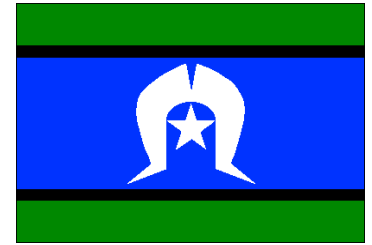




Australian Government  
Department of Employment and  
Workplace Relations



# INDIGENOUS YOUTH EMPLOYMENT CONSULTANT (IYEC) PROGRAMME

*'Strong Culture, Strong Choices'*



# ***'Strong Culture, Strong Choices'***

## **What Does This Mean?**

### **Culture**

Customs, Traditions

Refinement or improvement of mind; by education and training.

### **Choices**

Act of choosing

Decide between alternatives

Power of choosing



# Background

## Indigenous Demographics

- ❖ Is relatively young compared to the non-Indigenous population.
  - ❖ About 60% of the population is under the age of 25 years old
- ❖ Around 50% of people receive government pensions and/or allowances
- ❖ Education and Employment outcomes for youth are consistently poor;
  - ❖ Only 40% retention to Year 12 or equivalent
- ❖ The unemployment rate for youth aged 15 to 19 years is 30.9 percent compared to 16.3 percent for non-Indigenous 15 to 19 year olds.

## Whole of Government Approach

The Australian Government adopted a more Hands-on and unified approach by:

- Improving the delivery of services to Indigenous people and communities;
- Building greater opportunities; and
- Assisting Indigenous people and communities to become self-sufficient.

# Long Term Vision For Indigenous Australians

Over the Next 20-30 years:

*“Indigenous people, wherever they live, have the same opportunities as other Australians to make informed choices about their lives to realise their full potential in whatever they choose to do and to take responsibility for managing their own affairs”. (Indigenous Ministerial Taskforce 2004)*

**‘The reduction of dependency on passive welfare and the boosting of employment and economic development in Indigenous communities’. (Indigenous Ministerial Taskforce 2004)**



Jobs Careers Future

## DEWR's Mission Statement

The department aims to:

- maximise the ability of all Australians of working age to find work, particularly those that face the most severe barriers to work; and
- support strong employment growth and the improved productive performance of enterprises in Australia.

# Department of Employment and Workplace Relations (DEWR)

To do this, the department provides the Government with high quality advice, programmes and services to achieve three outcomes:

- an effectively functioning labour market;
- higher productivity, higher pay workplaces; and
- increased workforce participation.



## DEWR's Employment Services and Programmes

- Job Network Services (JNS)
- New Enterprise Incentive Scheme (NEIS)
- Work for the Dole
- Disability Open Employment Services (DOES)
- Community Development and Employment Programme (CDEP)
- Indigenous Employment Programme (IEP)



# Indigenous Employment Programme (IEP) Branch

- Indigenous Youth Consultant (IYEC) Programme
- National Indigenous Cadetship Project (NCIP)
- Structured Training and Employment Projects (STEP)
- Wage Assistance
- Corporate Leaders for Indigenous Employment Program (CLIEP)
- CDEP Placement Incentive

## Support for Businesses

- Indigenous Small Business Fund (ISBF)
- Indigenous Capital Assistance Scheme (ICAS)
- Indigenous Self Employment Programme (ISEP)



Jobs Careers Future

# Indigenous Youth Employment Consultant (IYEC) Programme

## Background

In the May 2004 Budget \$13.1 million over 4 years was provided to employ 30 consultants across 30 sites in Australia.

Based on factors including:

- rising proportion of Indigenous young people
- limited achievement of secondary education and training outcomes for Indigenous young people
- disproportionate high unemployment rates



# Indigenous Youth Employment Consultant (IYEC) Programme

- IYECs are located in employment services areas (ESA) which have:
  - a viable labour market;
  - a proportionate Indigenous youth population; and
  - a fulltime JNM site.
  
- 30 Consultants employed by Job Network providers.

