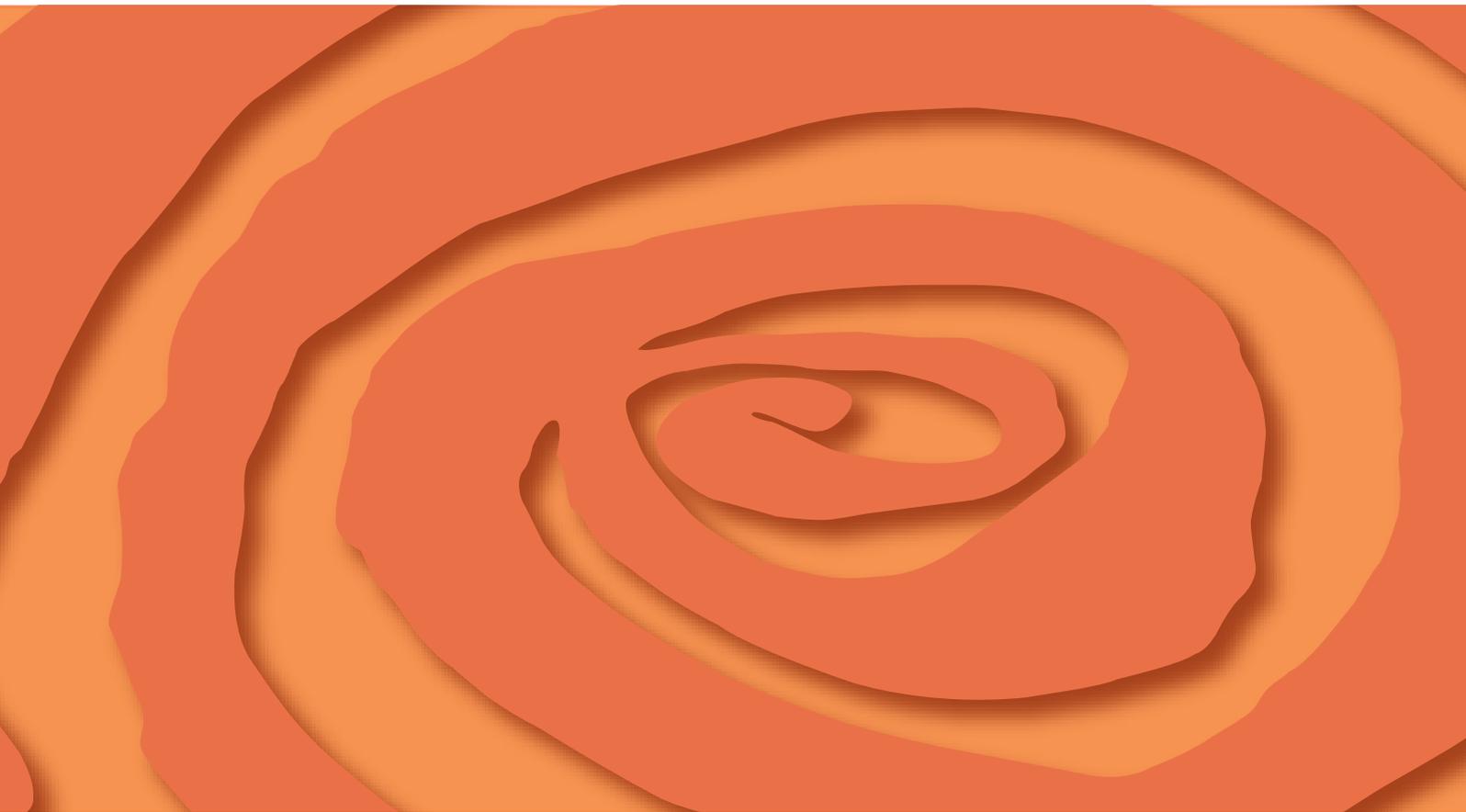




**Australian Government**



Government of  
**Western  
Australia**



**REGIONAL  
PARTNERSHIP  
AGREEMENT**

on Indigenous Employment in Ashburton/Roebourne





**Australian Government**



Government of  
**Western  
Australia**

# REGIONAL PARTNERSHIP AGREEMENT

on Indigenous Employment in Ashburton/Roeboorne



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## **ATTACHMENTS**

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### **Priority Area 1: Work Readiness Project Plans**

- Project A: Work Readiness – Education and Training
- Project B: Work Readiness – Drivers Licence Program
- Project C: Work Readiness – Drug and Alcohol Support
- Project D: Work Readiness – Youth Pathways

### **Priority Area 2: Sustainability Project Plans**

- Project E: Sustainability – Child Care
- Project F: Sustainability – Housing

### **Priority Area 3: Business Development Project Plan**

- Project G: Business Development – Indigenous Business Development

## **1. OVERVIEW**

### **1.1 Parties**

The parties to this Agreement are:

- Indigenous organisations;
- Employers;
- Local Government;
- the Commonwealth of Australia (Australian Government); and
- the State Government of Western Australia (WA Government).

