

New Remote Engagement Program

Discussion Paper   
August 2021

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# Acknowledgement of Country

The National Indigenous Australians Agency acknowledges the traditional owners and custodians of country throughout Australia and acknowledges their continuing connection to land, waters and community. We pay our respects to the people, the cultures and the elders past, present and emerging.

# Foreword: Minister for Indigenous Australians, the Hon Ken Wyatt AM MP

The Australian Government is committed to supporting the social and economic aspirations of Indigenous communities by improving economic opportunities and employment pathways. This commitment is embedded in the National Agreement on Closing the Gap, which establishes a target to close the gap on employment outcomes between Indigenous and non-Indigenous Australians.

Aboriginal and Torres Strait Islander peoples and communities deserve the best possible chance to share in and participate in Australia’s economy. Opportunities to work are fundamental to this, providing financial and economic security, and improving overall quality of life, including social, health and emotional wellbeing. But these opportunities are not equally available in all parts of Australia. Residents of some remote Australian communities face challenges to employment that are not present in regional and urban areas, including reduced access to education, training, health services and reliable technology; and lack of jobs. Thin labour markets in some of our most remote communities limit opportunities to compete for employment, making it challenging for community members to move off income support.

Over many decades, governments have tried different approaches to delivering employment services in remote Australia. We have learned that what works in our cities and more densely populated regions may not work everywhere. We have also learned that we have to continuously adapt and evolve to better meet new and existing challenges. There is more to be done to continue to develop an approach that empowers the people living in our remote communities to engage in economic opportunities in a way that is both tailored to their specific needs and beneficial to their communities.

Accordingly, I announced on 11 May 2021 that the Community Development Program will be replaced with a new program from 2023. I have decided to call this the Remote Engagement Program, to reflect the complex employment landscape in remote communities and recognise that, for some community members, alternative engagement opportunities and supports are needed. My ambition is to collaborate with communities to develop an appropriately flexible program that will support those with capacity to work into jobs where they are available; provide alternative engagement mechanisms where jobs are not available; and better assist people who face complex participation barriers.

Achieving sustainable change in remote communities can only be done by working together, including by listening to Indigenous experience and expertise to develop a new approach. Working in partnership now to pilot innovative approaches, learn and review, and develop the new program will be key to our future shared success.

Our approach to consultation and co-design builds on the important work that we are undertaking in partnership with Indigenous communities on developing an Indigenous voice to the Australian Government.  This new framework will respond to the diversity that exists across our country by providing a way for Indigenous Australians to give advice and input on matters that are important to improve their lives. By seeking insights from Indigenous voices across Australia, we will maximise opportunities for communities to be heard and to drive decision-making so that remote Australia can benefit from better decisions, programs and policies that enhance employment pathways in a way that meets their aspirations, goals and measures of success.

I am pleased to introduce this discussion paper to support the development of the new program. I encourage all members of the public, including local communities, program participants, employment services providers, employers and governments to take this opportunity to share your ideas and build this new program together. I welcome your feedback on what has worked well in remote employment services to date and how remote employment services could be improved. I look forward to receiving your submissions.

**The Hon Ken Wyatt AM MP  
Minister for Indigenous Australians**

***This discussion paper is not Government policy.*** Public consultation on this paper is an opportunity to work together and share in the ownership of this new program in order to improve social and economic outcomes for current and future generations of Indigenous Australians.

# Introduction

## A new remote engagement program

On 11 May 2021, the Australian Government delivered the 2021-2022 Budget to support Australia’s economic recovery from the COVID-19 pandemic. The creation of stronger employment pathways and economic opportunities for all Australians, including those living in remote Australia, is at the heart of this plan. To help deliver on this, and in the context of broader reforms across Government employment services (see **Appendix A** for more details), the Minister for Indigenous Australians, the Hon Ken Wyatt AM MP, has announced a new remote engagement program to replace the Community Development Program (CDP) from 2023. The new program will be developed over the next two years in consultation with other levels of government, participants, potential service providers and Indigenous communities in remote Australia.

