



Australian Government

**Department of Employment and
Workplace Relations**

Building on Success

CDEP Discussion Paper 2005



Community Development Employment Projects (CDEP) Programme

CDEP Discussion Paper 2005

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ISBN 0 642 32528 6

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Important disclaimer

The Commonwealth Department of Employment and Workplace Relations reserves the right to alter these proposed arrangements. You should note that the requirements of the common funding agreement for Indigenous funding 2005-06 will be advised in the formal documentation. This booklet is provided for the purposes of consultation. Applicants should not rely on the content of this booklet in framing their submissions.

Building on Success

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Contents

MINISTER'S FOREWORD	iii
1. WHAT THIS PAPER IS ABOUT	1
2. HAVE YOUR SAY...	1
3. WHAT IS CDEP? A PROFILE	2
4. WHY IMPROVE CDEP?	3
5. WHAT CHANGES ARE BEING PROPOSED?	5
5.1 Linking CDEP to local community needs	5
5.2 Three key areas: employment, community activities and business development	7
5.3 Links with other programmes and services	13
5.4 Supporting CDEP organisations	15
6. MOVING TO THE PROPOSED CHANGES	18
7. BENEFITS OF THE PROPOSED CHANGES	20
8. CONCLUSION	21
Attachment A: Consultation questions	22
Attachment B: Consultation locations and dates	23
Attachment C: Range of payments available to organisations	26



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Minister's foreword

The Australian Government believes that Indigenous Australians should have the same opportunities to get as much out of life as other Australians. We want more Indigenous Australians in work so they earn a fair wage, can achieve their potential and help provide a better life for their children.

Changes occurring in Indigenous affairs can help the Community Development Employment Projects (CDEP) Programme make a greater contribution to raising the living standards of Indigenous Australians through more jobs and better community projects.

The CDEP Programme has become an important part of many Indigenous communities over the past 28 years. We need to build on this success and ensure that CDEP meets the needs of Indigenous people in 2005 and into the future. Indigenous Australians have been looking for ways to improve the programme to move away from welfare. We also need to consider the role of CDEP in the light of other changes in Indigenous policy and in Indigenous communities:

- The Australian Indigenous population is much younger, and is growing faster, than the rest of the population, with 60 per cent aged under 25. Australia's unemployment rate has fallen and job opportunities have been growing. Indigenous Australians must get their fair share of these jobs.
- The Australian Government's new approach is to work with Indigenous communities to identify and provide the types of help they want. CDEP can play an important part in achieving these goals.
- The transfer of CDEP into the employment portfolio means we can pay more attention to jobs. We can use the Job Network and other programmes to help Indigenous people find non-CDEP jobs and business opportunities.

We know that many CDEP organisations are in areas without strong labour markets and the activities of these CDEP organisations need to focus on jobs in community development projects. It is important to recognise that one size will not fit all and that CDEP activities will be as individual as their community.

Please read this paper outlining the directions the Government is considering for CDEP. I invite your views and suggestions on these ideas and how we can move forward. Your feedback is vital to planning future improvements that build on the success already achieved by the CDEP Programme.

The Hon Kevin Andrews MP
Minister for Employment and Workplace Relations
February 2005

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1. What this paper is about

The Community Development Employment Projects (CDEP) Programme is funded by the Australian Government to support a range of activities through which Indigenous people across Australia are able to contribute to their communities.

This discussion paper sets out possible improvements to CDEP to help raise the living standards of Indigenous Australians and provide more non-CDEP jobs, relevant community activities and business development opportunities. It is proposed that:

- CDEP organisations will work more closely with Indigenous communities to identify and provide the support they need
- CDEP organisations will focus more clearly on the existing three key areas of activity—jobs, community activities and business development—ensuring flexibility to meet local needs
- CDEP organisations will be able to tap into assistance from other services more easily, and
- change will be gradual—the Department of Employment and Workplace Relations (DEWR) will work closely with individual CDEP organisations to help them build their ability to achieve better results for their participants.

The proposals described in this paper give individuals, organisations and communities an opportunity to contribute to strengthening CDEP into the future.

2. Have your say...

Your feedback on the ideas in this paper is both valued and essential. A list of consultation questions is shown in **Attachment A**. Please think about these issues when providing your feedback.

Please provide comments by **24 March 2005** through either:

Email **CDEPfeedback@dewr.gov.au**
Fax 02 6275 3580
Post CDEP Feedback
GPO Box 9879
CANBERRA ACT 2601
Phone 1800 220 232

If you want your comments kept confidential, please let us know.

Face-to-face consultation sessions will be held across Australia between 22 February and 25 February 2005 in rural, remote and urban communities. A list of locations and dates is at **Attachment B**. If you would like **information on any of the consultation sessions** across Australia, please call 1800 220 232 free of charge between 9am and 8pm AEDT Monday to Friday.

DEWR will provide feedback on the outcomes of the consultations in May 2005 in a second round of sessions which will be held at the same locations as the face-to-face consultations.

