcannia.

This document is an extension of planning that occurred in 2005-2007 relating to employment, enterprise development and economic development action items identified in the 16 Community Working Parties (CWPs) in Murdi Paaki.

The priority areas in this plan are taken from those identified in the Murdi Paaki Regional Assembly Plan (February 2007) which was developed by the Chairperson and members of the Regional Assembly, and their respective communities through involvement in the CWPs. The Murdi Paaki Regional Assembly Plan has used as its foundation the sixteen Community Action Plans, and previous planning documents developed by the Murdi Paaki Regional Council. Employment, Enterprise and Economic Development are two of the ten key areas identified in the plan.

A strong Employment and Enterprise Development structure will provide the skills and leadership necessary for future development of the community. A strong Economic Development structure will enable Communities to be independent and self sustaining.

This document seeks to build on the NSW Department of Education and Training's (DET) and the Department of Employment, Education and Workplace Relations efforts to work in partnership with the 16 communities in Murdi Paaki to ensure the priorities identified by each of the 16 CWPs are addressed in a timely manner through a transparent process.

Finally, this document recognises the great opportunities that exist in Murdi Paaki to work in whole of government ways to improve delivery of employment, enterprise development and economic development services to Aboriginal people in Murdi Paaki – to trial new approaches to delivery that measurably improves outcomes for Aboriginal people.

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KEY ACTION AREAS – adapted from the Murdi Paaki Regional Plan February 2007

Economic Development

A strong Economic Development structure will enable Communities to be independent and self sustaining. The following points summarise the themes of the Community Action Plans with respect to Economic Development

Sustainable

- Develop and implement sustainable economic enterprises that are appropriate for Indigenous people with the governments and private sector mentoring;

Education and Training

- Encourage and enhance economic sustainability through education and training of Indigenous people to obtain skills to manage and administer businesses and organisations;

Cultural Enterprise

- Strengthen the role of cultural and tourism enterprises (eg, tradition, arts and crafts, song and dance, education, language, storytelling) and

Community Participation

- Develop and implement a strategy to improve the participation and involvement in community affairs.comunities about drugs and alcohol abuse.

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Employment and Enterprise Development

A strong Employment and Enterprise Development structure will provide the skills and leadership necessary for future development of the community. The following points summarise the themes of the Community Action Plans with respect to Employment and Enterprise Development:

Purposeful employment

- Develop a strategic approach with government and non-government organisations that is effective and relevant for Indigenous people;

Partnerships

- Develop strong strategic partnerships with mainstream services, job networks, education and training, work experience, traineeships and host employment;

Professional technical support

- Resource technical support to assist the community in researching, developing, planning and implementing local initiatives with emphasis on management and governance training;

Business Planning

- Develop business planning skills and mentoring for community enterprises and establish a process to measure success of enterprise development in matching community objectives;

Community participation

- Develop and implement a strategy to improve participation in community affairs and organisations and encourage youth leadership and

Cultural Significance

Identify employment opportunities that focus on maintaining/retaining cultural significance within and around the community (eg National Park and Wildlife field officers).

EMPLOYMENT, ENTERPRISE DEVELOPMENT AND ECONOMIC DEVELOPMENT STRATEGY

| Key Action Area | Anticipated Outcomes | Actions | Timeframe | | | Responsibility Funding source |
|--|---|--|-----------|------|------|-------------------------------|
| | | | 2008 | 2009 | 2010 | |
| Employment and Enterprise Development Purposeful Employment | Support Murdi Paaki employment and training initiatives Provide employment, training and mentoring resources | <ul style="list-style-type: none"> Develop relevant Structured Training and Employment Projects (STEP) e.g. youth workers, child care, environmental services and administration Lead in the development and implementation of the Murdi Paaki Mining and Ancillary Industries Employment, Training and Economic Development Job Compact. Lead in the development and implementation of the Murdi Paaki Construction and Building Alliance Job Compact. Engage local government and local employers to develop Aboriginal Employment Strategies for their organisations Conduct joint agency briefings and promotions about job vacancies and writing job applications Facilitate access to the National Indigenous Cadetship Program (NICP) and leverage off opportunities provided by the Corporate Leaders Indigenous Employment Program. | ↑ | | | DEEWR |
| | | | | | ↑ | DAA |
| | | | | | ↑ | DAA, DEEWR |
| | | | | | ↑ | DAA |
| | | | | | ↑ | DET, DEEWR |
| | | | | | ↑ | DEEWR |
| | | | | | ↑ | DEEWR |