A full list of parties is at Attachment 1.

### **1.2 Targets**

The 2001 Census data indicated that 41% of the Indigenous labour force in the Pilbara aged 15 years and above was unemployed compared with just over 7% of the non-Indigenous population aged 15 years and above. The parties to the Agreement are committed to ambitious targets to address this inequity.<sup>1</sup>

The key targets are:

- within 5 years, reduce the rates of Indigenous unemployment in the Ashburton/Roebourne region by 50%; and
- place at least 110 additional local Indigenous people in jobs in the Ashburton/Roebourne region each year for the next 5 years.

### **1.3 Purpose**

This Regional Partnership Agreement (RPA) is a commitment by local Ashburton/Roebourne Indigenous organisations and people, mining and energy companies and the Australian, WA and Local Governments to work together to bring about significant and measurable improvements in Indigenous employment outcomes.

This Agreement sets out strategic approaches and projects for joint innovative action in the Ashburton/Roebourne region. The parties to this Agreement seek to build sustainable, prosperous communities through maximising the opportunities for individuals to:

- seek and engage in training and education;
- gain long term employment; and
- enjoy the rewards that stem from participating in mainstream employment.

The parties share a vision for the region that aims to address Indigenous disadvantage and support Indigenous people to take up opportunities in the mainstream economy.

This Agreement:

- relies on the parties taking a different approach in terms of their commitment of financial and other resources;
- is made in a spirit of partnership and shared responsibility; and
- is intended to be a statement of the mutual intentions of the parties and is not intended to give rise to any enforceable rights or binding obligations on the part of any party.

<sup>1</sup> Once available, 2006 Census data will be examined by the parties and, if appropriate, the targets adjusted.

## 1.4 Key Principles

The National Framework Principles for Service Delivery to Indigenous Australians, endorsed at the COAG meeting on 25 June 2004, underpin the approach that the WA and the Australian Governments wish to take.

These principles are:

- Sharing responsibility;
- Harnessing the mainstream;
- Streamlining service delivery;
- Establishing transparency and accountability;
- Developing a learning framework; and
- Focusing on priority areas. These are:
  - Early childhood development and growth;
  - Early school engagement and performance;
  - Positive childhood and transition to adulthood;
  - Substance use and misuse;
  - Functional and resilient families and communities;
  - Effective environmental health systems; and
  - Economic participation and development.

Further, this Agreement is founded on the following principles agreed to in the Memorandum of Understanding between the Minerals Council of Australia and the Australian Government (MCA MoU):

- Collaboration and partnership between the parties based on mutual respect;
- Collaboration and partnership between the parties based on shared responsibilities and respect for culture, customs and values;
- The integration of sustainable development considerations within the MOU partnership decision-making process; and
- Joint commitment to social, economic and institutional development of the communities with which the parties engage.

## **2. OBJECTIVES, OUTCOMES AND PRIORITIES**

This Agreement is about increasing employment and economic development outcomes for Indigenous people living in the Ashburton/Roebourne region. However, the parties recognise that comprehensive effort is required in other areas to support improvements in employment outcomes.

The parties will focus on three key priority areas:

1. Work readiness
2. Sustainability
3. Indigenous business development

The outcomes of the Agreement will be:

- Increased employability and jobs for Indigenous people from the Ashburton/Roebourne region;
- An increase in sustainable Indigenous business enterprises in the Ashburton/Roebourne region;
- Prosperity for Indigenous people that will endure beyond the life of mining in the region;
- A strong partnership between Industry and Government that works with Indigenous people locally to generate solutions to complex issues in the Ashburton/Roebourne region;
- A Regional Partnership Committee to progress implementation; and
- A methodology for working together that includes regional frameworks and the promotion of best practice.

### **2.1 RPA Priority Area 1: Improve the work readiness of Indigenous people in the Ashburton/Roebourne region who are not currently engaged in the labour market**

The parties will develop a highly coordinated business practice in Ashburton/Roebourne. Government services will be linked together by Australian and WA Government managers and service agencies in order to make a significant impact on the ability of Indigenous people in the Ashburton/Roebourne region to move from unemployment or CDEP into mainstream employment. The projects focus on the following areas:

- Targeted education and training for employment;
- Drivers licences;
- Drug and alcohol support; and
- Support for youth at risk

The attached Project Plans form part of the Agreement.

