



Community Projects Work Plan – Part 1

Provider Name	Bawinanga Aboriginal Corporation		
Region Name	Maningrida NT		
Region Number	38		
Communities in Region	Maningrida Community		
Lead Contact on Proposal		Alternative Contact	
Name	s47F	Name	s47F
Job Title	Deputy CEO	Job Title	CDP Manager
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For assessment purposes, please check one of the following boxes on the right: *FAQs will provide additional guidance on Phased Work Plans	Complete Work Plan	X	
	Consultation and design phase of Work Plan ONLY – final/varied work plan to be delivered at a later date		

1. Summary

Notes for completion

- For multiple regions: A separate Work Plan should be completed for each region.
- The level of detail provided in the proposal should reflect the size of the caseload/funding. Larger projects targeting more job seekers should have more detail. The Work Plan KPI targets should also reflect a suitable degree of ambition – this will be a key consideration when assessing value for money.
- Part 1 of the Work Plan should cover the broader intent of the work being proposed. Part 2 is for project specifics, if you are proposing multiple projects you will need to complete Part 2 for each project. You should have **no more than 3-4 projects per region / Work Plan**. Where you have more than 3-4 approaches you should group them so that you are only completing Part 2 a maximum of 4 times.
- Your Work Plan will be assessed based on community need and value for money: are the benefits delivered to the job seeker and the community proportionate to the cost of the initiative?
- Additional advice on Work Plan development can be found within the Guidance for Community Projects.
- Word limits throughout the Work Plan are a suggested maximum – this can be exceeded where a provider considers detail above the word limit to be required.
- The purpose of the Work Plan is to outline your proposed community-led project(s). Details provided within the Work Plan should relate to these projects and should not cover activities run under core CDP services, unless individual sections require it – see ‘Notes for completion’ at the beginning of each section for additional guidance.

Work Plan Summary

Bawinanga Aboriginal Corporation, new 16-month project will focus on a largely disconnected cohort of unemployed people into our ‘Pathway to Employment’ program.

The project is targeting 45 participants into our 13-week program, that will be delivered 3 – 4 times during the 16 months.

The program will provide:

Stage 1	Two (2) weeks of our current job seeker to identify and link appropriate participants to the first intake of the ‘Pathway to Employment’.
Stage 2.	Six (6) weeks Job Ready program – casual basis. BAC will employ participants on a casual basis. hours per week.
Stage 3.	Seven (7) weeks paid work experience with subsidized wages to external employers

In BAC six-week job ready program we will include a range of accredited and/or non-accredited service providers to prepare participants entering the next phase of a seven (7) week paid work experience. The

training will be offered is based on feedback from our stakeholders and clients of our CDP service and include:

- Getting ready for your work/training day.
- Induction to working with employees and what to expect. (Understanding workplace)
- Literacy and numeracy
- Mock Interviews
- Update Resume
- Communicate for work.
- Support participants to attain identification.
- Support to get a driver license (where relevant)
- Building Resilience
- 3-day Family Wellbeing Introduction Workshop
- White Card
- Civil Construction
- Forklift
- Digital Literacy (basic computer skills)
- Modules to Community Services
- Modules to School based support
- Early Childhood - Creche
- Support to attain a driver's license/MR/LR
- Retail training

Our dedicated Job Ready team will provide support to the 45 participants throughout the 13-week program and if they are successful to secured paid employment, BAC will continue to support them for a period to retain their employment.

BAC currently owned office space for CDP has been refurbished a few times to accommodate a small team eleven (11) staff and "Money Management" Program that has 3 staff. Both services have different client waiting areas and the most clients seen by both services has been 70. Our office space has only one male and female toilet, that both staff and community people utilise which our staff maintain during the work hours. CDP waiting area can only hold four people and offer a shaded seated outside area that during the wet season and hotter climate is not appropriate. The new space will accommodate our client appointments, and the additional client seeking appointments and re-engagement. The new space will offer, increased inside waiting space, outside seating and shelter and be a space that will offer cultural safety for family groups.