Our overall aim is to help a generation of Indigenous Australians living in remote Australia to have greater choices and economic opportunities. More information is available on the National Indigenous Australian Agency (NIAA) website at this link: [www.niaa.gov.au/indigenous-affairs/employment/cdp](http://www.niaa.gov.au/indigenous-affairs/employment/cdp)

### The case for change: Remote Australia needs a tailored approach

The opportunities and circumstances for people and communities living in remote Australia are unique and different from urban areas, and this will continue to be the case. We have heard what communities and stakeholders have said about current and previous remote employment services. We know remote communities want changes so that future employment services better match place-based economic circumstances and labour market opportunities.

We want to collaborate with stakeholders to develop a new remote engagement program that will better enable participants to contribute to goods and services that will strengthen the economic and social and cultural life of communities; build in-demand skills; and prepare to compete effectively for available jobs. But we also recognise that, in some of the most remote parts of Australia, there are not enough jobs available for all the people who want to work. Overall, there are fewer jobs available in remote areas, with less than two per cent of actively trading businesses located there. Approaches that focus only on participants moving into sustained employment in the open market are unlikely to be sufficient to meet the needs of people without jobs or job opportunities in these communities. We would like to identify and trial new approaches to engage people in this situation.

We want to design a new program with enough flexibility for employment services providers to tailor the supports they offer to meet participants’ needs. The overall design and management of the new program will continue to support progression into jobs where they are available, but will include alternative pathways for those who are ready to work but cannot find a job in their community, and for those facing ongoing participation barriers.

### Employment services need to evolve when things change

The Government is currently reviewing all its employment services to make them more fit for purpose, better harness advances in technology, and prepare Australian jobseekers for the post‑COVID economy   
(see **Appendix A** for more detail, including on the rollout of the New Employment Services Model from 2022).   
In the context of these coordinated reforms, we are consulting with stakeholders to develop a new remote engagement program that better meets the needs of people living in remote communities.

Governments have been adapting and refining the CDP and the programs before it since the 1970s in response to ongoing challenges and changes in the economy. The challenges over the years have led to different approaches in CDP and other programs. Some of these approaches could form part of the new remote engagement program, but we also need new and innovative ideas.

Local Indigenous communities know best what solutions might work in their region. In response to changes in the economy and overall environment, communities have shown resilience and innovation. Your experiences over the past months and years will help us draw on the best ideas across the country and find the areas where we need to change.

# Public consultation – phase one

The Government recognises that improving the lives of Aboriginal and Torres Strait Islander people can only be done by working together. We know that the best outcomes will come from developing the new remote engagement program in partnership with Indigenous Australians and local communities in remote Australia. Our partnership will need to continue throughout the next two years to 2023, drawing on the knowledge and experiences of participants, service providers, employers and local communities across remote Australia. The new program will be rolled out in 2023, and between now and then we will jointly design pathways to better economic opportunities and outcomes for participants facing unique challenges, and exchange ideas about what success looks like.

As announced by the Minister for Indigenous Australians on 11 May 2021, pilots of alternative approaches for the new remote engagement program will soon begin across selected sites in remote locations. These pilots are an opportunity to test and co-design elements of the new program in a community setting. More information about the pilots will be made available on the NIAA website at: [www.niaa.gov.au/indigenous-affairs/employment/cdp](http://www.niaa.gov.au/indigenous-affairs/employment/cdp)

In parallel, the NIAA is releasing this public discussion paper to initiate a broad conversation and seek your views on how to design a new program that it is fit-for-purpose and outcomes-focused. We are listening to the concerns of communities about the CDP and are taking these on board. We recognise that community engagement and clear and open communication are important.