### **2.2 RPA Priority Area 2: Promote sustainable employment outcomes**

The parties want to develop sustainable employment outcomes and recognise that to achieve this some underlying issues must be addressed. The parties agree to work on the following areas in order to achieve increased employment outcomes:

- Child care
- Housing

The attached Project Plans form part of the Agreement.

### **2.3 RPA Priority Area 3: Development of sustainable Indigenous business opportunities**

The parties will work together to investigate business and economic development opportunities as a means to create employment, including self employment, and to enhance economic independence.

The attached Project Plan forms part of the Agreement.

### **3. PARTNERSHIP STRUCTURES**

#### **3.1 Regional Partnership Committee**

The parties will nominate at least one representative each to form the Ashburton/Roebourne Regional Partnership Committee (RPC) which will be established to ensure that the parties are working well together and that better outcomes are being achieved. The RPC will meet at least quarterly.

The RPC will provide strategic leadership for the Agreement, ensuring a cohesive approach between partners, stakeholders and service delivery bodies. The RPC will:

- oversee implementation of the Agreement;
- monitor progress against the attached Project Plans;
- agree on new priorities and areas for joint action;
- oversee the performance management of the Agreement, including projects, and analyse reports to ensure that better outcomes are being delivered as a result of the efforts of all of the parties;
- monitor the work of the Implementation Team; and
- solve any problems and address any lack of progress or poor performance.

The South Hedland Indigenous Coordination Centre (ICC) and the Regional Office of the Department of Indigenous Affairs (DIA) will provide secretariat services to the RPC.

#### **3.2 Implementation Team**

The Implementation Team will report to the RPC. It will work directly with Indigenous organisations, service agencies, employer groups and Governments to deliver the key outcomes of the Agreement. The Implementation Team will consist of Australian and WA Government representatives. Additional membership will be drawn from the RPC. Membership is not fixed but flexible so that those involved are those needed to complete relevant tasks.

The Implementation Team will:

- gain support and assistance for the implementation of the projects;
- negotiate, where appropriate, Government wide positions and perspectives to ensure that future policy development is synergistic with the Agreement and vice versa;
- manage the implementation of the projects and associated activities under the Agreement;
- ensure that information and communication flows are effective;
- maximise linkages between this, other RPAs, SRAs and any other strategies and agreements which may subsequently be developed in the region;
- report on a quarterly basis to the RPC; and
- provide support to the Manager of the South Hedland ICC and the Regional Manager of DIA in coordinating outcomes and gathering data associated with the Agreement.

#### **4. PERFORMANCE MEASUREMENT AND EVALUATION**

The parties will:

- jointly develop baseline data for this Agreement, focussing primarily on reporting against the key targets outlined in this Agreement, and agree on a relevant dataset that can be reported against on a quarterly basis;
- monitor and evaluate progress against the timeframes and performance indicators outlined in the Project Plans and provide sufficient information to the RPC for that purpose;
- undertake a formal evaluation of progress against the targets and key performance indicators contained in the Agreement in July 2008 with annual reviews thereafter for the duration of the Agreement; and
- provide performance information for evaluations as agreed to from time to time and not unreasonably withhold permission for such.

#### **5. DURATION AND AMENDMENT OF THE AGREEMENT**

This Agreement commences on the date of signing by all parties and will continue until the end of June 2012 or until all of the parties agree to terminate the Agreement or prepare another document that replaces this Agreement.

The RPC can amend this Agreement by:

- with their consent, adding additional parties to the Agreement listed at Attachment 1 ; and
- adding new Project Plans or amending existing Project Plans in order to meet the targets contained in the Agreement.

This Agreement was made on the 4th day of October 2007  
Signed for and on behalf of the parties by:

.....  
**Commonwealth of Australia**  
Andrew Jagers, State Manager  
Department of Families, Community Services  
and Indigenous Affairs  
Western Australia

.....  
**Marnda Mia CNC Pty Ltd**  
Slim Parker, Chairperson

.....  
**Ngarliyarndu Bindirri Aboriginal Corporation**  
Cyril Lockyer, Chairperson

.....  
**Yamatji Marlpa Barna Baba Maaja Aboriginal  
Corporation**  
Simon Hawkins, Executive Director

.....  
**Australian Technical College – Pilbara**  
Dr Nancy Rees, Chief Executive Officer

.....  
**Pilbara Iron**  
David Smith, Managing Director

.....  
**Shire of Roebourne**  
Brad Snell, A/President

.....  
**Fortescue Metals Group**  
Michael Gallagher, Manager, Aboriginal Affairs

