



**AUDIT OF EMPLOYMENT OPPORTUNITIES
IN REMOTE COMMUNITIES
IN THE NORTHERN TERRITORY**

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**Department of Employment and
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**LOCAL GOVERNMENT
ASSOCIATION OF THE
NORTHERN TERRITORY**

AUDIT OF EMPLOYMENT OPPORTUNITIES IN INDIGENOUS COMMUNITIES IN THE NT

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AUDIT OF EMPLOYMENT OPPORTUNITIES IN REMOTE INDIGENOUS COMMUNITIES IN THE NORTHERN TERRITORY

1. EXECUTIVE SUMMARY

An audit of employment opportunities in 52 Remote Indigenous Communities in the Northern Territory was commissioned by the Department of Employment & Workplace Relations (DEWR) and a consultancy agreement was entered into with the Local Government Association of the Northern Territory (LGANT) to deliver that audit. It was agreed that the material relating to this audit belongs to the Commonwealth and to LGANT's member Councils.

The main objective of the project was to identify the employment positions that exist within the communities and the realistic potential opportunities for Indigenous employment. A report was compiled for each of the 52 communities encompassing demographics, housing, council structure, education and training, health, infrastructure resource associations, and local businesses. These individual community reports are attached as Appendices to this overarching final report.

It is important to note that the findings reported herein are based on information that was progressively captured over a period of one year and has been provided as at the date of the review of a community. These dates have been noted on the individual community reports. Attachment 1 to this report identifies the date of visit and other identifiable names for some of the communities. It should be noted that in some communities there were a number of reasons why information was not forthcoming.

Overall findings from the audit identified that there were 2,955 "real jobs" (see definition 2.2.3) across the 52 communities. These positions were allocated across a reported population of 37,070 persons of which 2722 were non-Indigenous. 1344 of these non-Indigenous residents were within the 5 open towns that were reviewed (see below 2.1). The audit revealed that 44% of the positions were held by Indigenous persons however these were mainly in the non-professional areas. The extremely low levels of literacy and numeracy that was identified and lack of motivation of young people to attend school due to little opportunities for employment is of major concern. This in turn has led to identified levels of social problems in a number of communities.

Vacant employment positions were identified within most communities, particularly for the positions of Aboriginal Health Workers (AHW's), Aboriginal Community Police Officers (ACPO's), general groundsmen and cleaners, child care workers and in professional areas such as Specialist Teachers, ITAS Tutors, Nurses, Housing Managers, accountants, and tradespersons such as electricians, mechanics, carpenters and builders.

Reported figures on the CDEP Program revealed 5567 participants of which 1425 were in receipt of top-up (see definition 2.2.3). Some of these positions are funded through self-generating income however the majority, 47 communities, are heavily reliant on government and special purpose grant funding.

Vacancy numbers within communities and lack of 100% participation and attendance for the CDEP program in areas where Indigenous people could undertake some form of work was noted. The reviewers questioned both Indigenous and Non-Indigenous persons regarding this, which led to findings that in a number of communities the "willingness or desire" to work was not evident. Some positions had been vacant for between 6 and 12 months.

Housing (or lack thereof) for both Indigenous and Non-Indigenous persons was identified overwhelmingly as a major problem within communities. The average number per household for Indigenous persons was rated at 10.2 residents with over 55% of Indigenous dwellings housing between 8 and 17 residents. Provision of local government housing was also raised as a major problem. This is due to its scarcity and problems associated with attracting professional staff to areas where they may have to share or where there is none available. Housing numbers by community are outlined in the working papers (templates) to each community's report.

Employers, both Indigenous and non-Indigenous identified poor work ethics, reliability and cultural issues as major barriers to employment of Indigenous persons. The problem of balancing regular attendance at work with cultural and other obligations is one that requires innovative work practices to be introduced. A number of community residents identified that the positions that they would have an interest in are ones of working outdoors. There were significant objections to working in offices and in retail outlets expressed in a number of communities.

Economic development opportunities were canvassed with employers and residents of communities. A number of opportunities were presented with particular emphasis on expansion of current businesses and entry into the tourism market. Involvement in Art Centres and the resultant sales of artwork were of particular interest as were following pursuits in the market garden, aquaculture, horticultural and beef cattle industries. General trends suggest that there were more opportunities in the top end of the Territory than in the desert region. Coastal opportunities and better access to mainstream services due to air, sea and road was thought to be an identifiable reason for this. It was also thought that easier access and the number of regional centres in the top part of the NT was a contributing factor. There are a number of communities in the desert that are a considerable distance from Alice Springs (between 6-8 hours away) with social problems and no passing traffic. Further development in these communities appears minimal due the tyranny of distance, inability to leverage off close neighbours and extremely low levels of literacy and numeracy were identified.

There were a number of serious issues identified throughout the review that need to be addressed to ensure that there are higher levels of Indigenous participation in employment opportunities. Work readiness, literacy and numeracy, cultural obligations reliability, social problems and a desire to work are the major issues identified. It was found in some communities that persons were being trained in skills where there was no interest or available jobs in the future. Training Indigenous persons in 'relevant' areas such as building construction and maintenance as well as mechanical repairs is considered important because of the number of opportunities in these areas. For skilled people in professional trades to provide training and be attracted to these communities, better housing, conditions and support need to be offered. Identification of the skills that exist within the resident Indigenous population should be an adjunct to this review along with appropriate training identified.

2. INTRODUCTION

2.1 About the Project

The Local Government Association of the Northern Territory (LGANT) approached the Commonwealth Department of Employment and Workplace Relations (DEWR) in May of 2005 with a proposal to undertake a skills audit of 10 of its member communities. This proposal also sought funding to prepare training plans around the types of employment opportunities within local government that may be available

within those communities. It was proposed that this would be ongoing and further communities would be audited after the first 10. It was thought that both LGANT's member Councils as a major employer as well as the Commonwealth through its CDEP program would benefit.

Discussions around the original proposal resulted in a project evolving as the first step in the process - an audit of employment opportunities in remote communities in the Northern Territory. The initial project between DEWR and LGANT was entered into with a wider and broader scope than 10 Councils and included all agencies and businesses within 51 communities as well as the local government authorities. The project timeframe was one year commencing on 11th July, 2005, with an anticipated completion date of 30th July 2006. During the course of the audit an additional community was added at the request of DEWR (taking the number to 52), and affected the proposed project's completion date.

A broad profile of each of the 52 communities was undertaken with the cooperation of LGANT's member councils (51 of these) and the communities that they represent. This profile included demographics, housing numbers, council structure, education, health, infrastructure and local businesses. Of the 52 communities reviewed, 5 of these were open towns. These towns had significant populations of Indigenous persons residing within them or nearby, or had the main Council office within the area. These areas were Anmatjere (Ti Tree), Cox Peninsula, Mataranka (50+ Jilkminggan people), Timber Creek (large population of Indigenous people) and Borroloola (Mabunji Resource Association within town and managing a large CDEP and a number of outstations).

One of the principle objectives of the Project was to obtain the types of employment positions within each community. Another objective was to identify any potential for future Indigenous employment opportunities through new business and any other economic development prospects. It was recognised that what would be delivered would be a "snapshot" in time taken at individual communities over a period of the year. Positions identified were either full-time or part-time. These have not necessarily been distinguished unless otherwise identified on the templates (working papers) as to whether the positions are full-time or part-time just whether they were a 'real job' at the time of review.

The success of gathering the information was based on LGANT's strong membership base relationships and its knowledge of the Councils' which it represents.

2.2 Methodology

The Project commenced in July 2005 with LGANT employing 3 Project Officers to undertake the collection and initial reporting on the data. The Manager, Human Resource Support & Development (LGANT) was identified as the Project Manager and liaison person between DEWR and LGANT.

The approach to collection of the data was to prepare a number of templates. These templates evolved over the first six months of the review as did the way the final reporting was to be delivered. During this time discussions were held with DEWR representatives about the type of information and the way this would be presented as well as expectations about the report and final findings. In January 2006 it was agreed that each individual community would have its own report, with these being attachments to the overarching final report. Due to final agreement on the format and content for reporting not being reached until 6 months into the project, the

timeframes were somewhat hampered and required some re-assessment of reviewed communities by project officers.

2.2.1 Templates

The templates developed covered a variety of areas and looked at a number of questions. These templates were viewed as working papers and were utilised by the Project Officers to collect information for the individual reports and the final reports. These templates are attachments to individual respondent reports as working papers.

Templates were prepared for the following:

- Community profile – location, history, population size (Attachment A – individual reports)
- Community contact list – key list of contacts within community (Attachment E – individual reports)
- Organisational structure of council/and or resource association – (Attachment C individual reports)
- CDEP Program – management, numbers, utilisation by varying bodies and top up providers (Attachment D – individual reports)
- Local Government Authority – employment and services
- Housing – numbers on community, size, occupancy and ownership
- Education – schools – training, employment, literacy/numeracy levels, attendance rates
- Health – doctors attendance, service delivery employment levels
- Retail – Stores – Ownership, employment levels
- Aged Care – Employment – service delivery
- Child Care – employment – service delivery
- Art Centres – tourism opportunities for employment
- Public Service – postal service, visits by Government Departments, Police presence etc.
- Women’s resource centres
- Men’s resource centres
- Outstations/Homelands/Resource Associations – locations, service delivery
- Civil operations – delivered by Council
- Air services – airports type, service provided
- Tourism – types if any
- Trainees apprentices – numbers and where studying
- Fisheries and Maritime – Horticulture/Forestry – depending on location whether there were any ventures in this area
- Community care groups
- Bistros Clubs and licensed pubs
- Library Services

Not all of these templates will be found as appendices to individual reports as not all of these services or ventures were delivered in every community.

From this information a spreadsheet was developed for each respondent community (Attachment B – individual reports) as to the employment type by employer. This attachment provides a snapshot of employment **at the date of review** by the Project Officer. It should be acknowledged and noted that since the date of individual reviews, changes may have occurred within individual communities.

The template developed for the CDEP program (Attachment D) is information on individual programs reflected **at the date of review**. Top-up numbers at the date of review can also change from week to week, but provide a general overview of the types of activities being undertaken under the program, the usage of participants by varying agencies, and where funding for top-up is funded from.

2.2.2 Collection Methods

The communities were divided between the 3 Project Officers with the first community undertaken as a Pilot with all 3 in attendance. Timetables were drawn up. Project Officers were equipped with lap-tops to enter the data and for writing draft reports on completion of their visit.

Visits were arranged with the Chief Executive Officer (CEO) of the Council and other key community members prior to the Project Officer arriving. At times these visits were cancelled due to cultural reasons such as a death in the community. The length of the visits ranged from between 1 to 4 days dependant on the size of the community. Appointments were made with Principals of Schools, Managers of Health Clinics, Store Managers, CEO's of Councils, Resource Association Managers and other Managers of various businesses within the communities.

Each Project Officer undertook research on their allocated communities through various means, and in some instances forwarded the templates prior to visiting. Templates formed the basis for discussion with the key stakeholders within the community at the time of visit. Information in some instances was not forthcoming for a variety of reasons such as a change-over in the CEO of the council, reluctance of some agencies to provide the information, relationship differences between the resource association and the local government authority, or information just not being available. The following information pertinent to assessing the community was obtained:

- Literacy/numeracy figures were generally provided by the Principals of schools and were based upon their tests and the NT Government bench mark levels. They were asked to provide a rating of between 1 and 10, with 10 being the highest
- Housing numbers were supplied by either the CEO of the council or housing staff or the resource association where numbers were given on homelands or outstation dwellings
- Average population figures were obtained from either the Health Clinic or Medicare records or the council
- Employers and activity stakeholders provided information on employment numbers, CDEP participation and top up provisions
- In some instances elected members of the councils provided information relating to economic development and future opportunities
- In other instances Project Officer's "walked" the community talking to different groups of local people and gaining their opinions about what employment and further development opportunities they would like to see and participate in
- Both Indigenous and non-Indigenous ideas and information have been reported upon.

2.2.3 Definitions

- “*Real jobs*” for the purposes of this report were identified as a position either full-time or part-time that was funded through government and other grant monies, self generated income, private enterprise or other means. It was agreed that a person in receipt of income that was not on CDEP base or plus top-up, but paid through the above criteria, held a “real job”.
- CDEP “*top-up*” – persons in receipt of normal CDEP payments plus extra monies paid for work undertaken over and above the base CDEP rate of 16 hours a week. Top up funding for the extra hours worked, was identified as being paid through varying funding bodies, again through self generated income (stores), NT Education, NT Health, CDEP salary savings etc. These positions were not classed as “real jobs” for the purposes of this report.
- A glossary of Acronyms used throughout individual reports is appended at Attachment 2.

2.2.4 Information compilation

The information was collated within LGANT’s office. Follow-up with some communities occurred for clarification of detail or to obtain some detail where it was not available on the day. A few of the communities had to be revisited due to relevant people not being available.

The draft information was compiled, including templates and sent for review to LGANT’s nominated consultant (Project Manager) to write the final reports and ensure that the information was accurate.

Reports were compiled and forwarded in draft format to DEWR and to the individual councils with Attachments A, B, C, D and E described previously in 2.2.1. Councils provided feedback on the reports and appropriate changes, where required were made to the Reports.

The final report was prepared by the Consultant (Jill Hunt) and is a compilation of all of the Reports and information provided.

2.2.5 Acknowledgements

The Project would not have been completed without the funding and grant from the Commonwealth Department of Education and Workplace Relations. The assistance given by Ray Wilson in progressing the grant submission, and by Jon Bok and Simon George in providing a regular liaison and guidance point is thanked and acknowledged.

This information could not have been gathered without the cooperation of LGANT’s member councils and its Indigenous representatives within the community. LGANT thanks its members for their openness and willingness to assist in this Project.

Employers, government agencies and their staff and stakeholders within communities are also acknowledged and thanked for their cooperation in the provision of information.

LGANT also wishes to thank and acknowledge the work, in sometimes difficult circumstances, of the 3 Project Officers – Danny Meredith, Judy Brennan and Phillip Tonks.