The first consultation phase will run through to November 2021. A second phase will be run from late 2021 to April 2022, focussed on sharing early learnings from the pilots in a second public discussion paper. A third and final consultation phase from July 2022 through to commencement of the new program in 2023 and will focus on communication the details on implementation.

The Government’s previous consultations on the CDP identified priority areas and shared goals for remote employment programs that are consistent across community groups. In particular, we have heard that participants can benefit from support at all stages of job readiness, and that people’s situation will change at different stages of their lives. This discussion paper highlights areas we have heard are important to current CDP participants and remote communities:

* Placements for job-ready participants
* Support for job-ready participants to get a job
* Vocational training for participants
* Non-vocational services for participants
* Mutual Obligation Requirements

We would also like to hear from you what other areas we should explore.

Please see the final section of this paper, ***How to provide feedback***, for information on how to make a submission in response to the issues and questions raised in this paper.

You can read Minister Wyatt’s recent media release about the proposed new program and proposed reforms to Community Development Program here: [ministers.pmc.gov.au/wyatt/2021/jobs-and-education-secure-future-indigenous-australians](https://ministers.pmc.gov.au/wyatt/2021/jobs-and-education-secure-future-indigenous-australians).

More information about broader consultation on the new remote engagement program, including town halls and roundtables across remote Australia, will be made available on the NIAA website at: [www.niaa.gov.au/indigenous-affairs/employment/cdp](https://www.niaa.gov.au/indigenous-affairs/employment/cdp).We are also conducting consultation on a new Indigenous Skills and Employment Program (ISEP) which will roll out from 1 July 2022 and will contribute to closing the gap in employment through flexible, locally informed investment, across both remote and non-remote Australia. More information about the new ISEP is available on the NIAA website at this link: [www.niaa.gov.au/indigenous-affairs/employment/indigenous-skills-and-employment-program-isep](https://www.niaa.gov.au/indigenous-affairs/employment/indigenous-skills-and-employment-program-isep) .

The ISEP discussion paper is at: [www.niaa.gov.au/sites/default/files/publications/isep-discussion-paper.pdf](https://www.niaa.gov.au/sites/default/files/publications/isep-discussion-paper.pdf)

# Discussion topics

## Placements for job-ready participants

We have heard from people in remote communities that there are often not enough jobs for everyone to **find paid employment** but they still want **opportunities to contribute to their communities**. Participants say they want to be ready to compete for any jobs that do arise. Many people are not able to relocate to areas with more jobs for cultural, family or financial reasons. The CDP has not fully addressed this challenge.

We want to work with communities to understand what opportunities there are for participants to engage in activities or placements that are like having a job. We also want to explore whether adjusting income support payments may help with this.

We want your ideas on what kind of placements will help participants get in-demand skills and can be carried out in local communities, for example:

* assisting trained educators in a school/classroom (i.e. teacher’s assistant)
* helping in an aged-care facility (i.e. administration, cooking, cleaning, gardening, personal care)
* community liaison activities (i.e. Indigenous liaison for the national Census)
* participate in a creative community project (i.e. developing art for sale).

We would also like your ideas on how placements for job-ready participants in communities can be designed to provide the right incentives, including possible financial incentives as outlined above, to encourage participants to engage in these opportunities.

Key Questions:

### Question 1:

What kinds of placements or activities are most likely to be useful—to participants, and to the broader community—on the pathway to employment or where jobs are not available?

### Question 2:

How could placements and activities be structured to benefit individuals and the community including possible incentives? And what could we expect of participants in return for any incentives they receive?

### Question 3:

What are the new or emerging opportunities in remote communities, where participants could gain skills and competencies to prepare them to compete for future employment opportunities while contributing to current community needs?

## Support for job-ready participants to get a job

Many participants in remote areas are already what is described as “job ready”. They have the skills and experience needed to obtain long-term employment, but are underemployed or unemployed. We have heard that they would welcome **greater assistance in competing for the jobs that are available** (including jobs that might otherwise go to fly in, fly out workers).