.....  
**State Government of Western Australia**  
Jackie Tang, A/g Director General  
Department of Indigenous Affairs

.....  
**Ngarluma Yindjibarndi Foundation Ltd**  
Evan Maloney, Chief Executive Officer

.....  
**Ashburton Aboriginal Corporation**  
Masie Pat, Chairperson

.....  
**Ngarluma Aboriginal Corporation**  
Jill Churnside, Chairperson

.....  
**Buurabalayji Thalanyji Association Inc**  
Trudy Hayes, Committee Member

.....  
**Woodside Energy**  
Meath Hammond, General Manager, Community  
Relations

.....  
**Shire of Ashburton**  
Keith Pearson, Chief Executive Officer

.....  
**Pilbara Development Commission**  
Patricia Robyn Barron, A/Chief Executive Officer



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## ATTACHMENT 1

### LIST OF PARTIES

Ashburton Aboriginal Corporation  
Ngarliyarndu Bindirri Aboriginal Corporation  
Ngarluma Yindjibarndi Foundation Limited  
Marnda Mia CNC Pty Ltd  
Buurabalayji Thalanyji Association Inc  
Ngarluma Aboriginal Corporation  
  
Yamatji Marlpa Barna Baba Maaja Aboriginal Corporation  
  
Pilbara Iron / Rio Tinto Iron Ore  
Woodside Energy  
Australian Technical College – Pilbara  
Fortescue Metals Group  
  
Shire of Ashburton  
Shire of Roebourne  
  
Pilbara Development Commission  
  
State Government of Western Australian  
  
Commonwealth of Australia

## **ATTACHMENT 2**

### **PROJECT PLANS**

Project A: Work Readiness – Education and Training

Project B: Work Readiness – Drivers Licence Program

Project C: Work Readiness – Drug and Alcohol Support

Project D: Work Readiness – Youth Pathways

Project E: Sustainability – Child Care

Project F: Sustainability – Housing

Project G: Business Development – Indigenous Business Development

**Project Title: Work Readiness – Education and Training (Project A)**

<p><b>Project Description:</b>                  This project is designed to contribute to an increase in the number of Indigenous people in new jobs in the Ashburton/Roebourne region by addressing education and training barriers.                  This project aims to maximise local Indigenous people's completion of Year 12 (or its vocational equivalent), post school qualifications and participation in the workforce, particularly in areas of high skill shortage and regional need. The RPA partners will work together to improve and increase the range of collaborative education and training opportunities available to Indigenous people in the region. The objectives of the project are to:</p> <ul style="list-style-type: none"> <li>• Build the skills base of the Ashburton/Roebourne Indigenous community by providing high quality education and vocational skills training (including literacy and numeracy tuition) to enable them to gain satisfying employment in areas of regional need;</li> <li>• Increase significantly the number of Indigenous people employed in the resources sector in the Ashburton/Roebourne region, particularly in trades and other skill shortage occupations;</li> <li>• Improve the retention, participation and achievement of Indigenous students in education and training and provide equitable access to such through the provision of a wider and more flexible combination of courses.</li> </ul> <p>Under the auspices of the RPA the partners will commit to ensure that there are sufficient resources (financial, human and infrastructure) to develop and deliver collaborative employment focussed education and training strategies. A key feature of these strategies will be strong links to the employee recruitment activities of resource companies and other industries. All stakeholders will be actively engaged in the development and delivery of these programs.</p>		<p><b>Project Coordinators:</b></p> <table border="1"> <tr> <th>Entity</th> <th>Position</th> </tr> <tr> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> </tr> </table>		Entity	Position						
Entity	Position										
<p><b>Project Tasks</b>                  Develop pathway programs (similar to those currently operating in Tom Price and Roebourne) to ensure there is a high degree of articulation between school, TAFE and Pilbara Australian Technical College programs.</p>		<p><b>Reporting and Monitoring Arrangements:</b></p>									
<p><b>Project Rationale:</b>                  Indigenous people in the Ashburton/Roebourne region encounter a range of education and training barriers. Through collaboration, strategies will be developed to better address these barriers so as to enable local Indigenous people to take advantage of the many employment opportunities available in the region, especially in the resource sector.</p>		<p><b>Agreement Assessment Arrangements:</b></p>									
<p><b>By Who:</b>                  DET / Schools / Pilbara TAFE / PTC / DEST / Industry /employers</p>		<p><b>Tracking Method:</b>                  Implementation Team</p>									
<p><b>When:</b>                  Term 1 2008</p>		<p><b>Baseline Data:</b></p>									
<p><b>Targets/Outcomes:</b>                  Program pathways developed with Industry and other partners.</p>		<p><b>Measure Used:</b>                  Number of programs developed.</p>									