The new program 'Pathways to Employment' will employ an additional nine (9) staff to deliver the 13-week program and increase the CDP frontline service to 18 staff improve the delivery of a quality support for all eligible job seekers, case management and support, community engagement and post placement support.

BAC has identified that the current office space was no longer suitable and identified another BAC owned office space that adjoins to the corporate office. The refurbishment of the new office space is planned to be completed by late September or early October 2023 and will accommodate the 27 staff, provide a larger modernised training room for the 'Pathways to Employment' 6-week job ready component and offer a training space for our clients and staff.

The expansion of our frontline services is in response to the current numbers of our clients that based on previous PPR outcomes demands that we improve the quality of service and supports being provided and BAC has scheduled further professional development for our employment consultants and job placement officers.

Our Community Engagement Officer will hold, community activities that will keep people informed on the change, listen to the feedback, and collate, respond to myths with facts, and allow BAC to evaluate the community feedback to identify opportunities to meet the aspirations of the community if it does not align with an Employment and training service, such as community services.

The new program and revamped CDP service will increase employment opportunities to our local Maningrida people in the following position, as mentors, administration officers, employment consultants, job placement officers, bus driver and community engagement officer.

Currently, BAC is engaging with Batchelor Institute to strengthen the work force within the Disability Services area which has been a strength of new management and direction of this program.

2. Work Plan

2.1 Overview of Planned Community Projects and intended benefits.

Notes for completion

Provide a description of the key components/projects of the proposed Work Plan, how this differs from standard service provision, and how it aligns with the Government's direction on real jobs related to one or more of the following themes:

- Removes barriers to employment in remote Australia and improves job outcomes
- Provides support to access or creates job opportunities in remote communities
- Increases the number of jobs filled or available to local job seekers in remote communities
- Grows local industry, enterprises or self-employment
- Re-engages job seekers with community and employment

Include a summary of the intended benefits - these should then be reflected in the KPIs in Part 2.

[Note: 'Community Projects' is a general descriptive term for the purposes of the funding agreement. Providers can propose any projects or approaches that are in line with the themes above, are value for money and are supported by community.]

Overview – suggested maximum 350 words

BAC, Pathways to Employment aims to transition, 45 participants linked to our current work for the dole activities, into our new 13-week paid training and work experience program.

The program is focusing on 5% of our current case load of 900. Individuals will be screened with minimal barriers prior to their entry into the program and who are enthusiastic to participate in this program and have not participated in recent employment (6 months) or skills acquisition.

Themes addressed by the approach include:

- re-engaging a largely disconnected cohort of unemployed people.
- providing tailored support to access job opportunities.
- removing barriers to employment; and
- increasing the number of jobs filled by local job seekers.

Our outcomes will be measured by collating specific information from our participants, training providers mentors and employers on the outcomes and success of this program. Our dedicated team will offer in house classroom support, wellbeing checks, and practical support in the workplace. Our dedicated team client support aims to reduce barriers that our clients experience, empower them to build their confidence of options available to undertake further education, applying for work, and skillsets that are transferable.

BAC tailored support to 'Pathways to Employment' program will provide the following:

- Assistance with transport/travel arrangements
- Products for personal care and safety (Personal hygiene & work attire/PPE)
- Daily Personal Activities
- Daily tasks within the job ready program
- Mentoring in classroom sessions and workplace support
- Matching client to work experience placement and in office support.
- Assisting employers with workplace modifications
- Active support in developing skills of a workplace
- Time management
- Developing daily living and life skills
- Scheduling guest speakers 'what employers are looking for.

2.2 How does this align with the needs and priorities of communities?

Notes for completion

- Describe how the proposal complements existing services or builds on community strengths
- Describe the consultation process and input from communities, including opportunities for communities to lead in the development of potential approaches
- Provide details of any community consultation and how the proposed project(s) meets the needs or priorities of the community (letters or emails of support can be attached)
- For multiple projects with different consultation processes, describe the consultation process for each project.

[Note: 'community' in this section may refer to specific remote communities or, in less remote regions, to broader communities that include job seekers, employers, service providers and other stakeholders.]

Description - suggested maximum 300 words

Bawinanga Aboriginal Corporation CDP staff and community members participated in the NIAA consultation process to the proposed changes of CDP where much feedback reflect similar feedback from our BAC Community engagement.