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3. What is CDEP?—A profile

<i>CDEP—an alternative to welfare</i>	In 1977, several remote Indigenous communities asked the government to take action to increase jobs and community activities in their local areas and provide an alternative to 'sit down' money.
<i>240 organisations, 37 000 participants across Australia</i>	The result was CDEP. Since then, CDEP has spread to Indigenous communities in rural, regional and urban locations throughout Australia. CDEP activities are provided by around 240 Indigenous organisations. There are around 37 000 places for participants in these activities which involve a large section of the working-age Indigenous population.
<i>Unique blend of activities—employment, community and business development</i>	Each CDEP is a unique blend of three elements—employment, community activities and business development. The balance between these three elements depends on the individual communities and is influenced by many factors, including the location and local job opportunities.
<i>Wide range of activities</i>	Examples of CDEP activities include supporting house building and maintenance, manufacturing, and operating nurseries. CDEP organisations also play an important role in maintaining culture by supporting Indigenous cultural activities. In remote locations many CDEP organisations deliver services such as road maintenance and waste disposal.
<i>CDEP wage instead of unemployment benefits</i>	CDEP participants are paid a wage rather than receiving unemployment payments such as Newstart and Youth Allowance. Participants in remote areas receive a slightly higher wage than those in non-remote areas.
<i>CDEP organisations paid on-costs and CDEP Placement Incentive</i>	CDEP organisations are paid 'on-costs' to cover the costs of running CDEP activities. On-costs are paid according to the number of CDEP participants and are slightly higher in remote areas. In addition, CDEP organisations are eligible for a CDEP Placement Incentive payment of up to \$2200 for those participants who move to jobs off CDEP.
<i>Indigenous Employment Centres—focus on employment</i>	Since 2002, some CDEP organisations have been able to provide extra services to help participants into jobs off CDEP through funding to operate as Indigenous Employment Centres. There are currently 33 Indigenous Employment Centres, which are paid service and outcome fees for helping CDEP participants to get non-CDEP work on an ongoing basis.

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4. Why improve CDEP?

Important contribution to communities

Over the past 28 years CDEP has played an important part in Indigenous communities and provided work experience and on-the-job training for many Indigenous people. The way CDEP works is unique for every community—some CDEP organisations have a good track record in providing activities that develop their community while others do well in helping people get non-CDEP jobs or into businesses.

Local jobs for local people

Indigenous Australians have been looking for ways to get better results from CDEP. Some opportunities may be missed without easier access to other government services that could help get more local jobs for local people.

CDEP should be a stepping stone, not a destination

CDEP can do more to help Indigenous Australians become more self-reliant, and to find jobs away from government assistance. In many communities, CDEP has become a destination rather than a stepping stone towards jobs.

Design of CDEP limits benefits that can be achieved

The way the CDEP Programme is currently designed can block people moving out into non-CDEP jobs where these are available. For example, business activities operating within CDEP often keep their best employees on CDEP wages in order to keep the business running well. This works against opportunities for those employees to move into non-CDEP jobs.

Flexibility is important

Because CDEP is so flexible, the focus of the programme has become blurred and it has become all things to all people. Flexibility is important, but it can lead to situations where funds may not always be available to complete projects. If CDEP organisations can make better use of the assistance available from other programmes and services, while focusing on what they can do best, they can achieve better results for their participants and for their communities.

Sharper focus on non-CDEP jobs, community needs and successful businesses

Participants would benefit if CDEP had a sharper focus on non-CDEP jobs, especially where CDEP organisations operate in areas with good job opportunities. In other locations, a clearer focus on community activities and maintaining Indigenous culture may better fit the community's needs. Further, communities will become more financially independent where businesses are successful and able to generate their own income.

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Need to provide opportunities for young people

There is an urgent need—and many opportunities—to get better results for Indigenous Australians. The Indigenous population is younger and growing faster than the rest of the Australian population. It is important to grow opportunities for young Indigenous people so they get a fair share of jobs.

Access to non-CDEP jobs

Job Network and Indigenous employment programmes funded by DEWR have become more successful at getting Indigenous Australians into non-CDEP jobs and it is critical that CDEP participants have access to these same opportunities.

Time to make changes to build on success

It is time to make changes that build on the success already achieved by CDEP. Improvements are needed to provide opportunities for all participants to find non-CDEP jobs wherever possible; to help organisations to support community activities and access funding opportunities; and to establish successful businesses that can generate their own income independent of CDEP.

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5. What changes are being proposed?

- Gradual change* Change will not happen all at once. Rather, gradual change is proposed—tailored to suit the needs of each CDEP—starting in 2005–06. The following is proposed:
- Link to local community needs* 1. CDEP organisations will work with Indigenous communities to improve links between CDEP activities and local needs and goals, based on the three elements of employment, community activity and business development (see section 5.1)
- Focus on key goals* 2. A stronger focus on results in the three key areas of employment, community activity and business development (see section 5.2)
- Build stronger links between services* 3. Building better links between CDEP and other employment and business services (see section 5.3), and
- More support* 4. Supporting CDEP organisations to improve their ability to achieve good results (see section 5.4).

These proposed changes are described in detail in the following sections.

5.1 Linking CDEP to local community needs

- Whole-of-government approach* From 1 July 2004 the Australian Government's Indigenous programmes (valued at \$2.9 billion in 2004–05) have been administered by mainstream agencies under a whole-of-government approach. The Office of Indigenous Policy Coordination coordinates and leads this whole-of-government approach.
- Shared Responsibility Agreements to respond to needs* Communities are being invited to think about their local needs and goals and have the chance to negotiate Shared Responsibility Agreements (SRAs). SRAs operate at a family or community level and set out clearly what the family, community or government are responsible for contributing to a particular activity, the outcomes of the activity, and the ways in which success will be measured.
- SRAs—support local needs* SRAs are all about supporting local needs through self-management and responsibility and are designed to recognise cultures and traditions.