Employers and participants have given advice about what might assist individuals at this level. For example:

* Employers would like to see participants who are informed about their workplace rights and obligations, including superannuation and taxation.
* Participants have asked for greater help with moving into the labour market, including preparing CVs and getting ready for interviews. They have indicated that having local role models and mentors are a big part in their motivation to search for a job and to see themselves in long-term employment. They also would feel more supported if there were occasional contact and check-ins with their providers after getting a job.
* Providers would like the opportunity to spend less time undertaking the administrative and compliance requirements of employment programs and more time on providing personalised advice and assistance, including connecting participants and their families with appropriate services to overcome some of the barriers to employment.

A good working relationship between providers and employers is crucial for participants to be matched to the right opportunities and to meet the expectations of the employment program or pathway they are participating in. We have heard that a greater focus on longer-term goals and outcomes of the participant would strengthen the   
provider – employer – participant relationship.

Key Questions:

### Question 4:

What sorts of support or training have been helpful in matching people who are job-ready to job vacancies? *(For example, interview and CV preparation, job searches)*

### Question 5:

What more could be done to help people who do find a job to succeed in the workplace over the longer term? (For example, induction, mentoring, training in workplace health and safety, information about how the tax system works)

### Question 6:

Are there new ways to create employment opportunities for job-ready candidates?   
(For example, linkages to business incubator programs, ways to support new enterprises, ways to engage the private sector in job creation)

## Vocational training for participants

Participants in the CDP have told us that it is important to have **opportunities to gain new skills and enhance their learning in order to prepare them to compete for jobs.** Engaging in vocational or job‑related training is an important way for a participant to develop relationships with community organisations, services and employers. It also helps them to match their skills with what the community needs and what is valued in the local labour market.

In order to appropriately prepare participants for jobs likely to be available in the community, training needs to be targeted. This means that local employment service providers need to identify and provide training, education, work experience and opportunities that will help participants build the foundational skills they need to transition into a job that is available in their community. When a participant has received the right vocational training, they can develop the confidence to move into a practical setting; for example, by participating in hosted placements in the community to advance their journey to becoming ‘job-ready’.

We have heard that a major challenge in remote areas is access to and availability of vocational training that is suitable and fit-for-purpose. We have also heard that it is important for participants to have their individual needs, including culturally-specific needs, met when they interact with services. In developing the new program, we want to work with communities to address this issue head on.

We have also heard that current programs do not meet the needs of young people in remote communities, and that they are risk of disengaging before they ever have an opportunity to enter the workforce. Young people don’t want to move away from their families and country, but there are very limited opportunities for them in remote Australia. Engaging young people is a critical priority for the new program.

Our goal is to identify and explore opportunities and pathways to providing the right vocational training to Indigenous participants that is appropriate for their individual circumstances – including the skills, capabilities, experience and activities that are useful in the local or broader labour market.

Key Questions:

### Question 7:

What kinds of training opportunities have led to members of your community succeeding in getting a job? (For example, apprenticeships, short-courses, certificates and higher education qualifications offered by a Registered Training Organisation, work experience with host employers)

### Question 8:

How can service providers increase their knowledge and awareness of culturally-specific issues to better assist Indigenous participants?

### Question 9:

Are there new types of training that would be useful to grow participants’ skills to contribute in new enterprises and opportunities emerging in the post-COVID economy?

## Non-vocational services to overcome serious barriers to employment

Members of remote communities have told us there is **a need for greater support to tackle barriers to participation and engagement**. We understand and appreciate that under current arrangements there can be a lack of flexibility around personal circumstances that may reduce a person’s ability to move into a job in their community. Examples include:

* responsibility to family and community
* language, communication and literacy ability
* personal health and wellbeing (e.g. housing status, mental health).

We have heard that it can be difficult to identify and understand complex barriers for participants. Communities have indicated the service experience for participants could be improved with greater focus on their lived experience, including culturally-specific issues that could be captured and addressed during an employment assessment process.

