



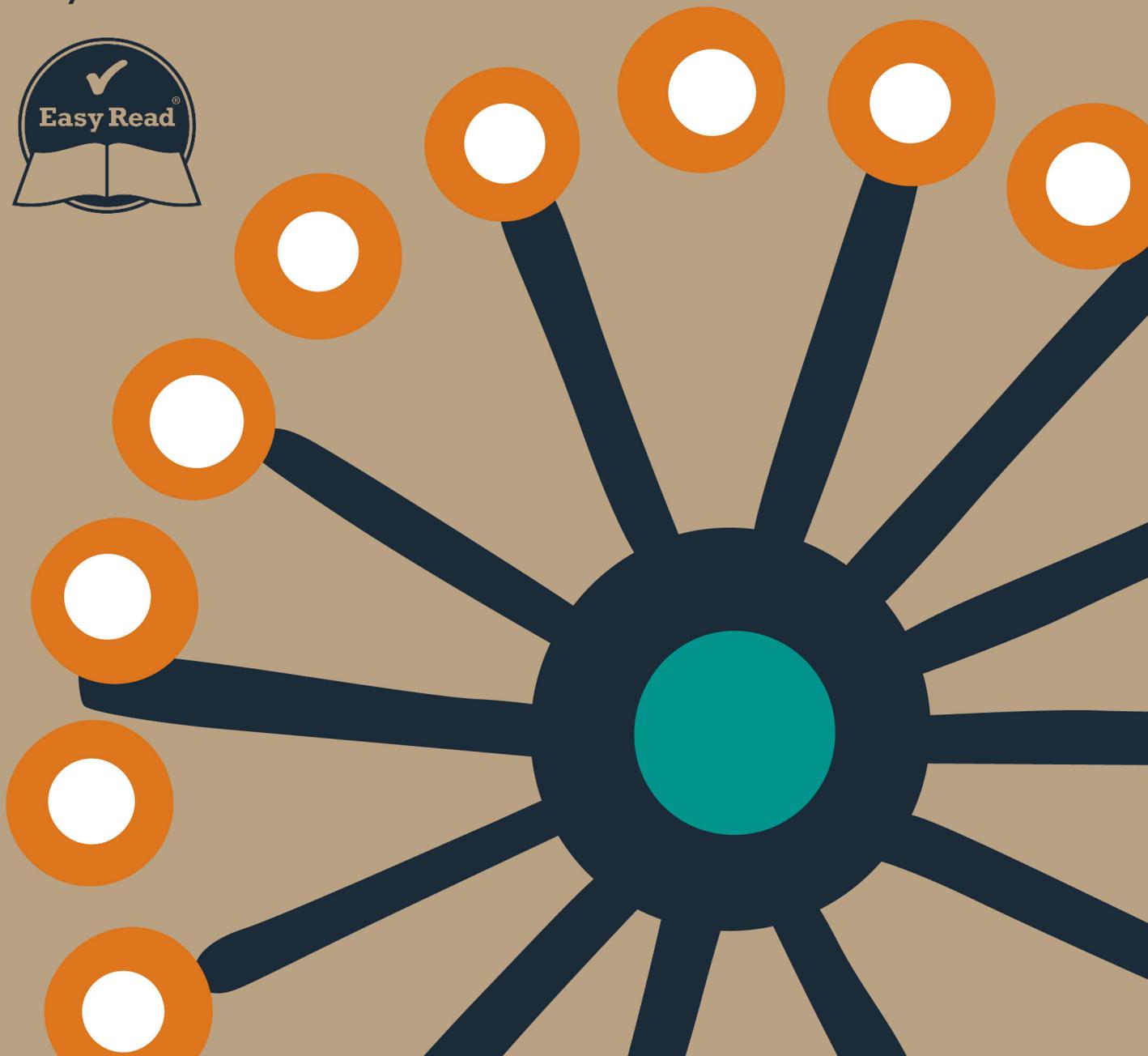
Australian Government
National Indigenous
Australians Agency



Replacing the Community Development Program

What we heard from the community

Easy Read version



How to use this document



The Australian Government's National Indigenous Australians Agency (NIAA) wrote this document.

When you see the word 'we', it means NIAA.



Aboriginal and Torres Strait Islander people should be aware that this report might contain images of people who have passed away.



We recognise Aboriginal and Torres Strait Islander peoples as the Traditional Owners of the land we live on.

They were the first people to live on and use the:

- land
- waters.



We wrote this information in an easy to read way.

We use pictures to explain some ideas.

Bold Not bold

We wrote some important words in **bold**.

This means the letters are thicker and darker.



We explain what these bold words mean.

There is a list of these words on page 19.



This is an Easy Read summary of another document.

This means it only includes the most important ideas.



You can find more information on our website.

www.niaa.gov.au/remote-jobs



You can ask for help to read this document.

A friend, family member or support person might be able to help you.

What's in this document?

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About the new program



We are making a new jobs program.

In this document, we call it the program.



We want the new program to support people in Australia living far away from cities to find a job.

A job means you:



- do work



- get paid.



We also want the program to support people to:

- build their skills
- make their community better.