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CDEP activity should link to SRAs

CDEP activities can and should directly link to SRAs where they exist. Communities wanting to explore a possible SRA should contact their local Indigenous Coordination Centre.

30 Indigenous Coordination Centres ensure programmes and services work successfully at the local level

There are 30 Indigenous Coordination Centres around Australia and they have been established in remote, regional and urban areas with staff from various agencies to ensure programmes and services work successfully at the local level. To improve links with existing services, 'solution brokers' are being placed in Indigenous Coordination Centres to join together services for local Indigenous communities.

Council of Australian Governments' Principles

It is very important that services to Indigenous Australians are coordinated across all levels of government. The directions proposed for CDEP in this paper are consistent with the Council of Australian Governments' Principles for Delivering Services to Indigenous Australians released in June 2004. The six principles are:

- sharing responsibility
- harnessing the mainstream
- streamlining service delivery
- establishing transparency and accountability
- developing a learning framework, and
- focusing on priority areas.

CDEPs provide community services

CDEP is a key part of the Government's arrangements for servicing Indigenous Australians. Remote communities often depend on CDEP for services that are usually provided by State/Territory and local governments. These governments sometimes supplement CDEP funds for such purposes.

Community services to be maintained

These services must be maintained and the proposed changes to CDEP will not reduce the availability of these services. The Australian Government will continue to work with all levels of government to ensure that these services are funded and delivered effectively.



Consultation question

How can CDEP organisations help local communities to meet their needs and goals?

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5.2 Three key areas: employment, community activities and business development

Identify mix of activities

Under the proposed changes, each CDEP organisation would continue to have a unique mix of activities reflected in its funding agreement. CDEP organisations would be asked to identify where their activities fit into the three key areas (streams) of employment, community activities and/or business development.

Match the needs of the community

The actual mix of these activities would match the needs of individual communities. In places where there are good job opportunities, the CDEP may concentrate on finding non-CDEP jobs for participants. In regions where local jobs are limited, CDEP organisations might focus more on community activities.

Local jobs for local people

Regardless of where they are, CDEP organisations would be encouraged to think about how to achieve the best long-term results for their participants. Job opportunities can be developed outside of CDEP, even in locations where there are limited prospects. Jobs in remote communities are often filled by people who live outside the area, rather than locals—but this can be changed.

Build participants' confidence and skills

The approach proposed in this paper recognises that some CDEP participants, no matter where they live, may need to build their confidence and skills through community activities before they are ready for work outside CDEP.

Recognise differences in each community

The proposed approach allows for gradual change and recognises differences in each CDEP organisation's ability and the differences in local job opportunities.

The three proposed streams could work as follows.

Employment stream

The **Employment stream**, promoting jobs off CDEP, would involve:

- better connections between CDEP and Job Network, to give participants easier access to funding for training and job search support and a wide range of job vacancies
- links with other government services
- the possibility for CDEP organisations operating where there are more job opportunities to become Indigenous Employment Centres, and
- the possibility for some successful Indigenous Employment Centres to take up the opportunity to initially trial—and eventually provide—an expanded range of employment services.

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Community activities stream

The **Community activities stream**, delivering activities identified as community priorities, would involve:

- strengthening community and cultural activities which have been identified by the community as priorities, including those in SRAs
- making sure that community work fits in with local job opportunities and builds skills through work experience
- cultural maintenance activities which benefit communities
- introducing funding arrangements that support community activities
- ensuring the 'no work, no pay' principle is enforced, and
- helping organisations increase their ability to deliver activities that benefit communities.

Business development stream

The **Business development stream**, supporting commercial businesses or enterprises, would involve:

- identifying community activities that could become viable businesses
- supporting business development through better access to business services and finance
- developing participant business skills and providing mentoring assistance, and
- establishing governance structures that will support successful businesses.

Mix between streams may vary over time

The mix of the three streams in any particular community may change over time as circumstances and community organisations themselves change. CDEP will support this flexibility and link with other services so that the full range of resources are available to address community needs.



Consultation questions

Do you think the three proposed streams of employment, community activities and business development are appropriate?

What issues and benefits for your community or organisation do you see with this approach?

What help might CDEP organisations need to move to this approach?

