



Australian Government

Department of the Prime Minister and Cabinet

# INDIGENOUS EMPLOYMENT PROGRAMMES

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# TAILORED ASSISTANCE EMPLOYMENT GRANTS (TAEG)

As part of the Indigenous Advancement Strategy (IAS) the Department invites applications from eligible applicants through Tailored Assistance Employment Grants.

## What can be funded?

The primary aim of TAEGs is to support activities for Indigenous Australians to overcome disadvantage in the labour market, connect them to real and sustainable jobs, to gain experience that builds work-readiness and contributes to the broader community. Sustainable employment implies an ongoing job which is not dependent on continuous government funding.

Indigenous participants prioritised for support will include youth, school leavers at risk of disengaging or long term unemployed and those not in the labour force.

## What cannot be funded?

- Youth engagement and compulsory school-aged children activities that are not directly aimed at improving employment outcomes.
- Training that is not connected to sustainable employment.
- Activities, services or jobs that are the responsibility of the states and territories or other Commonwealth programmes that are already funded, including:
  - Adult vocational education and training (VET) activities.
  - Cultural heritage, land rights and land management activities subject to state or territory legislation.
  - Employment services including Community Development Programme and *jobactive*.
- Funding for wages of employment positions irrespective of the project outcomes.
- Board or Executive positions in organisations where it is normally part of the organisations operational costs.
- Retrospective funding for activities that have already commenced or completed.

## Process

It is strongly recommended that all potential applicants discuss proposals with their local PM&C Regional Network office in the early stages of development. Applications will be assessed against the following criterion:

1. Need – The activity will deliver sustainable jobs through addressing workforce demands of employer/s, industry, community or group.
2. Quality – The organisation that will deliver the proposed activity is committed to and capable of working with the target Indigenous community or group.
3. Efficiency – The proposed activity will support the intended outcomes in a way that appropriately manages risk, is cost effective and is coordinated with relevant stakeholders.
4. Effectiveness – The proposed activity will deliver the intended employment outcomes and sustain the outcomes into the future.

The Tailored Assistance Application Kit and Application form can be found on the Department's Website <https://www.pmc.gov.au/indigenous-affairs/employment/tailored-assistance-employment-grants>

Applications must be submitted by using the online application form, and uploading to the Department. TAEGs are an open grant process and applications will be assessed on a case by case basis (non-competitive). The Department may award grants on the achievement of individual employment and/or training milestones, on a single year or multi-year basis at its discretion.

# CADETSHIP FUNDING THROUGH TAILORED ASSISTANCE EMPLOYMENT GRANTS (TAEG)

Cadetship funding links full-time students undertaking their first undergraduate degree with employers who provide annual 12 week paid work placements and ongoing employment once they finish their studies.

Cadetships may be offered for the duration of a cadet's degree. The maximum amount payable is \$14,000 (GST excl) per annum.

Cadets are expected to undertake full-time academic study (approximately 40 weeks each calendar year), during which the Employer disburses the study allowance, and book/ fee assistance directly to the Cadet as a wage or salary type disbursement.

Employers are required to provide the Cadet with paid work placement totalling no less than 12 weeks each calendar year during the term of the ICS Agreement. The Employer is responsible for handling the recruitment process by contacting and interviewing prospective candidates.

Cadetship funding through TAEG is an employment programme and not a supported study programme, therefore there must be real and sustainable employment opportunities for cadets once they have completed their studies.

## **Student eligibility** a student must:

- be of Australian Aboriginal and/or Torres Strait Islander descent;
- identify as an Australian Aboriginal and/or Torres Strait Islander;
- be accepted as an Australian Aboriginal and/or Torres Strait Islander in the community in which he/she lives, or has lived;
- be enrolled for full-time study occurring on campus at a university located in Australia;
- be enrolled for his or her first undergraduate degree course; and be an Australian resident.