Our community engagement with our WFD participants, community members told us many times they want more job opportunities, they want training so they can get jobs, they want apprenticeships and traineeships, they want support mentoring and coaching to help them understand and keep their jobs. Older jobseekers said they want CDP to return to the old way of CDEP where everyone who wanted to work had a fulltime job in community wages were base CDP with topup from grants and profit. BAC new approach will lead the current AGI activities from CDP into an enterprise arrangement, including fishing, crabbing, mowing, nursery, and mudbrick.

This approach aims to enhance the skills, qualifications, and confidence of indigenous job seekers so that they can take on these roles and reduce the number of people employed from outside of the region, improving self-esteem, pride in their community and their own work achievements.

The establishment of a new employment and training centre will provide us a facility that will allows us to deliver this service as there are limited venues available and provide improved connectivity for our CDP business and supports.

FISHING (AGI)		
Who was consulted	Details of meetings	Feedback Received
Maningrida Community members	A community consultation was facilitated by the NIAA in relation to the changes to CDP. The survey that NIAA provided was utilised and	- The community wants more training and on the job support.

	the community members collectively answered them together.	<ul style="list-style-type: none"> - The community voiced that whilst their LLN might be low that they are great at learning in a more hands on and practical way. - The community highlighted that they seek support to create jobs in the homelands and move towards a more sustainable future e.g fishing, crabbing and other fresh produce.
Community BBQ	<p>Community consultations and feedback</p> <p>Community surveys</p>	<ul style="list-style-type: none"> • Informal feedback • CDP Community surveys • Real paid jobs
Participants who attend activities	We regularly have meetings as part of operations and are always seeking feedback from our participants and employees.	The participants want more training so that they can do higher-level positions in the workforce.
Coordinators Meetings	We have weekly coordinators meetings as part of operations.	<ul style="list-style-type: none"> - Ongoing informal feedback on operations.
Fisheries Committee Meetings	We have quarterly meetings with a committee of senior Saltwater TOs to discuss the fishing programme.	<ul style="list-style-type: none"> - Ongoing informal feedback on operations. - Wish to expand the number of participants moving to salaries.
NLC	We have intermittent contact with NLC representatives to discuss issues relating to Fishing, Sea Country Access and other relevant	<ul style="list-style-type: none"> - We have a long-running and productive relationship with NLC navigating the implementation of Blue Mud Bay arrangements.
NT Fisheries	We have a longstanding relationship with NT Fisheries and cooperate over licensing and mentoring arrangements.	<ul style="list-style-type: none"> - They like our program and are hoping to find ways to support us.
Aboriginal Sea Company	We have met with representatives from the new Aboriginal Sea Company and are hoping they can assist with mentoring, marketing and training.	<ul style="list-style-type: none"> - They like our program and are hoping to find ways to support us.

MUDBRICKS (AGI)		
Who was consulted	Details of meetings	Feedback Received
Maningrida Community members	A community consultation was facilitated by the NIAA	<ul style="list-style-type: none"> • The community wants more training and on the job support.

	in relation to the changes to CDP. The survey that NIAA provided was utilised and the community members collectively answered them together.	<ul style="list-style-type: none"> The community voiced that whilst their LLN might be low that they are great at learning in a more hands on and practical way. The community highlighted that they seek support to create jobs in the homelands and move towards a more sustainable future e.g Farming cattle and produce.
Participants who attend activities	Activity coordinators during their toolbox meetings supported their participants in filling out the community consultation surveys	<p>The participants want more training so that they can do higher-level positions in the workforce.</p> <ul style="list-style-type: none"> The participants want real jobs, not activities.
Community BBQ	<p>Community consultations and feedback</p> <p>Community surveys</p>	<ul style="list-style-type: none"> Informal feedback CDP Community surveys Real paid jobs
CDP Managers, Coordinators, Supervisors meetings	Fortnightly meetings with CDP staff	<ul style="list-style-type: none"> Agenda and minutes WHS issues IR issues