3. KEY FINDINGS (Totals across 52 communities)

3.1 Employment by Industry/Agency

A total of 2,955 'real jobs' were identified across the 52 communities. This does not include participants in CDEP Programs which are discussed below in Section 3.2. The allocation of these positions across employers and by function is:

Local Government (LG)	804 (of which 62 positions are in stores and 30 in health)
Health	406 (30 are LG and 3 Resource Association positions)
Education	855
Police	66
Stores	445 (25 are Resource Association and 62 LG positions)
Resource Association	153 (28 positions are within Stores/Health)
Other	346 (positions art, aged care, tourism, TCU (10) etc)

Chart 1

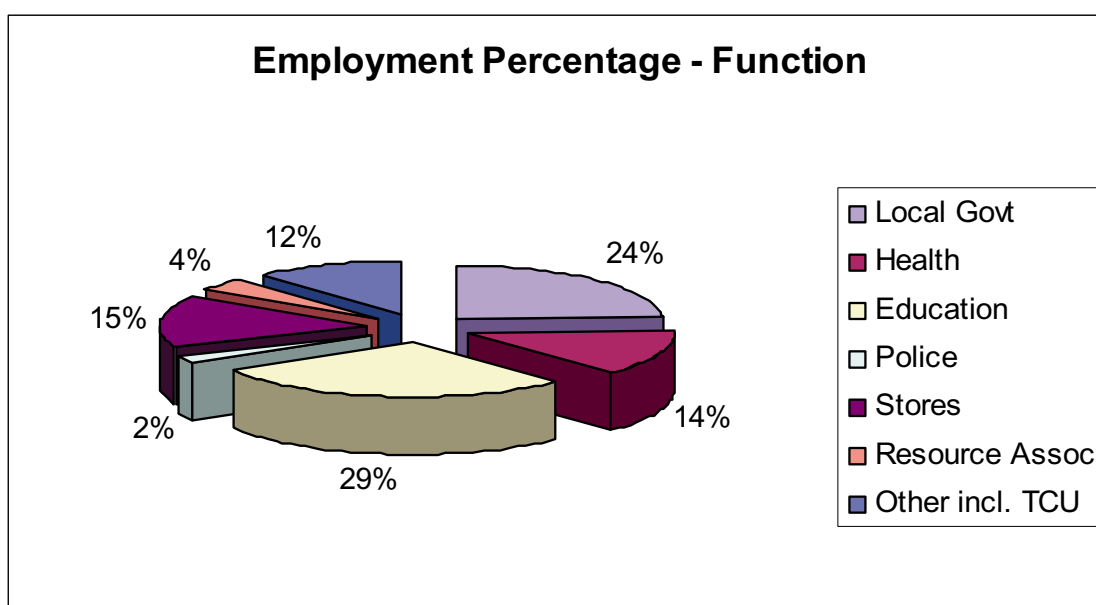
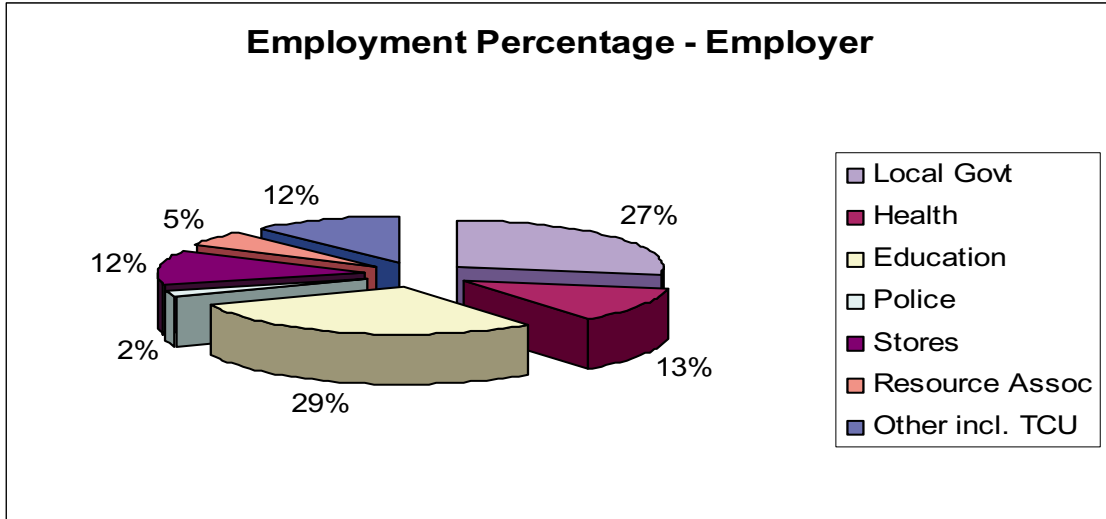


Chart 1 above allocates total positions by function or activity. The major employment function within the total of these 52 communities is education. Two communities reviewed did not have schools and 2 others declined to provide information in the education area. Percentages would change slightly due to numbers of those employed within the health sector and stores being allocated against those functions

rather than the employer. For example Local Government would rise slightly due to 92 positions being allocated against the function (health and stores) rather than the employer.

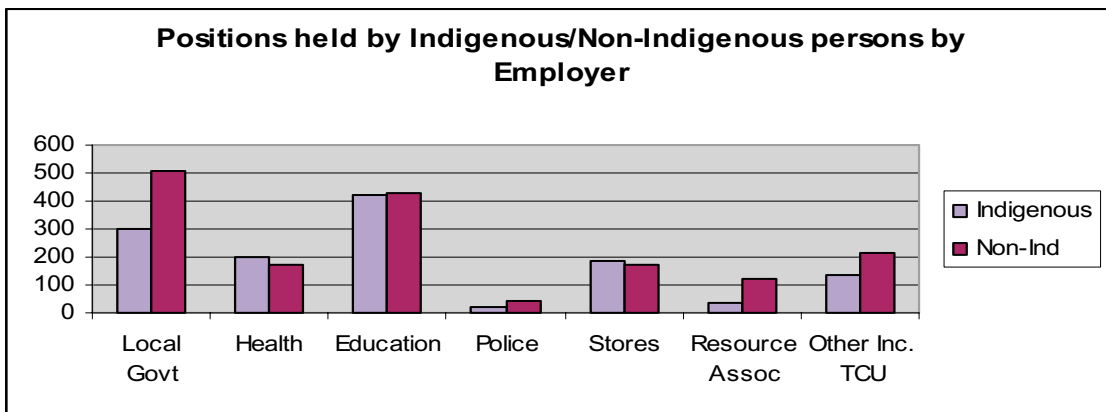
Chart 2 below identifies the differences in percentages for positions allocated to employers.

Chart 2



Of the 2,955 positions, 1303 at the time of review were held by Indigenous persons (44%). The majority of these positions are in the non-professional field. Chart 3 below identifies the differences between positions held and it should be noted that in Education, Health and Stores and the Other categories there is a high proportion of Indigenous employment.

Chart 3



The following reports on the numbers and types of jobs relating to an employer. There will at times be duplication of numbers given that local government and resource associations carry out functions such as Health on behalf of government agencies.

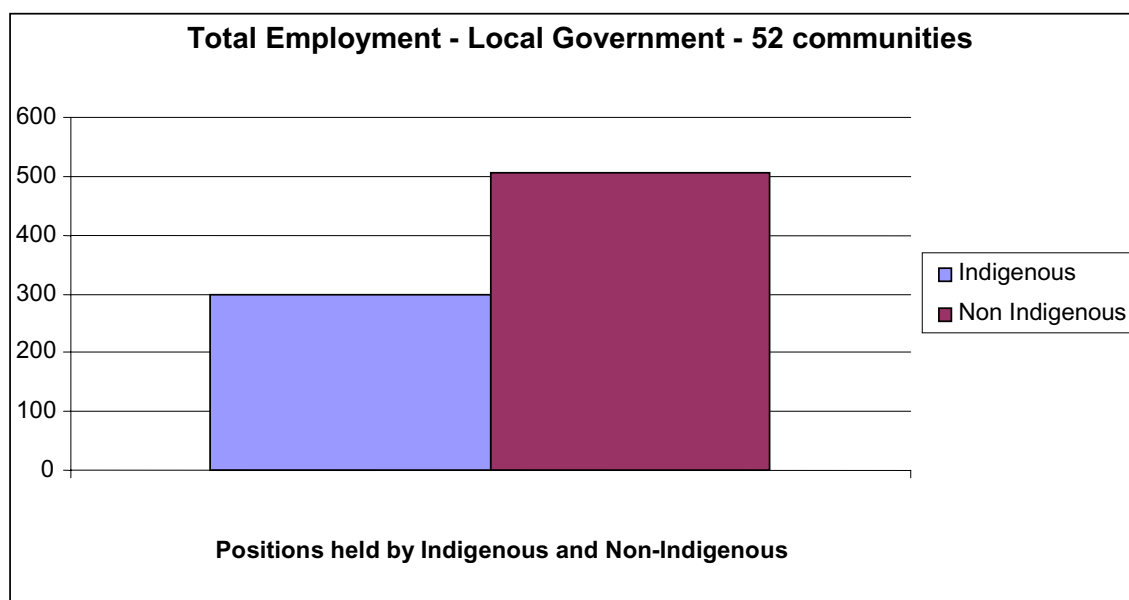
3.1.1 Council – Local Government Authority

A number of the local government authorities reviewed were in discussions to form a Regional Authority, which may in some places see amalgamation of a number of smaller Councils to form a larger Authority. It has been reported through LGANT's recruitment service, that since the reviews have occurred, numbers of positions within Councils have been reduced due to reductions in grant funding. The inability to find appropriately skilled people due to labour shortages, lack of infrastructure by way of housing to accommodate them, and limited budgets has meant that there were reportedly a number of vacancies unable to be filled, particularly in the housing, building maintenance and trades areas.

As the major service delivery operator within these communities, and given the distance from major regional centres in many cases (some up to 8 hours away), Councils have taken on the roles not necessarily undertaken in traditional local government circumstances such as the Centrelink function, Australian Post, community stores, and in some cases health centres. Only five of the reviewed local authorities draw in some rate revenue, these are the open towns. The other 47 rely totally on government grants, user charges and other various funding sources.

Across the 52 Councils reviewed, 5 of which are open towns, there were a total of 804 positions at varying levels from Chief Executive Officer (CEO) through to civil works, retail assistants and aged care workers. Of the 52 communities only 5 of the CEO positions were held by Indigenous persons. Of the 804 positions 299 (37%) were held by Indigenous persons with the balance held by non-Indigenous persons as indicated in Chart 4.

Chart 4



The predominant types of positions held by Indigenous persons are in the administration field and in community services. The highest proportion of Indigenous workers is within the areas of aged care, Women's Resource Centre (which normally provides aged care) and child care. It was reported that Indigenous women prefer

throughout all the Councils surveyed to work in aged care to child care. Although figures from both areas of activity have been combined, it was found that about one-third of the positions in these industries are for child care with the rest in aged care.

Those holding administration positions are mainly within the main administration office of council in areas such as Centrelink, Australia Post, office administration, including reception. Other commonly held positions are in the area of sport and recreation, housing officers and Aboriginal Health Workers in the few councils that do manage the health function. There is also a high level of interest by Indigenous persons in the mechanical workshop as trade assistants and as essential services officers which requires some mechanical knowledge. Local government also has a number of positions which are held by Indigenous persons such as office manager or deputy CEO. Chart 5 displays the types of employment currently held by Indigenous persons within local government.

Chart 5

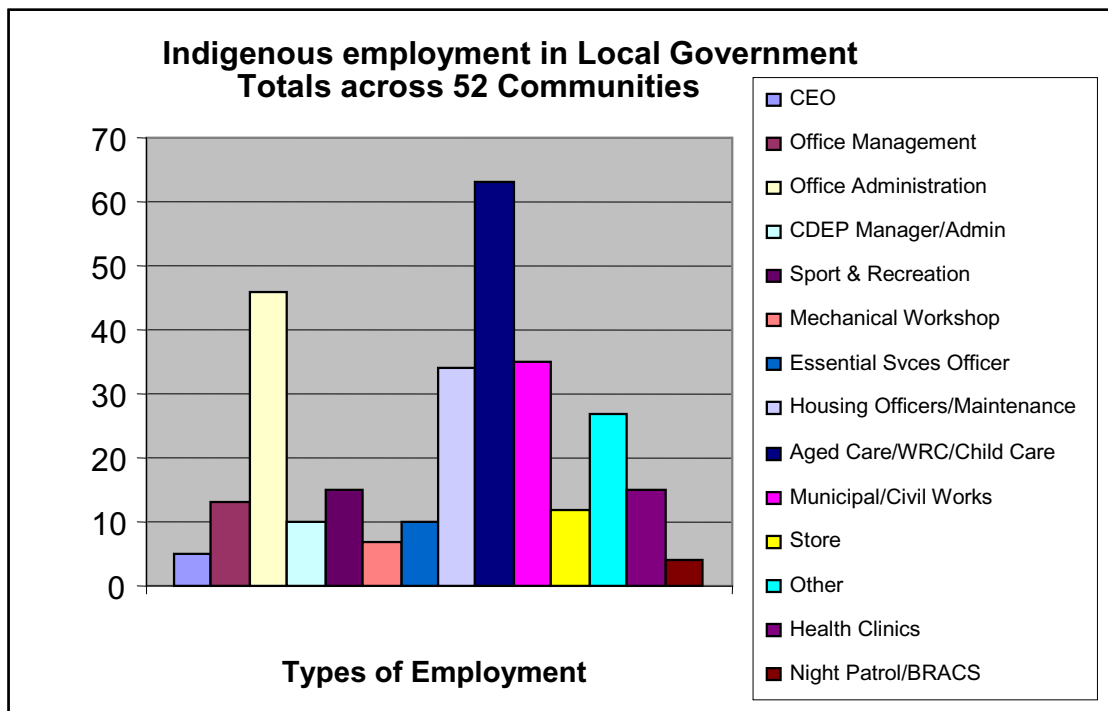
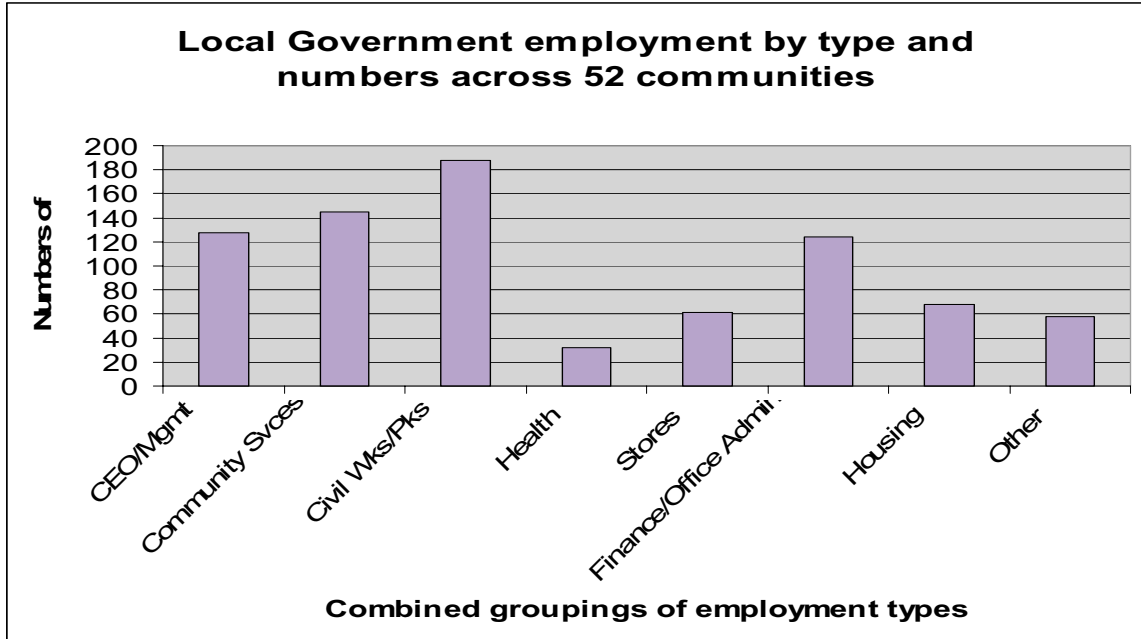


Chart 6 below indicates that the civil works service delivery area has the highest numbers employed, with a major requirement for Mechanics (46), Essential Service Officers (42) and Tradespersons (28). Community services is another area which is traditionally a local government service delivery field and the delivery of aged care, child care and sport and recreation functions is an important component within these communities.