# Indigenous Youth Employment Consultant (IYEC) Programme

The programme is aimed at Indigenous youth aged 15 to 19 years who:

- are disengaged from school;
- want to leave school and are considering entering the workforce; or
- intend on continuing with their education and/or training before entering the workforce but would benefit from additional support to maintain participation.

# Indigenous Youth Employment Consultant (IYEC) Programme

The objectives of the programme are to:

- Increase the proportion of Participants achieving positive, sustained employment, education & training outcomes;
- Provide a one-on-one personalised service;
- Increase Indigenous young peoples use of mainstream employment services;
- Complement and utilise existing programmes; and
- Reduce inter-generational reliance on welfare.

## Who is eligible for the IYEC programme?

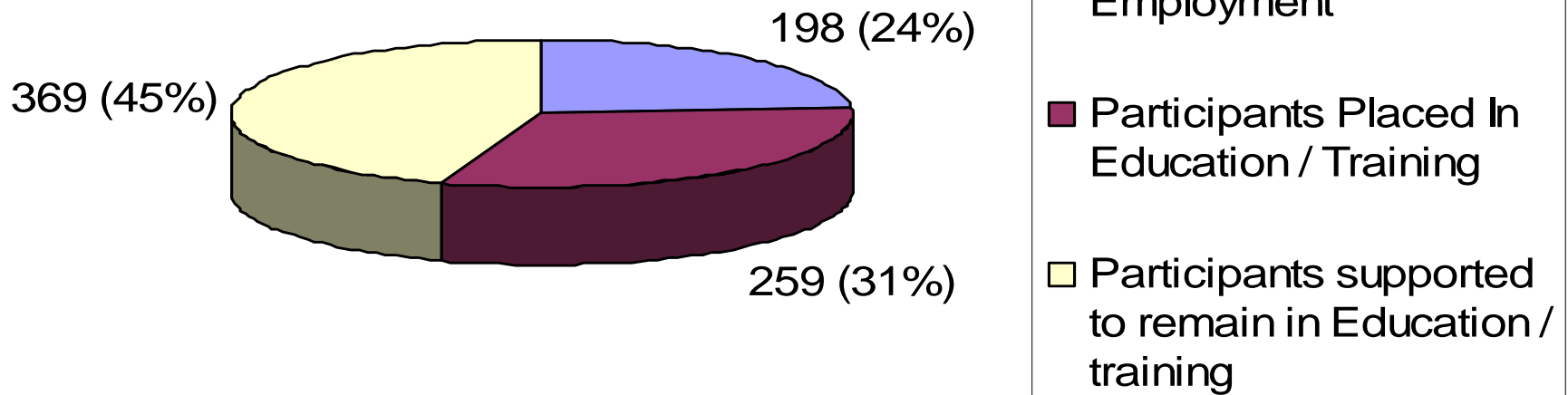
Must be:

- an Aboriginal or Torres Strait Islander person aged 15-19 years old:
- but does not have to be unemployed or registered with Centrelink; and
- Live in an ESA where an IYEC is located.

