



Community Development Program (CDP): Community Projects – Phase Two Trials

The Australian Government is delivering on its election commitment to replace CDP with a new program, developed in partnership with First Nations people that will provide real jobs, proper wages and decent conditions.

As we progress towards a new program, services continue through changes to CDP provider arrangements to October 2024. Building on the Phase One trials (Trialling Pathways to Real Jobs), CDP providers were required to work with community to develop approaches that support CDP participants into real jobs. This is not business as usual and providers are required to build on the Phase One trials, capture learnings and further strengthen community led approaches.

Summary of Approved Phase Two Trials

Providers consulted with local communities and other stakeholders to come up with innovative ways to contribute to one or more of the following themes:

- removes barriers to employment in remote Australia and improve job outcomes
- provides support to access the job opportunities that are available in remote communities
- increases the number of jobs filled by local job seekers in remote communities
- grows local industry, enterprises or self-employment
- re-engages job seekers with the program.

As at 17 October 2023, 58 proposals from 42 providers in 57 regions have been approved and a number of common trial approaches emerged from the process:

- strengthening community development, by implementing community projects needed and wanted by the local community (included in 61% of trials)
- establishing and growing community enterprises and businesses, with the potential to become self-sustaining in the future and create local employment opportunities (included in 42% of trials)
- providing training and development of skills, aligning work-readiness with local employment opportunities and participant aspirations (included in 81% of trials)
- subsidising employers to hire participants with barriers to employment, providing a low risk approach for employers through on-boarding support, while participants build a work history (included in 19% of trials)
- trialling incentives to re-engage participants with the program (included in 25% of trials)
- providing intensive support to help participants overcome barriers to employment, from obtaining identification documentation to bespoke wellbeing initiatives (included in 37% of trials)
- promoting cultural preservation and awareness or building culturally-safe environments that support longer-term employment outcomes (included in 34% of trials).

Ideas and lessons generated from these trials will inform the development and implementation of a new remote jobs program and continue to develop the evidence base for ideas and approaches that work in remote areas.



The table below summarises the current trials (as at 17 October 2023) in each region and for each provider (noting providers can request changes to trials):

CDP Region	CDP Provider	Summary of Community Project	Value (excl. GST)
1 Christmas Cocos Islands	Indian Ocean Group Training Association	The <i>Pulau Pal</i> program responds to community need for sustainable in-home care support and commercial cleaning in the local business and government sectors. The program takes a considered approach ensuring participants are supported to develop literacy and numeracy skills before entering into work experience alongside qualified health workers, building towards longer-term employment. A variety of training opportunities will be available to all participants engaged in the program, along with four paid positions in support services industries.	\$159,203.00
2 Kambalda / Norseman Region WA	MEEDAC	Building on learnings from earlier trials, the <i>Helping Hands</i> and <i>Next Steps</i> initiatives will support participants to overcome barriers to employment while delivering community-priority projects including spaces for community gatherings, garden maintenance for pensioners and preparations for local events. <i>Helping Hands</i> will offer 20 part time paid work experience placements at any given time, building towards employment in areas such as horticulture, forestry, mining and civil industries. Training opportunities will range from the development of life skills to attaining a drivers licence to support sustainable employment. The <i>Next Steps</i> initiative will support 100 participants by offering incentives to participate in projects that give back to the community while attaining qualifications and work readiness skills aligned with local labour market opportunities.	\$1,604,370.10
3 Ngaanyatjarra Lands WA	Paupiyala Tjarutji Aboriginal Corporation	This trial will focus on completing community infrastructure projects, such as the concrete driveway and wheelchair access for the <i>Home And Community Care program</i> , while supporting participants to gain skills, work experience and employment. The <i>Concrete and Construction</i> initiative includes up to 5 paid casual positions and will provide training and hands-on skills development towards permanent employment. Approximately 10 additional paid job placements will be available under the Remote Engagement Program trial creating a 'pool' of skilled workers that offers flexibility for the region. The development of work-related skills will be supported through the <i>Digital Media</i> initiative, providing training for 10 participants to build digital literacy.	\$22,395.00



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3 Ngaanyatjarra Lands WA	Ngaanyatjarra Council Aboriginal Corporation	Ngaanyatjarra Council Aboriginal Corporation is participating in separate Ngaanyatjarra Lands Trials, rather than the Community Projects. This includes the Remote Engagement Program Trial and the Ngaanyatjarra Engagement and Employment Trial. These trials will allow the development of tailored approaches to remote employment, including trialling an incentive for eligible participants to build skills, supporting them to find and maintain employment, and contribute to their community.	N/A
4 Yaaliku Region WA	The Waalitj Foundation	This Community Project will take a multi-pronged approach to improving employment outcomes for job seekers in the remote Yaaliku region. The project will target sectors of potential growth and sustainable employment opportunities including the care sector, maintenance and mining. This will include 20 paid work positions as well as financial incentives for 16 participants to attend a dedicated care sector training course. Additional participants will have access to training for work ready skills, qualifications and licenses aligned to local employment opportunities. The project will also provide intensive individualised support for the youth cohort including multiple training opportunities and an Individual Career Plan for each participant.	\$1,157,204.60
5 Mid West - West Region WA	MEEDAC	<p>The <i>Helping Hands</i> initiative is based on the learnings and success of earlier trials with a concept of replicating work like environments and conditions, with real pay for participants to find positive experience in work like environments. Over 40 paid part-time work experience positions are available as part of the <i>Helping Hands</i> crew, undertaking a broad range of local projects within local First Nations organisations, not-for-profit groups, and local councils. There is a focus on giving back to local communities by assisting people in need such as pensioners with garden maintenance, local shire projects, local events and small local business such as local farmers and special community projects.</p> <p>The <i>Next Steps</i> initiative will tailor the development of 100 participants' work readiness through incentivising development of work experiences and work skills such as literacy, numeracy and budgeting, while providing opportunities to attain licenses, certifications and other work related documentation.</p>	\$2,903,529.65