Service providers have access to residential facilities that can cater for students from remote communities, youth at risk, apprentices and trainees who are not able to access other forms of accommodation during training. (Transition to work accommodation facilities)	FACSIA / Industry / Pilbara TAFE	Training and accommodation facilities built in three Pilbara locations.	31 December 2009	Number of facilities built.	Implementation Team	
Establish a base for research, development and dissemination of best practice education, training and employment programs for Indigenous people in regional and remote areas.	DET / Schools / PTC / Pilbara TAFE // YMMBBA	Best practice programs for Indigenous people readily available and accessible.	Ongoing	Implementation of best practice programs.	Implementation Team	
Improve retention, attendance and achievement of Indigenous school students (including primary school students) through development and implementation of local projects in partnership with schools, parents and Industry.	DEST / DET Schools / Pilbara TAFE / Industry / employers	Decreased gap in retention and achievement levels between Indigenous and non-Indigenous students.	Ongoing	Percentage increase in retention. Percentage reduction in truancy.	Implementation Team	
Facilitate an increase in the availability of and support for structured workplace learning opportunities, career and transition support, individual learning pathway plans and Industry-school engagement, including Australia School-Based Apprenticeships.	DEST / DET Schools / DEWR Industry / employers Apprenticeships WA	Local Indigenous students take up and complete workplace learning opportunities.	Ongoing	Number of structured workplace learning opportunities available. Percentage participation rates.	Implementation Team	
Implement a mentoring and monitoring program that will provide ongoing support for Indigenous trainees, apprentices and other employees (and their families if necessary).	DEWR / DET Schools / Pilbara TAFE / Job Futures / CDEPs	Improved retention. Reduced truancy.	Ongoing	Number of participants.	Implementation Team	
Develop and implement work readiness and job specific pre-employment programs that have direct links with employment positions so as to re-engage Indigenous people in education and training, including life skills, work specific skills and literacy and numeracy to enable the successful transition to employment via a program of individualised assistance (case management).	Industry/ employers / Job Futures / CDEP / DET/ Pilbara TAFE / DEST / AED / DEWR	50 local unemployed Indigenous people enrolled and complete programs each year.	Ongoing	Number of enrolments. Participation rates. Employment rates.	Implementation Team	



Develop a business plan for an Indigenous C Class licence driving school business, e.g. joint venture.	AED / DEWR / IBA	Business plan developed.	December 2007	Business plan completed.	Implementation Team	
Incorporate Driver Education (Keys for Life) and initial assessment for learner drivers in school curriculum for 15–17 year olds, including resourcing & equipment.	DET / Schools / Pilbara TAFE	Course introduced.	Term 1 2008	Course incorporated in curriculum.	Implementation Team	
Evaluate course for training HR licence holders, including possible location, resourcing & equipment.	AED / Industry / Employers / CDEPs / Pilbara TAFE	Study undertaken, report received.	December 2007	Course evaluated.	Implementation Team	
Explore means to assist new C Class drivers attain 25 hours driving experience under the supervision of a qualified experienced driver.	Pilbara TAFE / Industry / employers / CDEPs / Job Futures	Study undertaken, recommendations implemented.	Completed by December 2007	Report completed and received.	Implementation Team	
Industry to review the essential criterion for a HR Class drivers licence and capacity to accept the conditions of an extraordinary licence.	Industry/employers	Study undertaken, report received.	Completed by December 2007	Report completed and received.	Implementation Team	
Explore options for introducing modified Learners Tests and delivery through CDEP or community organisations.	DPI / WA Police / CDEPs / Job Futures	Study undertaken, report received.	Completed by January 2008	Report completed and received.	Implementation Team	
Assist prospective applicants for a Learners Permit for a Drivers Licence to obtain birth certificates and personal identification.	Job Futures / CDEPs / DoTAG / Centrelink	Drivers licence applicants able to obtain requisite personal identification.	Ongoing	Number assisted.	Implementation Team	
Explore and pilot with Industry the acceptance of restricted HR driver licences on-site and in restricted operations.	Industry / employers / CDEPs / Job Futures / DPI	Restricted HR licences accepted on-site and in restricted operations.	Ongoing	Number assisted.	Implementation Team	