Chart 6



The breakdown of numbers depicted by Chart 6 across the 52 communities by type of positions is as follows:

Council Management	CEO	52
	Deputy CEO/Office Manager	46
	CDEP Manager	28
Community Services	Sport & Recreation	32
	Aged Care	71
	Child Care	33
	BRACS	2
	Substance Abuse	3
	Night Patrol	4
	Civil Works, Municipal, Parks etc.	Essential Services Officers
Mechanical Workshop		46
Civil Works		35
Tradesperson		28
Municipal		39
Health Centres (managed by Council)	Health Nurses AHW's etc.	30
Community Stores	Store manager	23
	Retail Workers	41
Office Administration/Finance Officers	CDEP Administration	17
	Office Administration	71
	Training Officers	6
	Library Officers	6
Housing	Finance Officers	24
	Managers, Officers, Maintenance	67
Other	Positions in tourism, Community Liaison, Art Centres,	57

3.1.2 Government Agencies

3.1.2.1 Health

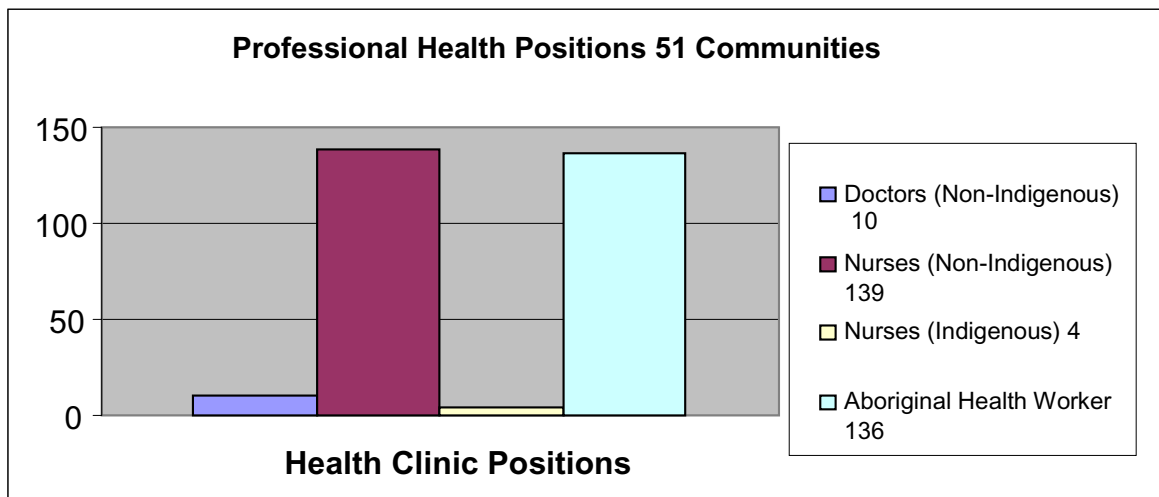
Government departments such as NT Health and Office of Aboriginal and Torres Strait Islander Health (OATSIH) and other regional health services provide health services to 51 of the communities. Four of these communities are provided with funding through their local government authority from either NT Health or OATSIH or a combination of both. Positions in health clinics managed through Councils have been included in this section as well as within the local government figures in 3.1.1 above, and account for 33 positions.

For the purposes of this report Doctors have only been counted where they are resident within the community. A number of doctors attend the community on a fly-in fly-out basis. It should be noted that reports on individual communities discuss visiting doctor numbers and frequency.

From information reported and able to be gained there were conservatively 402 positions counted within the health industry. These numbers could increase as there were a couple of communities where the information was not available.

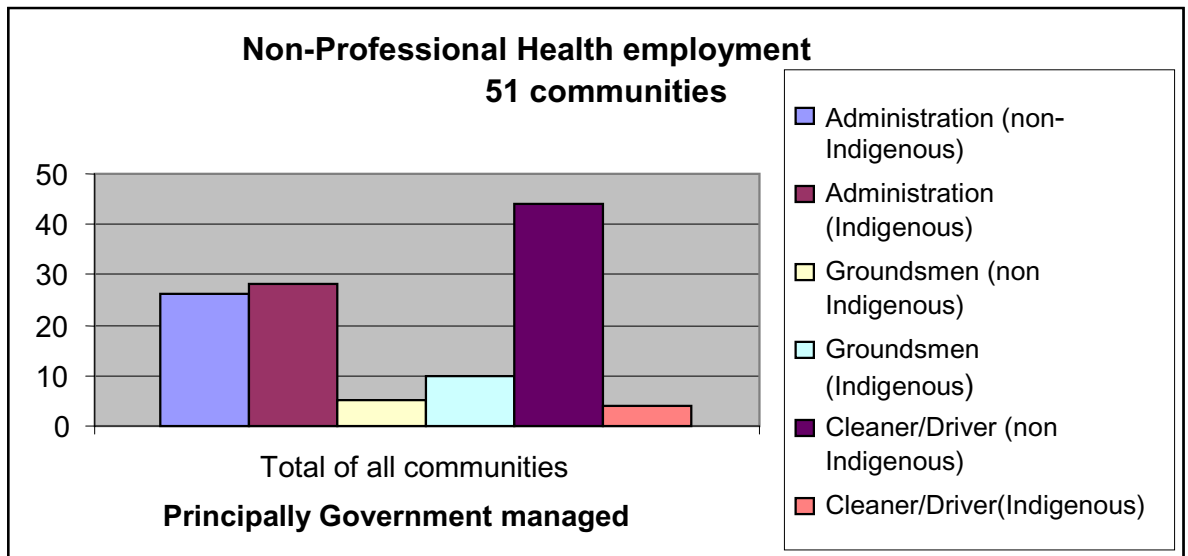
There were 136 Aboriginal Health Worker positions identified. This function is one where there are large numbers of Indigenous persons undertaking further study or already qualified through undertaking the Certificate in Aboriginal Health. It is also a career area that identified a large number of vacancies with positions not being taken up although available. Chart 7 below outlines these Professional/Semi Professional positions.

Chart 7



There are a number of non-professional health position roles being undertaken by Indigenous persons such as groundsman (66% of the 15 people employed as groundsmen were Indigenous). In administrative roles of the 54 positions, 51% were undertaken by Indigenous persons. In the cleaning/driver area the highest proportion of positions were held by non-Indigenous persons (91% of 48 positions). Chart 8 below outlines the non-professional health positions.

Chart 8



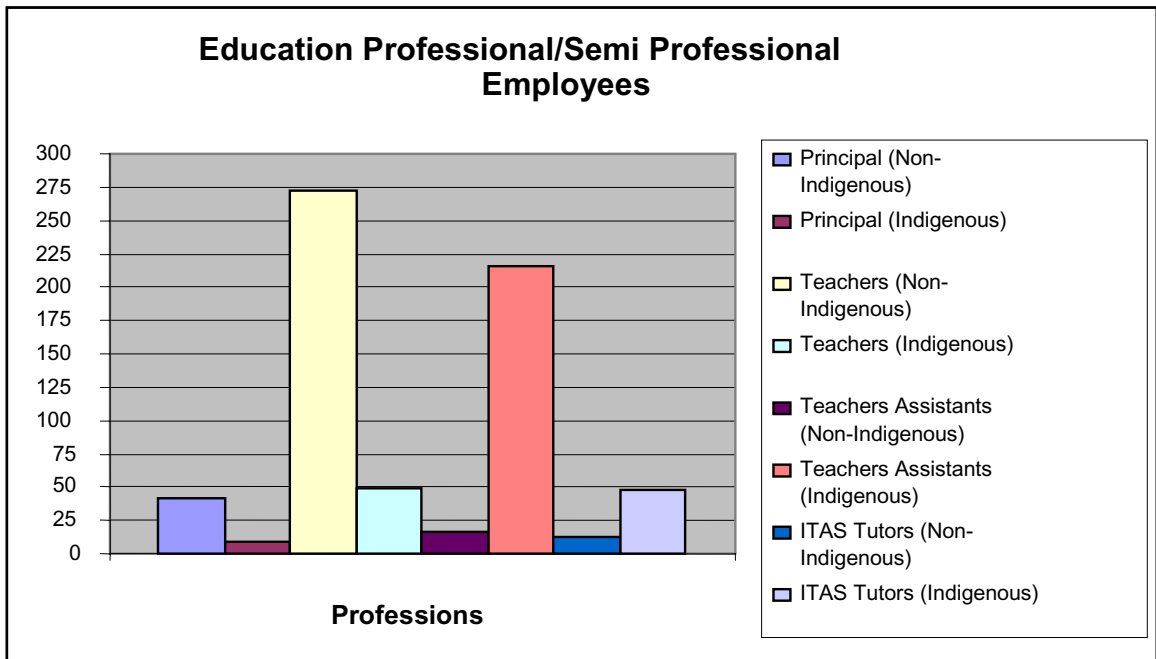
3.1.2.2 Education

The provision of Education across the Northern Territory for 50 communities is undertaken by a number of providers including Catholic Education, Homelands Associations, Department of Employment, Education and training (DEET), as well as other Church denominations and higher education institutions such as Batchelor Institute of Indigenous Tertiary Education (BIITE) and Charles Darwin University (CDU). A number of other service and training providers also have a presence.

There were reportedly 855 positions in education. There were 2 communities where figures were not provided. At one of these communities an estimate was taken based on information provided by the community. A further 2 reviewed communities did not have education provided due to the close proximity of a regional centre. Some communities had 2 schools or a school and a higher education annexe. Of all reported education positions 423 (49.5%) were held by Indigenous persons. As outlined in Chart 9 below by far the biggest proportion of positions held by Indigenous persons was for Teachers Assistants. The numbers below do not include CDEP program participants, which if added, would increase numbers of Indigenous participation. These participant numbers are identified within Chart 19 and form part of the CDEP reporting. A number of the positions identified within the CDEP reporting for education (3.2) are in receipt of top-up for extension of normal CDEP hours within schools.

Within the professional streams, of the 51 Principals, 9 positions were held by Indigenous persons (17.6%); of the 321 reported Teachers, 49 positions were held by Indigenous persons (15.3%). There were also 60 positions for ITAS Tutors and 48 of these positions were reportedly held by Indigenous persons (85.7%), although some were vacant at the time of review. There were 232 positions identified as Teachers Assistant positions. Of these 92.5% were held by Indigenous persons. Chart 9 outlines the professional and semi professional positions

Chart 9

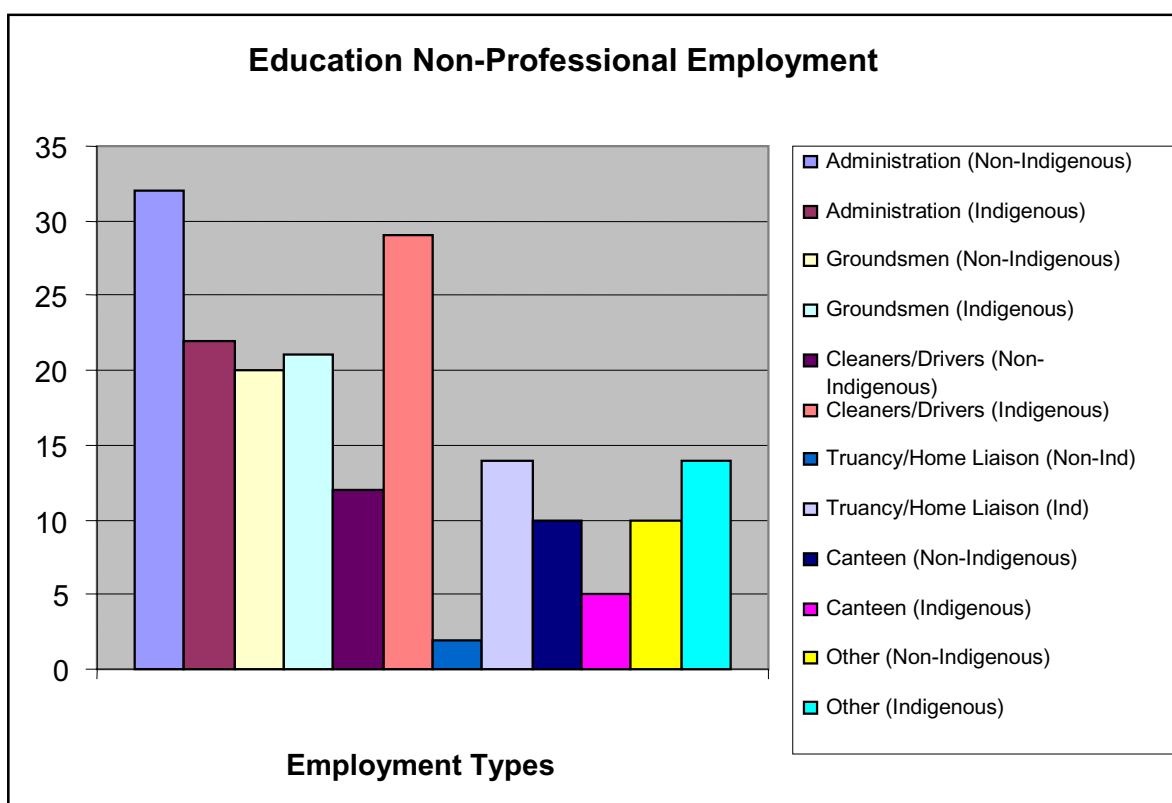


Principal (Non-Indigenous)	42
Principal (Indigenous)	9
Teachers (Non-Indigenous)	272
Teachers (Indigenous)	49
Teachers Assistants (Non-Indigenous)	16.5
Teachers Assistants (Indigenous)	215
ITAS Tutors (Non-Indigenous)	12
ITAS Tutors (Indigenous)	48
TOTAL	663.5

In the non-professional area there were a total of 191 positions identified and of these 105 were held by Indigenous persons. For administration roles there were a slightly higher proportion of positions held by non-Indigenous persons (61% of 54 positions). A very similar proportion of the 41 groundsman positions were held by Indigenous (51%) and non-Indigenous (49%) people.