CDP Region	CDP Provider	Summary of Community Project	Value (excl. GST)
6 Gascoyne Region WA	Real Futures	<p>Through the <i>Get Ready</i> program, up to 100 participants will be provided a completion incentive to participate in job specific training while receiving practical support to overcome barriers to employment across the region's six communities. Through the <i>Training Café</i> partnership, provider supported employment and hosted employment positions with established local businesses, approximately 36 participants will have the opportunity to take up paid employment in areas such as retail, hospitality, construction, electrical, plumbing, and administration.</p> <p>The trial also focuses on revitalising infrastructure of the Burringurrah community. This will provide future opportunities for training and employment while supporting the work of the <i>Women and Youth Business Hub</i> as well as emerging enterprises / microbusinesses, mentoring, workshops and training, skill development and pathways to independence.</p>	\$3,129,992.00
7 Mid West, East Region WA	Yulella Aboriginal Corporation	<p>Responding to community need for fresh produce, more consistent retail opening hours, maintenance and community care, this approach continues to build on earlier trial successes to support community while providing local employment opportunities for local job seekers.</p> <p>The focus is on three industry employment groupings supported by training. All have community service outcomes: Operational Maintenance; Retail, Hospitality and Cleaning; and Community Care and Drivers. From these three industries 8 new paid employment positions are planned such as work at the Vision Store, Food for the Mob and NDIS care support services. Pre-employment initiatives will support at least 45 participants by creating employment pathways from work experience and skill development to take up vacancies within the community.</p>	\$1,163,964.53



CDP Region	CDP Provider	Summary of Community Project	Value (excl. GST)
8 Karratha Region WA	Ashburton Aboriginal Corporation	<p>This approach invests in wage subsidies and work experience across a range of employer types, including not-for-profit organisations, community entities and private sector contractors, to build up a work history for participants and to increase the number of local people being placed in employment in communities.</p> <p>The approach focuses on community-identified practical projects, sustainable community enterprise and improved community amenities while providing paid employment opportunities for participants. An anticipated 172 participants will be engaged in paid employment and work experience in areas such as facility management, mining and Aboriginal Cultural and Heritage mapping. Over 350 participants will be assisted to address barriers to employment, through pre-employment programs, training and intensive support.</p>	\$3,513,324.00
9 Port Hedland Region WA	Ashburton Aboriginal Corporation	<p>Building on learnings from earlier trials, this project will focus on wage subsidies and work experience to build up a work history for participants and to increase the number of participants attaining on-going employment in local communities. Community-identified projects, such as cyclone preparation and community meeting spaces, along with partnerships within communities will provide paid employment opportunities for at least 190 participants while building towards sustainable, on-going employment.</p> <p>Accredited and informal training will be available to over 190 participants and intensive case management will support at least 200 participants. This will support participants in the development of skills and job-readiness and to address vocational and non-vocational barriers.</p>	\$3,964,757.00



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10 Western Desert Region WA	Ashburton Aboriginal Corporation	<p>In line with learnings from earlier trials and with the establishment of a Workforce Development sector, multiple strategies are being engaged to support participants at various stages of job readiness, ensuring local people gain local jobs. At least 105 participants will receive accredited or informal training, in areas such as horticulture, retail and hospitality, linked to local workforce need. Practical support will also be provided for over 170 participants to help address non-vocational barriers.</p> <p>Through partnerships with various employer types (including not-for-profit, community entities and private sector contractors) and various practical projects within communities, it is anticipated over 95 participants will be placed in paid employment. Proposed practical projects include, projects around cultural areas & lore grounds, playgrounds, housing maintenance, cemetery rehabilitation, ranger training and transport.</p>	\$1,706,047.51
11 Kullarri Region WA	Kullarri Regional Communities Incorporated	<p>This approach will use a range of mechanisms to support participant engagement with employment in the region. At least 80 participants will be supported to achieve 'Work Ready' status, improving job outcomes through training and initiatives such as driver education and gaining a MV licence. Dual-benefit incentive vouchers will encourage participants' completion of job-readiness initiatives, while vouchers paid through local stores will support the local economy.</p> <p>In-community mentoring and community-identified opportunities will support existing jobs to be filled, while 13 casual paid employment positions in community-led enterprises, such as the community op shop, transport service, garden maintenance and community art centre, will offer a range of employment opportunities for participants, in line with aspirations.</p>	\$1,726,645.00



CDP Region	CDP Provider	Summary of Community Project	Value (excl. GST)
12 Fitzroy Valley Region WA	Marra Worra Worra Aboriginal Corporation	<p>This approach aims to improve employment outcomes for participants in the region by providing relevant training and work experience that will lead to real jobs in the community. At least 70 participants will be engaged in casual paid positions in the maintenance and home care sector, providing meaningful employment that benefits participants' families and communities. Over 10 participants will be engaged in paid casual positions in customer service, along with 2 participants as full-time paid employment mentors with local health and wellbeing provider, Gurama Yani U Inc.</p> <p>Over 80 participants will participate in a pre-employment, job readiness program. In addition, participants will be supported to remove barriers to employment through initiatives such as financial counselling, career progression and professional development workshops, along with multiple accredited training opportunities.</p>	\$ 3,318,118.01
13 Halls Creek/Tjurabalan Region WA	East Kimberley Job Pathways	<p>This project aims to develop and maintain community infrastructure and support skill development in tourism, arts and civil construction, while also supporting people to look at job creation through small business development.</p> <p>The approach is grouped by three interlinked concepts: Training and Development; Subsidised Wages Supporting Local Business and Community Projects; and Industry Support and Governance, which will create job opportunities and foster economic growth. From these three concepts, at least 20 paid work experience placements are expected and certified training provided to over 30 participants will result in additional employment outcomes.</p> <p>This approach aims to create a sustainable hub for women's entrepreneurship in Halls Creek, where participants will build their capacity to run their own business. The program will also support community projects such as the <i>Billiluna Community Garden</i> and <i>Red Hill Community Beautification</i>.</p>	\$2,826,819.92
14 Derby/Gibb River Region WA	Winun Ngari Aboriginal Corporation	Community Project trials still being developed/finalised.	Not confirmed