Appropriate identification of barriers, and effective coordination and sequencing of services in the broader service network is an important priority for us to address. Tailoring of services can help participants with serious barriers to employment move forward to the next stage(s) of being ‘job ready’, such as participating in vocational (job-related) training or finding a community‑based activity to strengthen skills and capabilities in a setting like they would encounter in the open labour market.

We would like your views on practical approaches to drive better connections between participants and existing government support services so that participants are more able to join in community activities and the local economy.

Key Questions:

### Question 10:

What types of services are most important to local Indigenous communities in helping people to get past entry barriers and begin the journey to job-readiness? (*For example, health services, housing services, literacy and numeracy education assistance*)

### Question 11:

What approaches have been most effective in connecting participants with relevant government and non-government support services?

### Question 12:

What needs to change for service providers to be better able to connect participants to the right services?

## Mutual Obligation Requirements

As part of the lead-up the new remote engagement program in 2023, the Government has changed Mutual Obligation Requirements for CDP participants to make activities voluntary. These changes came into effect on 12 May 2021. CDP participants are able to volunteer to participate in activities, but a range of requirements continue to be compulsory, such as attending appointments with service providers looking for work. The compulsory requirements are listed below:

* Agreeing to a job plan
* Attending regular appointments and job interviews
* Meeting job search requirements (dependent on the strength of the labour market)
* Accepting suitable paid work when it is offered
* Not to voluntarily leave suitable employment

Activities that are voluntary are:

* Work for the dole
* Skills for Education and Employment (SEE)
* Green Army
* Aboriginal program and placement
* Post-school state and territory funded initiatives

Participants cannot incur a penalty if they do not participate in activities.

We want participants to be recognised and feel valued for meeting Mutual Obligation Requirements. As such, we would like to hear more from you about what is fair and reasonable to expect from participants while they are on their pathway to finding and keeping a job.

Key Questions:

### Question 13:

What approaches are effective in helping participants to meet their Mutual Obligation Requirements?

### Question 14:

What are the barriers that are preventing some participants meet their Mutual Obligation Requirements? How can these be addressed?

### Question 15:

What specific assistance or flexibilities do community organisations and service providers require to better support participants meet their Mutual Obligation Requirements?

# Next steps

Responses to this discussion paper will be used to inform further engagement with stakeholders such as government agencies, service providers and communities. The concepts within the paper will be explored and tested using the questions that have been posed throughout the document.

If you have any questions about the discussion paper or how you can make a submission you can contact us at [NREP@niaa.gov.au](mailto:NREP@niaa.gov.au).

* Submissions on this discussion paper are due by 30 November 2021.
* You can make a submission via the NIAA website or by emailing [NREP@niaa.gov.au](mailto:NREP@niaa.gov.au).

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# How to provide feedback

## Privacy Notice

The National Indigenous Australians Agency (NIAA) is collecting your personal information, such as your/organisation’s name, email/postal address in this consultation process for the purpose of considering your feedback on the development of the new remote engagement program and any future research and/or reviews of this initiative. The NIAA uses a third party provider, Inside Policy Pty Ltd and relevant subcontractors, to provide services to the NIAA for the purposes of informing the work of the future of Indigenous employment programs, including in relation to submissions received. For the same purpose, we may provide this information to relevant Ministers and government agencies. The NIAA will only accept submissions from those aged 18 years and above.The information collected will be retained by the NIAA to meet the NIAA’s record keeping obligations under the *Archives Act 1983* (Cth).

Your participation in the consultation responding to the discussion paper is voluntary. If you choose not to provide us with your personal information we may be unable to contact you about the consultation, however we will still consider your comments.

Except as indicated above, the NIAA will not provide the personal information collected from you to anyone else outside the NIAA unless you have given consent for us to do this, or we are authorised or required to do so by law. However, the NIAA may disclose or publish your de-identified information for the purposes set out above.