Chart 10 outlines the types and numbers of positions which make up the totals within the non-professional positions reported.

Chart 10



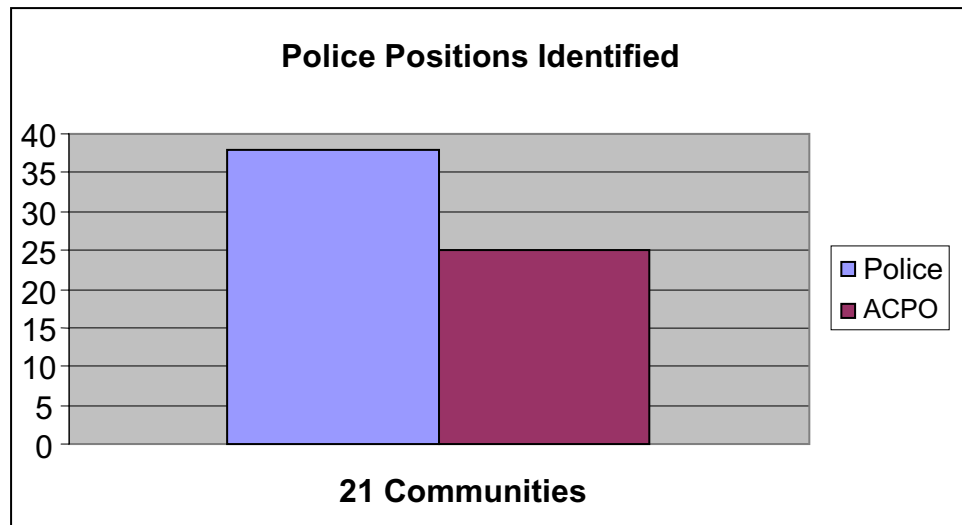
Administration (Non-Indigenous)	32
Administration (Indigenous)	22
Groundsmen (Non-Indigenous)	20
Groundsmen (Indigenous)	21
Cleaners/Drivers (Non-Indigenous)	12
Cleaners/Drivers (Indigenous)	29
Truancy/Home Liaison (Non-Indigenous)	2
Truancy/Home Liaison (Indigenous)	14
Canteen (Non-Indigenous)	10
Canteen (Indigenous)	5
Other (Non-Indigenous)	10
Other (Indigenous)	14
TOTAL:	191

3.1.2.3 Police

Of the 52 communities reviewed there was a police presence identified within 21. There were a total of 66 positions of which 44 were non-Indigenous Police Officers, one of these working for the Western Australian Police in a joint venture with NT Police on the border at Kintore. The other 22 positions were held by Indigenous persons as Aboriginal Community Police Officers, commonly known as ACPOs. There are 5 communities at which there is a presence of 1 or more ACPOs with no Police Officers. However 2 of these 5 communities come under the one Council area surveyed (Nyirranggulung – NMNRC) with 2 ACPO's stationed at Beswick and 2 at

Barunga. Officers stationed near Manyallaluk within NMNRC boundaries were not counted as part of this Review. Chart 11 identifies the breakdown of employment positions.

Chart 11



3.1.3 Retail

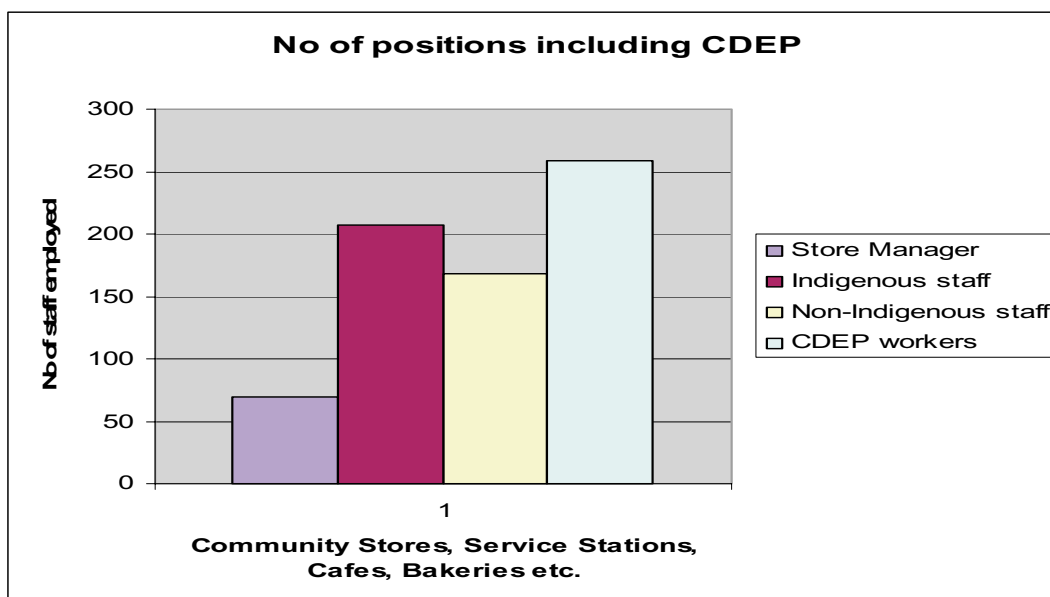
Retail provides a large number of positions for Indigenous persons. There were 445 'real jobs' recorded in varying types of retail with an additional 259 CDEP participants also undertaking roles making a total of 704. The vast majority of positions were identified through community stores and take-away. For the purposes of the report, stores or retail outlets in Borroloola and Mataranka have not been included due to the large number of businesses that were not canvassed thoroughly within these open towns. This is not to say however that there would not be opportunities in both of these towns for Indigenous persons to take up positions, should they have the skills and willingness to undertake the work. Of the 70 store managers identified only 1 Manager position was held by an Indigenous person. A number of Councils (13) manage stores on behalf of the community. The numbers of positions recorded include 64 positions which have been counted in local government employment, but for purposes of the report have also been counted as positions in this particular industry.

A considerable number of positions held by Indigenous persons within the retail area are part-time. For example ALPA Stores prefer to have a larger number of people employed providing part-time and casual work rather than less persons at a full-time rate. This allows for matters such as cultural obligations and reliability to be managed. Non-Indigenous managers (who are usually a husband and wife team) of the stores work full-time and provide mentorship and training. It is rare to find Indigenous persons working full-time within retail outlets on communities.

Chart 12 below shows the number of positions including CDEP participants that undertake work in retail stores. This includes tourism ventures, service stations and take-away premises. In most instances Indigenous persons work across a range of positions from sales and check-outs to pumping fuel and working in clubs.

Arnhemland Progress Association (ALPA) employs a large number of Indigenous persons in “real jobs” albeit only part-time. They provide good training and education and have a number of persons undertaking retail traineeships and studies in retail and prefer to not utilise CDEP. This is not to say however that some ALPA managed stores do not utilise CDEP participants. Where communities have an ALPA managed store, numbers of positions for Indigenous persons have been identified and can be gained from individual community reports.

Chart 12

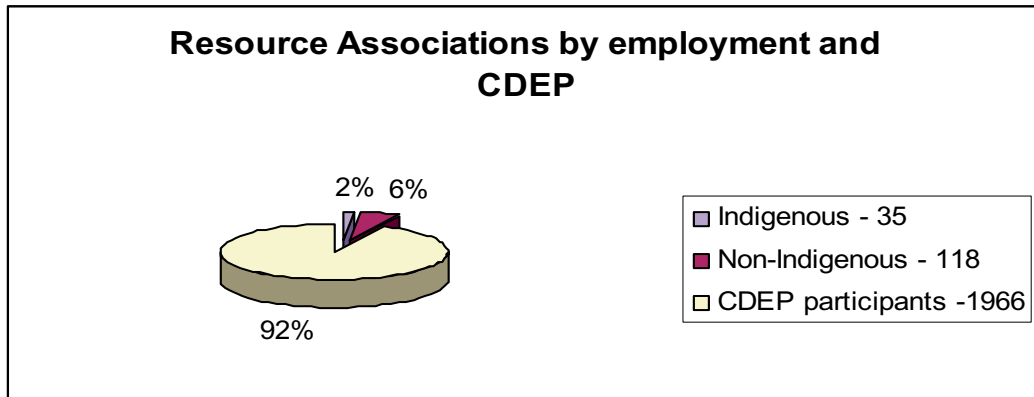


Store Manager	70
Indigenous staff	207
Non-Indigenous staff	168
CDEP workers	259
TOTAL	704

3.1.4 Resource Associations

There were 12 resource associations identified and numerous Aboriginal community owned businesses throughout these 52 communities. Within the resource associations there are 153 funded positions of which 35 are held by Indigenous persons and 1966 CDEP positions are managed. There are also a variety of other activities undertaken by these groups such as arts and crafts, tourism ventures, social clubs and in some cases education. They also manage outstations or homelands and associated activities. The breakdown of Indigenous and non-Indigenous persons holding these positions is depicted below in Chart 13.

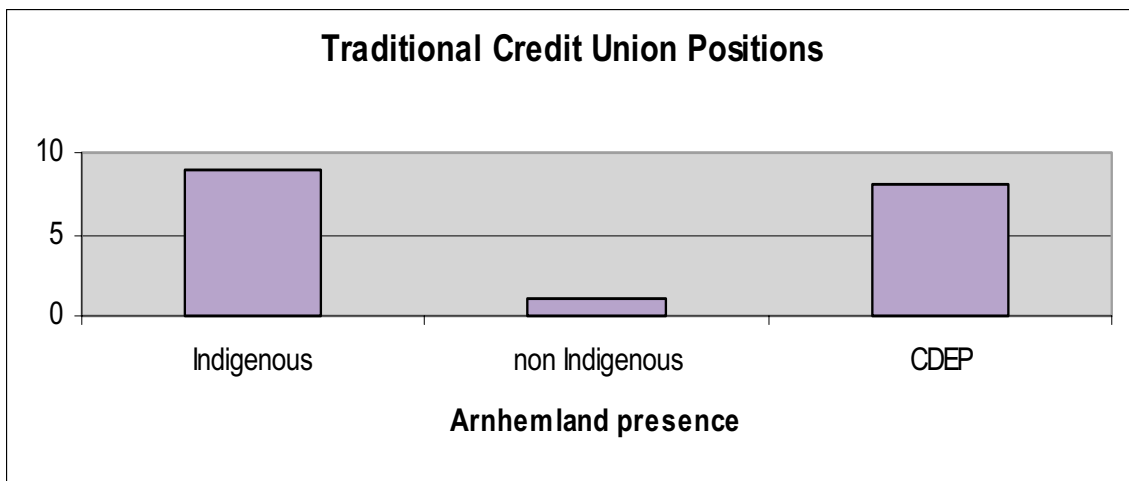
Chart 13



3.1.4.1 Banking

The Traditional Credit Union has a banking presence within a number of the communities predominantly in Arnhemland in the Top End. Other than that councils assist the community with internet banking, a few communities have Rural Transaction Centres and some stores have an ability to take out cash and/or have an ATM. There are 10 positions plus 8 CDEP participant allocations against this area.

Chart 14



3.1.5 Other

There are 336 positions allocated to the 'Other' category and 124 are held by Indigenous persons. 65 positions are within small businesses within the open township of Borroloola and have been reported on in total in this category. Another significant component is 45 positions held by Indigenous persons in the tourism industry in Tapatjatjaka (Titjikala). This tourism venture is run by a Sydney company, managed by the local council, and employs up to 45 locals dependant upon the number of visits to the area. There is also a significant component in this category due to businesses in Mataranka. This open town was not canvassed thoroughly, but on the conservative side over 40 positions were identified. Yuendumu also had a

number of positions, 28 in this category, 23 of which were tied to Walpiri Media which is the radio/tv station and well attended by interested locals.

Other smaller numbers of positions were held in areas such as tourism, art stores, private aged care facilities and other smaller contractors or businesses.

3.2 CDEP Employment/Participation

CDEP programs (outlined in individual reports as Attachment D) were reviewed and Target Employment Levels (TEL) identified across 48 of the 52 respondent communities. There are however 49 communities with CDEP Programs. One of the programs operating in Timber Creek was not able to be reviewed due to the resource association declining to provide the information. There were 7 participants that have been identified within the township of Timber Creek and accounted for within the totals for this report. Cox Peninsula, Walungurru and Mutitjulu did not have a CDEP program at the time of review. It is understood that Mutitjulu was to gain access to the program a short time after the visit. Some CDEP programs within communities provide participant numbers to other nearby communities. These participants are counted within the community in which they work and reside.