MOWING (AGI)		
Who was consulted	Details of meetings	Feedback Received
Maningrida Community members	A community consultation was facilitated by the NIAA in relation to the changes to CDP. The survey that NIAA provided was utilised and the community members collectively answered them together.	<ul style="list-style-type: none"> The community wants more training and on the job support. The community voiced that whilst their LLN might be low that they are great at learning in a more hands on and practical way. The community highlighted that they seek support to create jobs in the homelands and move towards a more sustainable future e.g Farming cattle and produce.
Participants who attend activities	Activity coordinators during their toolbox meetings supported their participants in filling out the community consultation surveys	<p>The participants want more training so that they can do higher-level positions in the workforce.</p> <ul style="list-style-type: none"> The participants want real jobs, not activities.

Community BBQ	<p>Community consultations and feedback</p> <p>Community surveys</p>	<ul style="list-style-type: none"> • Informal feedback • CDP Community surveys • Real paid jobs
CDP Managers, Coordinators, Supervisors meetings	Fortnightly meetings with CDP staff	<ul style="list-style-type: none"> • Agenda and minutes • WHS issues • IR issues

NURSERY		
Who was consulted *Consultations can be grouped where relevant e.g. town hall meeting	Details of meetings	Feedback Received (indicate if this relates to the work plan as a whole, or a specific project only)
Maningrida Community members	A community consultation was facilitated by the NIAA in relation to the changes to CDP. The survey that NIAA provided was utilised and the community members collectively answered them together.	<ul style="list-style-type: none"> • The community wants more training and on the job support. • The community voiced that whilst their LLN might be low that they are great at learning in a more hands on and practical way. • The community highlighted that they seek support to create jobs in the homelands and move towards a more sustainable future e.g Farming cattle and produce.
Participants who attend activities	Activity coordinators during their toolbox meetings supported their participants in filling out the community consultation surveys	<ul style="list-style-type: none"> • The participants want more training so that they can do higher-level positions in the workforce. • The participants want real jobs, not activities.
Local community members	Community members regularly visit the nursery to 'yarn' and give suggestions and ideas to strengthen the operations of the nursery.	<ul style="list-style-type: none"> • Sales of lawn mowers and blades • Sales of gardening products (rakes, soil etc) • Plant sales • Saturday fortnightly openings for the public • Have a try day. • Paid employment for locals. • Horticulture training and other speciality workshops.
Maningrida College	Community education sessions	<ul style="list-style-type: none"> • Bush foods education • Plant education • Gardening • Field trips

Bawinanga Housing Association	Supplying plants to the 1st completed room to breath home in new suburb	<ul style="list-style-type: none">• Supplied plants to a house in New Suburb.• Beautified the garden.
CDP Managers, Coordinators, Supervisors meetings	Fortnightly meetings with CDP staff	<ul style="list-style-type: none">• Agenda and minutes• WHS issues• IR issues
Community BBQ	Community consultations and feedback Community surveys	<ul style="list-style-type: none">• Informal feedback• CDP Community surveys• Real paid jobs

2.3 Approach

Notes for completion

Provide an outline of the proposed approach, this should include:

- How will each component/project be delivered?
- What intended outcome will it have for CDP participants and their communities?

Identify lessons from previous service delivery and/or the current CDP Trials and how they have informed the approach.

What are some of the key risks associated with the proposed approach and how will they be managed?

Approach - suggested maximum 350 words



The above flow chart is a representation of our approach. BAC Employment Consultants and job placement officer will identify disconnected jobseekers who demonstrate a willingness to participate in one of the three 13-week job ready and paid work experience program. Part of our assessment process will include an introduction to the program, prepare participants for the two stages of this 13-week program. It is an opportunity to identify any requirements for the client that our team can support them to achieve, prior to their commencement and what supports they will get during the 13-week program.

Stage 1. Six-week job ready program

BAC will employ our job seekers for 25 hours per week on a casual basis for the six weeks. The program is Monday to Friday, 5 hours per day for six weeks, it will focus on the health, wellbeing and personal development including introduction to workplace technology. This will include formal training that will prepare our clients entry level into a variety of industries that are seeking staff in Maningrida and where the client is looking.