The privacy and security of your personal information is important to us, and is protected by law. The NIAA’s Privacy Policy can be found at [www.niaa.gov.au/pmc/who-we-are/accountability-and-reporting/privacy-policy](http://www.niaa.gov.au/pmc/who-we-are/accountability-and-reporting/privacy-policy), which explains how the NIAA handles and protects the information provided by you. The NIAA’s Privacy Policy also explains how you can request access to or correct the personal information we hold about you, and who to contact if you have a privacy enquiry or complaint. If you require a copy of our Privacy Policy contact the Privacy Officer at [privacy@niaa.gov.au](mailto:privacy@niaa.gov.au).

The NIAA welcomes stakeholders’ views on these and on any other relevant issues raised in this discussion paper, you can provide your views through making a submission. Please ensure personal information is not provided in your submission. While submissions may be lodged electronically or by post, electronic lodgement is preferred. For accessibility reasons, please submit responses via email in a Word or RTF format. An additional PDF version may be submitted. If you wish to submit your response in a different format, please contact [NREP@niaa.gov.au](mailto:NREP@niaa.gov.au) to coordinate this response. You will receive an email acknowledging receipt of your submission within one business day.

Submissions received within the scope of the discussion paper may be published on the NIAA website in the interest of transparency and sharing of views unless they contain confidential or personal information belonging to a third party, or potentially defamatory or other offensive material. If you agree to the publication of your submission, you also agree that the NIAA may use all or any part of your submission in printed Australian Government publications, on social media and/or on the internet. The NIAA reserves the right not to publish all or part of a submission.

The NIAA will use the submissions to inform advice to the Australian Government regarding stakeholder views on future investment in Indigenous-specific employment programs through the Indigenous Advancement Strategy. The NIAA may contact you to discuss your submission in more detail or to inform you of future consultations.

Closing date for submissions is 30 November 2021

Email submissions to [NREP@niaa.gov.au](mailto:NREP@niaa.gov.au).

Postal address: Remote Employment Policy Taskforce, National Indigenous Australians Agency, Charles Perkins House, GPO Box 2191 CANBERRA ACT 2601

## Appendix A: Other Government Employment Initiatives

### Closing the Gap on Employment

The new National Agreement on Closing the Gap commits the Government to a new way of working in partnership with Indigenous communities. The National Agreement on Closing the Gap is a historic Agreement – the first to be negotiated with Indigenous Australians as represented by the Coalition of Peaks, [coalitionofpeaks.org.au/who-we-are/](https://coalitionofpeaks.org.au/who-we-are/). The National Agreement centres on four priority reforms that will transform the way the federal, state and territory governments work with Aboriginal and Torres Strait Islander people.

The priority reforms are:

1. Partnership and shared decision making between Aboriginal and Torres Strait Islander people and governments
2. Building the Aboriginal and Torres Strait Islander community-controlled service sector in agreed outcome areas
3. Transforming mainstream government services to work better for Aboriginal and Torres Strait islander people
4. Building better data and sharing access to the right data to support Indigenous communities to make informed decisions with us.

The National Agreement also establishes 17 national socio-economic targets to monitor Australia’s progress in improving outcomes for Aboriginal and Torres Strait Islander people. The employment targets are:

* By 2031, increase the proportion of Aboriginal and Torres Strait Islander youth (15-24 years) who are in employment, education or training to 67 percent (Target 7); and
* By 2031, increase the proportion of Aboriginal and Torres Strait Islander people aged 25-64 who are employed to 62 per cent (Target 8).

The National Agreement will guide investment in improving outcomes for Aboriginal and Torres Strait Islander people across governments going forward.