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| Key Action Area | Anticipated Outcomes | Actions | Timeframe | Responsibility Funding source |
|-----------------|--|---|--|-------------------------------|
| | | <ul style="list-style-type: none"> Through Structured Training and Employment Projects Employment and Related Services (STEPers) provide pre-employment, placement and mentoring services to Indigenous job seekers. Facilitate access to training, mentoring and employment opportunities delivered by Employment Service Providers through STEPers Projects Utilise the Employment Covenant, Corporate Leaders Program and Structured Training and Employment Projects to support skills development and career progression for existing employees | <p>2008 2009 2010</p> <p>↑</p> <p>↑</p> <p>↑</p> | DEEWR |
| | Support skills development and training of Indigenous people | <ul style="list-style-type: none"> Provide funding and incentives to support the training of Aboriginal apprentices and trainees Provide Aboriginal mentoring support to Aboriginal apprentices and trainees through the "Way Ahead for Aboriginal People" mentoring program Provide advice, support and assistance to support aboriginal apprentices and trainees through STS Aboriginal Training Coordinators Facilitate access to training, mentoring and employment opportunities delivered by | <p>↑</p> <p>↑</p> <p>↑</p> | DET DET DET DEEWR |

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| Key Action Area | Anticipated Outcomes | Actions | Timeframe | | | Responsibility Funding source |
|---------------------|---|--|-----------|------|------|-------------------------------|
| | | | 2008 | 2009 | 2010 | |
| Partnerships | <p>Assist Murdi Paaki to develop networks with Job Network and other Employment Service Providers</p> <p>Inform Murdi Paaki communities of Indigenous initiatives delivered by Employment Service Providers (e.g STEP and STEPers projects)</p> <p>Undertake regular consultation with Murdi Paaki communities on Aboriginal employment pathways through apprenticeships and traineeships and workforce development and participation</p> | <p>Employment Service Providers through STEPers Projects</p> <ul style="list-style-type: none"> • Participation in COAG and relevant sub committees • Maintain effective communication networks between DEEWR and Murdi Paaki communities • Participation in community working parties, COAG and relevant sub committees • Maintain effective communication networks between DET STS and Murdi Paaki communities | | | | |
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|-------------------------|--|--|-----------|------|------|-------------------------------|
| | | | 2008 | 2009 | 2010 | |
| Community Participation | Support governance training and the development of efficient administrative practises within organisations Develop and fund training programs in Corporate Governance/ Board training | <ul style="list-style-type: none"> Training programs delivered to Aboriginal people participating or intending to participate in Aboriginal business/enterprise boards | | | ↑ | DET |
| | | | | | | |
| | Engage and inform young people of career options available | <ul style="list-style-type: none"> Conduct, for young people career expos and the like to demonstrate career paths available in the region and in NSW generally from Year 5 and upwards | | | ↑ | DAA,, DET, DSRD |
| | Aboriginal Employment strategies in culture and heritage | <ul style="list-style-type: none"> Engage Cultural and Heritage sub group to develop employment strategies in the various strategies of their plan | | | ↑ | DAA |
| | | <ul style="list-style-type: none"> Continue to fund an Economic Development Officer through the merging Indigenous Entrepreneur Initiative (EIEI) | | ↑ | | DEEWR |

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|---|--|--|-----------|------|------|-------------------------------|
| | | | 2008 | 2009 | 2010 | |
| Cultural Significance | To develop and implement sustainable economic enterprises that are appropriate for Indigenous people with the governments and private sector mentoring | <ul style="list-style-type: none"> Support the provision of business support through the Indigenous Small Business Fund (ISBF) Deliver employment and training initiatives through Structured Training and Employment Projects (STEP) to support existing enterprises. e.g. youth workers, child care, environmental services and administration | ↑ | ↑ | | DEEWR |
| | | | ↑ | ↑ | | DEEWR |
| Economic Development Sustainable | Assist in the establishment of locally created and viable Aboriginal businesses. | <ul style="list-style-type: none"> Provide advice, support and assistance to start up a business or provide ongoing support to sustain that business through the Aboriginal Enterprise Development Officer (AEDO) program. Through Structured Training and Employment Projects (STEP) support access to apprenticeships and traineeships within the Murdi Paaki region including school based apprenticeships through Access Group Training. Provide funding and incentives to support the training of Aboriginal apprentices and trainees Implement the Early Childhood Traineeship Project | | | ↑ | DET |
| | | | ↑ | ↑ | | DEEWR |
| | Support opportunities for employment in | | | | ↑ | DET |
| | | | | | ↑ | DET, DEEWR, DOCS |