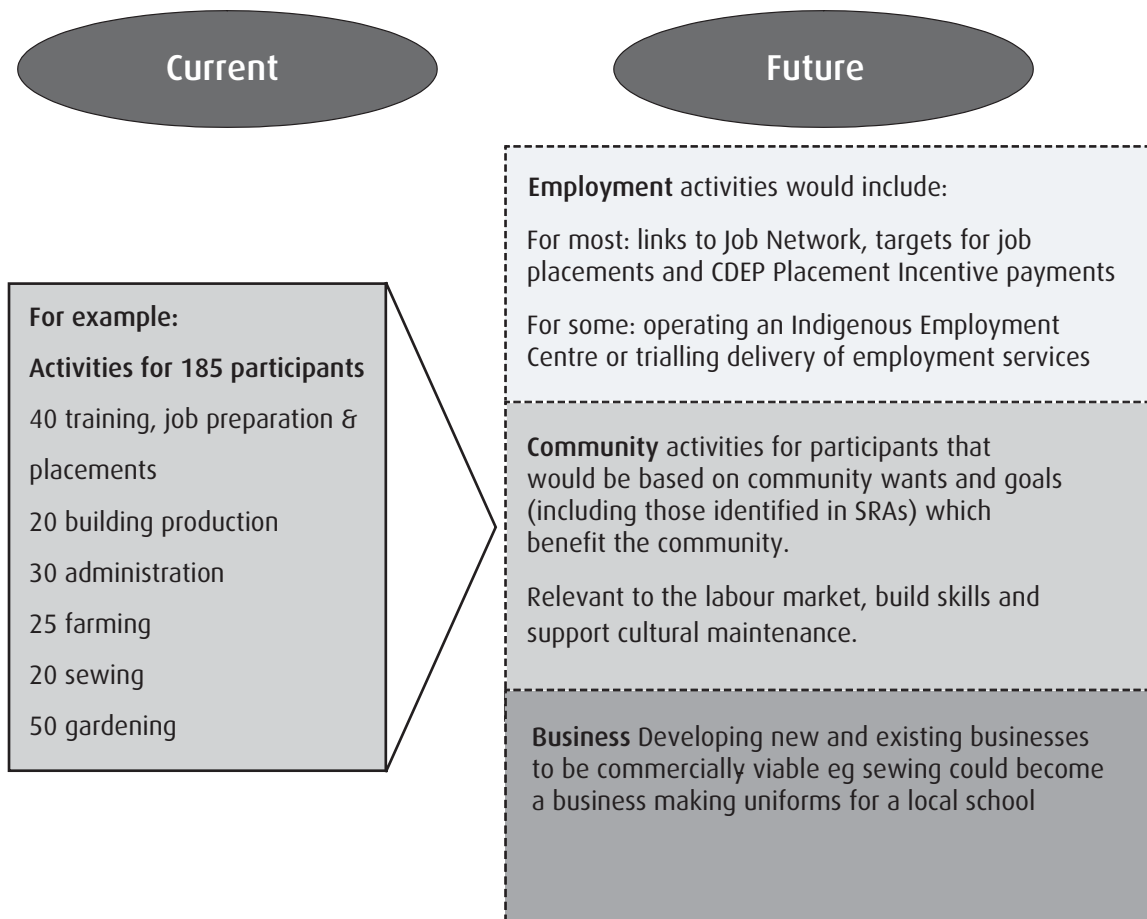
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What would the proposed changes mean for CDEP funding agreements?

Changes to list of activities and indicators in funding agreements

CDEP funding agreements in 2005–06 would shift from the current listing of activities (see example shown on the left of the diagram below) to a funding agreement with planned activities and results in the employment, community activities and business development streams. The funding agreements would also feature new ways to measure performance.

What would this mean for CDEP funding agreements?



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What would these changes mean for performance indicators?

Results-focussed performance indicators

Existing data on the performance of CDEP is limited. It is proposed that performance would be measured by results achieved in each of the three streams.

Current performance indicators sometimes include:

- number and type of community awareness-raising activities
- number of children assisted
- number of males and females assisted, and
- number of activities supporting cultural maintenance.

Possible **future** performance indicators could include:

- participants placed in non-CDEP jobs or businesses
- community benefits from community activities, and
- effective use of CDEP places.

Improved performance—longer funding agreements

DEWR's contract managers will monitor performance and work with CDEP organisations to improve performance. As performance improves, opportunities to move to longer funding agreements could be explored.



Consultation questions

What do you think of the proposal to introduce results-based performance measures for CDEP?

What do you think those indicators should be?

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What would these changes mean for CDEP funding?

CDEP wages continue

It is proposed that changes to funding could include:

- participants will continue to receive a CDEP wage and the “no work, no pay” policy would be enforced.

Improved funding arrangements

- CDEP organisations will continue to receive funding to run activities. This funding will be separated into—
 - > clearly identified management fees, and
 - > an identified pool of funds to provide flexible support for activities.

Opportunity to attract additional funding by building up employment activities

- CDEP organisations may have the opportunity to attract extra funding by building up the employment stream in their activities through the CDEP Placement Incentive, Indigenous Employment Centre fees or employment services fees.

CDEP Placement Incentive

CDEP organisations placing participants in employment will have easier access to the CDEP Placement Incentive—a maximum payment of \$2200 (with GST) for each sustained non-CDEP job placement. CDEP organisations do not always take up this payment, because of the difficulty in claiming. It is proposed that the process of receiving the payment will be made simpler.

Indigenous Employment Centre funds and employment services funds

CDEP organisations that run Indigenous Employment Centres can access funds of up to \$6705 per job placement (with GST). If any organisations go on to become Job Network providers, they would access funds of up to \$9240 (with GST) for placing highly disadvantaged long-term unemployed people into jobs (including service and outcomes fees and access to a Job seeker Account (notional amount) that provides funds to help an individual get a job). ([See Attachment C](#)).

Current on-costs funding inequitable

While there are currently notional set amounts for on-costs for remote and non-remote CDEP organisations, these amounts have been allocated and paid inconsistently. This inconsistency has resulted in an inequity between CDEP organisations in similar locations. This needs to be changed.

Streamlined administration

Simpler administration would mean keeping costs down and delivering more funding where it is needed—in communities. CDEP organisations will be encouraged to consider ways of increasing the share of funding that goes to activities.