Notes for completion

Provide an outline of the proposed approach, this should include:

- How will each component/project be delivered?
- What intended outcome will it have for CDP participants and their communities?

Identify lessons from previous service delivery and/or the current CDP Trials and how they have informed the approach.

What are some of the key risks associated with the proposed approach and how will they be managed?

Stage 2. Seven-week paid work experience with subsidised wages.

Our dedicated team will provide transport to the 45 participants to attend the workplace and transport home. We will utilise the trips to and from to engage our participants to provide feedback on how their day went. We will engage with the employers to also provide feedback, and should there be additional support provided, where possible we will provide this.

BAC did not participate in the CDP Trials however connected with other CDP service providers that guided us to remodel our first work plan to this new approach and transition AGI activities into our business enterprise to explore options.

The risk for BAC and participants is:

Key Risk	Risk Management Strategy
Training – renovations are not completed within the required timeframe.	Commence drawing up plans for renovations now and talk to our in-house builder about costings and changes required.
Recruitment of staff may take longer than planned.	Identify potential candidates in the region and start gauging their interest now.
Accredited training providers may not be available	BAC currently developing a six-week job ready program delivered by qualified staff, that can include engaging local employers, government agency, construction, defence force, and tourist industry to provide our clients an insight to the employment opportunities in and outside of Maningrida, including further education.
Jobseekers/WFD participants may be hesitant to change over to business model.	We will provide mentors to support, coach and encourage new employees to take on the positions and to stick with it.
Insufficient jobseekers to commence pre-employment training programs	Ensure timely referral process combining jobseekers flagged by BAC as well as employers. Use of BAC social media tools to help promote the program. Allow flexibility to consolidate number of programs.
Jobseekers not gaining on-going employment following subsidy period	Extensive focused post placement support and mentoring during subsidy period to maximise conversion to on-going roles.
Jobseeker participation/engagement tapers during program	Provision of mentors to assist with practical support such as transport as well as addressing motivation/commitment

Jobseeker reluctance to take on paid employment due to concerns about impact on Centrelink payments and subsidised housing	Provide material clarifying income reporting process and the net gain in fortnightly income. Where possible involve Centrelink staff to explain in more detail to individuals/groups.
Seasonal weather events, cyclones, flooding affecting projects	Scheduling of pre-employment programs to avoid key risk periods that may affect delivery.

2.4 Who will be involved?

Notes for completion

- Identify key stakeholder connections
- Describe their roles and responsibilities in delivering the project(s) in this Work Plan
- Describe any payments and/or in-kind support from stakeholders in the project(s)

Stakeholder	Stakeholder Connections	Roles / Responsibilities	Impact of project on Stakeholder	Description of payments and/or in-kind support
Community First Development	Training providers and volunteers/mentors	Provide basic level training and courses on the ground in Maningrida	Very willing to be involved, commenced discussing availability to work with us in March 23	No cost for the courses. BAC will cover the cost of travel/accommodation.
Bachelor College	RTO	Provide Certificate level and Diploma Level courses onsite through our training centre specific to the needs of the jobseekers	Very positive, previously had a presence in Maningrida, lost their building and presence during COVID. They are currently already working with us to deliver courses.	Some courses are free with expenses covered by the College or Abstudy.
Charles Darwin University	RTO	Provide Certificate level and Diploma Level courses onsite through our training centre specific to the needs of the jobseekers	Currently working with CDU regarding apprenticeships, they are keen to work with us.	Some courses are free with expenses covered by the College or Abstudy.

Notes for completion

- Identify key stakeholder connections
- Describe their roles and responsibilities in delivering the project(s) in this Work Plan
- Describe any payments and/or in-kind support from stakeholders in the project(s)

2.5 Strengthening Service Delivery

Notes for completion

In the context of the extended timeframe for the delivery of CDP, we need to ensure that the program provides the best possible support for, and benefits to CDP participants. Your Work Plan must demonstrate that you are seeking to continually improve service delivery, respond to challenges, and address performance shortfalls where these exist.