## **Employer eligibility** an employer must:

- have a valid ABN and be registered for taxation purposes
- offer five or more cadetship places; and
- agree to abide by the 'terms and conditions' of the TAEG Agreement

## **Unit cost**

Study Allowance \$12,000 per annum/ per cadet

Book/ Fee Assistance \$1,000 per annum/ per cadet

Employer Administration \$1,000 per annum/ per cadet

## **Third Party Providers**

Third party providers can provide support to employers wanting to employ less than five cadets. CareerTrackers, through their CareerTrackers Indigenous Internship Program, is currently the only approved third-party provider funded to deliver cadetships supported through TAEG. CareerTrackers is a not-for-profit organisation that creates cadetship opportunities for Indigenous university students. CareerTrackers supports pre-professional Indigenous university students and links them with private sector employers to participate in paid multi-year cadetships. Students perform their cadetship with a sponsoring company with the aim of converting from cadet into full-time employee upon completion of their university degree. More information and contact details for CareerTrackers can be found here

<http://careertrackers.org.au/about-us/overview>.

# VOCATIONAL TRAINING AND EMPLOYMENT CENTRES (VTEC)

Vocational, Training & Employment Centres (VTECs) connect Indigenous job seekers with guaranteed jobs and bring together the support services necessary to prepare job seekers for long term employment.

VTEC providers work closely with Government employment services, Indigenous communities and industry employers to source, train and support Indigenous people into jobs.

VTEC providers prepare the jobseeker for a guaranteed job before the job starts, and then provide 'wrap around' support for the first 26 weeks of work, at no cost to the employer.

The guarantee of a job before job-specific training starts is the key feature of VTECs.

This ensures:

- vocational or job-specific training is directly related to available jobs
- employers can recruit Indigenous job seekers with the right skills for specific jobs
- job seekers are responsible for opting into available jobs
- the commitment of job seekers is rewarded with guaranteed employment.

VTECs operate with the support and involvement of local Indigenous communities and their leaders. VTECs are aligned to the values and needs of both Indigenous communities and employers.

VTECs work with service providers to bring together a comprehensive range of support for job seekers to build vocational and non-vocational capabilities. This can include:

- obtaining a driver's license
- literacy and numeracy training
- work experience
- pre-employment and job training.

## Participation in VTECs

VTECs are open to Indigenous job seekers and school leavers. VTEC activities are focused on finding sustainable jobs for the most disadvantaged Indigenous job seekers.

## Working with employers

- VTECs work with employers to identify jobs for Indigenous job seekers and establish the training requirements for these jobs.
- VTECs ensure Indigenous job seekers have the skills needed for the job with training tailored to the specifications of the employer.
- The opt-in programme for job seekers means they have a genuine interest in the field of work they are training for.
- Once job seekers are employed, VTECs continue to support them and their employers to achieve longterm employment outcomes.

## Overview of the components of VTEC services

The five components of VTEC services are:

- community engagement
- work readiness
- vocational training
- guaranteed job
- post placement support



As job seekers move through these five stages, their progression is strongly supported.

If you have any questions regarding the programme, please contact the Vocational Training and Employment Centres team at [VTEC@pmc.gov.au](mailto:VTEC@pmc.gov.au) or visit our website <https://www.pmc.gov.au/indigenous-affairs/employment/vocational-training-and-employment-centres-vtecs>.

# EMPLOYMENT PARITY INITIATIVE (EPI)

The Employment Parity Initiative was launched in March 2015 and aims to increase the number of large Australian companies with a workforce reflective of the size of the Indigenous population – currently 3 per cent.

Large national employers are invited to join the programme with the aim of increasing the level of Indigenous employees within their organisation. Getting more Indigenous Australians into work is one of the Government's highest priorities under the Indigenous Advancement Strategy.

The Department of the Prime Minister and Cabinet will administer the Employment Parity Initiative and offer tailored contracts to parity employers with payments linked directly to outcomes. This recognises the additional costs of employing and supporting disadvantaged job seekers.

The Employment Parity Initiative will leverage the business expertise, goodwill and networks of companies involved, providing a platform to share experience and knowledge. Employers must commit to a minimum of 200 jobs and will also be required to incorporate more Indigenous businesses into their supply chains.

Current Employment Parity Initiative employers include:

- Accor Pacific
- Broadspectrum
- Compass Group
- Crown Resorts
- Hutchinson Builders
- ISS Facility Services
- MSS Security
- Sodexo Australia
- Spotless Facility Services
- St Vincent's Health Australia
- Sydney Night Patrol
- Wilson Security
- Woolworths Limited



If you have any questions regarding the programme, please contact the Employment Parity Initiative team at [EPI@pmc.gov.au](mailto:EPI@pmc.gov.au) or visit our website <https://www.pmc.gov.au/indigenous-affairs/employment/employment-parity-initiative>.