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Introduce service fees

It is proposed that funding for running CDEP activities would be more transparent and fairer by splitting it into standard service fees for (i) management costs and (ii) activity costs.

- 'Management fees' would provide a fair price for operating and managing the CDEP business, including employing managers and the costs of developing funding submissions and activities.
- 'Activity fees' would cover items such as minor capital costs, insurance, training, equipment and materials for community activities.

Different funding for remote and non-remote

The same definition of remote and non-remote that applies to current funding would be applied to the service fees. DEWR is looking at the levels at which service fees should be set and has used expert assistance in assessing how different fee levels would affect CDEP organisations.

Indicative CDEP fees

The preliminary findings from this work are that for remote locations there could be a management fee of \$2700 per place and an activity fee of \$1200 per place (with GST). For non-remote locations there could be a management fee of \$2500 per place and an activity fee of \$1000 per place (with GST). (See Attachment C.)



Consultation questions

What issues and benefits do you see with CDEP funding being provided as management and activity fees?

Do you think that different rates should apply to remote and non-remote areas?

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5.3. Links with other programmes and services

Closer links with many programmes

There is an opportunity to develop closer links between CDEP organisations and many other programmes and services.

Job Network achieves record outcomes for Indigenous Australians

Job Network is Australia's largest and most effective programme in finding jobs for Indigenous people and it continues to improve. In 2004 around 31 700 or 5 per cent of total job placements recorded by Job Network members and other Job Placement organisations were for Indigenous people—a new annual record. This is more than 60 per cent higher than in previous years and further improvements are anticipated.

Benefits in linking with employment services providers

There is scope for improved links between CDEP organisations and Job Network services, particularly in areas with good job opportunities. This would provide benefits for both CDEP organisations and Job Network members as well as giving CDEP participants better access to non-CDEP jobs.

Link with fee-for-service providers

In remote areas, employment services are often delivered by fee-for-service providers. By linking with these providers, CDEP organisations can provide even more support to Indigenous Australians living in more remote regions.

Success of Indigenous Employment Centres

In just two and a half years, Indigenous Employment Centres have placed over 1500 CDEP participants into jobs. Research has shown that Indigenous Employment Centres are important in helping CDEP participants find jobs.

Access Job Network resources and job vacancies

There is potential to have more Indigenous Employment Centres and improve their links with Job Network to access more resources and a wider field of job vacancies. Only a small number of CDEP organisations would be expected to follow this path initially, but over time more could follow, becoming Indigenous Employment Centres and ultimately specialist Indigenous Job Network providers.

Strengthen links with the Indigenous Employment Programme

Different elements of the government's Indigenous Employment Programme provide a range of support including structured training, wage assistance and encouragement for employers to employ Indigenous Australians. CDEP organisations already link with some of these elements. But there is potential to strengthen these links to help CDEP participants move into opportunities that can eventually lead to non-CDEP jobs.

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Links with the Indigenous Business Development Programme and New Enterprise Incentive Scheme

The Indigenous Business Development Programme can provide flexible funding through a combination of commercial loans and grants. It aims to develop viable business opportunities for Indigenous people. The New Enterprise Incentive Scheme provides business support and mentoring services to many Australians establishing businesses each year. Access to these services will be improved through local Indigenous Coordination Centres.

Partnerships with employers

Linking the Indigenous Business Development Programme and CDEP is a key way to encourage partnerships with employers to help Indigenous Australians get non-CDEP jobs.

Industry can help create job opportunities

DEWR also works with many industries and employers to identify and help create job opportunities for Indigenous people. CDEP organisations will be linked to these opportunities and will then be able to place participants in these jobs.



Consultation question

How can links between CDEP and other employment programmes be improved to achieve better results for CDEP participants?

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5.4. Supporting CDEP organisations

Support to build capacity

Each CDEP organisation will be different in how it responds to the proposed changes outlined above. Indigenous Coordination Centre staff will provide CDEP organisations with information and support, help them access tools which support business planning or staff training and give them assistance to develop links with other services.

Supporting CDEPs to provide employment services

Job market information and easier access to job incentives

DEWR can provide assistance with information on the local job market to help CDEP organisations connect with local job opportunities. Additionally, as mentioned earlier, CDEP organisations will have easier access to the CDEP Placement Incentive.

Opportunities to become Indigenous Employment Centres

Opportunities may be available for more CDEP organisations operating in locations with good local job opportunities to take on Indigenous Employment Centre services.

High-performing Indigenous Employment Centres could provide expanded services

As a first step to helping CDEP organisations provide more employment services, high-performing Indigenous Employment Centres may be invited to provide expanded services and activities to further assist CDEP participants to move into non-CDEP jobs.

These Indigenous Employment Centres would be encouraged to:

- find employment for a broader range of participants
- successfully canvass vacancies from employers, and
- have regular contact with participants to develop detailed plans to assist them into non-CDEP jobs.

These new arrangements would be similar to specialist Job Network services and would include adjustments to outcome payments to reflect the difficulty in getting longer-term unemployed participants into jobs.

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Supporting CDEP organisations to create and manage community activities

Community Work Coordinators

As well as CDEP, DEWR also funds Community Work Coordinators (who run Work for the Dole projects) to identify and manage work experience opportunities for job seekers through working with their local community and networks.