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15 East Kimberley Region WA	East Kimberley Job Pathways	<p>This trial will provide access to activities that lead to meaningful employment opportunities, in line with participant goals and key labour market areas such as tourism, arts and civil construction to ensure sustainable employment outcomes. It is anticipated, at least 35 paid work experience placements will be filled by participants while over 50 participants will have access to certified training.</p> <p>Participants will work on projects that meet community needs, including upgrading the Warmun Aged care building, creating a men's space in Kalumburu, and improving community infrastructure. A critical component of the project will be entrepreneurship development for local Indigenous sole traders in tourism and the arts. Small Aboriginal Controlled Organisations, businesses and entrepreneurs will be supported to apply for local tenders and grants, leading to the development of employment growth.</p>	\$3,884,941.00
16 Eyre Region SA	Complete Employment Services	<p>This Community Project will build on successful initiatives previously trialled in the region by offering incentivised training, activities, and real wage placements linked to community priorities, including economic growth and seasonal employment opportunities in tourism, agriculture, aquaculture and seafood processing and community services. Up to 50 participants will be placed in casual employment with local community organisations and employers including Port Lincoln Aboriginal Community Corporation (PLACC), Iron Knob Progress Association, Port Lincoln Golf Club and Tumbly Bay Skills Centre.</p> <p>Participation and attendance incentives will be available for up to 133 participants attending community-focused activities or undertaking tailored training. Activities will be aligned to regional priorities and help participants prepare for work while training will be focused on industries with high demand, including aged care, childcare, and disability services.</p> <p>The trial will also aim to grow local industry by establishing a Self-Employment Support Fund to support at least ten participants to launch or expand micro business.</p>	\$1,709,909.58



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17 Far West Region SA	EyrePlus Pty Ltd	<p>This trial will endeavour to build on the local pockets of employment opportunities in Tourism by working with participants and community to create some small Cultural Tourism enterprise opportunities while expanding the skills of participants to enable them to be competitive in industries beyond seasonal tourism. These include industries such as automotive, hospitality, sea and land heritage, transport, construction, health and care services, aquaculture and agriculture, and renewable energy. Approximately 70 participants will receive wage subsidises to gain skills for the open market place.</p> <p>Through industry specific training and access to external support providers 60 participants will be supported to overcome barriers to employment with a focus on building self-confidence as well as health and wellbeing outcomes for participants and their families. Extensive personalised case management, including mentoring, will also be available for up to 10 participants.</p>	\$1,711,360.50
18 Flinders and Far North Region SA	Complete Employment Services	<p>Building on the strengths of previous trials, this approach will offer work placements with local community organisations, participation in community-focused projects and incentivised, tailored training. The approach will include 75 paid casual employment opportunities undertaking a broad range of project work in conjunction with local First Nations organisations, not-for-profit groups and local councils. Over 280 incentivised training opportunities will be available, including accredited training in high demand sectors such as health care and non-accredited training such as short term tickets and licences. This will support participants to re-engage with employment while developing work-ready skills.</p> <p>The flexible <i>Job Start</i> incentive will be available to at least 130 participants to cover expenses in the early stages of work (e.g. lunches, fuel and childcare). This will particularly support participants with barriers to entry into the workforce such as caring responsibilities and long-term unemployment.</p>	\$2,614,406.13



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19 Anangu Pitjantjatjara Yankunytjatjara Lands SA	Regional Anangu Services Aboriginal Corporation	<p>One focus of this trial is breaking down barriers for disengaged participants by introducing a pre-employment 'Work Ready' incentive. Up to 30 Participants will be assisted to obtain and collate work-related documents such as birth certificate, other forms of ID, Tax File Number, uniform sizes and to complete pre-employment induction training.</p> <p>Paid work experience will be also be available to 90 CDP Participants to undertake community maintenance projects and training in their communities. Local employers will also be engaged to host paid work experience participants in entry level employment with structured training and development plans that prepare these workers to apply for future vacancies.</p>	\$ 3,030,093.49
20 South East Alice Region NT	CatholicCare NT	<p>With the aim of reducing barriers and securing on-going employment opportunities for participants, the <i>Bus</i> project responds to community need for transport for work-related activities, remote school attendance and access to local services.</p> <p>In addition, paid employment for at least 15 participants will be continued from previous trial initiatives in industries such as community services, education and the arts. Up to 15 casual paid employment opportunities will also be available in garden and maintenance roles, while 45 training opportunities will be provided in high-demand industries such as construction, education, conservation, retail and hospitality. Mentoring for six employees at the Traditional Craft Centre will continue, ensuring other men and senior school students can learn about bush tool technologies.</p>	\$1,560,876.63



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21 South West Alice Region NT	RN Employment Services (RISE-Ngurratjuta)	<p>Continuing partnership with local organisations, this trial will offer direct employment for six participants with, roles in field work, administration, retail and arts. Paid casual positions will also be available for four participants with Maruku Arts Centre, where participants will also receive coaching on topics including business set up and understanding legal rights when selling art.</p> <p>This trial will aim to provide training to assist 35 participants with barriers to employment, including the attainment of certificates such as White Card, Forklift Licence and Working at Heights. Support focused on social, emotional, psychological & physical wellbeing will also be available to more than 80 participants as a way of re-engaging highly disengaged cohorts, through the <i>Balance Choice</i> and <i>Boxing Training</i> programs.</p>	\$816,777.99
22 West Alice Region NT	Tjuwanpa Outstation Resource Centre Aboriginal Corporation	<p>This trial focuses on re-engagement of participants with the community and paid employment outcomes for participants. Live concerts in various communities will be held, creating paid casual positions for up to 20 participants while also acting as a medium of music therapy to address barriers of motivation, anxiety and depression. Up to 35 participants will be placed in paid casual positions as part of the existing Maintenance Crew working across various community based projects including the maintenance of Outstations, <i>Men's Shed Upgrade</i> and the <i>Community Cemetery Project</i>.</p> <p>Extensive case management and mentoring will re-engage participants and assist in overcoming barriers including transport, licenses, identification and lack of motivation and confidence. While training programs, workshops and intensive support will ensure participants are job ready. Incentives will be available for an additional 20 participants who complete required training in the development of Microenterprise and Digital Literacy.</p>	\$1,672,790.00