**Project Title: Work Readiness – Drug and Alcohol Support (Project C)**

<b>Project Description:</b>		<b>Project Coordinators:</b>				
		<b>Entity</b>	<b>Position</b>			
<p>This project is designed to provide additional drug and alcohol workers for Ashburton/Roebourne (to cover Roebourne, Onslow and Tom Price) and a coordinator for the Pilbara region (two workers based in Marwarikarra Aboriginal Health Service and a coordinator in Port Hedland). Mentors/support workers are to be engaged to assist by case managing individuals through tailored self help programs and ensuring these individuals receive encouragement from prospective employers and support from all current and newly established service providers. Local GPs and Aboriginal Health Workers at Marwarikarra Aboriginal Health Service will form part of the assessment of the health and fitness of clients under this RPA and contribute to holistic treatment of both health conditions and drug and alcohol strategies.</p>						
<p><b>Project Rationale:</b> Indigenous people are failing industry standard drug and alcohol tests which either prevent them from gaining employment in the mining industry or cause them to lose their jobs. There are not enough resources allocated to ensure suitable services are provided to address this problem. It has also been identified that those services that are currently provided are not being fully utilised.</p> <p>An integrated regional drug and alcohol service is to be developed across the Pilbara under an MOU between the Office of Aboriginal and Torres Strait Islander Health (OATSIH) and the Drug and Alcohol Office (DAO). This will include the resources of the Community Drug Services Team, an existing OAH funded worker in Onslow and additional workers located in three sites across the Pilbara.</p>		<b>Reporting and Monitoring Arrangements:</b>				
		<b>Agreement Assessment Arrangements:</b>				
<b>Project Tasks</b>	<b>By Who:</b>	<b>Targets/ Outcomes:</b>	<b>When:</b>	<b>Measure Used:</b>	<b>Tracking Method:</b>	<b>Baseline Data:</b>
Provider consultations and information sessions delivered to agree processes and map work and information flows.	DoHA / DAO / Drug Services Team	Initial sessions conducted.	January 2008	Consultations conducted.	Implementation Team	
Place regional coordinator in Port Hedland and new drug and alcohol counselling workers in Marwarikarra AHS.	DAO / Drug Services Team	Positions Advertised.	September 2007	Coordinator appointed.	Implementation Team	
Establish consent processes for sharing of client information to facilitate service cross referral and progress clients through to employment placement.	Medical services / GPs/ CDST / Industry / Employers	Protocols developed and consent forms agreed.	September 2007	Process established.	Implementation Team	
Education program to be developed and delivered to CDEP participants, trainees and employees to explain Industry and CDEP requirements around alcohol and drug testing.	Drug & Alcohol Team / Industry / Employers	Program developed.	December 2007	Schedule of sessions agreed and implemented.	Implementation Team	
CDEP workers engaged in contract work with Industry and potential trainees or employees to be tested in accordance with Industry policy.	Industry / employers/ CDEPs	Trainees/ employees meet alcohol and drug standards	Ongoing	Random testing implemented.	Implementation Team	

**Project Title: Work Readiness – Youth Pathways (Project D)**

<b>Project Coordinators:</b>																			
<b>Entity</b>	<b>Position</b>																		
<b>Reporting and Monitoring Arrangements:</b>																			
<b>Agreement Assessment Arrangements:</b>																			
<b>Project Description:</b> This project is designed to provide a framework to decrease adverse contact with the legal system and provide rehabilitative support to young Indigenous Australians who have been incarcerated, are in custody or at risk of coming into contact with the criminal justice system. The proposed strategy will centre on the development and implementation of culturally appropriate initiatives and support services for young people at risk. The project will look at ways the community can support young people and their families to re-engage with education and training and facilitate a successful transition to work. The project will also focus on developing the leadership skills of youth by providing the necessary tools to enhance confidence and generate positive outcomes based on economic independence.																			
<b>Project Rationale:</b> There is a need to develop and implement prevention and diversion initiatives, including sport and recreation activities, for youth to improve their physical and mental well being and minimise contact with the criminal justice system. Services and initiatives will be linked to promote participation in education, training and employment.																			
<b>Project Tasks</b>	<table border="1"> <thead> <tr> <th><b>By Who:</b></th> <th><b>Targets/ Outcomes:</b></th> <th><b>When:</b></th> <th><b>Measure Used:</b></th> <th><b>Tracking Method:</b></th> <th><b>Baseline Data:</b></th> </tr> </thead> <tbody> <tr> <td>AGD / FACSIA / DCITA / DoCS / DSR / CDEPs / DET / DCD / Shires</td> <td>Activities implemented.</td> <td>Ongoing</td> <td>Number of youth assisted. Improved services.</td> <td>Implementation Team</td> <td></td> </tr> <tr> <td>Marmda Mia CNC / AGD / FACSIA / DCITA / Industry</td> <td>Program developed and implemented.</td> <td>Ongoing</td> <td>Number of youth participating in program.</td> <td>Implementation Team</td> <td></td> </tr> </tbody> </table>	<b>By Who:</b>	<b>Targets/ Outcomes:</b>	<b>When:</b>	<b>Measure Used:</b>	<b>Tracking Method:</b>	<b>Baseline Data:</b>	AGD / FACSIA / DCITA / DoCS / DSR / CDEPs / DET / DCD / Shires	Activities implemented.	Ongoing	Number of youth assisted. Improved services.	Implementation Team		Marmda Mia CNC / AGD / FACSIA / DCITA / Industry	Program developed and implemented.	Ongoing	Number of youth participating in program.	Implementation Team	
<b>By Who:</b>	<b>Targets/ Outcomes:</b>	<b>When:</b>	<b>Measure Used:</b>	<b>Tracking Method:</b>	<b>Baseline Data:</b>														
AGD / FACSIA / DCITA / DoCS / DSR / CDEPs / DET / DCD / Shires	Activities implemented.	Ongoing	Number of youth assisted. Improved services.	Implementation Team															
Marmda Mia CNC / AGD / FACSIA / DCITA / Industry	Program developed and implemented.	Ongoing	Number of youth participating in program.	Implementation Team															

