

GENERAL BUSINESS

**ITEM NUMBER****TITLE** Community Development Programme**REFERENCE** 1348053**AUTHOR** Michaela NAARE, Acting Regional Manager Community Development Programme; Lisa Bishop, Acting CDP Assistant Manager**RECOMMENDATION**

That the Jilkmिंगgan Local Authority receives and notes the Community Development Program (CDP) report.

KEY OUTCOME AREA

Wellbeing: Contribute to the wellbeing of residents individually and communities as a whole; by fostering increased participation in community activities, education, healthy lifestyles, and a safe living environment.

BACKGROUND

The Community Development Program (CDP) is a remote employment and community development service being delivered by Council on behalf of the Commonwealth Government. Council is required to deliver a quality service, fulfilling all obligations and adhering to CDP contractual compliance under the Head Agreement.

Jilkmिंगgan CDP currently has 101 job seekers on the caseload, the slight decrease indicates the potential end to a wet season. There are currently 14 job seekers employed within Jilkmिंगgan, 2 of whom have recently been placed into employment. These numbers do not include the long-term employed job seekers who are no longer required to undertake monthly post placement support interviews with the CDP team.

Trialling Pathways to Real Jobs

As an early step towards a new jobs program, in September 2022, the Minister for Indigenous Australians, the Hon. Linda Burney MP announced that CDP Providers can re-direct around 25 percent of (Council) funding to work with remote communities to trial new approaches to securing real jobs for CDP participants.

Concept of the Trial

Ideas and lessons generated through these proposed trials will inform the development and implementation of the new program. As of 1st December 2022, there were 56 approved proposals from 40 providers in 54 regions, Council being one of the successful providers

Roper Gulf Regional Council – Job Shadow Trial

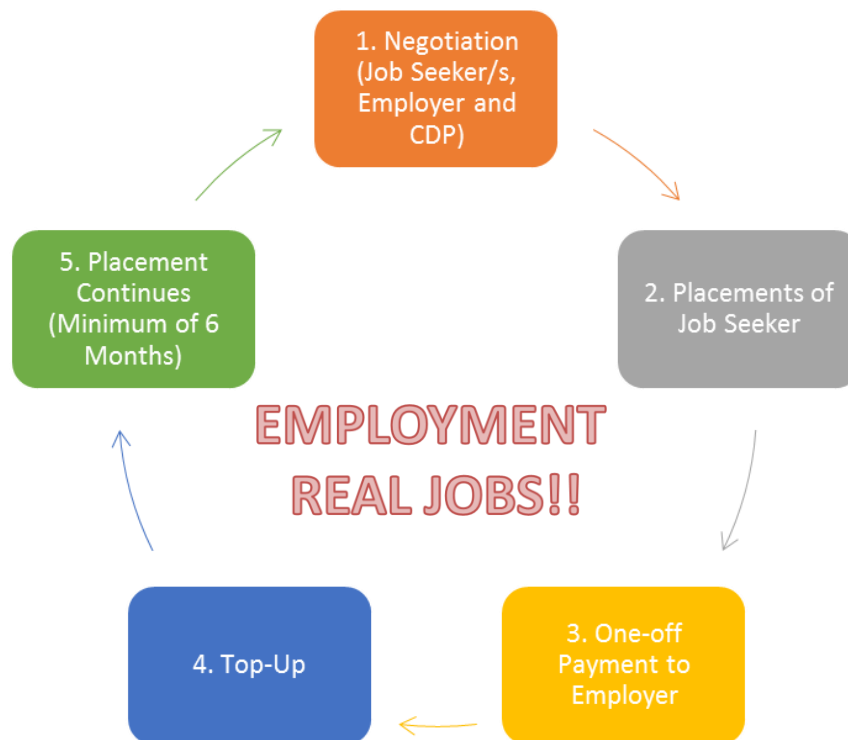
The basis of Councils trial approach is to place participants with employers and have them 'shadow' an actual employee undertaking the role so that the participant/s

1. may learn the unaccredited skills
2. and essential work ethics required to successfully sustain working in (the) position.

The proposal would seek to compensate an employer by way of a 'Mentoring Payment' to the value of \$15,000 for the time it takes for their employee to mentor the participant. This payment would be an upfront payment on creation of a Placement for Job Shadowing that would be applicable for a minimum 6 months placement of CDP participant/s.

This immediate incentive for the prospective employer is aimed to encourage their engagement in the program. Council recognises the resources that are required to undertake on-the-job-training, mentoring, pastoral care and day to day management. The initial placement would require the job seeker to work 10 hours per week payable by their job seeker payments (previously known as Newstart) with "top-up" available payable by the employer

(which will be reimbursed by Council - to a negotiated amount), should the employer see the benefit in engaging the identified job seeker/s for more hours.



