



The Coalition's Policy on Indigenous Employment

August 2013

Key Points

The Coalition believes more can be done to boost indigenous employment.

We will increase support for training by providing up to \$45 million for the GenerationOne employment model so that training opportunities and guaranteed jobs can be provided for up to 5,000 unemployed indigenous Australians under the Australian Employment Covenant.

The Coalition believes that the willingness of major employers to guarantee more than 60,000 jobs to unemployed indigenous Australians under the Australian Employment Covenant represents a potential breakthrough and could provide a more effective model for employment services more generally.

But more can and should be done to ensure indigenous training and employment services are properly targeted and administered and connect unemployed indigenous people with real jobs. All employment programmes must be effective in delivering real skills, competencies and jobs for unemployed indigenous Australians.

The Coalition will commission a review of indigenous training and employment programmes within one month of the election.

Our review will be headed by Mr Andrew Forrest and will be supported by the Department of Prime Minister and Cabinet.

The review will consider the efficacy and administration of indigenous employment services and make recommendations to improve employment outcomes. It will review indigenous training and employment programmes with a view to ensuring they are more effectively linked to employment. The review will consider innovative proposals backed by the real commitment of employers to finally end the cycle of entrenched indigenous disadvantage.

The review will be tasked with recommending improved or new approaches for training and employment programmes so that these programmes better connect unemployed indigenous people with real jobs. It will consider ways to overcome the tendency for skills development to be 'training for training's sake'. Should the review find that demand-led training for guaranteed jobs for indigenous Australians is more successful than other training and employment models, it will become the norm rather than the exception.

The review will report to the Prime Minister within six months.

The Coalition will boost jobs growth for all Australians by abolishing the carbon tax, abolishing the mining tax, cutting red tape costs by \$1 billion a year, cutting the company tax rate, and providing stable, responsible government that works with business to build a strong and diverse five-pillar economy.



Introduction

The Australian Employment Covenant (AEC) was established to help the 'Closing the Gap' strategy by ending the disparity between indigenous and non-indigenous Australians, through linking employers directly with prospective indigenous employees.

GenerationOne administers the AEC, which originally aimed to gain commitments of 50,000 jobs for Indigenous Australians. The AEC has been so well-supported by employers that more than 60,000 jobs have been pledged.

The Coalition understands that too many indigenous Australians are caught in a cycle of training for training's sake, with no real prospect of employment and that the AEC provides real opportunities for indigenous Australians to gain meaningful employment.

GenerationOne's employment programmes have a retention rate of 78 per cent at 26 weeks (based on a sample of 569 participants coming from five different models of their Vocational Training and Education Centre (VTEC) programme).

The Plan

1. \$45 Million to Support the GenerationOne employment model

The Coalition will provide up to \$45 million to support indigenous training and employment through the GenerationOne employment model.

Our commitment will mean up to 5,000 unemployed indigenous Australians will be provided with training and guaranteed employment.

The Coalition is a long standing and vocal supporter of the GenerationOne employment model and we are committed to expanding job opportunities for indigenous Australians.

We believe that the willingness of major employers to guarantee more than 60,000 jobs to unemployed indigenous Australians does represent a potential breakthrough and could provide a more effective model for employment services more generally.

The Coalition's \$45 million commitment will see indigenous Australians receive practical training through the GenerationOne model with a guaranteed job at the end of it.

The GenerationOne employment model works because it takes a common sense approach to preparing indigenous people for jobs. It ensures attention is given not just to skills training, but practical life education and ongoing mentoring to make sure jobs are lasting and careers are developed.



Jobs are the key to improving opportunities for all Australians and this is particularly so for young indigenous people.

Unlike many existing jobs and training programmes under Labor, the GenerationOne employment model only provides practical training for jobs that are guaranteed to people who complete their training and ensures lasting careers are built.

It is a model for other employment and training programmes that too often provide 'training for training's sake' and do not provide the practical skills that people need in order to help fill the jobs that exist.

2. A Review of Indigenous Training and Employment Programmes

The Coalition will commission a review of indigenous training and employment programmes within one month of the election.

We strongly support effective and practical training programmes that provide unemployed people with better job prospects, enhanced self-esteem and greater career opportunities.

Indigenous training and employment programmes have met with some success. But more can and should be done to ensure indigenous training and employment services are properly targeted and administered and connect unemployed indigenous people with real jobs. Employment programmes must be effective in delivering real skills, competencies and jobs for unemployed indigenous Australians.

Our review will be headed by Mr Andrew Forrest and will be supported by the Department of Prime Minister and Cabinet.

The review will consider innovative proposals backed by the real commitment of employers to finally end the cycle of entrenched indigenous disadvantage.

Fundamentally, the review will be tasked with recommending improved or new approaches for training and employment programmes so that these programmes better connect unemployed indigenous people with real jobs. It will consider ways to overcome the tendency for skills development to be 'training for training's sake.'

Should the review find that demand-led training for guaranteed jobs for indigenous Australians is more successful than other training and employment models, it will become the norm rather than the exception.

The review will report to the Prime Minister within six months.



The Choice

Typically, Labor has made big promises but failed to deliver on addressing indigenous unemployment.

The Coalition acknowledges the frustration of indigenous Australians who are sick and tired of being endlessly trained for jobs that just don't exist.

We will work with indigenous people to reduce indigenous unemployment.

The Coalition has a proud record of job creation. The last Coalition government created 2.4 million jobs; oversaw a more than 20 per cent increase in real wages; and real wealth per person more than doubled.

If elected, we will aim to build on this record and see one million more jobs within five years and two million more within a decade.

The Coalition will boost jobs growth and investment by abolishing the carbon tax, abolishing the mining tax, cutting red tape costs by \$1 billion a year, cutting the company tax rate, and providing stable, responsible government that works with business to build a strong and diverse five-pillar economy.

Cost

The Coalition will provide up to \$45 million to support the GenerationOne model.





THE NATIONALS *for Regional Australia*

For further details of the Coalition's Plan go to
www.realsolutions.org.au