**IYEC**  
**Outcomes**

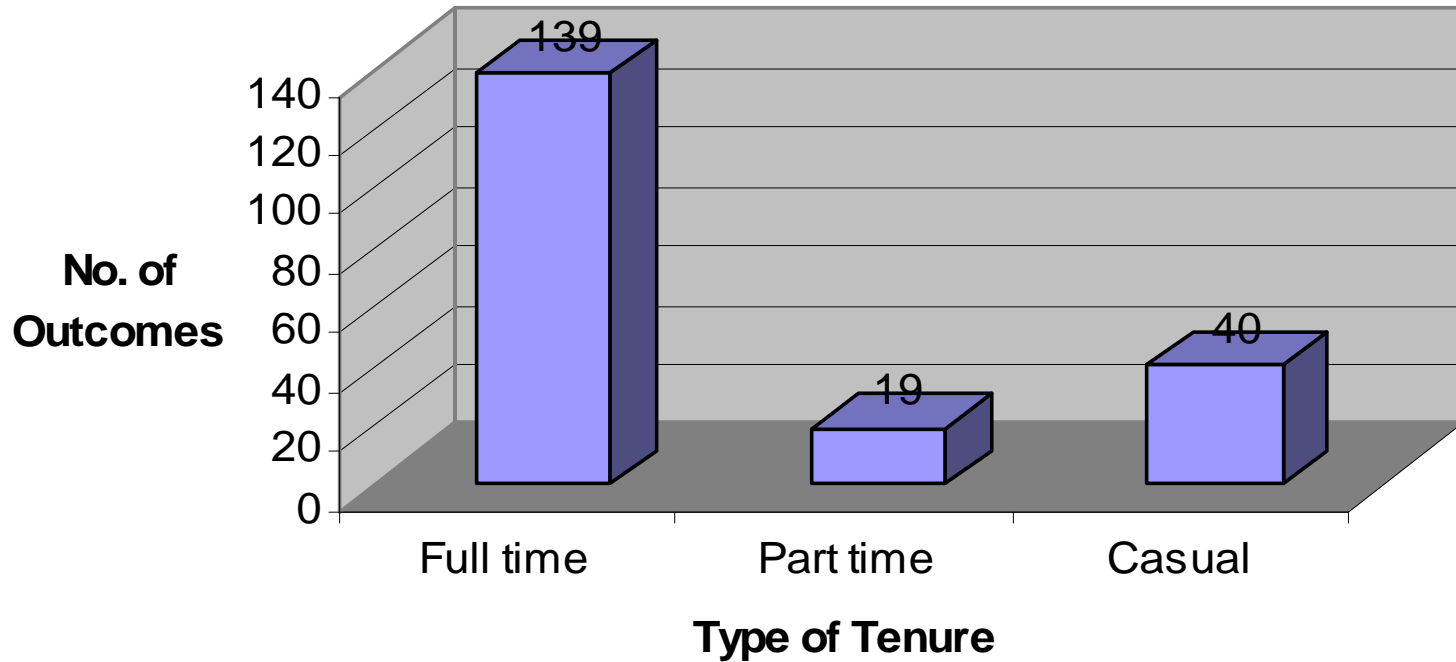


## IYEC Total Outcomes For Quarter Ending 31 March 2006



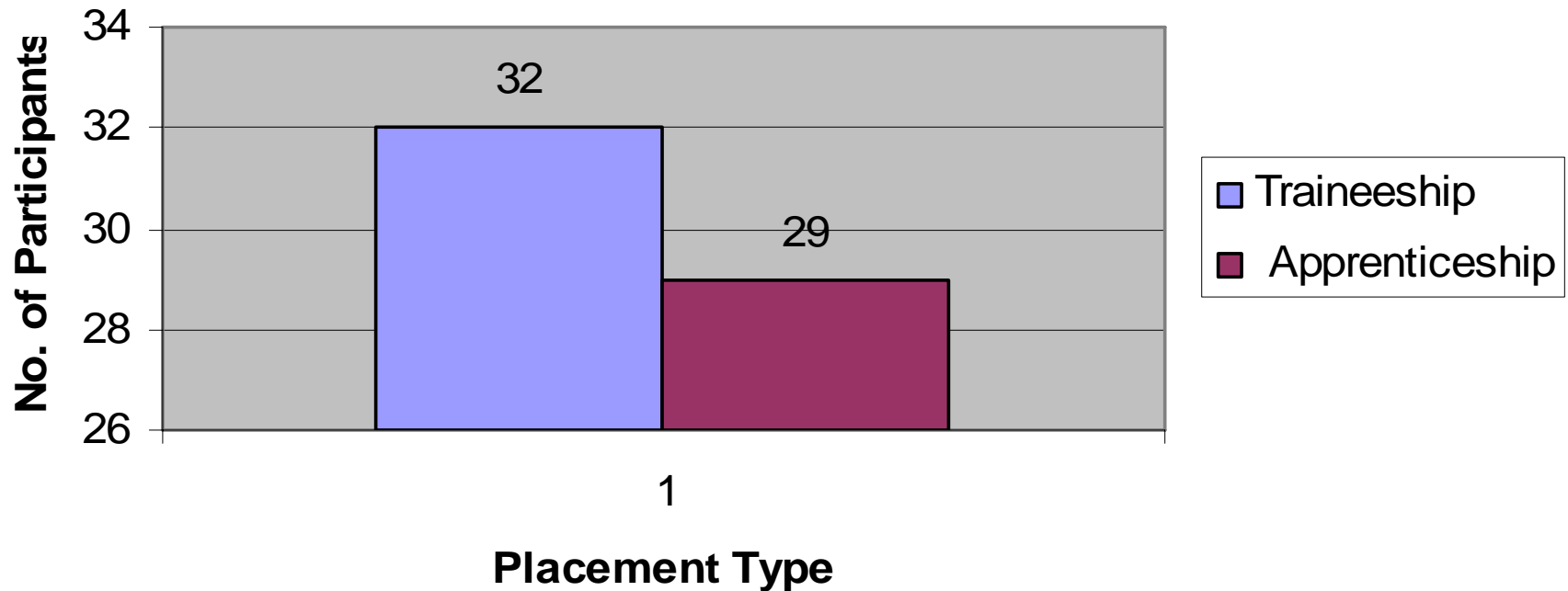