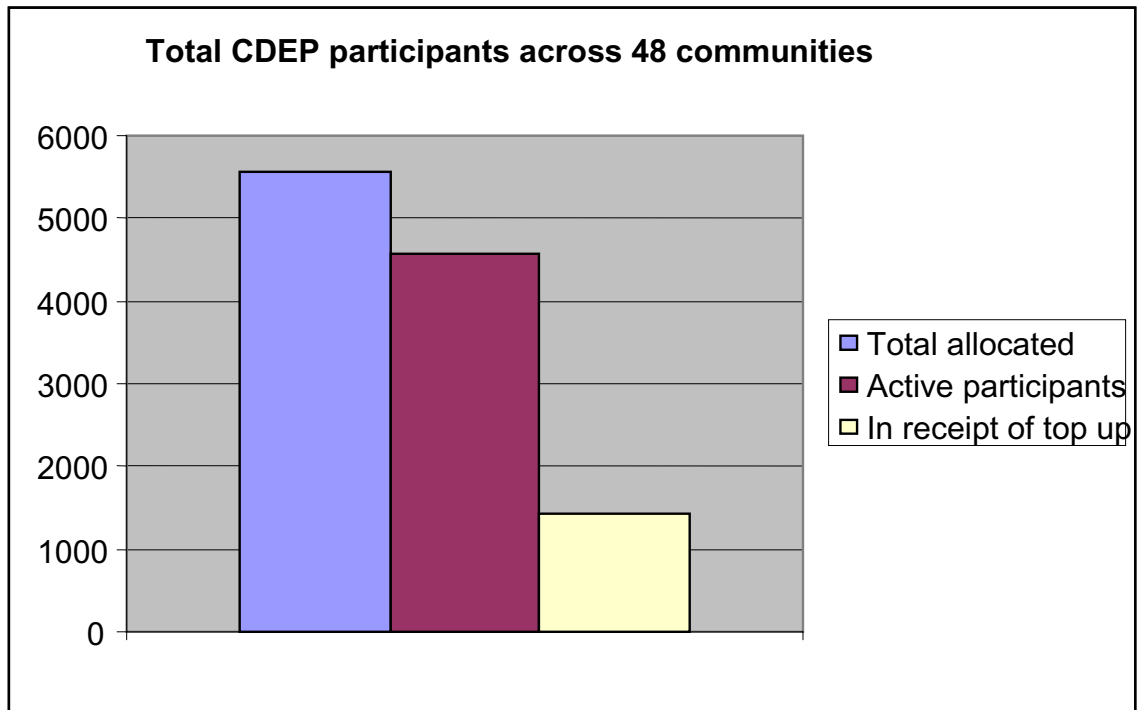
There were a number of individual programs which had participants over the TEL which amount in total to 46 extra participants. These have been added to the total for the purposes of this report. There were other communities, where after a number of visits and phone calls to Resource Associations, numbers could only be estimated and not broken down by activity on Attachment D's for individual community reports.

There are 5567 TEL numbers provided across these 48 communities with 4142 of these on base wages. The additional 1425 were at the time of review in receipt of top-up. It is important to note that the number on top-up can vary from week to week and therefore cannot totally be relied upon to identify future opportunities for 'real jobs'. For example figures for Maningrida were taken the week before Cyclone Monica had a direct hit on the township. It was reported that this has had a major affect on number of positions both in real jobs and CDEP, because of damage to infrastructure and with people leaving the community. This information was collected over the period of one year period under changing circumstances of proposed amalgamations and reductions in grant funding, but provides a good indication of where participants are being utilised.

CDEP participations have been broken down and reported on by various service activities and business enterprises. CDEP participation has been extremely difficult to consistently report upon given the variables, overs and unders that are run on any one program, and participation rates sometimes being higher than allocated TEL numbers in activities of interest.

Chart 15 shows the TEL of CDEP participants reported upon, the total average number reported to be active (82% - see Attachment D in individual reports) and indicates a total of those in receipt of top-up monies (27% average) at the time of review. Individual community reports have a breakdown of which agencies and or businesses pay top-up within each community.

Chart 15



As can be seen by Chart 16 below, local government grant funding in its various forms, is utilised to provide work and top-up to ensure service delivery to the residents of communities is provided.

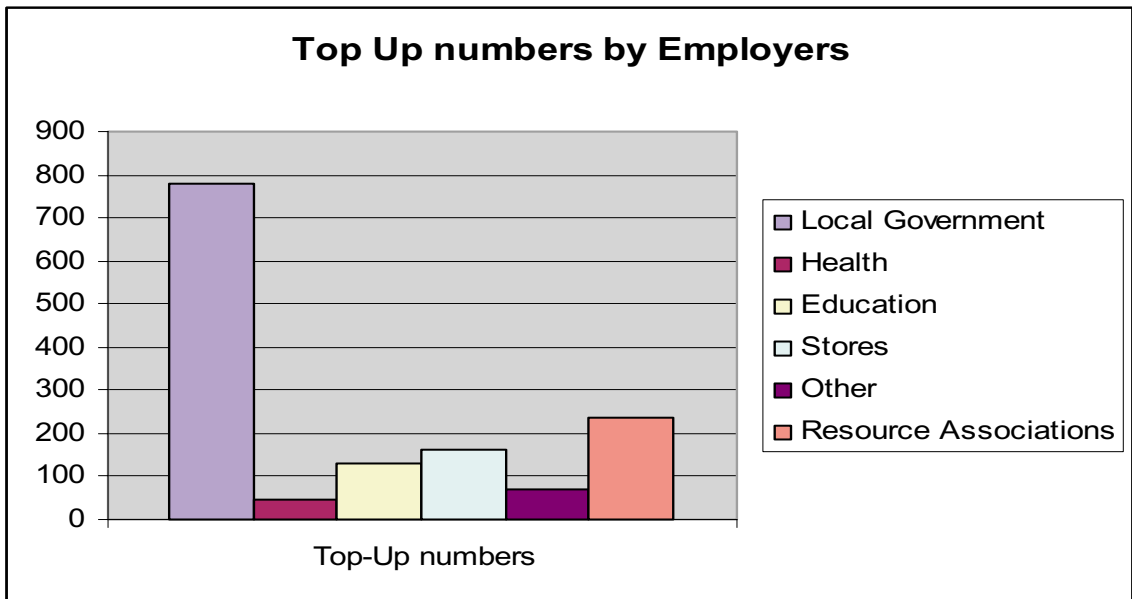
It is believed that if CDEP were to be removed then this would severely hamper service delivery, given the declining funding in grants and there being little current economic development opportunities due to remoteness and skilled workers.

Resource Associations which manage outstations/homelands rank second in numbers of participants in receipt of top up. The percentages of total CDEP places being paid top up by employer are:

- Local Government (from various grants) 54.5%
- Resource Centres 16.7%
- Stores 11.4%
- Education 9.1%
- Health 3.3%
- Other 5%

Local government utilises a variety of funding grants to pay for top up. These are salary savings from non-attendance, housing maintenance and rental and other varying grant funds from Jet Creche and Home and Community Care (HACC) funding. Top-up funding sources can be gained from Attachment D on individual reports.

Chart 16

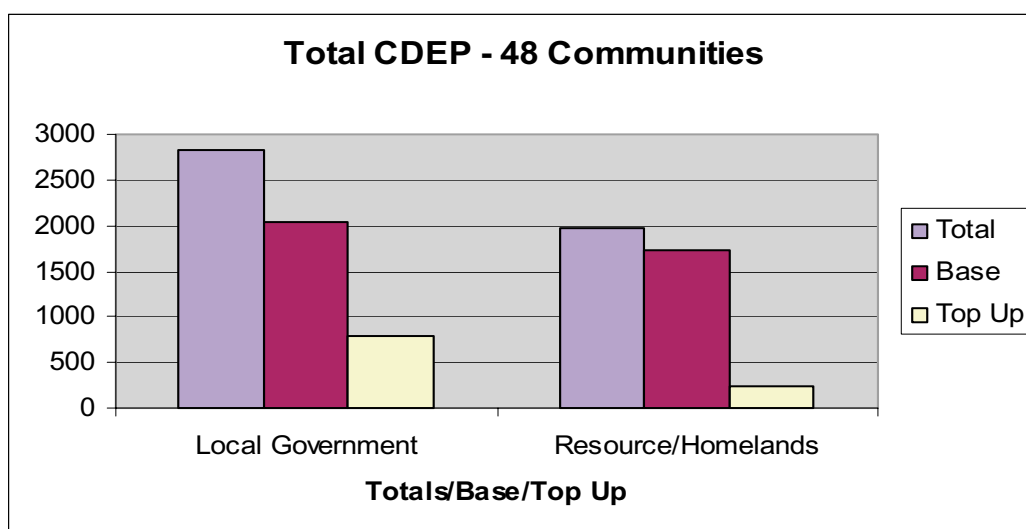


Employers	Top-Up numbers
Local Government	786
Health	47
Education	130
Stores	151
Other	71
Resource Associations	238

3.2.1 Local Government Authority/Resource Association – CDEP Program Managers

To provide a comparison and given that the main two CDEP program managers are either the local authority or a resource association, both the local government authority and the resource/homelands association have been shown together in Chart 17. Local government is reported to have 2826 positions with 786 of those in receipt of top-up. The resource/homelands associations had 1966 positions with 238 of those in receipt of top-up. Both of these numbers are slightly less than depicted previously in Chart 15 as use of participants in stores and health managed by these two identities have been removed from these figures.

Chart 17



Program Manager	Total	Base	Top Up
Local Government	2826	2040	786
Resource/Homelands	1966	1728	238

3.2.2 Government Agencies

Employment in the functions of health and education are reported upon together. Usage of CDEP participants by these employers is quite high, although reports given in early 2006 from some communities were that they were cutting back on payment of top-up, particularly in education because of the new rules around CDEP. This would mean that some of these positions would be lost within communities.

There are a high proportion of Indigenous persons utilised through CDEP participation as teacher's assistants as there is with 'real jobs'. 223 CDEP placements were reported with schools of which 93 were in receipt of top-up.

There were a total of 104 CDEP participants in health of which 47 were in receipt of top up. Most of those in receipt of top-up were in Aboriginal Health Workers (AHW's) roles who were undertaking their certificates in health or trainees.

Chart 18 and 19 outline the government and delivery agencies of health and education usage of the CDEP program which is 6% of total participants.

Chart 18

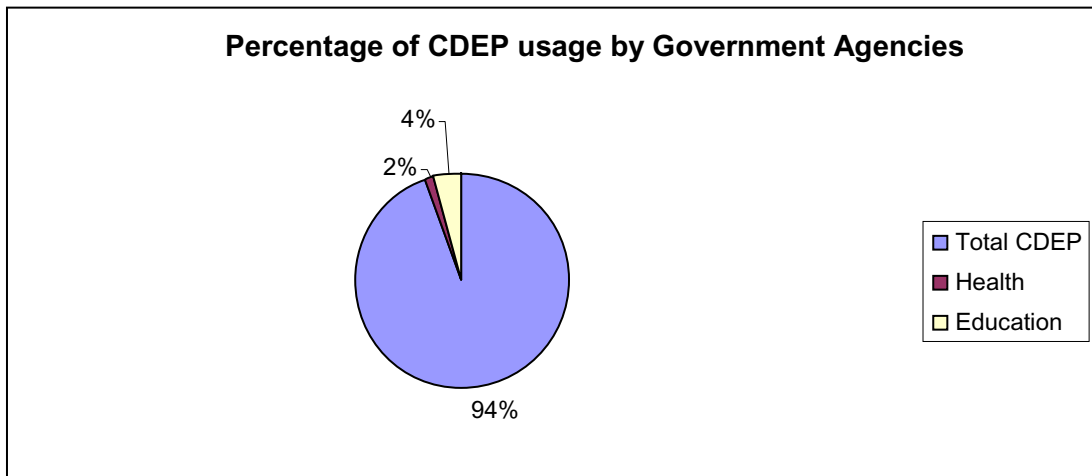
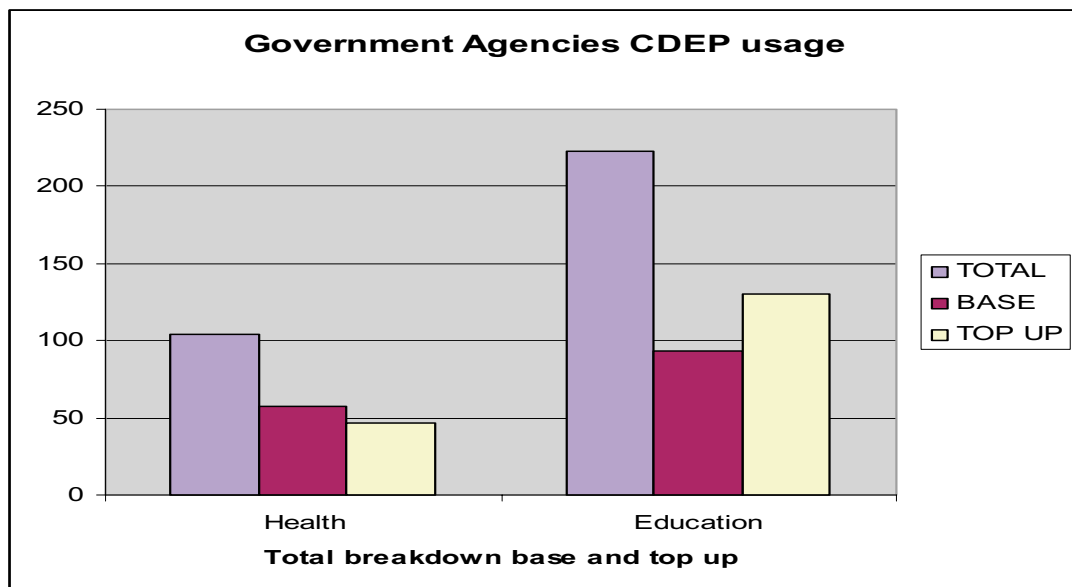


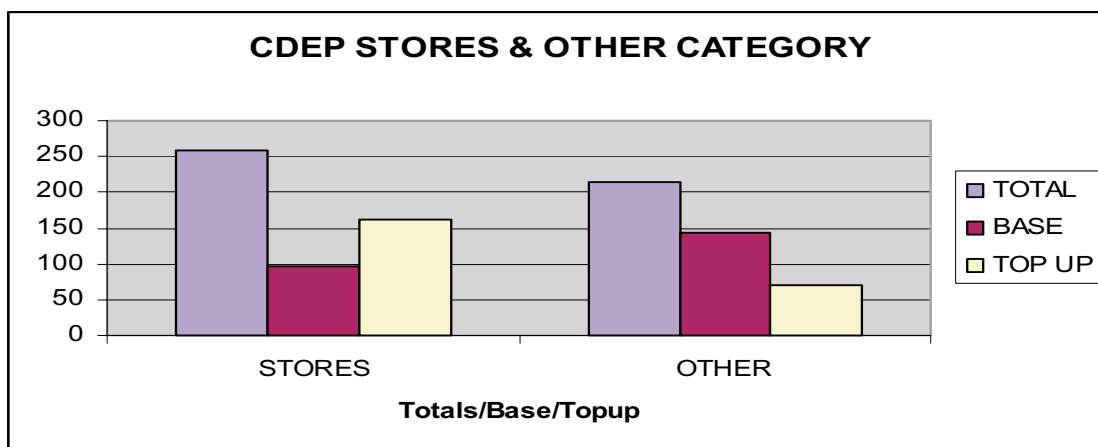
Chart 19



3.2.3 CDEP Stores & Other

CDEP participation in stores has been reported upon above in 3.1.3. The “Other” positions category depicted below includes work undertaken in areas such as tourism, art centres, and includes unallocated CDEP participation such as the 60 for Engawala CDEP places which are managed by Anmatjere Council. Chart 20 depicts participation in stores and the other categories.