Who we heard from



We asked people what they would like to see in the program.



We visited **over 100** communities far away from cities to hear ideas about what could be in the new program.



We heard from **more than 2250** people.



210 people shared their ideas in surveys.



We got **50** forms from people who wanted to share their ideas with us.



We explain the ideas that people told us on the following pages.

What we heard from the community

Giving the community a say



We heard the community should have a say in:

- how the program works in their community
- who should run it.



We heard people should do things that are good for:

- them
- their community.



We also heard that the program should involve people who can speak for their community.

For example, an Elder.



And we heard that the program should build people's skills while they are working.

Paying people and supporting young people to get a job



People are doing good work in the community.

They should get paid for this work.

For example:



- caring for other people



- doing things for your community that are part of your **culture**.

Your culture is:



- your way of life
- how you think or act now because of how you grew up
- your beliefs
- what's important to you.



People said the program should make sure people get paid fairly.



We heard that not all jobs can be **full-time**.

Full-time is when you work at least 38 hours each week.

Some jobs are:



- shared – like when people take turns to do the work



- **part-time** – when you work **less than 38 hours** each week



- **casual** – when your work hours change each week



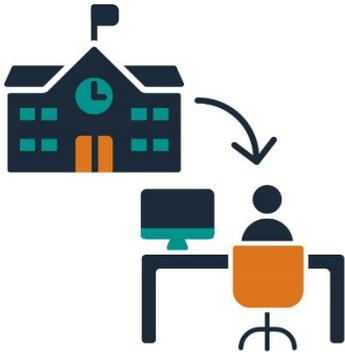
- **seasonal** – when you only work at certain times of the year.

For example, picking fruit.



People said the program should support young people to:

- build their skills
- find a job.



For example, a pathway from school to work.

Getting local jobs



We heard that it is hard to get a local job.



We also heard that housing and transport can be a **barrier** for people who are looking for work.



A barrier is something that stops you from doing something you:

- need to do
- want to do.



For example, if people need to find a way to get from their home to their job.

Or if they need to move to where their job is.



People shared that the program should support people to get jobs in their local area.



We also heard that people should get training where they live to build skills for work.



We heard it's important for people to get **mentoring** before and after they get a job.

Mentoring is when someone guides you so you can do things on your own.



This can include teaching you about your culture.



We also heard that people who find jobs for you should talk more with **employers**.

This can help them find more jobs for people.



An employer is a person who hires other people to work for them.

For example, your boss.



We heard that employers need to respect that their staff must do things as part of their culture.

Doing something fair to get payments from Centrelink

We heard that it would be good if people could do things to get a Centrelink payment that:



- are good for them and their community



- support them to get ready for work.



We also heard that people should follow the rules about what they must do to get the payment.

Supporting people who are not ready for work yet



We heard there are people who aren't able to work right now.



We heard the program should make sure each person has the supports they need.



We also heard the program should support people to build their skills.

This includes life skills, like how to pay bills.



We heard that the program should support people who face other barriers.



For example, not living near a childcare centre.



We heard not having important documents can stop people getting a job.

For example, not having a birth certificate.



We heard it would be good if the program could help them get their documents to fix this problem.



We also heard people need to feel:

- good about who they are and what they can do
- they can do a good job.

Supporting what's important to the community



People said the program should support what's important for each community.



We also heard the program should support people to start their own businesses.

For example, teaching people how to:



- grow and hire more people



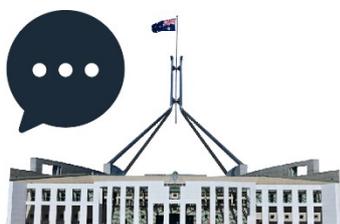
- make their communities stronger and better.



We also heard that there should be money for communities to:

- buy tools
- deliver services
- support people to find and keep a job.

Next steps



We will tell the Australian Government what the community shared with us.



The ideas we heard will help us make the new program.



We would also like to go back to the community to:

- make sure we got what they said right
- ask them how they think the new program should work.

Contact us



You can go to our website for more information.

www.niaa.gov.au/remote-jobs



You can send us an email.

remote.jobs@niaa.gov.au



You can write to us.

Remote Employment Implementation Branch
National Indigenous Australians Agency
PO Box 2191
Canberra ACT 2600



You can call our free phone number to talk to someone.

1800 079 098



You can find our offices on our website.

www.indigenous.gov.au/regional-network

Word list

This list explains what the **bold** words in this document mean.



Barrier

A barrier is something that stops you from doing something you:

- need to do
- want to do.



Casual

Casual is when your work hours change each week.

Culture

Your culture is:

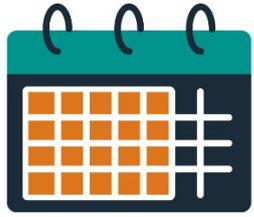


- your way of life
- how you think or act now because of how you grew up
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An employer is a person who hires other people to work for them.



Full-time

Full-time is when you work at least 38 hours each week.



Mentoring

Mentoring is when someone guides you so you can do things on your own.



Part-time

Part-time is when you work **less than 38 hours** each week.



Seasonal

Seasonal is when you only work at certain times of the year.



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