**Project Title: Sustainability – Child Care (Project E)**

<b>Project Description:</b>		<b>Project Coordinators:</b>				
		<b>Entity</b>	<b>Position</b>			
<p>This project is designed to improve access to child care through increased availability of child care places which will enable Indigenous women particularly to gain employment and allow working families to cater for their children's needs.</p>						
<p><b>Project Rationale:</b> Lack of child care places and suitably trained child care workers impacts on the ability of many Indigenous women to enter the workforce.</p>		<b>Reporting and Monitoring Arrangements:</b>				
<b>Project Tasks</b>		<b>Agreement Assessment Arrangements:</b>				
Establish status of child care facilities and ascertain child care needs in the Shires of Ashburton and Roebourne (types of care, number of licensed places and number of places utilised).	<b>By Who:</b> Shires / FaCSIA / PDC	<b>Targets/ Outcomes:</b> Complete report.	<b>When:</b> Completed	<b>Measure Used:</b> Report completed.	<b>Tracking Method:</b> Implementation Team	<b>Baseline Data:</b>
In line with Newman and Hedland models, increase promotion and understanding of Family Day Care.	PDC / DCD / Shires	Increased uptake of FDC places.	Ongoing	Number of FDC places utilised.	Implementation Team	
Explore options for increased training of child care workers, including introduction of Certificate 2 "feeder program" in Child Care for Year 11/12 students and development of an appropriate course for mature age students.	Pilbara TAFE / DET / Schools	Curriculum implemented.	Term 1 2008	Number of enrolments.	Implementation Team	
Within scope of increasing accessibility and affordability of child care, investigate licensing requirements, including potential for streamlining processes / approval timeframes.	PDC / DCD / FaCSIA	Licensing requirements investigated.	December 2007	Licensing requirements investigated.	Implementation Team	
Communities for Children – explore opportunities for developing projects relevant to RPA.	FaCSIA / PACC	Opportunities identified.	Ongoing	Number of activities contributing to RPA objectives.	C4C Steering Committee	

**Project Title: Sustainability – Housing (Project F)**

<b>Project Coordinators:</b>	
<b>Entity</b>	<b>Position</b>
<b>Reporting and Monitoring Arrangements:</b>	
<b>Agreement Assessment Arrangements:</b>	
<b>Project Description:</b> This project is designed to achieve policy changes around access to and retention in public housing as well as improving home ownership and the supply of affordable housing for Indigenous Australians in the Ashburton/Roebourne region. This will involve the development of short, medium and long term strategies and solutions.	
<b>Project Rationale:</b> Housing and accommodation shortages have been identified as obstacles to Indigenous employment. In particular, there are short term measures which will increase flexibility and affordability and therefore have an immediate and positive effect on employment outcomes.	
<b>Project Tasks</b>	<b>By Who:</b> DHW / DoIR / Landcorp (DPI) / IBA / ILC / FaCSIA
Policy change: <ul style="list-style-type: none"> <li>Two year grace period: Provide an opportunity for individuals to commence regular savings; home ownership programs to facilitate entry into the mainstream real estate market.</li> <li>Robust asset replacement program: With implementation of 'grace period', explore further investment in maintenance and re-supply of housing stock.</li> <li>Provision for Home Purchase: Allow tenants currently using public housing to build equity through an occupier to owner purchasing scheme.</li> </ul> Explore options to provide additional public housing stock or affordable alternate accommodation types.	<b>Targets/ Outcomes:</b> Indigenous engagement in private rental market or home ownership schemes.
	<b>When:</b> December 2007
	<b>Measure Used:</b> Implementation of policy change with appropriate resources. Percentage of tenants using the 'grace period' or home ownership schemes.
	<b>Tracking Method:</b> Implementation Team
	<b>Baseline Data:</b>
	<b>Implementation Team</b>
	<b>Availability of housing.</b>
	<b>Ongoing</b>
	<b>Properties identified.</b>
	<b>DHW / Marnda Mia CNC / ILC / IBA / FaCSIA</b>
	<b>Implementation Team</b>