Chart 20



Agency	Total	Base	Top up
Stores	259	97	162
Other	215	144	71

3.3 Barriers to Indigenous employment

3.3.1 Work Readiness/Training

Indigenous people held 44% of the 'real jobs' identified within the reviewed communities, however, few were in professional positions. This proportion of real jobs identified includes vacant/unfilled positions which would be able to be taken up by Indigenous persons.

The low levels of literacy and numeracy found throughout the Territory within these communities is of major concern. The requirements for Australian organisations to be accountable for funding and having employees regularly attend work is not evident in the majority of places.

Project Officers reviewing the communities were of the opinion that there was training occurring across the Territory but not necessarily in appropriate areas. For example, Indigenous people could be trained in usage of computers which may help them with internet banking. However they may hold positions that require skills training in tactile abilities. If there was little opportunity to take up positions in the offices within a community utilising these computer literacy skills, then it was considered that this was a waste of time and money. For example in Anmatjere (Ti Tree) where there is a large horticultural industry there is considerable opportunity for work within that area for skilled horticulturalists and labourers. However there are only 5 Indigenous persons receiving limited training in these skills. This is not reflective of the local government who is attempting to progress this issue, there are other issues related to this such as a "desire" to work, tyranny of distance of pockets of the labour force and problems with transport. This is an example of where training should be more targeted. It was believed that training should target the work opportunities within a particular region rather than training for training sake. This was particularly evident to the reviewers in CDEP Programs.

3.3.2 Incentives/Motivation/Cultural/ Social Impacts

The reviewers observed that there appeared to be little incentive or motivation for youth within communities to attend school. They also considered that there was a strongly held belief that there are very few jobs in ratio to population within their areas and little prospect of them gaining employment. The tyranny of distance from major centres for a large number of these communities, and the lack of available work opportunities reinforced this belief and sometimes led to social problems such as petrol sniffing, vandalism and boredom. Many residents of the community (particularly youth) are moving to regional centres where there is alcohol and other distractions. Because they have had no schooling and are not work ready, gaining employment and a steady income is relatively impossible and the cycle goes on.

One of the major issues identified by the employers was the presence of poor work ethic and reliability. This was identified by both Indigenous and non-Indigenous persons. The issue of finding a balance between attending to cultural and other obligations versus adhering to business standards like the requirement to turn up for work everyday is something that is inhibiting performance. The matter of adequate supervision and control of employees along with potential workers gaining a better understanding of standard behaviours, requirements and obligations expected as an employee also needs reinforcing.

This area is one that is difficult to solve but one which needs to be tackled, especially given the distance from regional centres and the need to have jobs for the younger generations coming through. It is suggested that more part-time jobs or job-share could be arranged so that some balance can be maintained. However the work readiness and literacy and numeracy issues go hand in hand with this issue as well.

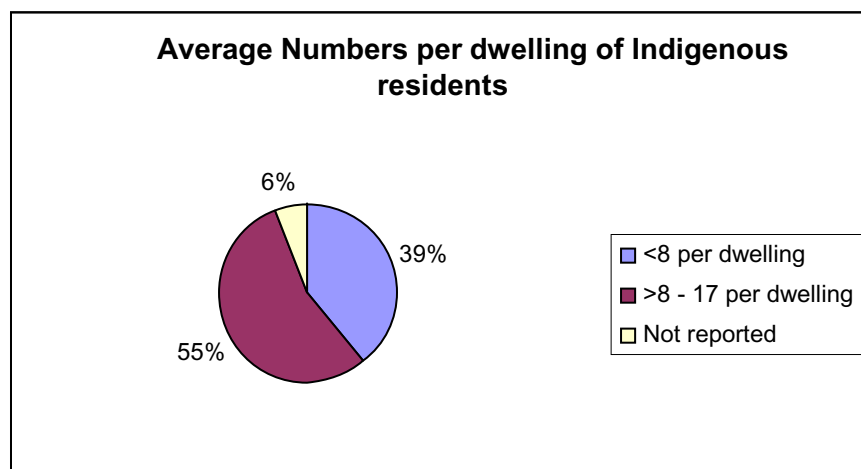
The other area identified by the reviewers as a major barrier to employment was the use of alcohol, marijuana, other drugs and petrol sniffing. One barrier to young people attending school is that these social problems and other issues such as "card" rings have an affect on the family unit, health and well-being. This was more prevalent in the remote desert communities, however is a major issue to be mindful of within each community. For example, children can be heard playing in the streets within the communities until the early hours of the morning and therefore sleep during the day rather than attending school.

3.3.3 Housing

Housing in the majority of communities is a problem. As can be seen by Chart 21 below, over 55% of Indigenous housing indicates overcrowded conditions. These figures have been provided as an average. Issues such as dwelling size which can range from 1 bedroom to 4, 5 or 6 have not been taken into account. Figures surrounding the size of the dwelling have been provided by some respondents and these can be obtained from individual reports. Suffice it to say however that housing and overcrowding is a major issue. It should be noted that NMNRC's housing is across the number of communities it represents and therefore is dispersed. Within the 13 communities who have a reported population of over 1000, the averages are:

Lajamanu	14.5
Gapuwiyak	11
Angurugu	11.4
Numbulwar	15
Yuendumu	10
Yirrkala	16.7
Anmatjere	9.5
Yugul Mangi	16.8
NMNRC	6.3
Kunbarllanjja	14
Galiwinku	14.1
Maningrida	17.8

Chart 21



The reviewers found that the condition of dwellings ranged from a requirement for them to be demolished through to just being built. With government agency housing, it was reported that both health and education housing were maintained and kept up to standard. However it was observed and reported that in local government's case funding had not been forthcoming to build new houses for non-Indigenous staff. This was identified as a major detractor and problem in retaining and attracting people to undertake the professional roles required given that a substantial number of working age Indigenous persons are not work ready, nor have the skills to fill these positions. An overall schedule of housing as reported is appended at Attachment 3. These figures do not include housing on homelands which will need to be sourced from individual reports if provided by the respondent Associations.

3.3.4 Literacy/Numeracy

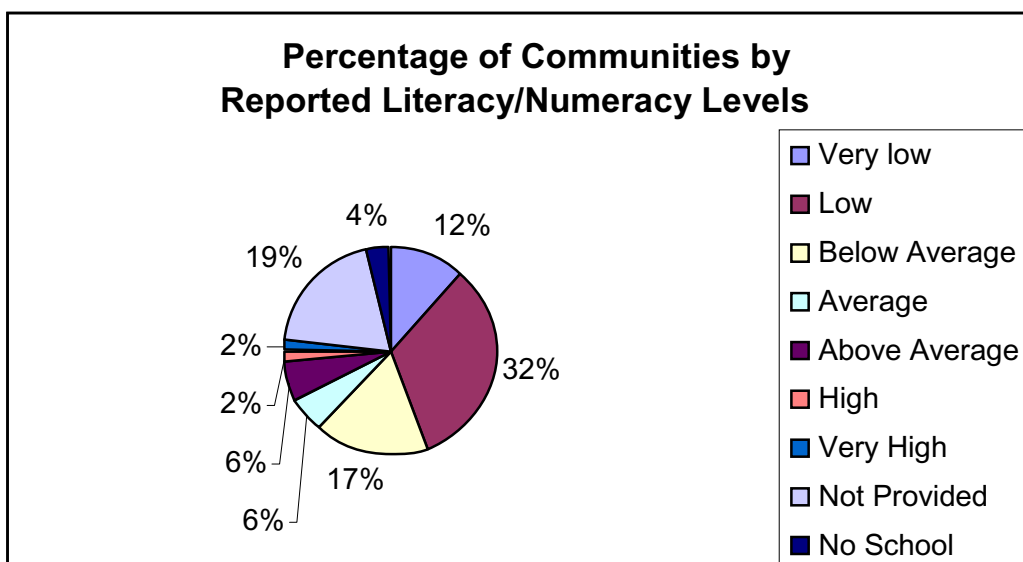
Literacy and numeracy levels were reported on by a number of the respondent communities. These were obtained through the on-site education department presence. Of the 52 reviewed, there were 2 communities with no school and a further 10 declined to give an opinion, with 2 of those 10 not wishing to partake in the review. Of the 10 that declined to provide an opinion on the ratings of literacy and numeracy, 6 did provide attendance rate figures.

Respondents were asked to provide a literacy/numeracy level for the community based on 1 to 10 with 10 being the highest. For the purposes of the review the following ratings were allocated against these numbers:

1	Very low
2	Low
3-4	Below Average
5	Average
6	Above average
7	High
8+	Very High

It is important to note that there was only 1 community with a high and with a very high rating. Daguragu recorded the “high” and Mataranka the “very high”. Mataranka’s rating is influenced by the high proportion of non-Indigenous students at the school. Attachment 4 contains literacy and numeracy rating and attendance rates by community. Chart 22 outlines the percentage of communities by their reported literacy/numeracy levels.

Chart 22



Of the 40 respondents on literacy numeracy ratings, 87.5% reported a very-low to average rate. This, plus other factors discussed above, has an enormous impact on professional and semi professional positions being offered to, or taken up by, Indigenous persons.

4. ECONOMIC DEVELOPMENT/EMPLOYMENT OPPORTUNITIES

The major focus of future economic development identified in Indigenous communities can be categorized into the areas of:

- Tourism
- Arts and crafts
- Retail stores (expansion and building of new stores)
- Cattle breeding and mustering

- Horticulture – market gardening – orchards – olive oil production
- Crocodile farming
- Brumby wild horses harvesting
- Aquaculture ventures – such as sea sponge industry
- Rejuvenating timber mills/block making plants – construction opportunities

Given that the majority of communities surveyed are totally grant reliant the funding to get these ventures off the ground would require sound business cases to be written and feasibility studies to be undertaken. Programs could be undertaken in conjunction with Indigenous Business Australia (IBA) which may result in the establishment of sustainable economic activity in the communities.

Individual community reports identify the types of areas, if any, that was raised through discussions with locals, traditional owners and established businesses. Attachment 5 outlines in brief where employment opportunities exist and the types of economic development opportunities identified by each community. This attachment also outlines where there are currently traineeships in place.

There were a number of plans identified for expansion of existing businesses or opening up of new ones. However what was identified overall was the lack of experience available on the ground for feasibility studies and an ability to write funding applications for grants. A number of proposals for supporting the pastoral businesses such as mustering camps were identified as opportunities for youth to learn stock handling skills that their fathers and grandfathers learnt. It was also seen as a diversionary activity for youth if they were creating social problems within a town. Respondents claimed mustering camps had a dual purpose by providing a mechanism for dealing with these problems as well as providing an income and a sound economic base for the future.

It was reported that there was a strong upsurge of interest in the area of art and craft with a number of the communities supporting nationally and internationally recognised artists. Whilst communities have identified this as an area of interest and have expressed a desire to get Art Centres off the ground there is a considerable shortage of managers within communities who know how to run a centre. There is also a shortage of non-Indigenous professionals in this field to assist communities to establish and operate viable Art Centres. Twenty-three communities were identified as having some form of Art Centre and sales. It is interesting to note that many undertake sales over the internet as well as through galleries in regional centres.

In the area of tourism there were 20 communities that identified with or had already established a venture of some sort. A number of communities however have no passing tourist trade. Various ventures have been entered into by some communities with non-Indigenous tourism guides. Attachment 6 outlines the tourism that currently exists, opportunities that may be available, and whether the community has an Art Centre or not.

For coastal communities establishment of fishing or aquaculture ventures was another area which was raised. There is a significant interest in establishing barramundi farms and harvesting of mud crabs and sea sponges. The success of the Tiwi Islands barramundi farming venture is seen as a model for other coastal communities. Joint ventures with similar commercial partners could establish viable ventures in other communities.

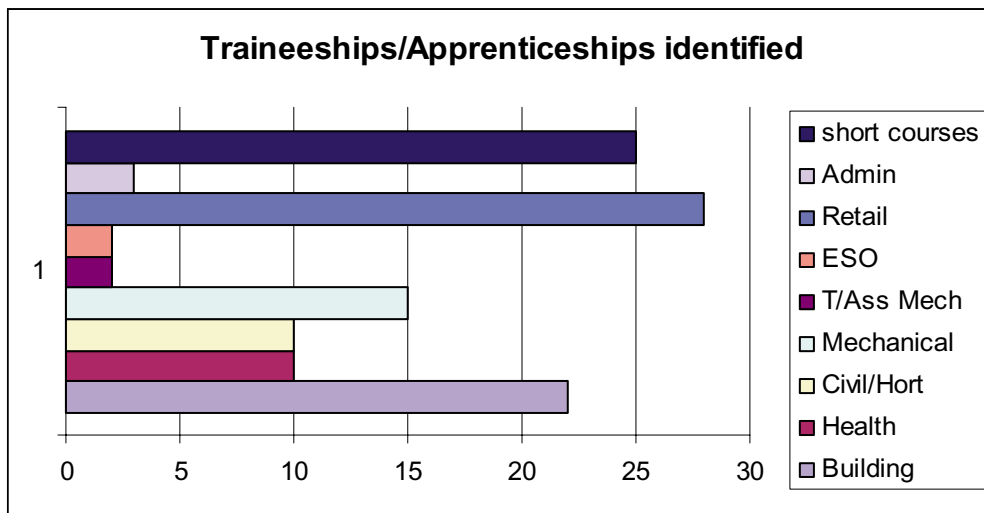
It is important to note that when it came to economic development creation respondents showed little interest in participating in indoor activities and much preferred the outdoor opportunities. In establishing new ventures it is important to again identify the desire to work and the impacts cultural obligation that may have on some industries such as market gardening and farming.

Traineeships

There were a number of traineeships identified, with a majority of those being in receipt of CDEP plus top up. These were in various career areas except for retail where, those identified, were mainly in training within ALPA Stores and not in receipt of CDEP wages.

There are a number of traineeships/apprenticeships that were not identified. For example information from Maningrida where it is understood that they have a large number of positions was not available. Mechanics, retail, health and building roles were all areas of strong future opportunities for work. Given labour and skills shortages throughout the nation such traineeships are an area where addressing skills needed within each community can be enhanced, should appropriate funding be available. Chart 23 identifies shows identified traineeship/apprenticeships numbers by field and information by community is outlined in Attachment 5.