CDEP and Community Work Coordinators can learn from each other

CDEP organisations and Community Work Coordinators could learn much from each other. Using the approach to CDEP funding proposed in this paper (which is similar to Community Work Coordinator funding arrangements), CDEP organisations could more clearly identify and meet the costs of activities, giving them a better chance of completing projects.

CDEPs—a greater role

CDEP organisations could also play a greater role in helping unemployed Indigenous people who are not on CDEP. Over time, CDEP organisations might tender for Indigenous Community Work Coordinator contracts to support more people in their transition to work.



Consultation questions

What issues do you think might arise if CDEP organisations are encouraged to tender to become employment services providers?

What type of support would CDEP organisations need to make such a change?

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Possible cases for CDEP organisations

CDEPs can partner with Job Network

It is proposed that in 2005–06, CDEP organisations would take up one of three broad directions. Under the first, CDEP organisations would partner with Job Network members and other employment service providers to improve employment outcomes for CDEP participants and attract CDEP Placement Incentive payments.

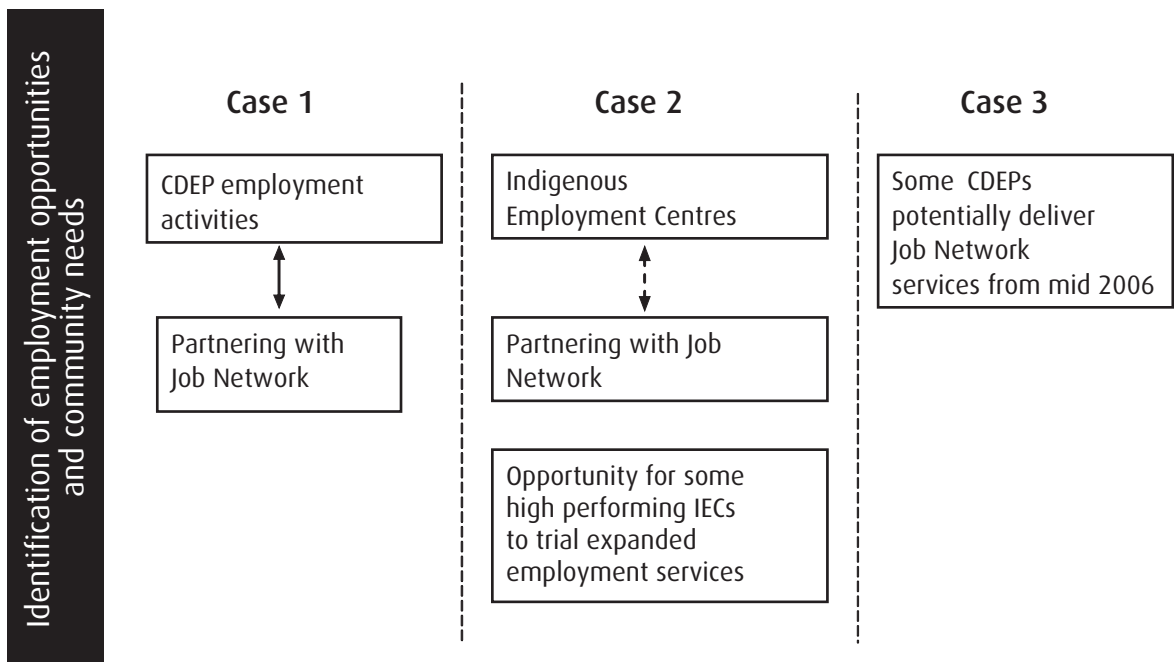
More CDEPs may become Indigenous Employment Centres

In stronger labour markets, there could be opportunities for more CDEP organisations to become Indigenous Employment Centres and partner with Job Network members wherever possible.

Some Indigenous Employment Centres could provide expanded employment services

Where there are high-performing Indigenous Employment Centres, the opportunity for them to undertake expanded employment services will be considered. These organisations could potentially deliver full Job Network services from mid-2006 as Indigenous specialist employment service providers through the broader employment services purchasing arrangements.

The diagram below shows these three directions for employment services. CDEP organisations would also continue to provide community activities.



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6. Moving to the proposed changes

How the changes might work in practice

This section aims to give CDEP organisations, participants and communities information about how the changes might work in practice. The steps and timeframes outlined below are subject to the feedback received through the consultation process.

Focus of 2005–06 changes is on better results

The proposed changes in 2005–06 will be limited and designed to help CDEP organisations to take the first steps to achieve better results for their participants.

In the lead up to the 2005–06 funding cycle, the following steps are expected to be taken:

22 February to 24 March 2005

Consultation on this Discussion Paper takes place and submissions are invited by email, fax or post.

By 29 March 2005

Organisations wishing to register an interest in providing CDEP services in 2005–06 need to submit an eSub to their local Indigenous Coordination Centre.

April and May 2005

DEWR and Indigenous Coordination Centres will negotiate the CDEP part of funding agreements with organisations interested in CDEP funding for 2005–06, including:

- identifying streams of activities
- developing budgets for their activities reflecting new service fees, and
- more focus on results through targets in funding agreements.

May 2005

Feedback on the outcomes of the consultations.

June 2005

Funding agreements will be offered (as part of the whole-of-government funding arrangements).