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23 Alice Springs District NT	Tangentyere Council Aboriginal Corporation	<p>This trial models an intensive servicing approach, providing enhanced case management to support participants with overcoming barriers, transitioning into paid work and retaining employment. Mobile service provision and place-based activities occurring at least once a week will support up to 250 participants across 16 Town Camps. Industry specific training in areas such as construction, aged care, and youth work, along with support to attain licenses and other work related documentation will be provided to at least 50 participants.</p> <p>Over 20 paid casual positions in gardening, maintenance and support services will build work experience towards longer-term employment, while delivering community improvement projects and supporting children and young people to attend school.</p>	\$2,490,004.60
24 North East Alice Region NT	Rainbow Gateway Limited	<p>This approach supports self-governance, business development and community improvement initiatives, while providing training and on-the-job experience to support employment outcomes for participants. The approach is comprised of four components which together will provide at least 25 paid work experience placements, offer 50 training opportunities and support over 35 participants to address other barriers to employment.</p> <p>The dual-benefit <i>Mechanical Workshop</i> will provide casual employment in mechanical repairs while recycling abandoned vehicles around community. The <i>Bush Tucker and Healing Program</i> supports continuity of culture, while providing part-time employment and business development opportunities through the production and sale of bush medicine and bush tucker. Training and activities in the Sandover region will be supported by the Urapuntja Aboriginal Corporation (UAC). <i>Corporate Governance Training</i> tailored to the Ampilatwatja community will offer incentivised attendance and assist Traditional Owners in effectively and legally controlling their body corporate and to self-govern in the Community.</p>	\$1,974,675.86



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25 North West Alice Region NT	Central Desert Regional Council	<p>The <i>Job Jump Start Program</i> aims to increase employment opportunities for job seekers by assisting 20 participants to achieve employment, undertake formal and informal training, and receive intensive case management support.</p> <p>The <i>Our Place Projects Program</i> aims to increase employment opportunities by offering unique on the job training opportunities, formal and informal training, and case management support. <i>Our Place</i> projects are identified by local community reference groups as projects which will enhance the physical or cultural amenity of the community. It is anticipated that at least 35 participants will be engaged in short term paid positions.</p> <p>The <i>Orange Sky Laundry Truck</i> is a community centre asset designed to improve health and living outcomes in Yuendumu. The program is run in a way that provides a culturally responsive and sensitive program, enabling local residents to access a laundry, while providing local employment opportunities to 4 participants.</p>	\$1,708,160.34
26 South East Barkly Region NT	RN Employment Services (RISE-Ngurratjuta)	<p>Building on the success of phase one trials, partnerships will be continued / established with Arlpwe Arts, Barkly Regional Council and Canteen Creek Owairtilla Aboriginal Corporation, providing paid employment for 18 participants where they will have the opportunity to build skills and employment history. Incentives will be available for a further 70 participants who attend training aimed at removing barriers to employment.</p> <p>Support, designed to re-engage highly disengaged cohorts and connect them to community, service providers and wellbeing programs, will also be available to more than 80 participants through the <i>Balance Choice</i> and <i>Arrernte Community Boxing Academy</i> programs.</p>	\$1,343,042.00

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27 Far West Alice Region NT	Ngurratjuta-Pmara Ntjarra Aboriginal Corporation	<p>This approach includes a variety of initiatives that aim to create local job opportunities, grow local industry and address essential service needs that have been identified by community. Across the initiatives, 15 casual paid employment positions and over 10 full-time employment opportunities are anticipated, while training and mentoring will support a further 40 participants.</p> <p>The approach includes establishing a night foot-patrol to address crime in community; developing the <i>Blackwater Cultural Youth Camp</i> targeting youth skills; mentoring participants in areas of education and health; developing a training course for participants in hairdressing; continuing to employ participants and supporting community health via the <i>Outback Stores</i>; and establishing a vehicle wrecking yard and community greenhouse. Once the build is complete, the Greenhouse will also act as a market garden for community to access fresh fruit and vegetables.</p>	\$2,129,587.74
28 North Barkly Region NT	RN Employment Services (RISE-Ngurratjuta)	<p>This approach will focus on partnering with seven employers in the region to place 34 participants into paid positions, many of which may lead to traineeships, apprenticeships or ongoing employment. Positions are available in mining, plant operations, housekeeping, administration, hairdressing and arts and include on the job training. Incentives will be available for a further 90 participants who attend training aimed at removing barriers to employment.</p> <p>Taking a holistic approach, this trial will also focus on training, community engagement and addressing barriers to employment. In Tennant Creek, partnerships with local sporting bodies will provide an opportunity to work collaboratively with other community organisations to provide support for participants to overcome barriers to employment in a supportive community environment.</p>	\$2,669,299.80
29a Gulf Region NT	Mungoorbada Aboriginal Corporation	Community Project trials still being developed/finalised.	Not confirmed



