# Community Development Program (CDP): Workforce Development initiatives

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

The CDP trialled 25% of existing funding being made available for providers to work with their communities and determine local projects to increase economic opportunities and jobs. There was strong progress over the 12 months of trial implementation resulting in over 3,000 participants in jobs, with over 170 of these in permanent positions. The trial initiatives moved the focus of remote employment from compliance, towards meaningful individual pathways in jobs that the community values as priorities.

CDP services are continuing through an extension of most CDP provider agreements before a new remote employment service begins. In most cases providers have elected to continue local initiatives informed by the CDP Trials - consolidating what worked into business-as-usual, and incorporating lessons learned from the CDP Trials into place-based, collaborative initiatives. This will contribute to community confidence in negotiating local solutions under the renewed employment service.

This document summarises initiatives and funding approved for WorkForce Development Workplans. For summaries of Community Projects and funding please see [CDP Trials](https://www.niaa.gov.au/resource-centre/community-development-program-cdp-trialling-pathways-real-jobs-phase-1-and-phase-2).

## Summary of Approved Workforce Development Workplans

Providers worked with local communities and other stakeholders to develop work plans that outlined community and workforce development priorities and contributed to one or more of the following themes:

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

As at 31 January 2025, 50 workplans from 42 providers in 60 regions have been approved and a number of common trial approaches have emerged from the process. Reporting from September 2024 showed:

* strengthening community development, by implementing community projects needed and wanted by the local community, featured in almost 65% of trials
* establishing and growing community enterprises and businesses, with the potential to become self-sustaining in the future and create local employment opportunities was a goal included in 50% of trials.
* subsidising employers to hire participants with barriers to employment, providing a low-risk approach for employers through on-boarding support, while participants build a work history was addressed in almost 60% of trials
* trialling incentives to re-engage participants with the program was tested in almost 50% in of trials
* providing intensive support to help participants overcome barriers to employment, from obtaining identification documentation to bespoke wellbeing initiatives was the intention of 70% of trials
* focusing on engaging and employing youth was emphasised in over 25% of trials
* addressing unmet demand in the care sector was important in over 25% of trials

Table 1: Workforce Development initiatives within each CDP service region as at 31 January 2025

| **CDP Region** | **CDP Provider** | **Summary of Workforce Development initiatives** | **Value** **(excl. GST)** |
| --- | --- | --- | --- |
| 1 Christmas Cocos Islands | Indian Ocean Group Training Association | The *Pulau Pal* program continues successful work established by CDP Trials, responding to community need for sustainable in-home care support. The program ensures participants are supported to develop literacy and numeracy skills and then engaged in work experience alongside qualified health workers, building towards longer-term employment. A variety of training opportunities are available to all participants engaged in the program, along with four paid positions in support services industries. | $94,500.00 |
| 2 Kambalda / Norseman Region WA | MEEDAC  | Building on learnings from CDP Trials, the *Helping Hands* and *Next Steps* initiatives are supporting participants to overcome barriers to employment while delivering community-priority projects including spaces for community gatherings, garden maintenance for pensioners and preparations for local events. *Helping Hands* will offer 20 part time paid work experience placements at any given time, to participants aged 18-60, building towards employment in areas such as horticulture, forestry, mining and civil industries. The *Next Steps* initiative will support 70 participants by offering them incentives to participate in projects that give back to the community while attaining work readiness skills aligned with local labour market opportunities. | $925,389.23 |
| 3 Ngaanyatjarra Lands WA | Paupiyala Tjarutji Aboriginal Corporation | PTAC's project builds on the successes of the CDP Trials to align separate grant opportunities to meet community needs. The Men's Shed funds a mechanic workshop, construction training and environmental health crews for holistic community benefits. The initiative aims for a local pool of workers with essential skills that offer flexibility for the region.  | $119,926.15 |
| 4 Yaaliku Region WA | The Waalitj Foundation | Learnings from the successes of the trials have consolidated the approach *Waalitij Care* to target sectors of growth and sustainable employment in the care sector, maintenance and mining. This will include 13 paid work positions with 20 participants accessing training for work ready skills, qualifications and licenses aligned to local employment opportunities. Intensive individualised support will be provided including multiple training opportunities and an Individual Career Plan for each participant. | $642,406.15 |