### New Indigenous Skills, Engagement and Employment Program

As part of the 2021-22 Budget, the Minister for Indigenous Australians announced an Indigenous Skills and Jobs Advancement package to specifically improve economic, social and education outcomes for Indigenous Australians. A key part of that package is the commitment of $42.8 million per annum, building to $60 million in future years, for a new Indigenous skills, engagement and employment Program (ISEP). The ISEP will replace current Vocational Training and Employment Centres (VTEC), Tailored Assistance Employment Grants (TAEG) and Employment Parity Initiative (EPI) from 1 July 2022.

This new program will complement the Government’s broader reforms to mainstream employment services in remote and non-remote Australia. It will contribute to closing the gap in employment through flexible, locally informed investment, across both remote and non-remote Australia. More information about the new ISEP is available on the NIAA website at this link: [www.niaa.gov.au/indigenous-affairs/employment/indigenous-skills-and-employment-program-isep](http://www.niaa.gov.au/indigenous-affairs/employment/indigenous-skills-and-employment-program-isep) .

The NIAA has launched a parallel consultation process to inform this program, including a discussion paper available online here: [www.niaa.gov.au/sites/default/files/publications/isep-discussion-paper.pdf](http://www.niaa.gov.au/sites/default/files/publications/isep-discussion-paper.pdf) . The paper includes advice on how to provide your views on the new ISEP.

### Changes to mainstream services: the New Employment Service Model

Mainstream employment services are undergoing transformational change, with a New Employment Services Model to begin on 1 July 2022. The new model will deliver a modern and sophisticated service where job-ready job seekers can self-manage through Digital Services. This will allow for increased investment to be targeted to job seekers most in need, who will receive tailored services delivered by Enhanced Services providers.

The NESM is currently being trialled in two regions, Adelaide South in South Australia and the Mid North Coast region of New South Wales.[[1]](#footnote-2) From July 2022, a new Digital Employment Services Platform will enable job-ready participants to self-manage their job search online through Digital Services. This will allow for increased investment to be targeted to participants most in need, including many Indigenous Australian participants, who will receive tailored and intensive case management support from service providers. Employment services providers will deliver [Enhanced Services](https://www.dese.gov.au/new-employment-services-model) through a contractual licence.[[2]](#footnote-3) Some regions may have specialist licences available to support participants from key cohorts, including Indigenous Australians.

The new remote engagement program is separate from the NESM and will seek to complement, not duplicate, the NESM and other government employment programs, and make it simpler for participants, service providers and employers to work together to achieve improved employment outcomes.

### Disability Employment Services

As part of the 2021-22 Budget, the Government agreed to explore options for a new disability employment support model to replace the DES program, which ends on 30 June 2023. Options for the redesign of DES will be developed in accordance with the following strategic design principles:

* A sustainable and cost effective investment in employment services for people with disability.
* Alignment with the NESM and, where appropriate, other Commonwealth funded employment services programs.
* Reduced duplication and overlap with other Government investment in disability and related services, including the National Disability Insurance Scheme.
* Delivery on the Government’s priorities for people with disability, including the new National Disability Strategy and the new National Disability Employment Strategy.
* More genuine choice and control for participants around the employment services they receive, and
* A tailored set of quality services and supports that meet the needs of participants and employers.

The new disability employment support model will be designed to operate within the broader employment landscape, as well as identify further opportunities to break down barriers to employment for people with disability.

Consultation will commence in mid-2021 with key stakeholders, including people with disability, their families and carers, disability peak organisations, employers, DES providers and relevant government departments, including the Department of Education, Skills and Employment, the National Indigenous Australians Agency and Services Australia.

1. More information about the New Employment Services Model is available at: <https://www.employment.gov.au/new-employment-services-model> [↑](#footnote-ref-2)
2. Refer to Department of Education, Skills and Employment, *Proposed licensing system for the New Employment Services Model: Discussion paper,* published 10 September 2020, <https://www.employment.gov.au/proposed-licensing-system-new-employment-services-model-discussion-paper>. [↑](#footnote-ref-3)