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29b Gulf Region NT	Roper Gulf Regional Council	This trial focuses on building local capacity. Part-time and casual positions of approximately 30 hours a week will provide paid employment for 13 participants and build participant skills in areas of community need, such as home care, waste management, cemetery maintenance and animal control. On the job mentoring, job shadowing and accredited training will build participant capacity and create role models for many other community members.	\$1,264,055.00
30a Ngukurr/Numbulwar Region NT	MyCDP Ngukurr Numbulwar	<p>This approach responds to community need for a health and community wellbeing workforce. At least 30 participants will be paid to attend pre-employment training aligned to health and community wellbeing, with casual paid work trial placements available to over 20 of these participants.</p> <p>Casual paid employment will also be available to 8 participants in areas such as cultural supports, home care and grounds maintenance, security and coaching. At least 15 participants that commence a job with local employers will receive an incentive payment at 6-weeks then 13-weeks to support capacity-building towards longer-term employment and work-like experience.</p>	\$1,377,085.06
30b Ngukurr/Numbulwar Region NT	Roper Gulf Regional Council	<p>The aim of this trial is to enhance employment prospects, build relationships and address identified personal and professional barriers for participants, with a focus on four key outcome areas: Wellbeing, Environment, Infrastructure and Economic Development.</p> <p>The job shadowing and mentoring program, provides 26 participants paid employment with on the job training and increased support and pastoral care. In addition, accredited and non-accredited training will be available to participants where required. These positions will enable participants to establish a work history and build the capacity to move towards full time employment.</p>	\$2,429,670.00



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31 Katherine Region NT	Kalano Community Association	<p>Through three separate initiatives, this trial will reduce barriers to employment, build participant job readiness and fund real jobs with real conditions. The <i>Enterprise Hub</i> will support three or more micro enterprises, empowering jobseekers to transform their hobbies and work-like activities into marketable services and products for the community; the <i>Real Jobs Trial</i> will provide 37 new jobs with real wages and real conditions while delivering targeted skills training packages in civil construction and community services to address industry demand for skilled labour; and the <i>Community Connection Hub</i> will engage participants through the use of incentives and access to resources with 54 participants receiving intensified case management services.</p> <p>Two additional programs will be run in this region to help employers find suitable employees who have both the work-related skills and soft skills needed for employment. Up to 50 participants will be engaged in paid work experience in various industries including retail, aged care, civil construction, childcare and community services. An additional 30 participants will be engaged in the Work Development Program consisting of:</p> <ul style="list-style-type: none"> - <i>Swag Program</i> to engage participants, build relationships, improve language, literacy and numeracy skills, develop routine and teamwork, and support community driven small projects. - <i>Deadly Cooking Program</i> to build engagement and group work skills, bringing together providers and stakeholders such as local employers and <i>Wurli Mum's and Bubs group</i>, with opportunities for training in hospitality. 	\$3,903,106.00
32 Victoria River Region NT	Victoria Daly Regional Council (VDRC)	The VDRC <i>Mentoring Program</i> is an extension of a first phase trial project. With a focus on providing mentoring and intensive support, it is anticipated that nine new paid positions will be created and intensive mentoring support provided for up to 20 participants, with numbers expanding as the program matures. Male and female mentors, in paid full time and part-time roles, will create a strong network of employment champions across four remote communities.	\$476,952.64



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33 Central Arnhem Region NT	Nyirunggulung-RISE	<p>This approach focuses on providing practical support, health and wellbeing services, and delivering training to remove barriers to employment across the region's five communities which will lead to greater uptake of employment for local job seekers. The approach will support 35 participants being placed into jobs, and 90 participants receiving training or support to attain licences and pre-employment checks.</p> <p>Innovative initiatives such as <i>My Kitchen Rules</i> including the development of a cook book and a gala event will support community engagement with employment. <i>Community Connection & Enterprise Hubs</i> will be established to focus on health, wellbeing, cultural engagement and the development of local enterprise that will generate income and support ongoing employment opportunities for community.</p>	\$1,944,868.23
34 Wadeye Region NT	Thamarrurr Development Corporation	<p>This phased approach includes large projects that give community the opportunity to create sustainable businesses throughout the region. These projects, once established, will offer significant and growing employment, commencing with an immediate employment intake of over 20 participants.</p> <p>Projects include the Women's Art and Culture Centre transitioning governance back to Palngun Wurnangat Aboriginal Corporation and undertaking renovations that will facilitate training and sustainable business; getting the <i>Mi Patha Take Away</i> facility commercial-ready; trialling a Black Lip Oyster farm (Homeland project); supporting the creation of the <i>Thamarrurr Youth Café</i> to provide a space for young people to develop cafe skills, learn food preparation, health and nutrition, service and financial transactions while also being a safe place to socialise; and supporting growth and expansion of the <i>Design and Textile enterprise project</i>.</p>	\$3,916,180.84



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35 Darwin Daly Region NT	Ironbark Aboriginal Corporation	<p>This approach aims to improve employment outcomes for participants through targeted training and support. Remote, rural and regional projects have been identified and designed to build a skilled workforce assisting in filling gaps in local skill shortages, expand on existing services and to align with emerging industries in the Northern Territory.</p> <p>The approach seeks to secure paid employment for over 110 participants, while supporting an additional 120 participants to build job readiness, obtain licences and other work-related documentation, or to receive accredited training aligned with local employment opportunities in areas such as forestry, tourism, construction, community care, maintenance, mining and retail.</p> <p>Participants will contribute to projects including the <i>Food Truck/Café Project</i> in Nauiyu, using local seasonal produce grown onsite to respond to community need for a healthier and cheaper range of takeaway foods. This initiative will also support emerging local artists providing an opportunity to promote and sell works to tourists and visitors.</p>	\$4,301,418.25
36 Tiwi Region NT	Tiwi Training and Employment Board	<p>Building on the success of the trials, this approach continues a diverse range of training and development opportunities across projects that are deliberate incubators to facilitate micro and small business to develop over the next 2-5 years. The end-goal will be to transfer businesses to other Tiwi Aboriginal Controlled Community businesses or support them to stand alone when they are sustainable, with locals employing locals.</p> <p>This approach will provide paid part-time or casual employment to 20 participants in emerging microbusinesses such as the headstone project, lawn mowing services, market garden, textiles and oyster farming. Paid positions will also be available to 30 participants in roles across education, health, retail, administration, culture, agriculture and transport.</p>	\$3,061,676.63
37a West Arnhem Region NT	The Arnhem Land Progress Aboriginal Corporation	Community Project trials still being developed/finalised.	Not confirmed