| 5 Mid-West - West Region WA | MEEDAC  | The *Helping Hands* program continues the success of CDP trials with a concept of replicating work like environments and conditions, with real pay for participants to find positive experience in work like environments. Over 40 paid part-time work experience positions are available undertaking a broad range of local projects within local First Nations organisations, not-for-profit groups, and local councils. There is a focus on giving back to local communities by assisting people in need such as pensioners with garden maintenance, local shire projects, local events and small local business such as local farmers and special community projects.The *Next Steps* initiative will tailor the development of 70 participants’ work readiness through incentivising development of work experiences and work skills such as literacy, numeracy and budgeting, while providing opportunities to attain licenses, certifications and other work-related documentation. | $1,669,112.31 |
| 6 Gascoyne Region WA | Real Futures | Through the *Get Ready* program, up to 50 participants will be engaged in job specific training and employment pathways across the region’s six communities. Through the *Training Café* partnership, provider supported employment and hosted employment positions with established local businesses, approximately 32 participants will have the opportunity to take up paid employment in areas such as retail, hospitality, construction, electrical, plumbing, and administration. The initiative also focuses on revitalising infrastructure of the Burringurrah community. This will provide future opportunities for training and employment while supporting the work of the *Women and Youth Business Hub* as well as emerging enterprises / microbusinesses, mentoring, workshops and training, skill development and pathways to independence.  | $1,626,853.85 |
| 7 Mid-West, East Region, WA | Yulella Aboriginal Corporation | Initiatives continue to build on successes from the CDP Trial, supporting community while providing local employment opportunities for local job seekers. The focus remains on three industry employment groupings supported by training. All have community service outcomes: Operational Maintenance; Retail, Hospitality and Cleaning; and Community Care and Drivers. From these three industries 13 new paid employment positions are planned such as work at the Vision Store, Food for the Mob and NDIS care support services. Formal and informal training initiatives will support around 30 participants by creating employment pathways through work experience, intensive case management and skill development.  | $637,127.33 |
| 8 Karratha Region WA | Ashburton Aboriginal Corporation | This project invests in wage subsidies and work experience across a range of employer types, including not-for-profit organisations, community entities and private sector contractors, to build up a work history for participants and to increase the number of local people being placed in employment in communities.The approach focuses on community-identified practical projects, sustainable community enterprise and improved community amenities while providing paid employment opportunities for participants. An anticipated 90 participants will be engaged in paid employment and work experience in areas such as facility management, mining and Aboriginal Cultural and Heritage mapping. Over 300 participants will be assisted to address barriers to employment, through pre-employment programs, training and intensive support. | $1,813,560.00 |
| 9 Port Hedland Region WA | Ashburton Aboriginal Corporation | This project will focus on wage subsidies and work experience to build up a work history for participants and to increase the number of participants attaining on-going employment in local communities. Community-identified projects, such as cyclone preparation and community meeting spaces, along with partnerships within communities will provide paid employment opportunities for at least 127 participants while building towards sustainable, on-going employment. Accredited and informal training will be available to over 100 participants and intensive case management will support at least 100 participants. This will support participants in the development of skills and job-readiness and to address vocational and non-vocational barriers. | $2,312,035.38 |
| 10 Western Desert Region WA | Ashburton Aboriginal Corporation | Following success with CDP trials, and the establishment of a Workforce Development sector, multiple strategies are being engaged to support participants at various stages of job readiness, ensuring local people gain local jobs. At least 60 participants will receive accredited or informal training, in areas such as horticulture, retail and hospitality, linked to local workforce need. Practical support will also be provided for nearly 100 participants to help address non-vocational barriers.Through partnerships with various employer types (including not-for-profit, community entities and private sector contractors) and various practical projects within communities, it is anticipated 60 participants will be placed in paid employment. Proposed practical projects include projects around cultural areas & lore grounds, playgrounds, housing maintenance, cemetery rehabilitation, ranger training and transport. | $965,709.23 |