To complete this section, please follow EITHER Option 1 or Option 2 below, depending on your circumstances:

Option 1: *for providers who have scored below 75% consecutively in PPR13 and PPR14 for any individual measure.*

- Please list any measure where you have scored below 75% in the last two consecutive PPRs, and for each of these describe how your project and delivery approach helps to strengthen performance in this area (referencing, if appropriate, your Improvement Commitment Plan).
- Indicate if you are planning any organizational capacity development initiatives that will further support delivery of your projects, or areas of identified need.

Option 2: *for all providers where Option 1 doesn't apply.*

- What are the areas of CDP service delivery that you find most challenging, and how does the approach(es) outlined in your Work Plan help address these (if at all)?

OPTION 1:

BAC PPR 13 scored 49.56% and our PPR14 we rated 65.22%, that NIAA has been aware of the challenges. Under new Executive Management BAC CDP has attracted a new CDP Manager that has during their three weeks employment has brought positive change to CDP staff and operations including taking staff through this work plan that is a significant change for all staff. This includes reviewing the PPR outcomes and low performance.

BAC acknowledge that the areas we need to improve are.

1. Quality support for all eligible job seekers
2. Quality Case management and support
3. Community Engagement
4. Appropriate and quality activities, tailored to participants, the community and economy.
5. Post-placement support

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In the next 16 months, BAC CDP Manager and BAC Executive Managers will implement a service improvement plan, that will improve the experience for our clients, the capability of our staff to perform their duties and deliver a culturally appropriate quality service.

We have engaged our CDP Data specialists, to provide on the job training end of June 2023 to our employment consultant and job placement officer and be provided twice a year. Additional training to be provided to staff will be digital literacy, literacy, and numeracy and completion of the online CDP modules, webinar sessions to improve client engagement and BAC CDP Employee performance management plan. Internally, we monitor the effectiveness our service delivery. Weekly CDP case load reports are provided to on our current client case work status and reviewed at our weekly CDP Office staff meetings to discuss how the team will work through it.

BAC CDP is preparing for the 1 July 2023 commencement implementation of the workplan and look forward to your feedback to our plan.

OR

OPTION 2:

Please address the point above.

2.6 How does this Work Plan connect to a project or projects delivered under Trialling Pathways?

Notes for completion

This section only applies to providers who delivered projects under Trialling Pathways.

- If one or more projects in your Work Plan are not connected to a Trialling Pathways project, explain why a new project(s) was selected.
- If your Work Plan builds on at least one existing Trialling Pathways project, describe how the Work Plan expands or extends the project and how the new project(s) incorporate improvement or a new innovation.

Suggested maximum 300 words

Community Projects Work Plan – Part 2

Notes for completion

If you have multiple projects in your Work Plan, you will need to complete Part 2A and 2B for each project. To do this you should:

- Copy and paste the Milestone table (one Milestone table per project), then complete each table
- Copy and paste the Key Performance Indicators table (one KPI table per project), then complete each table
- Complete a separate budget spreadsheet (Part 2B) for each project.

You should have no more than 3-4 projects per region/Work Plan. Where you have more than 3-4 approaches, you should group them so that you are only completing Part 2 a maximum of 4 times. Possible options for grouping projects include, but are not limited to:

- Which key themes are addressed
- Type of approach used (e.g. wage subsidies)
- Location based (e.g. community A and community B)
- Cohort based (e.g. youth, people with disabilities)

[Note: 'Community Projects' is a general descriptive term for the purposes of the funding agreement. Providers can propose any projects or approaches that are in line with the themes above, are value for money and are supported by community.]

Part 2A - Project Specifics

1.1 Milestones

Notes for completion

- Identify key milestones (a specific point or activity) within the project's life cycle.
- You must include a key milestone(s) for completion by December 2023 – this milestone(s) may be used to inform PPR16 performance assessment (additional information will be available in the updated FAQs).
- These milestones will be used to measure the progress towards the ultimate objective of the Work Plan.
- This sheet should only include major milestones in your project - no more than five or six, and there may be less.
- Dates may be a single date, or a date range (e.g. Feb - Mar 2024).