CDP Region	CDP Provider	Summary of Community Project	Value (excl. GST)
37b West Arnhem Region NT	Yagbani Aboriginal Corporation	<p>This approach responds to community need for transport and to limit wastage of produce grown in the community market garden. A shortage of vehicles in the region requires a car to be purchased that can support driving experience for participants to gain their drivers licence, and depending on the confidence of the driver, transport local people to homes, the store, health centre or to collect bush materials. In addition to providing training and removing transport barriers to employment, casual paid employment will be provided to four participants in Driver Assistant roles.</p> <p>The <i>Fruit and Veg Dehydration program</i> will create two paid casual positions to collect and dehydrate excess produce from the market garden. Following initial experimentation, the organic dried produce may be packaged and sold locally or online.</p>	\$269,074.00
38 Maningrida Region NT	Bawinanga Aboriginal Corporation (BAC)	<p>This trial will deliver the <i>Pathways to Employment</i> program targeting 45 participants with a staged, 13-week program, to be delivered multiple times throughout the trial. Each program cycle will deliver a six week Job Ready Program comprising employment focused training, with participants employed by BAC on a casual basis, followed by seven weeks paid work experience with external employers.</p> <p>Refurbishment of an existing office space will increase opportunities to deliver training and case management services carried out as part of the trial, resulting in significant benefits to additional participants and the broader community.</p>	\$3,652,144.00



CDP Region	CDP Provider	Summary of Community Project	Value (excl. GST)
39 Milingimbi / Ramingining Region NT	The Arnhem Land Progress Aboriginal Corporation	<p>This approach will generate an immediate uptake in employment for 30 participants, providing an opportunity to learn real skills on the job while building work experience and confidence through training, upskilling, mentoring, and ongoing support.</p> <p>With a strong focus on building local, self-sustaining industry, this approach includes initiatives such as the <i>Bush Bakers Café</i>, creating local job opportunities while providing a gathering place for community members and cultural exchange; creating a new hairdressing/barbering business while offering aspiring hairdressers and barbers training and mentoring, and practical experience with clients; reinvigorating the local fishing industry through <i>Milingimbi Fresh Fish</i>, providing catches to the co-op to process for sale; and <i>Done by Dhimurru</i>, offering on-the-job training in industries such as mowing, garden maintenance, pest control and painting.</p>	\$2,946,577.37
40 Galiwin'ku Region NT	The Arnhem Land Progress Aboriginal Corporation	<p>This approach builds on the success of the earlier trials and looks to expand across industries such as gardening and landscaping. The approach will generate immediate employment for 40 participants. The approach will focus on two key initiatives:</p> <ul style="list-style-type: none"> - <i>Galiwin'ku Community Garden</i>; offering community a suite of gardening services including lawn mowing, landscaping and yard works for potential clients such as Miwati Health, Machado-Joseph Disease Foundation and Carers NT, while creating new jobs in industries that do not currently exist in the region. - <i>Galiwin'ku Miyalk Kitchen</i>; a dual-benefit initiative that sustains employment of women in community while also helping improve one of the most significant barriers to employment in the community, housing. The availability and provision of meals to contractors means that building companies can put more staff on the island, leading to quicker build times on the housing projects, allowing more Yolngu people to move into less crowded housing faster. 	\$2,127,843.27



CDP Region	CDP Provider	Summary of Community Project	Value (excl. GST)
41 Gapuwiyak-Yirrkala Region NT	The Arnhem Land Progress Aboriginal Corporation	<p>Building on the strengths of the earlier trials, this approach seeks to grow local industry and sustainable employment opportunities. Projects will create over 45 paid employment opportunities with flow-on benefits throughout the region. Initiatives are grouped into three categories, including:</p> <ul style="list-style-type: none"> - New Enterprises; Yirrkala Cleaning Business, 'The Brand' Fashion and Products Label, the Nhulunbuy Distribution Centre and the Gapuwiyak Manymak Ngatha Mutika (Coffee/Food Van), creating new jobs in industries that do not currently exist in the region, while addressing community need. - Real Wages for Activity; Yirrkala Nursery, Yirrkala Contracting and Landscaping, North East Arnhem Land Aboriginal Corporation Host Activities and Miyalk Café, legitimising and converting work-like activities previously completed into paid work at award wages. - Empowering the Homelands; providing training and wages to local Yolngu people in service provision and maintenance roles. 	\$3,819,241.24
42 Groote Region NT	Groote Eylandt and Bickerton Island Enterprises (GEBIE) Aboriginal Corporation	<p>This trial consists of three approaches aimed at improving employment outcomes by building on strengths of earlier trials and commencing new initiatives. <i>Community Work Crews</i> will create 20 paid casual employment positions, undertaking a broad range of project work in conjunction with local First Nations organisations, not-for-profit groups, and local councils.</p> <p>The <i>GEBIE Gang</i> initiative will engage up to 40 young participants, provided with intensive case management and a broad range of wrap-around support focussing on literacy and numeracy, workplace development, counselling and mentoring, and on-country cultural learning. The project also supports re-engaging young people with their community, with many practical projects centred on community and cultural events. A further nine paid part-time and full-time employment positions will be available in hospitality and civil construction.</p>	\$2,101,351.00
43 Far West Region NSW	Regional Enterprise Development Institute	Community Project trials still being developed/finalised.	Not confirmed