# Indigenous Youth Employment Consultant (IYEC) Programme

## Job Status For Quarter Ending 31 March 2006



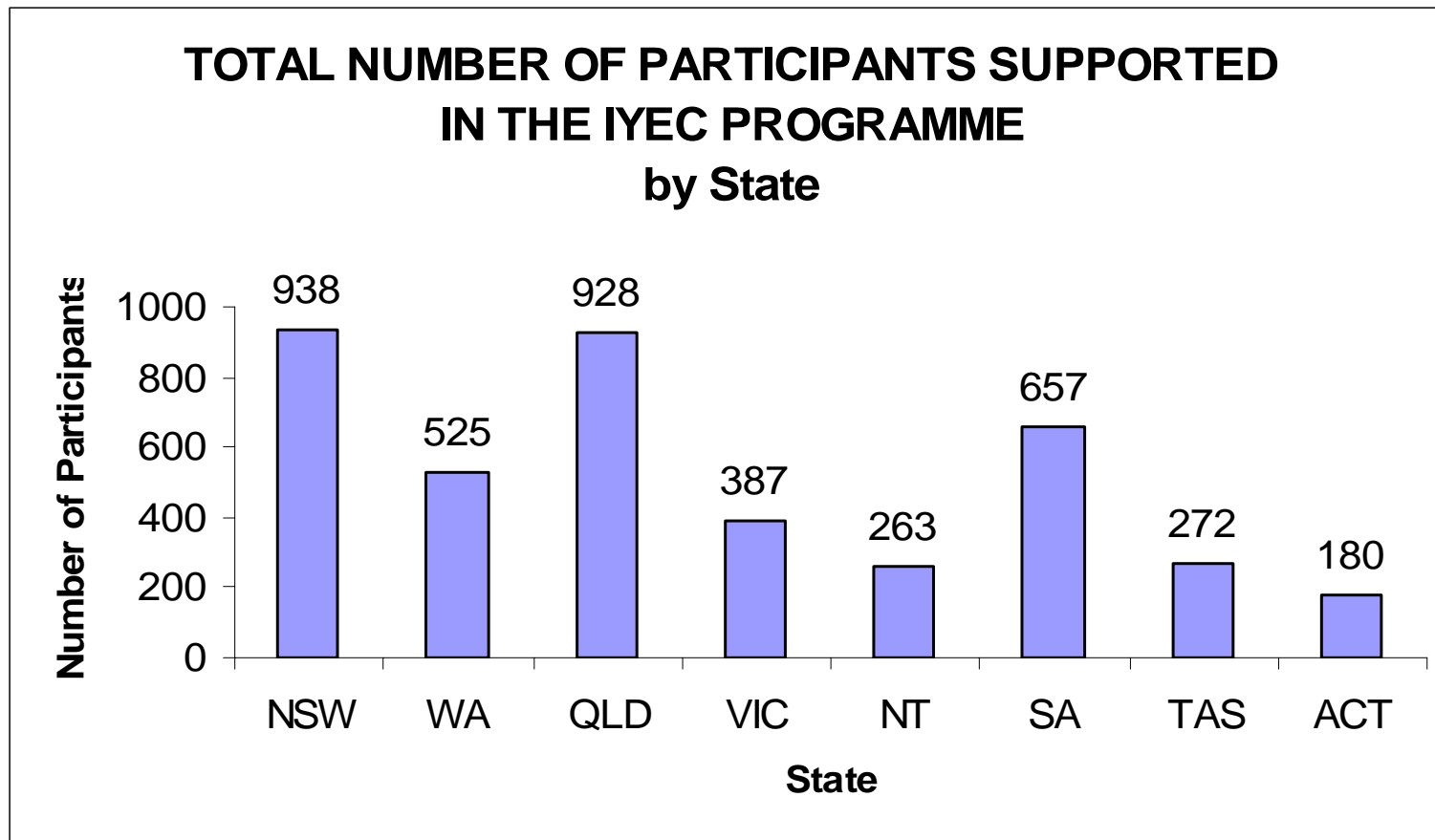
# Indigenous Youth Employment Consultant (IYEC) Programme