Chart 23



5. EMPLOYMENT RATE

Without accurate figures on the number of working age people within each community it has not been possible to determine an accurate employment/unemployment rate. However it is possible to produce a ratio of 'real jobs' to total population expressed as jobs per 1000 people. For the purposes of this report the communities have been grouped into 3 population levels:

- 1) Less than 500 people
- 2) More than 500 and less than 1000 people
- 3) More than 1000 people

The “real jobs” to population ratio varies according to the size of the community and is:

- 99 per 1000 for group (1)
- 91 per 1000 for group (2)
- 68 per 1000 for group (3)

The obvious conclusions from these figures is that regardless of the size of the community it still requires a minimum number of jobs to provide the basic services to that community. With an increasing population the ratio decreases due to economies of scale and some might make a case that this justifies the argument for regionalisation. However regionalisation and amalgamations must be balanced against the need to provide services at a community level. The tyranny of distance between each of the reviewed areas, other communities, regional centres and the large numbers of CDEP participants needed to provide service delivery functions supports the argument that it is necessary to continue to fund programs such as CDEP to meet general service standards required. For example at one community in Group (1) where there are 140 residents there are only 4 “real jobs” and a further 17 working within the CDEP Program.

6. APPENDICES – 52 Community Reports

As appendices to this report the 52 community reports along with their working papers have been attached. Attachments 1 – 6 as described above are appended also.

ATTACHMENT 1

Community	Date Visited	Alternate Names
Aherrenge	23/03/2006	Ampilatwatja (Umbludderwatch)
Ali Curung	21/02/2006 - 22/02/2006	
Alpurrurulam	1/06/2006	Lake Nash
Amoonguna	28/02/2006	
Angurugu	23/05/2006 - 24/05/2006	
Anmatjere	5/09/2005 - 9/09/2005	Ti Tree
Aputula	20/02/2006	
Areyonga	25/10/2005 - 26/10/2005	
Arltarlipilta	21/03/2006	Harts Range
Belyuen	16/01/2006	
Binjari	26/08/2006	
Borrooloola/Mabunji	26/04/2006 - 27/04/2006	
Cox Peninsula	9/08/2005	
Daguragu	29/11/2005 - 1/12/05	Kalkaringi
Galiwinku	21/11/2005	Elcho Island
Gapuwiyak	24/11/2005	Lake Evella
Ikuntji	15/12/2005 - 16/12/2005	
Imanpa	12/09/2005 - 13/09/2005	
Jilkminggan	24/08/2005	
Kaltukatjara	20/03/2006 - 22/03/2006	Docker River
Kunbarllanjja	15/8/2005 - 16/8/2005	Oenpelli
Lajamanu	30/11/2005	
Ltyentye Apurte	1/03/2006	Santa Teresa
Maningrida	18/04/2006 - 21/04/2006	
Marn Garr	31/10/2005	
Mataranka	30/11/2005	
Milingimbi	15/11/2005 - 17/11/2005	
Milyakburra	15/06/2006	
Minjilang	14/09/2005	Croker Island
Mutitjulu	23/03/2006	
Naiyu Nambiyu	24/8/5 - 26/8/5	Daly River
Nganmariyanga	5/09/2005	Palumpa
Nyirranggulung, Mardulk Ngadberre Regional Council	10/10/2006	Barunga, Wugularr (known as Beswick), Manyallaluk, Jodetluk, Werenbun, Mardruk (Weemol and 5 outstations) and Gulin Gulin (known as Bulman).
Numbulwar Nurumbindi	1/06/2006	
Ntaria	10/10/2005 - 11/10/2005 25/10/2005 - 26/10/2005	Hermannsburg
Nyirripi	31/1/2006 - 1/02/2006	
Papunya	14/12/2005 - 15/12/2005	
Peppimenarti	5/09/2005	Peppi
Ramingining	30/01/2006	
Timber Creek	15/12/2005	
Tapatjakjaka	20/02/2006	Titjikala
Umbakumba	14/06/2006 & 16/06/2006	
Urapuntja	23/03/2006	Utopia
Walangeri Ngumpinku	1/12/2005 - 2/12/2005	Yarralin

Community	Date Visited	Alternate Names
Wallace Rockhole	23/02/2006	
Walungurru	1/02/2006 - 3/02/2006	Kintore
Warruwi	12/09/2005	
Watiyawanu	13/12/2005 - 14/12/2005	
Yirrkala	31/08/2005	
Yuelamu	5/07/2006	
Yuendumu	9/01/2006	
Yugul Mangi	7/06/2006	Ngukkur

ATTACHMENT 2

ACRONYMS	
ACPO's	Aboriginal Community Police Officers
AG's	Attorney General's Department
AHW	Aboriginal Health Worker
ALC	Anindilyakwa Land Council
ALPA	Arnhmen Land Progress Association
ANKAAA	The Association of Northern, Kimberley and Arnhem Aboriginal Artists.
BAC	Bawinanga Aboriginal Corporation
BIITE	Batchelor Institute of Indigenous Tertiary Education
BRACS	Broadcasting for Remote Aboriginal Communities Scheme
CACP	Community Aged Care Packages. Australian Government Department of Health and Ageing
CDEP	Community Development Employment Project
CEO	Chief Executive Officer
CLC	Central Land Council
DCITA	Department of Communication, Information Technology and the Arts. Australian Government
DEST	Department Education, Science & Training - Australian Government
DEWR	Department of Employment and Work Place Relations. Australian Government
DHCS	Department of Health and Community Services. NT Government.
DLGHS	Department Local Government Housing and Sport (Formerly known as CDSCA) NT Government
DSDS	Darwin Skills Development Scheme (Job Network Agency)
DV	Domestic Violence
ESO	Essential Services Officer
FACISIA	Family, Community Services and Indigenous Affairs. Australian Government
FHF	Fred Hollows Foundation
GDH	Gove District Hospital
GEBIE	Groote Eylandt Bickerton Island Enterprises
GEMCO	Groote Eylandt Mining Company Pty Ltd
HACC	Home and Community Care Program. Australian Government Department of Health and Ageing
IEW's	Indigenous Education Workers
IHANT	Indigenous Housing Authority. NT Government.
IHMMS	Indigenous Housing Minimum Management Standards. (IHANT NT Government)
ITAS	Indigenous Tutorial Assistance Scheme
ITEC	Industry Training & Employment Council (Job Network Agency)
JET	Jobs Education and Training. Department of Family, Community Services and Indigenous Affairs.
KWHB	Katherine West Health Board
MAF	Mission Aviation Fellowship
MPA	Maningrida Progress Association
NAC	New Apprenticeship Centre
NAHS	National Aboriginal Health Strategy
NHT	National Heritage Trust

	Acronyms continued:
NLC	Northern Land Council
NT DEET	Northern Territory Department of Employment Education and Training
NTOEC	Northern Territory Open Education Centre
OATSIH	Office of Aboriginal and Torres Strait Islander Health. Australian Government Department of Health and Ageing
OIPC	Office of Indigenous Policy
PAL	Pilot Activated Lights
PAWA	Power and Water Authority. Northern Territory Government
PSPI	Parent School Partnership Initiative
RAN	Remote Area Nurse
RDH	Royal Darwin Hospital
RFDS	Royal Flying Doctor Service
RPT	Regular Passenger Transport
RTC	Rural Transaction Centre
RTO	Registered Training Organisation
SGI	Self Generating Income
SPO	Senior Project Officer
SRA	Shared Responsibility Agreement (Indigenous Coordination Centre responsibility - Australian Government)
TCU	Traditional Credit Union
TO's	Traditional Owners
TVI	Tutorial Vouchers Initiative
VET	Vocational Education and Training
VOQ	Visiting Officers Quarters
WYN Health	Walpiri Yuendumu Nyirripi Health

HOUSING/POPULATION FIGURES

ATTACHMENT 3

Community	Indigenous Houses	Council Staff Houses	Health Dept Houses.	Education Dept. Houses	Police Dept. Houses	Other Houses	Total Houses Reported	Indigenous Population Approx	Non Indigenous Population Approx	Indigenous average per dwelling
Cox Peninsula	N/A	1	N/A	N/A	N/A	N/A	1	12	348	N/A
Mataranka	N/A	1	N/A	N/A	N/A	N/A	1	58	198	N/A
Timber Creek	N/A	3	N/A	2	N/A	N/A	5	662	138	N/A
Milyakburra	33	2	3	2	0	0	40	120	7	3.64
Wallace Rockhole	29	2	0	1	0	0	32	136	4	4.69
Imanpa	17	6	N/A	2	0	0	25	200	10	11.76
Areyonga	33	2	1	4	0	0	40	229	11	6.94
Peppimenarti	34	N/A	1	N/A	0	0	35	230	20	6.76
Arltarlipita	19	3	4	4	2	1	33	236	14	12.42
Aputula	34	4	1	3	0	0	42	240	10	7.06
Belyuen	36	2	3	3	N/A	6	50	241	9	6.69
Mutitjulu	38	2	N/A	N/A	N/A	N/A	40	250	20	6.58
Yuelamu	49	3	4	4	0	1	61	250	9	5.10
Watiyawanu	28	6	2	2	0	3	41	270	15	9.64
Jilkminggan	49	1	0	0	0	0	50	280	6	5.71
Titjikala	33	3	2	3	0	0	41	285	15	8.64
Kaltukatjara	47	10	4	3	0	4	68	298	22	6.34
Marngarr	28	6	N/A	0	0	0	34	300	20	10.71
Amoonguna	56	N/A	N/A	N/A	N/A	N/A	56	300	0	5.36
Minjilang	37	4	2	2	0	1	46	308	15	8.32
Nyirripi	53	3	4	2	0	0	62	312	8	5.89
Walungurru	50	7	7	7	4	1	76	350	25	7.00
Papunya	68	N/A	N/A	N/A	N/A	N/A	68	365	25	5.37
Ikuntji	15	5	3	2	0	1	26	135	15	9.00
Ali Curung	89	8	4	6	4	0	111	375	25	4.21
Binjari	35	0	0	0	0	0	35	386	14	11.03
Warruwi	61	4	1	3	0	2	71	400	14	6.56
Umbakumba	51	5	4	0	0	1	61	440	12	8.63
Nganmarriyanga	43	5	4	8	5	0	65	420	30	9.77
Alpurrurulam	76	5	4	4	0	1	90	487	13	6.41

Community	Indigenous Houses	Council Staff Houses	Health Dept Houses.	Education Dept. Houses	Police Dept. Houses	Other Houses	Total Houses Reported	Indigenous Population Approx	Non Indigenous Population Approx	Indigenous average per dwelling
Naiyu Nambiyu	68	13	3	2	2	8	96	510	25	7.50
Ntaria	54	40	7	9	3	0	113	520	80	9.63
Walangeri	36	5	3	3	0	0	47	535	15	14.86
Aherrenge	33	2	4	6	0	3	48	560	15	16.97
Ltyentye Apurte	81	14	N/A	12	1	4	112	575	25	7.10
Daguragu	83	14	N/A	N/A	3	6	106	745	80	8.98
Ramingining	69	8	4	15	0	13	109	750	36	10.87
Borrooloola/Mabunji	79	12	8	14	5	49	167	757	208	9.58
Urapuntja	83	4	7	7	0	4	105	878	22	10.58
Milingimbi	100	12	6	18	0	4	140	950	50	9.50
Lajamanu	81	7	3	12	2	4	109	1174	37	14.49
Gapuwiyak	109	10	N/A	N/A	0	3	122	1200	28	11.01
Angurugu	110	18	1	1	0	0	130	1250	35	11.36
Numbulwar	82	8	3	16	2	2	113	1230	40	15.00
Yuendumu	125	8	11	10	2	6	162	1300	70	10.40
Yirrkala	92	7	N/A	21	0	12	132	1529	N/A	16.62
Anmatjere	165	11	6	4	2	4	192	1560	440	9.45
Yugul Mangi	107	7	7	10	3	7	141	1800	44	16.82
NMNRC	276	11	6	10	N/A	N/A	303	1750	70	6.34
Kunbarllanjnja	100	10	7	8	2	14	141	1400	70	14.00
Galiwinku	142	15	5	28	1	14	205	2000	60	14.08
Maningrida	157	9	14	31	2	42	255	2800	200	17.83
TOTAL	3373	348	163	304	45	221	4454	34348	2722	10.18
								Total Population:	37070 (approx)	

N/A - Figures Not available

Notes: Population figures were obtained by various methods (as outlined in section 2.2.2) and are only approximate figures. Some population figures may include outstation populations, whereas the housing figures do not and therefore the people per household figures may be inflated in these cases. Housing numbers in some communities were not provided or only provided in limited detail by the managing body. In the open towns figures for non-Indigenous housing were not included and in some cases were not available for Indigenous housing. In some communities the health function is undertaken by Council and in these cases the housing provided for the health function is counted under council's allocation. More detail regarding the data collection scope for each community can be found in the individual community reports.