CDP Region	CDP Provider	Summary of Community Project	Value (excl. GST)
44 Upper Darling Region NSW	Regional Enterprise Development Institute	Community Project trials still being developed/finalised.	Not confirmed
45 South West Region QLD	RESQ PLUS	<p>This approach focuses on four aspects of employment and community including health and mobility; education and training opportunities; employment to specific target groups through funded traineeships and connections to community. Over 10 paid employment opportunities and traineeships will be available in driving, nursery, engagement and culture, gardening and grounds maintenance, horticulture and administration roles.</p> <p>Up to 255 participants will be supported to attain new skills and qualifications, such as practical experience in horticulture techniques, Drivers Learner's permits and training pathways into the wool or agricultural industries. Over 350 participants will receive mental health support and transport to get to work or critical health appointments. Discrete activities will also be provided to engage participants through meaningful skills-based opportunities, connections to community, cultural knowledge and understandings of lore and kinship protocols, providing a graduated and supported pathway to employment for participants and youth at risk.</p>	\$1,803,391.00
46 Central West Region QLD	RESQ PLUS	<p>This trial seeks to prepare a large number of participants to be job ready through training, experience and addressing barriers to employment. Over 180 participants will be supported to attain new skills and qualifications, such as practical experience in horticulture techniques and training pathways into the wool or agricultural industries. At least 195 participants will be provided with mental health support and transport to get to work or critical health appointments. In addition, more than five paid employment opportunities and traineeships will be available to participants in driving, engagement and culture, childcare, information technology and weeds and pest management roles.</p>	\$1,049,587.00



CDP Region	CDP Provider	Summary of Community Project	Value (excl. GST)
47 Cloncurry Region QLD	Rainbow Gateway	<p>The <i>Skillful Solutions</i> program responds to community need for career pathways and traineeships for participants unable to gain skills to enter industries within the region. Certified training, hands-on work experience and support to gain tickets will be provided to 16 participants, creating employment pathways to local councils, civil and construction companies, and mining companies.</p> <p>An opportunity for paid work experience located in more remote locations will be provided to 10 participants, in areas such as hospitality, mining, maintenance, administration and retail. One on one mentoring and support into employment will be provided with an emphasis on literacy and numeracy assistance, mental and emotional wellbeing, budgeting, and employer 'meet and greets' prior to commencement.</p>	\$976,631.00
48 West Isa / Alpururulam Region QLD	Rainbow Gateway	<p>The <i>Kickstart to Work</i> program offers over 20 paid work experience positions in civil construction and mining, including skills training, mentoring and support to gain qualifications and other work-related documentation towards longer-term employment.</p> <p>The <i>Café in Alpururulam</i> project will employ six participants in hospitality roles, while generating economic activity in community and potential business opportunity for employees. The cafe will also be used as a hospitality training venue, providing certified training for up to 10 participants.</p> <p><i>Corporate Governance Training</i> tailored to the Alpururulam community will assist Traditional Owners to efficiently and legally control their Body Corporate and through this, exercise self-determination over their lands.</p>	\$902,4479.69



CDP Region	CDP Provider	Summary of Community Project	Value (excl. GST)
49 Doomadgee Region QLD	Enterprise Management Group Pty Ltd (My Pathways)	<p>The <i>My Job Readiness Program</i> is designed to build on community strengths by providing opportunities for job seekers to gain paid work experience across a range of local industries and to also support job seekers to take ownership of their personal learning.</p> <p>The <i>My Job Readiness Hub</i> will provide access to IT equipment and dedicated resources so that participants can develop digital literacy skills, practice job-readiness tools such as using email and undertake online vocational studies leading to a career in local industries where positions have historically been staffed by a fly-in/fly-out workforce. In addition to the Hub, accredited and non-accredited training will be provided to 70 participants and paid work experience placements will be available for over 20 participants in local industries.</p>	\$1,552,981.16
50 Palm Island QLD	Rainbow Gateway	<p>Building on the first phase trials, this approach will support local jobs growth, including at least 15 paid employment positions with the Palm Island Aboriginal Shire Council and the Manbarra Elders Council (MEC) Rangers. Additional paid employment opportunities will also be available with local enterprise, with participants receiving relevant accredited training to build towards longer term employment.</p> <p>Mentors will offer greater support for the social well-being of participants while providing cultural awareness in employment environments. Corporate Governance Training tailored to the MEC will assist to efficiently and legally control their Body Corporate and through this, exercise self-determination over their land and contracts.</p>	\$2,244,934.79
51 Wellesley Islands QLD	Bynoe Community Advancement Co-Operative Society	<p>This approach will build on the success of initial trials by working to increase job readiness and reduce barriers to employment by ensuring appropriate skill set training and career pathways are embedded within projects. The intended outcome is to utilise the <i>Gununa Works Crew</i> as a stepping-stone to employment with external employers, when opportunities arise. Paid casual positions will be available for 15 participants as part of the <i>Gununa Works Crew</i> project, supporting the completion of local community priority projects identified in conjunction with local stakeholders.</p>	\$1,027,782.00



CDP Region	CDP Provider	Summary of Community Project	Value (excl. GST)
52 Western Tablelands Region QLD	TRACQS	<p>The <i>Community Hosted Employment</i> program is a community led approach that will build the capability of job seekers, increase employment and engage local host employers, while delivering projects that benefit the community. The program aims to place 75 participants into casual positions and support over 85 participants in obtaining accredited or non-accredited qualifications, across 3 initiatives:</p> <ul style="list-style-type: none"> - Community Hosted Employment; an employment pathway in industries such as sports & recreation, aged care and land & conservation with participants gaining certified vocational skills and paid employment experience. - TRACQS Hosted Activities; providing participants award wages for attending Custom Coffin Making, Kowrova Food Preparation, Chillagoe Alliance, Mount Molloy Community Care and Creative Communities. - Self-employment assistance; a pathway for participants looking to start-up or to further develop their own small business, receiving support such as training, financial assistance or assistance with operating market stalls, to enhance sustainability. 	\$3,212,812.26
53 Carpentaria Region QLD	Bynoe Community Advancement Co-Operative Society	<p>This trial focuses on a cohort of participants who require tailored support to enter the workforce through the <i>Cadetship to Career</i> program, providing casual paid employment for 42 participants. In collaboration with local employers, a comprehensive skills development pre-employment program will be delivered, immediately followed by paid work experience in live work environments.</p> <p>The pre-employment program will be tailored to the needs of individual participants and will include provision of accredited and non-accredited skill-sets sought by employers, support to improve literacy and numeracy, support to obtain licences, workplace documentation and clearance and extensive mentoring.</p>	\$1,103,736.00