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| Key Action Area | Anticipated Outcomes | Actions | Timeframe | | | Responsibility Funding source |
|------------------------|---|---|-----------|------|------|-------------------------------|
| | | | 2008 | 2009 | 2010 | |
| Education and Training | apprenticeships and traineeships Support skills development and training of Indigenous people | <ul style="list-style-type: none"> Provide Aboriginal mentoring support to Aboriginal apprentices and trainees through the "Way Ahead for Aboriginal People" mentoring program | | | ▲ | DET |
| | | <ul style="list-style-type: none"> Provide advice, support and assistance to support aboriginal apprentices and trainees through STS Aboriginal Training Coordinators | | | ▲ | DET |
| | Support career development | <ul style="list-style-type: none"> Facilitate access to employment and training opportunities delivered by Employment Service Providers through STEPers Projects and the National Indigenous cadetship program | | ▲ | | DEEWR |
| | Assist Aboriginal people to plan for their future career, find work, or improve their current employment situation. | <ul style="list-style-type: none"> Increase workforce development and participation of Aboriginal people through the NSW Strategic Skills and JIFP Programs | | | ▲ | DET |
| | | <ul style="list-style-type: none"> Leverage off the opportunities provided by the Corporate Leaders Indigenous Employment Program (CLIEP) | | ▲ | | DEEWR |
| | | <ul style="list-style-type: none"> Provide support and assistance to Aboriginal employers and Aboriginal jobseekers through the New Careers for Aboriginal People (NCAP) program. | | | ▲ | DET |

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|----------------------------|--|--|--------------------------|---|
| | | | 2008 2009 2010 | |
| Cultural Enterprise | Access to technical training | <ul style="list-style-type: none"> Encourage the promotion of Trade Training Centres and Australian Technical Colleges in schools to Indigenous Communities and students. Develop pathways for students in the Murrumbidgee region to access either a Trade Training Centre or the Dubbo Australian Technical College in conjunction with Indigenous Youth Mobility. Promote and support school-based apprenticeships and traineeship for Aboriginal People through the Independent Industry Support Services (IIS) program Support skills development through the provision of technical training at the Brewarrina, Bourke, Walgett, Coonamble, Lightning Ridge and Cobar TAFE campuses. | | Career Advice Australia Career Advice Australia DET TAFE Western Institute |
| | Support business development in cultural and tourism enterprises | <ul style="list-style-type: none"> Use the resources available through the Economic Development Officer funded by the Emerging Indigenous Entrepreneur Initiative (EIEI) Access business development support through the Indigenous Small Business Fund (ISBF) Support employment and training utilising Structured Training and Employment Projects (STEP) Economic Development Officer to run business | | DEEWR DEEWR DEEWR DEEWR |

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|---------------------------------------|---|--|---|--|
| <p>Community Participation</p> | <p>Assist in the establishment of locally created and viable Aboriginal businesses.</p> | <p>development workshops</p> <ul style="list-style-type: none"> • Provide business training and mentoring through Indigenous Small Business Fund (ISBF) • Use the resources available through the Economic Development Officer funded by the Emerging Indigenous Entrepreneur Initiative (EIEI) • Access business development support through the Indigenous Small Business Fund (ISBF) • Support employment and training utilising Structured Training and Employment Projects (STEP) | <p>2008 2009 2010</p> <p>↑ ↑ ↑ ↑</p> | <p>DEEWR DEEWR DEEWR DEEWR</p> |
| | <p>Facilitate the development of business skills through business development workshops</p> | <ul style="list-style-type: none"> • Provide advice, support and assistance to start up a business or provide ongoing support to sustain that business through the Aboriginal Enterprise Development Officer (AEDO) program. | <p>↑</p> | <p>DET</p> |
| | <p>Undertake skills audits in communities to identify skills and develop business and economic opportunities around these</p> | <ul style="list-style-type: none"> • Economic Development Officer to run business development workshops • Provide business training and mentoring through Indigenous Small Business Fund (ISBF) • Project officers to work with CWP's to engage community member skills audit. EETED to review, assess and support implementation | <p>↑ ↑ ↑</p> | <p>DEEWR DEEWR DAA</p> |

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|-----------------|--|---|-----------|------|------|----------------------------------|
| | | | 2008 | 2009 | 2010 | |
| | Develop and fund training programs in Corporate Governance/ Board training | <ul style="list-style-type: none"> Training programs delivered to Aboriginal people participating or intending to participate in Aboriginal business/enterprise boards | | | ↑ | DET |