| 11 Kullarri Region WA | Kullarri Regional Communities Incorporated | This initiative utilises a range of mechanisms to support participant engagement, practical experience and employment creation in the region. Around 80 participants in total will benefit throughout the delivery of this initiative through intensive mentoring to achieve work ready status. Training and personalised support for up to 25 participants at a time will focus on improving job preparation and outcomes and up to 47 participants will have the opportunity to benefit from personalised incentives targeting and encouraging consistency and participation. A focus on local expenditure in community stores to support personalised vouchers for participation and completion of training programs will benefit the local economy and support existing local jobs.Intensive case management and local mentoring will focus on community-identified opportunities to support and align the initiative to local priorities, directly connecting participants with opportunities in sectors like Aged Care, NDIS, Gardening and Maintenance, Tourism and Hospitality with a focus on local employment creation leading to community-led enterprise development through 18 paid casual positions that offer a range of community valued employment opportunities for participants.  | $880,000.00 |
| 12 Fitzroy Valley Region WA | Marra Worra Worra Aboriginal Corporation | Outcomes for participants will be improved by providing relevant training and work experience to build a regional workforce in the community. At least 30 participants will be engaged in paid positions in the maintenance, retail and home care sector, providing meaningful employment and enterprise that benefit families and communities. The subsidised employment pathways will support participants to remove barriers to employment through initiatives such as financial counselling, career progression and professional development workshops, along with accredited training opportunities.  | $1,834,818.46 |
| 13 Halls Creek/Tjurabalan Region WA | East Kimberley Job Pathways | This approach aims to develop and maintain community infrastructure and support skill development in tourism, arts and civil construction, while also supporting people to look at job creation through small business development.Industry Support and Governance will create 5 job opportunities and foster economic growth though a tailored training program focused on business support. Over 30 participants will receive benefits including 15 participants in paid work with a sustainable hub for women’s entrepreneurship in Halls Creek, where participants will build their capacity to run their own business.  | $1,278,734.72 |
| 14 Derby/Gibb River Region WA | Emama Gnuda Aboriginal Corporation | Workforce Development work plans still being developed/finalised. | Not confirmed |
| 15 East Kimberley Region WA | East Kimberley Job Pathways | This initiative is aligned with regional labour market needs such as tourism, arts and civil construction to ensure sustainable employment outcomes. It is anticipated over 20 paid work experience placements will be filled by participants while 50 participants will have access to training.Participants will work on projects that meet community needs, including building upgrades to improve community infrastructure. A critical component of the initiative will be entrepreneurship development for local Indigenous sole traders in tourism and the arts. Small Aboriginal community-controlled organisations businesses and entrepreneurs will be supported to apply for local tenders and grants, leading to employment growth and labour market opportunities.  | $2,169,881.54 |
| 16 Eyre Region SA | Complete Employment Services | Continuing to build on successes from the trials, participants will engage in incentivised training with real wage placements linked to regional priorities. The real wage placements provide the experience and skills for nine participants to be job ready. Over 150 participants will be supported to remove barriers to employment through gaining tickets, licences and accredited training required for local industries. A self-employment fund will grow local industry by supporting 10 participants to develop micro-businesses to respond to NDIS needs in the community.  | $913,241.54 |
| 17 Far West Region SA | EyrePlus Pty Ltd | Individualised training and support for over 100 participants to secure real job opportunities is the foundation of this initiative. Accredited training and certification to increase employability in areas of local demand such as aged care, NDIS services, retail and hospitality will connect participants with local jobs. Ongoing support for participants placed in a job through mentorship and coaching will build workplace skills, confidence and financial independence beyond seasonal tourism. Through industry specific training and access to external support providers 30 participants will be in receipt of paid work within existing industries through this initiative. | $1,207,952.31 |
| 18 Flinders and Far North Region SA | Complete Employment Services | Building on the lessons learnt from the trials, this approach will offer work placements with local community organisations for participation in community-focused projects and incentivised, tailored training. The approach will include 20 paid employment opportunities undertaking a broad range of work in conjunction with local community organisations and employers. Over 200 incentivised training opportunities will be available, including accredited training in high demand sectors such as health care and non-accredited training such as short-term tickets and licences. This will support participants to re-engage with employment while developing work-ready skills. The flexible *Job Start* incentive will be available to at least 63 participants to cover expenses in the early stages of work (e.g. lunches, fuel and childcare). This will particularly support participants with barriers to entry into the workforce such as caring responsibilities and long-term unemployment. | $1,513,712.31 |