**Project Title: Business Development – Indigenous Business Development (Project G)**

<p><b>Project Description:</b> This project is designed to create an environment which will support the economic development of Indigenous people and communities in the Shires of Ashburton and Roebourne through the development of Indigenous businesses as a means to create employment, including self employment, and to enhance economic independence.</p>		<p><b>Project Coordinators:</b></p> <table border="1"> <tr> <td><b>Entity</b></td> <td><b>Position</b></td> </tr> <tr> <td> </td> <td> </td> </tr> </table>		<b>Entity</b>	<b>Position</b>								
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<p><b>Project Rationale:</b> There is a need to create an environment that will enable more Indigenous people to share in the economic and social benefits generated by the current resources development through business development, including self employment and contracting opportunities.</p>		<p><b>Reporting and Monitoring Arrangements:</b></p>											
<p><b>Project Tasks</b> Collaborate in and support the development of Indigenous joint ventures, companies and businesses, including in emerging industries or markets (e.g. bio technologies, alternative energy and fuels, horticulture and tourism).</p>		<p><b>Agreement Assessment Arrangements:</b></p>											
<p><b>By Who:</b> Individuals, communities, organisations, businesses and foundations/ Shires / Industry, IBA / AED / DEWR / SBDC</p>	<p><b>Targets/ Outcomes:</b> Feasible and sustainable joint venture opportunities identified</p>	<p><b>When:</b> June 2007 ongoing</p>	<p><b>Measure Used:</b> Number of joint arrangements considered. Number of businesses established comprising Indigenous partners.</p>										
<p><b>Tracking Method:</b> Implementation Team</p>		<p><b>Baseline Data:</b></p>											

Strengthen management and corporate governance capacity of Indigenous organisations, companies and businesses, in particular, understanding of Local Government and resource/mining industry related business issues. This includes opportunity for reviews to assess capacity, management and governance structures.	Individuals, organisations, businesses and foundations / Shires / Industry / IBA / AED / DEWR / SBDC / YMMBBA	Sound business management and corporate governance capacity.	June 2007 ongoing	Number of Indigenous businesses and organisations assisted.	Implementation Team
Improve collaboration between resource/mining companies to promote support for existing and proposed Indigenous businesses that are not directly associated with native title claimant groups.	Industry / IBA / AED / DEWR / SBDC / Marnma Mia CNC	General consistency of practice in Industry.	June 2007 ongoing	Number of Indigenous businesses assisted.	Implementation Team
Identify opportunities for Indigenous businesses to contract to Local Government and resource/mining companies, including scope for preferential contracts and implementation of guidelines to increase capacity of Indigenous businesses to satisfy contracting requirements.	Industry / Foundations / Marnma Mia CNC / Shires / IBA / AED / DEWR	Indigenous businesses secure contracts.	June 2007 ongoing	Increased number of Indigenous businesses contracting to the mining/resource sector or sub-contracting.	Implementation Team
Improve the engagement and support of Government agencies in the development and support for Indigenous businesses (promoting services and programs, reviewing content of marketing material, physical presence in the field). This includes working with existing forums and structures to increase availability and accessibility of services to Indigenous businesses.	IBA / AED / DEWR / SBDC / Marnma Mia CNC	Accessible and user friendly support services for Indigenous businesses.	June 2007 ongoing	Increased number of Indigenous businesses assisted by Government agencies and other business support forums.	Implementation Team
Identify and support the development of potential entrepreneurial 'Champions/Leaders' within the Indigenous community through a leadership program.	Marnma Mia CNC / IBA / AED / DEWR / Industry / Foundations / Community orgs / CDEPs	Indigenous entrepreneurial program operational.	June 2007 ongoing	Number of people who take up developmental opportunities.	Implementation Team
Establish a panel of mentors, coaches and technical support personnel (accountants, business planners etc) who are available to offer their services to existing and developing Indigenous businesses.	ICV/ DEWR / AED / SBDC / Industry	Volunteer panel of business experts established.	December 2007 ongoing	Number of Indigenous businesses assisted.	Implementation Team