The “top-up” avenue is to entice and encourage genuine participation from CDP participants and stakeholders within:

- Mataranka Township,
- Jilkminggan Community,
- and Numbulwar Community

The primary objective is to build the capacity of placed job seekers to move towards full time working hours over time. Keeping local jobs for local people. This proposal has a potential trifecta benefit to:

1. The CDP participants

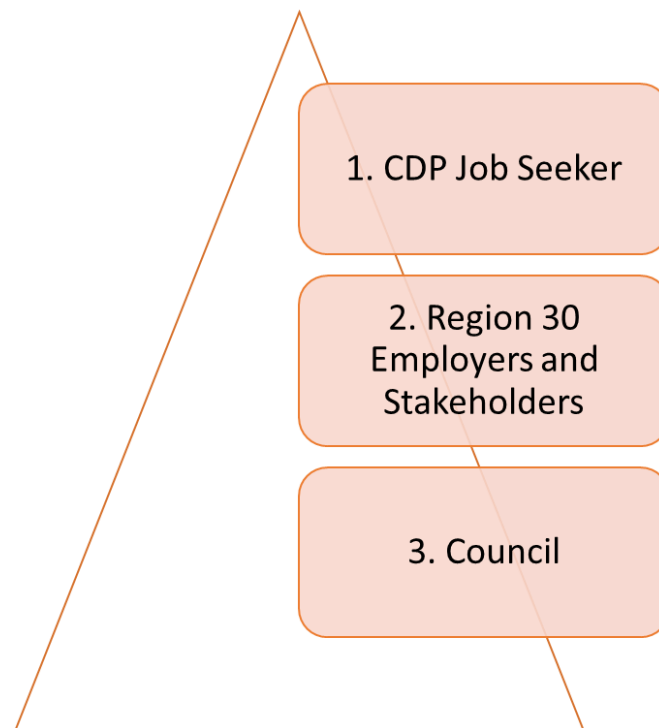
Confidence building for our job seekers is critical, through the Job Shadow trial job seekers will work on areas that potentially hinder their employability. The ‘top up’ avenue encourages retention being that it is reimbursed by Council.

2. The employers and stakeholders within Jilkminggan Community

This immediate incentive (mentoring fee \$15,000) for the prospective employer is aimed to encourage their engagement in the program. Council recognises the resources that are required to undertake on-the-job-training, mentoring, pastoral care and day to day management. Employers are encouraged to discuss trial settings with their CDP Senior Employment Coordinator.

3. Council

As the CDP provider, it is Councils responsibility to invest, prepare and ensure that there is a level of capability within our job seekers to bring to employment all while sustaining their genuine engagement.



ISSUES/OPTIONS/SWOT

The CDP Mataranka and Jilkmिंगgan team have been busy kicking goals. There are up to 15 participants consistently attending most days. The number of engaged job seekers from Jilkmिंगgan Community has increased over the last few weeks. Jilkmिंगgan job seekers have been participating in the Mataranka activities and projects. Why are the Jilkmिंगgan CDP job seekers attending activities in Mataranka? Unfortunately the engagement numbers are still quite low in comparison to Mataranka. The strategy around this ensures that CDP continue to provide a structured environment and ongoing professional capacity building for the engaged participants from Jilkmिंगgan. CDP believe that all forms of capacity building and barrier addressing is crucial, irrespective of the location where this takes place.

With that said, exciting activities/projects have been taking place within the CDP space including:

- Certificate II Infrastructure and Civil Construction has been completed, with 6 job seekers passing. This did include bobcat, excavator tickets and welding certificate.
- This training coincided with Local Authority requested projects such as:
 - The Railway carriage construction of the roof and the placing of the carriage
 - The ramp and rails installation at the Mataranka Museum.
- Construction of 'bird proof' netting structure at the Mulggan Camp Nursery, all ready for the upcoming seed planting.
- Welding and erecting of the privacy screens on the Mataranka Age Care balcony.
- Jilkmिंगgan road works, where the team had built-up the wash away road verges and filling the pot holes with cold mix.
- Creation of new Council positions for the Youth Empowerment Mentors

As per normal, CDP strives to work closely with job seekers on designing and implementing activities that will not only peak a genuine interest/response from our job seekers but also ensure quality and beneficial outcomes for all.

The CDP team host weekly Monday morning barbeques with job seekers, we use this platform to discuss:

- Job Shadow Trial opportunities and provide further information
- Potential activities job seekers would like to see in their community/township
- Weekly tasks/projects on hand
- Potential future training opportunities

CDP encourage the Jilkmिंगgan stakeholders to join these Monday barbeques, if not for the bacon and egg sandwiches, then for the potential activities that CDP could be assisting within your organisation and the overall Community.

FINANCIAL CONSIDERATIONS

Nil.

ATTACHMENTS