| 19 Anangu Pitjantjatjara Yankunytjatjara Lands SA | Regional Anangu Services Aboriginal Corporation | This initiative focuses on reengagement of CDP participants by continuing two opportunities to support job seekers to prepare for employment and gain valuable work experience.Participants have an opportunity to complete a pre-employment ‘Work Ready’ program with up to 60 participants being assisted to obtain and collate work-related documents and to complete pre-employment induction training. Paid work experience is also available for up to 60 participants to undertake community maintenance projects in their communities through a flexible standing offer of work in entry level employment supported by relevant training that assists these workers to prepare and apply for employment in their communities.  | $1,802,220.00 |
| 20 South East Alice Region NT | CatholicCare NT | With the aim of reducing barriers and securing on-going employment opportunities for participants, these initiatives build on successes from the CDP Trials. Paid employment for over 25 participants in local industries such as community services, education and the arts will continue. Training opportunities for 45 participants will be engaged in high-demand industries including construction, education, conservation, retail and hospitality. Mentoring for 12 participants at the Traditional Craft Centre has been extended to ensure senior school students can learn about bush tool technologies.  | $947,455.38 |
| 21 South West Alice Region NT | RN Employment Services (RISE-Ngurratjuta) | Through the provider’s continued partnership with local organisations with paid work experience, the initiative will offer direct employment for seven participants with roles in municipal works , childcare, age care, and education. Training will be provided to assist over 140 participants with barriers to employment, including the attainment of certificates such as White Card, Forklift Licence and Building and Construction as well as the new Driver Training program to support participants to obtain their licence and LLN classes. Support focused on social, emotional, psychological & physical wellbeing will also be available to participants as a way of re-engaging highly disengaged cohorts in the community. | $537,793.85 |
| 22 West Alice Region NT | \*Tjuwanpa Outstation Resource Centre Aboriginal Corporation*\*Note: Workplans are still being developed in this region with initial funding approved.* | Participants continue to be provided with employment and training opportunities in Community based projects including Construction and Maintenance, Retail& Administration, and Music, Digital and Micro-enterprise industries, earning real wages in real work environments. Participants continue to receive intensive support and mentoring to overcome common barriers to employment and obtain identification, drivers’ licenses, white cards, and police clearances, as well as training in Business and online platforms. | $25,000.00 |
| 23 Alice Springs District NT | Tangentyere Council Aboriginal Corporation | Workforce Development work plans still being developed/finalised.  | Not confirmed |
| 24 North East Alice Region NT | Rainbow Gateway Limited | This approach supports self-governance, business development and community improvement initiatives, while providing training and on-the-job experience to support employment outcomes for participants. The approach is comprised of four components which together will provide at least 20 paid work experience placements, offer 28 training opportunities and support over 80 participants to address other barriers to employment.The *Community Production Centre* will provide casual employment and business development opportunities in three community initiatives; mechanical repairs while recycling abandoned vehicles, horticultural propagation and event equipment supply for Sorry Business to ensure potable water and shade structures for cultural activities.Training and hosted activities in the Sandover region will be supported by the Urapuntja Aboriginal Corporation (UAC). *Corporate Governance Training* tailored to the Ampilatwatja community will offer incentivised attendance and assist Traditional Owners in effectively and legally controlling their body corporate and to self-govern in the community. | $1,164,433.85 |
| 25 North West Alice Region NT | Central Desert Regional Council |  A *Targeted Training* approach will be bridging the space between participant and employee through providing training that is directly linked to upcoming employment opportunities in the local economy to 200 participants. Almost 100 Participants will be prepared for jobs in sectors such as cultural tourism, hospitality, and administration, giving them clear pathways into roles that are aligned with local economies. The *Engagement i*nitiative will provide personal support to build job-readiness and develop confidence in youth pursuing employment opportunities. Through structured programs for young people and increased collaboration with cultural authorities, this initiative will promote pathways to sustainable employment in key sectors such as renewable energy, arts, and cultural tourism. | $1,389,133.03 |
| 26 South East Barkly Region NT | RN Employment Services (RISE-Ngurratjuta) | Building on the success of the trials, the provider continues their partnership with Barkly Regional Council to provide paid employment for five participants where they will have the opportunity to build skills with the endeavour to move into full time employment with the employer. Training will be available for almost 170 participants aimed at removing barriers to employment and providing them the skills and knowledge to be able to respond to emergency situations while awaiting additional support to arrive, this includes First Aid training and bush fire first responders training. A new initiative the Driver Training program aims to increase participants’ area of employment opportunities and decrease unlicensed driving in the region. | $753,253.85 |