## IYEC Apprenticeship and Traineeship Numbers - Quarter ending 31 March 2006



# Indigenous Youth Employment Consultant (IYEC) Programme

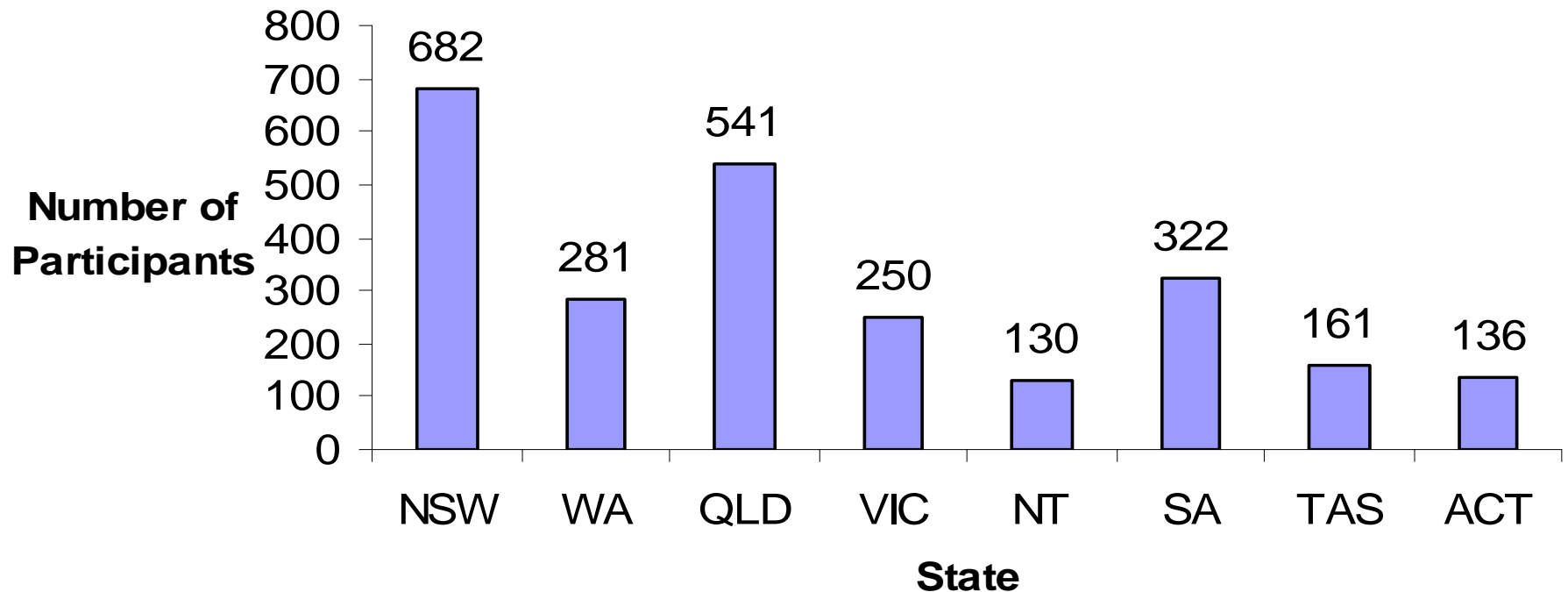
Key Outcomes - In 15 months, IYECs have supported 4150 young people.