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During 2005–06:

- DEWR will support CDEP organisations to build their capacity to improve long-term results for their participants
- Performance of CDEP will be monitored by DEWR to get the best results and deliver high-quality flexible services
- Possibly more CDEP organisations may become Indigenous Employment Centres
- Some Indigenous Employment Centres could trial expanded employment services, to prepare them to potentially deliver full Job Network services if they are selected, and
- There would be ongoing review of the CDEP transition arrangements, to ensure they are achieving better results.

From 1 July 2006:

- Job Network's next Employment Services Contract and the next Community Work Coordinators contract will commence, and
- Opportunity for CDEP organisations to move forward progressively in service streams, supported by enhanced funding and service fee arrangements.

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7. Benefits of the proposed changes

A range of benefits from the proposals

The proposed changes would provide benefits for Indigenous Australians, CDEP participants, Indigenous communities and CDEP organisations.

Indigenous Australians

For Indigenous Australians, the proposed changes will mean:

- more Indigenous Australians in the workforce and in non-CDEP jobs, leading to a better standard of living
- better opportunities for financial independence and a fair share of jobs for Indigenous young people
- community activities funded through CDEP which better match community needs and goals, and
- better ways to identify and support new and commercially viable Indigenous business opportunities.

CDEP participants

For CDEP participants the proposed changes will mean:

- CDEP participants will remain eligible for their CDEP wage and the 'no work, no pay' policy will be enforced
- participants' activities will be more relevant to community needs and goals, and
- participants will have better opportunities and will be encouraged to connect to the services of Job Network or an Indigenous Employment Centre, with a better chance of achieving employment in a non-CDEP job.

Indigenous communities

For Indigenous communities the proposed changes will mean:

- no change in the delivery of community services—any changes will be small and gradual, especially in remote communities, and tailored to the needs of the community
- communities will be encouraged to think about their local needs and goals and their suggestions for a Shared Responsibility Agreement, so that CDEP can become even more relevant to their needs, and
- CDEP will continue to support community activities, work experience and training but be better linked to the goals of local communities.

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CDEP organisations

For CDEP organisations the proposed changes will mean:

- a sharper focus on the employment, community activity and business development streams within CDEP, to get better results
- more transparent and fairer funding arrangements
- improved ability of CDEP organisations to service the needs of the communities in which they operate
- improved ability of CDEP organisations to tender to provide broader employment or community services
- CDEP organisations may attract additional funding if they place participants in jobs off CDEP
- improved access to assistance through other services
- CDEP organisations will benefit from the assistance and experience of other employment and business services, and
- DEWR will work closely with individual CDEP organisations to support them to adjust to changes and achieve better results for their participants.

8. Conclusion

Building on flexibility

The changes being proposed in this paper build on the success that the CDEP Programme has achieved over the past 28 years. Flexibility is CDEP's key strength and the changes are designed to ensure that CDEP can build on its flexibility while getting better results for Indigenous Australians.

Consultation opportunity

The consultation process provides individuals, communities and organisations with an opportunity to have a say in the future directions of the CDEP Programme and ensure that it builds on past success to meet the needs and goals of Indigenous Australians.



Consultation question

Are there any other comments you would like to make about the future of CDEP?

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Attachment A: Consultation questions

1. How can CDEP organisations help local communities to meet their needs and goals?
2. Do you think the three proposed streams of employment, community activities and business development are appropriate? What issues and benefits for your community or organisation do you see with this approach? What help might CDEP organisations need to move to this approach?
3. What do you think of the proposal to introduce results-based performance measures for CDEP? What do you think those indicators should be?
4. What issues and benefits do you see with CDEP funding being provided as management and activity fees? Do you think that different rates should apply to remote and non-remote areas?
5. How can links between CDEP and other employment programmes be improved to achieve better results for CDEP participants?
6. What issues do you think might arise if CDEP organisations are encouraged to tender to become employment services providers? What type of support would CDEP organisations need to make such a change?
7. Are there any other comments you would like to make about the future of CDEP?

CDEP Discussion Paper 2005

Attachment B: Consultation locations and dates

STATE	REGION	DATE AND TIME	VENUE
NEW SOUTH WALES	Sydney	23 February 9.00am–11.00am	University of Technology Sydney Level 1 (entry level) 5 Block UTS Market Campus Quay Street SYDNEY
	Wagga Wagga	24 February 11.00am–1.00pm	Bob Osborne Skills Centre 208 Fernleigh Road WAGGA WAGGA
	Cobar	24 February 11.00am–1.00pm	Cobar Bowling & Golf Club Murray Street COBAR
	Coffs Harbour	24 February 11.00am–1.00pm	Quality Resort Nautilus Pacific Highway COFFS HARBOUR
	Newcastle	25 February 10.30am–12.30pm	City Hall Wheeler Place NEWCASTLE
	Dubbo	25 February 11.00am–1.00pm	Dubbo Civic Centre 155 Darling St DUBBO
	Tamworth	25 February 11.00am–1.00pm	Quality Hotel PowerHouse Armidale Rd New England H'way TAMWORTH
AUSTRALIAN CAPITAL TERRITORY	Canberra	24 February 9.30am–11.30am	The Convention Centre Constitution Avenue CANBERRA
QUEENSLAND	Townsville	23 February 9.00am–11.00am	Townsville Plaza Hotel Cnr Stanley & Flinders Mall TOWNSVILLE
	Brisbane	23 February 3.30pm–5.30pm	Hilton Hotel 190 Elizabeth Street BRISBANE
	Cairns	24 February 9.30am–11.30am	Hilton Hotel (Grand Ballroom) Wharf Street CAIRNS
	Roma	24 February 3.00pm–5.00pm	Roma Cultural Centre Cnr Bungil & Quintin Streets ROMA
	Rockhampton	25 February 10.00am–12.00pm	Rockhampton Customs House 208 Quay Street ROCKHAMPTON
	Mt Isa	25 February 1.00pm–3.00pm	Mount Isa Civic Centre 23 West Street MOUNT ISA