Project Name	BAC Job ready, to Paid Work Experience pathway to real jobs.	
Milestone(s)	Date(s)	
Final design of pre-employment program completed inclusive of variable accredited skill-sets available to be delivered	Mid July 2023	
Employers with capacity to provide placements identified	Mid July 2023	
Commencement of first intake into Cadetship to a Career	End July 2023	
Monitoring and evaluation of first intake	November 2023	
Completion of additional intakes (two or three depending on seasonal factors)	End October 2024	
Final design of pre-employment program completed inclusive of variable accredited skill-sets available to be delivered	Mid July 2023	
Employers with capacity to provide placements identified	Mid July 2023	

1.2 Key Performance Indicators (KPI)

Notes for completion

- The KPI targets should reflect a suitable degree of ambition – this will be a key consideration when assessing value for money.
- For any KPI that will be included in your project, provide your target (e.g. number of new jobs created - XX) in the 'Target Outcome' column.
- If you agree 'yes' to a KPI statement (under 'Specific KPIs'), then the KPIs listed alongside will apply to the project and you are required to complete the Target Outcome column.
- Mandatory KPIs are included in every Work Plan.
- Project-specific KPIs must be included if your approach includes one or more of the following elements: payment of wages or incentives to CDP participants, wage subsidies, work experience placements, training, obtaining essential qualifications, intensified case management, and establishing or growing community enterprises.
- Benefits as summarised in Part 1 of the Work Plan must be reflected as KPIs in the table below.

Mandatory KPIs				
KPI condition	KPI		Target Outcome	
Mandatory KPIs (must be included for all projects)	Achievement of milestones as outlined in Work Plan		N/A	
	Lessons from the Work Plan are identified, documented and shared with other CDP providers (as facilitated by NIAA)		N/A	
	Evidence provided that community members and stakeholders (such as Traditional Owners, community controlled organisations) are satisfied with the level of community consultation.		Quarterly consultation/ discussion with community members and stakeholders	
	Number of participants engaged in the project		45	
	Number of 13-week and/or 26-week employment outcomes related to community project		12	
Specific KPIs				
KPI Statement	Agree Y/N	KPI	Target Outcome	
			Dec '23	Oct '24
This project pays wages directly to job seekers		Number of new jobs created	15	45
		Number of existing local jobs filled		
		Total number of jobs filled - Full Time		
		Total number of jobs filled - Part Time		
		Total number of jobs filled - Casual	15	45
		Total number of jobs filled - Permanent/Ongoing		
		Total number of participants in receipt of paid work as a result of the Trial	15	45
This project subsidises employment or work experience		Number of work experience placements (not reported under other employment category)	-	-
		Number of 'new employers' (non-CDP-Provider employers supporting participants that haven't had a participant placed since Dec 2021)	- unclear question	- Unclear question

placements at an employer		Number of employers receiving employer incentive payments and/or wage subsidies	-unclear question		Unclear question	
This project provides training to CDP participants			Dec '23		Oct '24	
		For this KPI you will need to indicate where the training is accredited (e.g. Cert II) or where training is non-accredited (e.g. organisation specific training)	Acc	Non Acc	Acc	Non Acc
		Number of individual participants enrolled in training	15	15	45	45
		Number of individual participants who partially complete training	3	3	7	7
		Number of individual participants who successfully complete training	12	12	38	38
		Number of individuals who obtain a nationally recognised certification or award (e.g. Cert I, Diploma)	-			
This project reduces barriers for CDP participants		Number of participants obtaining identification documentation, essential qualifications, licenses and/or clearances	15		45	
		Number of participants receiving intensified case management services (incl. mentoring and support)	15		45	
		Number of participants supported to address other barriers	15		45	
Other KPI for project (list any other KPI you wish to include here)			Dec '23		Oct '24	



Complete Part 2B of the Work Plan Template (Excel file).
If you have multiple projects in your Work Plan, complete a separate spreadsheet for each project.

PROJECT LINE ITEM	Pathway to Employment DESCRIPTION	TOTAL	COMMENTS / ADDITIONAL INFORMATION
s22(1)			

Mini Bus	events, surveys, feedback, workshops - catering, advertising, materials, venue hire, chairs, tables	\$ 25,000	
s22(1)			