| 27 Far West Alice Region NT | Ngurratjuta-Pmara Ntjarra Aboriginal Corporation | Workforce Development work plans still being developed/finalised.  | Not confirmed |
| 28 North Barkly Region NT | RN Employment Services (RISE-Ngurratjuta) | Taking a community approach, Training-Engagement-Incentives will focus on developing local skills to keep the community safe through training of 250 participants in areas such as fire hazard reduction, First Aid, Security training, civil construction and weed control. Community engagement through emergency service responses will be transferable to other employment opportunities and address barriers to employment. A partnership with a local Mining Company will provide four participants move into fulltime work with appropriate mentoring. A new initiative the Driver Training program aims to increase licensed driving in the region. This initiative will increase the area of employment opportunities for over 150 participants. | $1,472,520.00 |
| 29a Gulf Region NT | Mungoorbada Aboriginal Corporation | Workforce Development work plans still being developed/finalised. | Not confirmed |
| 29b Gulf Region NT | Roper Gulf Regional Council | Workforce Development work plans still being developed/finalised. | Not confirmed |
| 30a Ngukurr/Numbulwar Region NT | MyCDP Ngukurr Numbulwar | This approach responds to community need for a healthy workforce. Over 15 participants will be paid to attend pre-employment training aligned to health and community wellbeing, with casual paid work trial placements available to suitable participants. This approach has been expanded to include disengaged youth and long-term unemployed through a focus on everyday health. | $839,806.15 |
| 30b Ngukurr/Numbulwar Region NT | Roper Gulf Regional Council | Workforce Development work plans still being developed/finalised. | Not confirmed |
| 31 Katherine Region NT | Kalano Community Association  | The initiatives continue from the learnings of the trials. The renewed approach consists of two main outreach programs, *Dreamtime Swag* and *Deadly Cooking for participants,* and two ongoing programs to enhance work-ready wellness for participants and build partnerships with local employers for future workforce development opportunities. Over 75 participants will be in paid work with over 250 participants receiving training. By focusing on practical community needs such as care and wellbeing, business support, and other wrap around services, over 300 participants will directly improve social and job outcomes in the community. | $2,243,446.14 |
| 32 Victoria River Region NT | Victoria Daly Regional Council (VDRC) | Workforce Development work plans still being developed/finalised. | Not confirmed |
| 33 Central Arnhem Region NT | Nyirrunggulung-RISE | This approach focuses on providing practical support, health and wellbeing services, and delivering training to remove barriers to employment across the region’s five communities which will lead to greater uptake of employment for local job seekers. The approach will support 35 participants being placed into jobs, and 140 participants receiving training or support to attain licences and pre-employment checks. *Community Connection & Enterprise Hubs* established during the trials will focus on health, wellbeing, cultural engagement and the development of 30 participants in social enterprise that will generate income and support ongoing employment opportunities for community.  | $1,089,655.54  |
| 34 Wadeye Region NT | Thamarrurr Development Corporation | Workforce Development work plans still being developed/finalised. | Not confirmed |
| 35 Darwin Daly Region NT | Ironbark Aboriginal Corporation | This approach aims to improve employment outcomes for participants through targeted training and support. Remote, rural and regional projects have been identified and designed to build a skilled workforce assisting in filling gaps in local skill shortages, expand on existing services and to align with emerging industries in the Northern Territory. The approach seeks to secure paid employment for 33 participants, while supporting 130 participants to build job readiness, obtain licences and other work-related documentation, or to receive accredited training aligned with local employment opportunities in areas such as forestry, tourism, construction, community care, maintenance, mining and retail.Participants will contribute to growing community enterprises including the *Food Truck /Café Project* in Nauiyu, using local seasonal produce to respond to local catering and the community need for a healthier and cheaper range of takeaway foods. This initiative will also support emerging local artists providing an opportunity to promote and sell works to tourists and visitors.  | $2,143,831.79 |
| 36 Tiwi Region NT | Tiwi Training and Employment Board | Building on the success of the trials, this approach continues a *Workforce Growth* approach of a diverse range of training and development opportunities across micro and small business to develop and build the local labour market. This approach will provide paid employment to 80 participants in emerging microbusinesses such as the headstone project, lawn mowing services, market garden, textiles, and oyster and produce farming, and direct placements with the local market employment opportunities. | $1,780,599.75 |
| 37a West Arnhem Region NT | The Arnhem Land Progress Aboriginal Corporation | This region’s projects continue those trialled in CDP Trials, and focus on establishing and growing community enterprises, including running a revitalised mango plantation to provide paid employment and training for participants, and a papermaking business (using local fibres and in partnership with Injalak Arts). The projects will also continue to address the issue of transport as a key barrier to employment, through a regular shuttle service allowing homelands participants access to the Jabiru employment market. | $1,612,444.62 |