CDEP Discussion Paper 2005

STATE	REGION	DATE AND TIME	VENUE
WESTERN AUSTRALIA	Perth	23 February 9.30am–11.30am	Melbourne Hotel Cnr Hay and Milligan Streets PERTH
	Kununurra	23 February 11.30am–1.30pm	Country Club Hotel 47 Coolibah Drive KUNUNURRA
	Geraldton	24 February 9.30am–11.30am	City of Geraldton Civic Centre Cathedral Avenue GERALDTON
	Albany	24 February 9.30am–11.30am	The Esplanade Hotel Middleton Beach ALBANY
	South Hedland	24 February 10.30am–12.30pm	Mercure Inn Lukis Street PORT HEDLAND
	Broome	24 February 2.00pm–4.00pm	Mangrove Hotel Carnarvon St BROOME
	Derby	25 February 11.30am–1.30pm	King Sound Resort Hotel Loch Street DERBY
	Kalgoorlie	25 February 2.00pm–4.00pm	The Western Mining Conference Centre McDonald Street KALGOORLIE
	Fitzroy Crossing	25 February 2.30pm–4.30pm	The Fitzroy River Lodge Grt Northern HWY FITZROY CROSSING
NORTHERN TERRITORY	Alice Springs	22 February 8.30am–10.30am	Alice Springs Convention Centre 93 Barrett Drive ALICE SPRINGS
	Darwin	22 February 3.00pm–5.00pm	Holiday Inn The Esplanade DARWIN
	Nhulunbuy	23 February 9.30am–11.30am	Arnhem Club 1 Franklin Street NHULUNBUY
	Katherine	25 February 9.30am–11.30am	Paraway Motel O'Shea Terrace KATHERINE

CDEP Discussion Paper 2005

STATE	REGION	DATE AND TIME	VENUE
SOUTH AUSTRALIA	Adelaide	22 February 3.00pm–5.00pm	2nd Floor KPMG House 115 Grenfell Street ADELAIDE
	AP Lands	24 February 9.30am–11.30am	Marla Hotel-Motel MARLA
	Ceduna	24 February 9.30am–11.30am	SA TAFE Ceduna Campus Lot 26 Decres Bay Road CEDUNA
	Meningie	25 February 9.30am–11.30am	Aboriginal Cultural Centre Camp Coorong MENINGIE
	Port Augusta	25 February 1.00pm–3.00pm	Bungala CDEP 1-3 Young Street PORT AUGUSTA
VICTORIA	Melbourne	24 February 9.30am–11.30am	Telstra Dome Endeavour Room MELBOURNE
	Bendigo	25 February 9.30am–11.30am	The Capital – Bendigo’s Performing Art Centre 50 View Street BENDIGO
TASMANIA	Hobart	24 February 9.30am–11.30am	Rydges Hobart Cnr Argyle and Lewis Street HOBART
	Launceston	24 February 3.00pm–5.00pm	The Great Northern Hotel 3 Earl Street LAUNCESTON
	Flinders Island	25 February 10.30am–12.30pm	Flinders Island Aboriginal Association Community Centre 16 West Street Lady Barron FLINDERS ISLAND

CDEP Discussion Paper 2005

Attachment C: Range of payments available to organisations

Current	Future Cases					
<p>CDEP on-costs and CDEP wages</p>	<p>Employment (job placement)</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td style="width: 33%;"> <p>Case 1: CDEP Placement Incentive up to \$2200⁽¹⁾</p> </td> <td style="width: 33%;">or</td> <td style="width: 33%;"> <p>Case 2: Indigenous Employment Centre funds up to \$6705⁽²⁾</p> </td> <td style="width: 33%;">or</td> <td style="width: 33%;"> <p>Case 3: Employment services funds up to \$9240⁽²⁾</p> </td> </tr> </table>	<p>Case 1: CDEP Placement Incentive up to \$2200⁽¹⁾</p>	or	<p>Case 2: Indigenous Employment Centre funds up to \$6705⁽²⁾</p>	or	<p>Case 3: Employment services funds up to \$9240⁽²⁾</p>
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	<p>Community activities</p> <p>CDEP wages Proposed payment (indicative)</p> <p>Management fee \$2700 remote/\$2500 non-remote Activity fee \$1200 remote/\$1000 non-remote</p>					
<p>Business development</p> <p>Identify business opportunities Suitable and supportive governance Programmes and support</p>						

(1) The maximum CDEP Placement Incentive payable if CDEP participants remain off CDEP wages and are retained in jobs for 20 weeks (including GST).

(2) Fees for both Indigenous Employment Centres and the employment services include service fees, the maximum outcomes fees payable if job seekers are retained in jobs for 26 weeks and access to the Job seeker Account (all figures include GST). The Job seeker account figure included in this total is a notional amount. This amount can be varied depending on the needs of the job seeker.