# Indigenous Youth Employment Consultant (IYEC) Programme

Key Outcomes - In 15 months, outcomes achieved 2503

**IYEC TOTAL OUTCOMES  
by State**



# IYEC ROLES



# Indigenous Youth Employment Consultant (IYEC) Programme

The Consultants work closely with:

- Participants;
- Their families;
- Communities;
- Local schools;
- Vocational education and training providers;
- Local businesses; and
- Other job network providers

# Indigenous Youth Employment Consultant (IYEC) Programme

## Some of the roles of the Consultants include:

- Providing one-on-one support to participants;
- Identifying labour market opportunities;
- Develop and implement strategies, including a Participant Activity Plan;
- Ensure employment services information is readily available to Participants;

# Indigenous Youth Employment Consultant (IYEC) Programme

- Consult, work closely with and develop relationships with relevant stakeholders;
- Conduct interviews and undertake assessments;
- Facilitate access and/or refer Participants to complementary programmes such as counselling, language and literacy; and
- Provide pre and post placement/outcome support to the Participants.

## The success of the IYEC

- IYECs strong relationships with participants and the community
- IYECs ongoing support and assistance to participants
- IYECs willingness to work and support disadvantage youth in their community
- IYECs strong networks/links within the community
- Majority of our IYECs are Indigenous or have very strong community links
- Show personal attributes i.e. Independent, innovative and committed.

IYEC

Good News Stories



IYEC

Future Directions



## CONCLUSION

We need to take a unified approach to how the IYEC programme is going to succeed in the community and without doubt, to achieve the Indigenous Ministerial Taskforce's vision, a shared commitment is needed by DEWR, Job Network providers, employers, schools and training institutions and especially by the members of the Indigenous community.



# Indigenous Youth Employment Consultant (IYEC) Programme

## LOCATIONS

1 – ACT - Canberra

7 – New South Wales – Outer West Sydney, Central Coast, Macarthur, Inner City/Eastern Suburbs, Central Murrumbidgee, Taree, North East NSW.

6 – Queensland – Cairns, Townsville, Rockhampton, Toowoomba, Ipswich, Logan

3 – Northern Territory – Darwin, Katherine, Alice Springs

4 – Victoria – Geelong, Sunraysia, Goulburn Valley, East Gippsland

4 – Western Australia – Nth Metro Perth, Sth East Metro Perth, Goldsfield, Mid West & Gascoyne

3 – South Australia – Adelaide, Adelaide Metro, Port Augusta

2 – Tasmania – West/West Nth Tasmania, Hobart

To find out more about the IYEC programme or other Indigenous Employment Programmes, you can log on to you can logon to:

**Website:** [www.workplace.gov.au/indigenous](http://www.workplace.gov.au/indigenous)



Or call the **Indigenous Employment Line** on **1802 102.**