| 37b West Arnhem Region NT | Yagbani Aboriginal Corporation | This approach responds to community need for transport and to control produce wastage from the community market garden. The *Fruit and Veg Dehydration* initiative will continue to collect and dehydrate excess produce from the market garden. The organic dried produce is to be eaten with excess food packaged and sold locally or online.Participants will have online and practical training to gain a driver’s licence for use on the mainland which will increase the area of potential employment. The vehicle will also be used to transport Indigenous community members to their homes, the store, health centre or to collect bush materials. | $297,295.38 |
| 38 Maningrida Region NT | Bawinanga Aboriginal Corporation (BAC) | This project will continue to provide supported employment pathways through a period of job ready training. Participants will be introduced to general yard maintenance including use of equipment, picking up rubbish and cleaning of kitchens and bathrooms with pressure washers and disinfectant. They will be supported with transport from home, breakfast and lunch, and mentoring, and encouraged to develop teamwork and leadership.  | To be confirmed |
| 39 Milingimbi / Ramingining Region NT | The Arnhem Land Progress Aboriginal Corporation | These projects will continue to provide opportunities for participants to learn real skills on the job while building work experience and confidence through training, upskilling, mentoring, and ongoing support. The projects are building local, self-sustaining industry, creating local job opportunities, providing gathering places for community members and cultural exchange, providing training and mentoring, and practical experience with clients, and invigorating the local economy. | $1,847,773.85 |
| 40 Galiwin'ku Region NT | The Arnhem Land Progress Aboriginal Corporation | These projects aim to provide healthy, fresh and affordable food options to the local community, create jobs and economic opportunities for local residents, preserve and promote traditional Indigenous practices through local employment, and build community capacity and social cohesion. In doing so they will reinforce partnerships with other organisations to share knowledge, resources and best practices, foster a culture of continuous learning and improvement, encouraging staff to share best practices and innovative ideas, and further strengthen community access to healthy and affordable food, and yard maintenance. | $1,656,770.77 |
| 41 Gapuwiyak-Yirrkala Region NT | The Arnhem Land Progress Aboriginal Corporation | These projects will create meaningful employment opportunities for job seekers, in the process providing valuable services that are otherwise unavailable and contributing to individual employment outcomes and the region’s economic development. They focus on key economic growth areas such as tourism, and land maintenance and rehabilitation, creating entry-level jobs without entry requirements such as driver’s licenses and qualifications, which job seekers may not currently hold. The projects draw on the expertise of local subject-matter experts and the cultural authority of key Aboriginal Corporations to deliver real work-experience opportunities and valuable community outcomes. They will bring transport services, employment opportunities, training, cleaning, and maintenance services to under-serviced homelands, filling gaps in employment opportunities, and helping people live healthy and fulfilled lives on country. | $2,685,749.23 |
| 42 Groote Region NT | Groote Eylandt and Bickerton Island Enterprises (GEBIE) Aboriginal Corporation | This initiative consists of continuation from the trials with a commitment to build skills in industry areas where there are local skill shortages to maximise employment opportunities. The initiatives target re-engaging young people with their community, with many practical projects centred on community and cultural events. GEBIE *Next Gen* concentrates on 40 youth receiving incentivised training and engagement support to address barriers to employment. The GEBIE *Community Work Crews* will continue with the creation of 20 paid employment positions with training and support. A further 14 paid positions with training and support will be available in hospitality and civil construction. Up to 40 participants will be able to undertake community work to meet unpaid civil fines that can be a long-term barrier to employment.  | $1,277,413.85 |
| 43 Far West Region NSW | Yilabara | The approach of local people in local jobs will address barriers to employment for 100 participants. Participants will be incentivised to train in local high-demand areas such as hospitality, land survey, aged care and civil operations. 20 participants will have the experience of earning a real wage in a local business. Ongoing engagement with local employers and mentoring for participants will ensure culturally appropriate workplaces.  | $477,659.57 |
| 44 Upper Darling Region NSW | Yilabara | Informed by consultation and building on insights from the trials, this approach is two-fold. The *Culture, Wellbeing, and Connection* initiative is a community-driven program designed to address the complex barriers that limit individuals' ability to engage in employment and community life with over 100 participants to receive benefits. The *Pathways to Jobs and Careers* initiative incorporates targeted engagement and support for youth and employers. Over 60 participants will receive training with over 40 participants placed into employment in agriculture, transport and administration.  | $1,431,069.23 |