ATTACHMENT 4

REPORTED LITERACY/NUMERACY AND ATTENDANCE RATES BY COMMUNITY

Community	Level	Reported Level	Attendance Rate in %
Titjikala	Very low	1 to 2	75
Aputula	Very low	1	50
Imanpa	Very Low	1	60
Ntaria	Very Low	1	68
Milyakburra	Very Low	1	69.3
Umbakumba	Very Low	1	73
Maningrida	Low	2	45
Areyonga	Low	2	45
Kunbarllanjja	Low	2	64.9
Anmatjere	Low	2	65
Nyirripi	Low	2	65
Galiwinku	Low	2	65
Walungurru	Low	2	82
Mutitjulu	Low	2	50 to 60
Ramingining	Low	3	55
Peppimenarti	Low	3	70 to 80
Timber Creek	Low	3	n/a
Yirrkala	Low	2 to 3	50
Nganmarriyanga	Low	2 to 3	63
Jilkminggan	Low	2 to 3	70
Urapuntja	Low	2 to 3	75
Aherrenge	Low	2 to 3	n/a
Marngarr	Low	2 to 3	n/a
Lajamanu	Below Average	3 to 4	53
Ali Curung	Below Average	3 to 4	55
Amoonguna	Below Average	3 to 4	60
Milingimbi	Below Average	3 to 4	60
Gapuwiyak	Below Average	3 to 4	65
Yugul Mangi	Below Average	3 to 4	65
Borrooloola/Mabunji	Below Average	3 to 4	70
Papunya	Below Average	3 to 4	70
NMNRC	Below Average	3 to 4	71
Watiyawanu	Average	5	45
Ikuntji	Average	5	73.8
Alpurrurulam	Average	5	48
Warruwi	Above Average	6	62
Yuendumu	Above Average	6	80
Ltyentye Apurte	Above Average	6 to 7	80

Community	Level	Reported Level	Attendance Rate in %
Daguragu	High	7	86
Mataranka	Very High	8	93
Belyuen	Not given		n/a
Naiyu	Not given		60
Numbulwar	Not given		68
Minjilang	Not given		80
Arltarlipilta	Not given		n/a
Kaltukatjara	Declined to give		80
Angurugu	Declined to give		40 to 60
Wallace Rockhole	Declined to give		n/a
Yuelamu	Declined to give		u/k
Walangeri	Declined to give		58
Binjari	No school		n/a
Cox Peninsula	No school		n/a

ATTACHMENT 5

ECONOMIC DEVELOPMENT/EMPLOYMENT/TRAINEESHIPS

Community	Employment Opportunities	Economic Development Opportunities	Apprentices - Traineeships
Aherrenge	Construction - houses in disrepair. Doctor and teachers and AHW's required	Little, given isolation	Currently 4 in building trade - further opportunities in this area
Ali Curung	Maintenance team for upgrading of housing	Establishment of farming and horticulture and art sales - require further training	
Alpurrurulam	Potential employment should ideas get off ground	Hairdressers, clinic expansion and market garden rejuvenation, bakery	1 building & construction trainee
Amoonguna	Close to Alice Springs - new health centre will offer 1-2 opportunities	Art Sales - if centre reestablished close to tourist trade.	4 in construction 1 AHW
Angurugu	Vacancies in Health clinic, Opportunities with mining company	Limited given close proximity to service town 22 kms away - number of shops already within community	5 trainees in construction, 1 AHW
Anmatjere	Retail, agriculture, horticulture arts and craft, major grape growing area - opportunities for being trained in horticulture	Open town but population spread over large distance	5 trainees in horticulture
Aputula	Little until vineyard and other ventures proceed.	Commenced vineyard, Art Centre, Takeaway Renovations camping ground for tourism	
Areyonga	Large number of vacancies at time of review	Tourism, agriculture arts and crafts	2 in mechanics
Arltarlipilta	Few vacancies identified	Art Centre Sales, roadhouse and whitegoods sales	Lost enthusiasm because no real job outcomes at the end of training
Belyuen	Little only in tourism area	Market gardening should sufficient water be available opportunities to set up mowing businesses etc.	1 mechanical, 1 ESO, 1 retail
Binjari	Limited, given close proximity of Katherine	Expansion of store	

Community	Employment Opportunities	Economic Development Opportunities	Apprentices – Traineeships
Borroloola/Mabunji	McArthur river mine opportunities and further employment should ventures come to fruition	Retail, hairdressing, tourism art and culture and Rural Transaction Centre.	2 garage assistant trainees, 2 mechanics trainees
Cox Peninsula	See Belyuen, opportunities in tourism industry		
Daguragu	Bakery, retail, health ACPO Mustering	Tourism, history, arts and craft caravan park expansion	2 Mechanics, 2 Administration, 1 Business Administration
Galiwinku	Few vacancies identified,	Tourism, fishing venture, reigniting existing non-operational business of brick making	3 Mechanics, 5 in Cert III Retail 4 in Supervisor Retail, 2 AHW's
Gapuwiyak	Vacancies in a number of areas AHW, mechanics housing,	Market garden, timber milling, restoration of block making.	6 retail trainees in Store
Ikuntji	Little given isolation	discussions around cattle farms and expansion of art sales	6 were planned for the beginning of 2006 not known in what area.
Imanpa	None	Some art sales	
Jilkminggan	Agriculture and farming areas	Tourism, new Store, sale of eggs from chicken farms, market garden establishment	
Kaltukatjara	Little, maybe in the beef cattle industry	Development of market garden, cattle tourism	Plans if mechanic can be found to then have apprenticeship
Kunbarllanjja	Potential employment is hospitality, meatworks, pet food industry, crocodile eggs, tourism and administration	A number of expansions of existing businesses and establishment of a cultural centre	2 building construction
Lajamanu	Carpenter, essential services, groundspersons, retail and administration	Tourism arts and craft camping grounds and internet café	2 AHW's 1 Retail 2 Food Nutrition
Ltyentye Apurte	Should ventures proceed employment opportunities available	Mechanics wreckers yard, olive oil production, mustering brumbies art sales, a fair amount of potential	
Maningrida	Employment opportunities if existing and planned ventures come to fruition	Tourism, fishing ventures, art and culture and building and construction	Traineeships are carried out but information was not provided due to in-availability of staff
Marngarr	Mustering, butchering, tourists operators, crocodile farm workers	Tourism, art sales, crocodile farm sales, cattle station exports	

Community	Employment Opportunities	Economic Development Opportunities	Apprentices – Traineeships
Mataranka	Indigenous Population approx 58. Opportunities exist within the community for employment but reluctance to take due to reliability issues		Open town not able to be ascertained
Milingimbi	Indigenous teachers, aged care and child care if grants occur again	Tourism and market gardens (water maybe a problem)	2 Mechanics
Milyakburra	Vacancy AHW small island community	Limited opportunities only in fishing and tourism as adjunct to opportunities on Groote Eylandt	
Minjilang	ALPA store opportunities new positions in multipurpose centre, driver courier	Tourism eco lodge, store, take away outlet, sea sponge business	
Mutitjulu	Child care and aged care services	Limited given close proximity to Yulara which has tourism covered.	1 3rd year Mechanic
Naiyu Nambiyu	With existing business expansion jobs could be available. Seasonal work available on nearby farms	Tourism, fishing ventures, cultural centre	
Nganmarriyanga	Station work, takeaway cooking and hospitality opportunities	Agistment of cattle, expansion of station activities, mustering, fruit farm - horticulture service station	1 power and water, 5 in parks and gardens horticulture
NMNR	Expansion of ventures could see further opportunities	Retail, tourism arts and culture, building and construction, civil works, petrol station cattle production	10 family support workers 6 Emergency service workers; 8 housing - Short courses all CDEP
Numbulwar	Little given isolation	Bakery, establish an arts cooperative, concrete batching plant	4 AHW's
Ntaria	AHW's, tourism, Silk Screening, Ntaria Construction, hospitality	Tourism – historic precinct, caravan park arts, Tours to Palm Valley Restaurant	
Nyirripi	Very isolated little opportunities	No passing traffic - isolated	4 Building Construction
Papunya	Number of vacancies that are not being filled	Music sound studio - production of CD's. Re-establishment of Art Centre	2 building construction, 1 Music

Community	Employment Opportunities	Economic Development Opportunities	Apprentices – Traineeships
Peppimenarti	Aged and Child Care, AHW's Art Centre, Hospitality if take away re-established	Art Centre, Cattle Industry, New Store, Mechanical workshop - fee for service	
Ramingining	Vacancies within Clinic, School	Tourism expansion of existing businesses, screen printing, station work, housing maintenance	1 Mechanical workshop, 9 retail (ALPA)
Timber Creek	Vacancies within this open township	Limited opportunities - tourism	
Titjikala	Vacancies in Health Industry AHW and Nurse	Olive Grove Plantation - expansion of existing thriving tourism operation	
Umbakumba	Health Clinic vacancies	Fishing venture to dovetail into Alyangula proposed tourism venture	
Urapuntja	Little given isolation	Art Centre renovations, cattle farm, lucerne farm	6 Civil Construction, 8 AHW
Walangeri	Store, Health, stock camps opportunities	Low impact tourism in dry season, horticulture - fruit orchard	3 Building, 1 Electrical, 1 Mechanical
Wallace Rockhole	Market Gardening	Market garden, beef cattle, tourism	1 apprentice mechanic
Walungurru	Child care potential vacancies	Very isolated - expansion of Art Sales	1 ESO, 1 Building and Construction
Waruwi	Truancy Officers, Sea Sponge industry	Sea Sponge expansion, market gardens, tourism Art Sales	1 ESO, 14 Store (ALPA)
Watiyawanu	Little given isolation	Expansion of store, Art Sales expansion	
Yirrkala	Number of future opportunities in health education, horticulture arts and crafts, building tourism	Expansion of existing businesses - banana farm, Art Centre. New businesses - eco tourism, community food cooperative	1 Mechanic, 2 Building, 1 Electrical
Yuelamu	Little given isolation	No passing traffic - isolated	1 construction, 1 ESO
Yuendumu	ACPO's Media and retail	Walpiri Media expansion, Store expansion, tourism Art Centre	1 interested person in Mechanics apprenticeship

Community	Employment Opportunities	Economic Development Opportunities	Apprentices – Traineeships
Yugul Mangi	Few vacancies for specialist teachers, ACPO's, AHW's and potential opportunities should proposed ventures be realized.	Market Gardens, Aquaculture, Timber milling	1 Plumbing, 8 Certificate in written and Spoken English, 2 Dip. Gen Health, 1 Adv. Dip Gen. Health, 1 Dip. In Interpreting, 3 in Certificates in Business Administration

TOURISM & ART CENTRES
ATTACHMENT 6

Community	Tourism Ventures	Art Centre
Aherrenge	Only through traffic to Indigenous communities	No
Ali Curung		No
Alpurrurulam		No
Amoonguna		No
Angurugu	GEBIE have received funding to develop a tourist resort on the edge of Alyangula with the aim of creating an economy for local Indigenous employment which does not rely on mining.	Yes
Anmatjere	There is limited potential for tourism in the region as many of the tourists pass through the area via the Stuart Hwy. without stopping. Some small tourist projects might be viable and they are: Indigenous culture, Indigenous dance shows and defining "Anmatjere" as a brand.	Yes Red Sands Art
Aputula		No
Areyonga	Some identified tourist ventures for this community are bush tucker tours, trail riding, culture tours and arts & craft.	Yes Just opening
Arltarlipilta		Hope to reopen soon
Belyuen	Mainly to Cox Peninsula - Mandorah (not to the community itself)	No
Binjari		No
Borrooloola/Mabunji	Mainly fishing tourists, have good hotel and a couple of tour guides.	Yes
Cox Peninsula	Mandorah hotel, large numbers of visitors per year	No
Daguragu	This community has a caravan park and dongas for tourists. There is a lot of interest within the community to the suggestion of turning the old power station building into an Arts & Craft/ tourist information centre.	No
Galiwinku	Tourists have arrived by boat (private yachts in the dry season) for art purchases.	Yes
Gapuwiyak	Off of main road from Katherine through to Gove. Opportunities for petrol sales and café break	No
Ikuntji	Little visitors, out of way.	Yes
Imanpa	Some tourists stop at roadhouse and purchase art on the way to Ayes Rock.	Ebenezer gallery
Jilkminggan	Only at nearby Elsey Station if something could be arranged.	No
Kaltukatjara	There is a community owned camp ground 2km from the community. There are half a dozen sites. Payment is \$5-00 per night via an honour system. Tourists transiting often visit the community to purchase provisions and fuel from the store.	No
Kunbarllanjna	There is currently a proposal into Council to connect Injalak with existing tour companies visiting Oenpelli. Tourism is definitely a growth area for the community as staff and locals within the community are all positive about the possibility.	Yes
Lajamanu	Lajamanu wishes to establish a camping ground for travellers - still fairly remote	Yes

Community	Tourism Ventures	Art Centre
Ltyentye Apurte		Keringke Arts
Maningrida	A joint venture is in place with Alex Julius and land is leased for the Arnhem Land Barramundi Nature Lodge.	Maningrida Arts & Culture
Marrngarr	Gumatj Association has plans to start tourism in the area. The annual Garma festival is currently held on Gumatj land about 25 km from Nhulunbuy with about 4000 people attending each year. The tourism is expected to be focused on culture and the promotion of Gumatj people.	No
Mataranka	All tourism ventures in Mataranka are privately owned and operated.	No
Milingimbi	Most Staff and Local Indigenous residents who were spoken with indicated that they would like to see tourism as a potential future development and a means to creating more employment. Suggested tourism ventures are Fishing and Hunting Tours and the calling in by passing cruise vessels.	Yes
Milyakburra	Very limited given isolation of island and cost to get there.	No
Minjilang	JARBU Fishing Charters is a private operation working under an agreement with the TOs. In addition, a local family has discussed the opportunity to develop another fishing lodge, tours, aqua culture and a joint venture with Broome Pearls at Pt David.	Yes
Mutitjulu	This community is at the base of Uluru which is a well known tourist attraction and many tourists visit each year. Some members of this community are employed as guides by Anangu tours on a casual basis.	Yes
Naiyu Nambiyu	The CEO & Manager of the Pub advised that plans were being looked at to rebuild the Pub, Hotel Rooms & Caravan Park. They also are looking to include in those plans a Cultural Centre.	Merrepan Art
Nganmarriyanga		Needs revamping
MNRC	Jalwak Pty Ltd is a community owned tourism business. This business operates cultural and nature tourism to the Manyallaluk community during the dry season. The company also works with other tourist operators in Katherine selling their product.	No
Numbulwar		No
Ntaria	Tours are conducted through the Historic Precinct by non indigenous staff. There is a small camping area for visiting tourists.	Yes
Nyirripi	No possibilities due to isolation	No
Papunya		No
Peppimenarti		Yes
Ramingining	Limited given isolation	Yes

Community	Tourism Ventures	Art Centre
Timber Creek	Timber Creek has a major camping ground and is a stopping off point for Tourists on their way through to Western Australia.	No
Titjikala	The Council and Gunya tours in Sydney have started a partnership that revolves around the cultural tours camp. The operation is managed on the ground by the Council; it controls the running of the camp on a day to day basis along with supervising and entertaining the guests and the organising of cultural events for entertainment.	No
Umbakumba	Fishing tours could be a future potential development which could lead to employment for local residents.	No
Urapuntja	Passing through traffic to other communities	No
Walangeri	This community is starting to get involved in tourism, it will hold Yarralin outback airshow in August 2006.	No
Wallace Rockhole	There is currently a camping ground and tours which is run internally by the Manager of the Art Centre	Yes
Walungurru	Art is sold from this community in Alice Springs	Yes In Alice Springs
Waruwi	Tourists sometimes stop in from boats and buy art	Yes
Watiyawanu		No
Yirrkala	Bawaka outstation hopes to conduct one day trips to the outstation with a focus on fishing, singing and dancing.	Yes
Yuelamu		No
Yuendumu	Only passing trade for petrol and food	Yes
Yugul Mangi	Fishing on Roper River opportunities for aquaculture farm	Yes