CDP Region	CDP Provider	Summary of Community Project	Value (excl. GST)
54 Cook Region QLD	Gungarde Community Centre Aboriginal Corporation – My Pathways	<p>This approach is designed to increase the employability of local job seekers to participate in the workforce and community. This approach aims to place 55 participants in to paid work experience and support 250 participants in obtaining accredited or non-accredited qualifications and to address other barriers.</p> <p>Paid Work experience and Employer Support payments will connect job seekers to local employers through real work experience and work-like routines, while recognising the monitoring, support and training provided by employers to maintain a job seeker’s ongoing employment. <i>Get Ready, Get Set, Go and Partner</i> in Community Projects will provide interactive, intensive support in pre-employment activities such as licensing, tickets, clearance and accredited training. Participants also have an opportunity to take part in a range of community events, creating pride in the community where they live and work.</p>	\$3,331,072.78
55 Kowanyama / Pormpuraaw Region QLD	RISE Ventures (Jobfind Australia Pty Ltd)	<p>This approach is focused around community pride, after consultations demonstrated a direct connection between community pride and community benefit; creating positive experiences, role models and jobs for the future. Through multiple initiatives, including seven micro enterprises and two Traditional Owner led land, sea and culture projects, at least 40 participants will gain paid work experience.</p> <p>All projects are supported by workplace supervision, training, skills development & capability building with a focus on wellbeing. Over 100 participants will gain benefit from this training, licensing and support program.</p>	\$2,344,546.67
56 Central Cape Region QLD	Cape York Employment	<p>This trial links focused employment pathways to community values. Six paid new roles in a community care workgroup will assist people in the community over 60 years old, with home maintenance and transportation services. The workgroup will also assist with wider community projects and upkeep of community areas such as the cemetery. Wage subsidies will be offered for four casual childcare roles, up to 20 hours per week. Participants will receive role specific training and mentoring to support them while they gain the skills and experience to transition into a market jobs.</p>	\$496,000.00



CDP Region	CDP Provider	Summary of Community Project	Value (excl. GST)
57 Western Cape Region QLD	Kuku'nathi Services - (My Pathways)	<p>The <i>Kukunathi Konnect</i> program includes a physical hub designed to ensure participants are prepared and appropriately skilled for a smooth transition into employment in their community and to assist them to address barriers to be able to continue a sustainable employment pathway. The program also includes paid work experience through hosts from a range of local industries such as mining, hospitality and administration, and will support job seekers to gain real life, on-the-job experience.</p> <p>This program aims to place 25 participants in to paid work experience and support 145 participants in obtaining accredited or non-accredited training and to receive assistance to overcome non-vocational barriers.</p>	\$1,510,281.65
58 Northern Peninsula Area QLD	NPA Family and Community Services and Torres Strait Islander Corporation	<p>This trial is structured around establishing culturally safe employment through improving employment pathway choices for participants, providing support to access a range of early career training in remote communities, awakening the possibility of a range of employment through an annual Career Expo held locally, and growing skills for participants with innovative ideas to start-up micro local small businesses or self-employment. Up to 12 participants will obtain paid casual employment with an additional 10 participants provided intensive support to establish their own social enterprise in areas such as furniture-making, cultural arts and crafts, nursery-care, tree-logging and community beautification.</p> <p>Approximately 30 participants will also achieve additional qualifications and/or attain skills relevant to local work opportunities.</p>	\$1,393,734.87



CDP Region	CDP Provider	Summary of Community Project	Value (excl. GST)
59 Torres Strait Islands QLD	Gur A Baradharaw Kod Sea and Land Council Torres Strait Islander Corporation (GBK)	<p><i>Community Work Crews</i> will provide paid employment opportunities for 25 participants in casual positions as well as support the employment of an additional five full-time supervisory positions and will support the development of transferable skills towards longer-term employment, while undertaking local priority projects. These may include – building and refurbishment works, landscaping and horticulture works, supporting cultural events, assisting with on-country projects, and providing labour support to local schools, councils, First Nations corporations and not-for-profit organisations, benefitting community as whole.</p> <p><i>Registered Native Title Bodies Corporate Support Officers</i> will provide paid employment for 13 participants in administrative roles, while building the capacity of over 10 Registered Native Title Bodies Corporate through the provision of resources and support for appropriate skills development and training. From these two initiatives, casual paid employment will be provided to over 35 participants, and more than 25 participants will be supported in obtaining accredited or non-accredited training and to address other barriers inhibiting entry into the workforce.</p>	\$3,855,675.00
60 Aurukun/Coen Region QLD	Cape York Employment	<p>This approach draws on the findings from the ‘Care and Caring on Cape York’ Report, April 2023. The <i>Responding to the Care Industry</i> project addresses community need while providing local employment opportunities. This project will provide paid employment, training and on-the-job mentoring to over 30 participants, fulfilling roles in yard maintenance, community transport, cleaning, caring, youth work, culture liaison and art centre, radio station and op shop operations.</p> <p>Through this project, eligible community members will be able to receive assistance to help with maintaining their yard, transport to appointments, access to healthy meals and opportunities to purchase clothing and homewares. It will provide and maintain safe spaces where community members can engage in health and wellbeing initiatives. Employment at the Pama Language centre will also be provided to two participants, who will be involved in Wik-Mungkan translating work and developing a variety of community bilingual resources.</p>	\$2,060,090.55
TOTAL			\$122,969,277.22