| 45 South West Region QLD | RESQ PLUS | This approach focuses on four aspects of employment and community including counselling and mentoring; education and training opportunities; employment and culture and community transport. Over 10 paid employment opportunities will be available in driving, nursery, engagement and culture, gardening and grounds maintenance, horticulture and administration roles.Over 100 participants will be supported to attain new skills and over 400 participants will address other barriers to employment. Discrete activities will also be provided to engage participants through meaningful skills-based opportunities, connections to community, cultural knowledge and understandings of lore and kinship protocols, providing a graduated and supported pathway to employment for participants and youth at risk. | $973,849.20 |
| 46 Central West Region QLD | RESQ PLUS | This initiative seeks to prepare long term unemployed participants to be job ready through training, experience and addressing barriers to employment. Over 100 participants will be supported to attain new skills and qualifications, such as practical experience in horticulture techniques and training pathways into agricultural industries. Up to 180 participants will be provided with mental health support and transport to get to work or critical health appointments. | $531,978.00 |
| 47 Cloncurry Region QLD | Rainbow Gateway | The *Skillful Solutions* program responds to community need for career pathways and traineeships allowing local participants to enter industries within the region. Certified training, hands-on work experience and support to gain tickets is provided to these participants, increasing their competitiveness for positions in local councils, civil and construction companies, and mining companies. It provides for one-on-one mentoring and support into employment, with an emphasis on literacy and numeracy assistance, mental and emotional wellbeing, budgeting, and employer ‘meet and greets’ prior to commencement. | $590,907.69 |
| 48 West Isa / Alpurrurulam Region QLD | Rainbow Gateway | The *Kickstart to Work* program offers paid work experience positions in civil construction and mining, including skills training, mentoring and support to gain qualifications and other work-related documentation towards longer-term employment. *Corporate Governance Training* tailored to the Alpurrurulam community is assisting Traditional Owners to efficiently and legally control their Body Corporate and through this, exercise self-determination over their lands. | $526,873.85 |
| 49 Doomadgee Region QLD | Enterprise Management Group Pty Ltd (My Pathways) | The *My Job Readiness Program* builds on community strengths by providing opportunities for job seekers to gain paid work experience across a range of local industries and to also support job seekers to take ownership of their personal learning. The *My Job Readiness Hub* provides access to IT equipment and dedicated resources allowing participants to develop digital literacy and job readiness skills, and undertake online vocational studies, increasing their competitiveness for positions historically staffed by a fly-in/fly-out workforce. The new *Connection to Community* project will enrich positive community engagement and facilitate participation in community events by encouraging collaboration across stakeholders – leading to enhanced community pride and greater engagement with community events.  | $828,514.43 |
| 50 Palm Island QLD | Rainbow Gateway | This project supports local jobs growth, providing paid employment positions with the Palm Island Aboriginal Shire Council and the Manbarra Elders Council (MEC) Rangers. Additional paid employment opportunities are also available with local enterprise, with participants receiving relevant accredited training to build towards longer term employment. Mentors offer greater support for the social well-being of participants while providing cultural awareness in employment environments. Corporate Governance Training tailored to the MEC is assisting efficient and legal control of the Body Corporate and through this, self-determination over land and contracts. | $1,250,340.00 |
| 51 Wellesley Islands QLD | Bynoe Community Advancement Co-Operative Society | This project works to increase job readiness and reduce barriers to employment by ensuring appropriate skill set training and career pathways are embedded. The intended outcome is to utilise the *Gununa Works Crew* as a stepping-stone to employment with external employers, when opportunities arise. Paid casual positions as part of the *Gununa Works Crew* project, support the completion of local community priority projects identified in conjunction with local stakeholders. | $596,658.46 |
| 52 Western Tablelands Region QLD | TRACQS | This is a community led approach to build the capability of job seekers, increase employment and engage local host employers, while delivering projects that benefit the community. Across 3 initiatives, the program places participants into casual positions and supports them to obtain accredited or non-accredited qualifications:1. Community Hosted Employment: provides employment pathways in social services, retail and hospitality, administration, conservation and land management, farm and nursery work, and construction. Participants gain vocational skills and paid work experience.
2. TRACQS Hosted Activities: offers participants award wages for participating in initiatives like Custom Coffin Making, Kowrowa Food Preparation, Keeping our Culture Alive, Mantaka Community Garden, and community care efforts in Dimbulah, Chillagoe and Mt Molloy/Julatten.
3. Self-Employment Assistance: supports participants interested in starting or expanding their small businesses by offering training and financial assistance.
 | $1,818,535.38 |
| 53 Carpentaria Region QLD | Bynoe Community Advancement Co-Operative Society | The *Cadetship to Career* program focuses on participants who require tailored support to enter the workforce, providing a comprehensive pre-employment program, immediately followed by paid work experience with local employers in live work environments.The pre-employment program is tailored to the individual needs of participants and comprises accredited and non-accredited training in skill sets sought by employers, support to improve literacy and numeracy, support to obtain licences, workplace documentation and clearances, and extensive mentoring. | $646,929.23 |
| 54 Cook Region QLD | Gungarde Community Centre Aboriginal Corporation – My Pathways | This project increases the employability of local job seekers through a number of key components: places participants in paid work experience; supports them to obtain accredited or non-accredited qualifications and address other barriers; pays Employer Support payments to encourage employers to connect with local job seekers and provide them with work experience and work-like routines; provides on-the-job training; provides interactive, intensive support in pre-employment activities such as licensing, tickets, clearance and accredited training; and engages participants in a range of community events, creating pride in the community where they live and work.  | $1,622,407.00 |
| 55 Kowanyama / Pormpuraaw Region QLD | RISE Ventures (Jobfind Australia Pty Ltd)  | This suite of projects, based on insights from community consultation, focuses on community pride, creating positive experiences, role models and jobs for the future. It includes multiple initiatives - micro enterprises and Traditional Owner led land, sea and culture projects - providing paid work experience, and supported by workplace supervision, training, skills development & capability building with a focus on wellbeing.  | $1,257,156.92 |
| 56 Central Cape Region QLD | Cape York Employment | This project links focused employment pathways to community values, providing paid roles in a community care workgroup to assist people in the community over 60 years old, with home maintenance and transportation services. The workgroup also assists with wider community projects and upkeep of community areas such as the cemetery. Wage subsidies are offered for casual childcare roles, up to 20 hours per week, and participants receive role specific training and mentoring to support them while they gain the skills and experience to transition into market jobs. | $337,183.08 |
| 57 Western Cape Region QLD | Kuku’nathi Services - (My Pathways) | The *Kukunathi Konnect* program provides a physical hub within which participants can acquire appropriate skills for a smooth transition into employment in their community and address their barriers, to ensure a sustainable employment pathway. The program also includes paid work experience through hosts from a range of local industries such as mining, hospitality and administration, and will support job seekers to gain real life, on-the-job experience. In response to learnings from CDP Trials, the program features increased emphasis on case management and post placement support, and additional targeted supports for participants with more complex service requirements. | $797,841.86 |
| 58 Northern Peninsula Area QLD | NPA Family and Community Services and Torres Strait Islander Corporation | This project provides culturally safe employment through improved employment pathway choices for participants, support to access a range of early career training in remote communities, an annual local Career Expo, and development of skills for participants with innovative ideas to start-up micro local small businesses or self-employment. It provides opportunities for participants to obtain paid casual employment and receive intensive support to establish their own social enterprise in areas such as furniture-making, cultural arts and crafts, nursery-care, tree-lopping and community beautification. | $745,273.85 |
| 59 Torres Strait Islands QLD | Gur A Baradharaw Kod Sea and Land Council Torres Strait Islander Corporation (GBK) | *Community Work Crews* will be extended, providing paid casual employment opportunities, and supporting the development of transferable skills towards longer-term employment, while realising local priority projects such as building and refurbishment works, landscaping and horticulture works, cultural events, and on-country projects; and providing labour support to local schools, councils, First Nations corporations and not-for-profit organisations. | $2,185,776.92 |
| C60 Aurukun/Coen Region QLD | Cape York Employment | This approach draws on the findings from the ‘Care and Caring on Cape York’ Report, April 2023. The *Responding to the Care Industry* project addresses community need while providing local employment opportunities. This project will provide paid employment, training, and on-the-job mentoring to over 30 participants, fulfilling roles in yard maintenance, community transport, cleaning, caring, youth work, culture liaison and art centre, radio station and op shop operations. Through this project, eligible community members will be able to receive assistance to help with maintaining their yard, transport to appointments, access to healthy meals and opportunities to purchase clothing and homewares. It will provide and maintain safe spaces where community members can engage in health and wellbeing initiatives. Employment at the Pama Language centre will also be provided to two participants, who will be involved in Wik-Mungkan translating work and developing a variety of community bilingual resources.  | $1,334,464.62 |
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