**INDIGENOUS EMPLOYMENT PROGRAM (IEP)**

**Woorabinda Employment & Training Program (WETP)**

**Program Overview**

The Woorabinda Employment & Training Program is the outcome of conversations between council & various community Elders & DEEWR’s Strategic Relationship Manger to discuss employment & economic development opportunities for the residents of Woorabinda. The program has been designed & developed from the ground up to meet the needs identified through community engagement processes. These processes have also established communication and decision making mechanisms which includes a high level governance group. The inaugural membership represents Councillors, the Mayor, Woorabinda CEO, Community Elders, Central Qld Indigenous Development (CQID) CEO, and the Local State Member plus Commonwealth & State Government representation. An operational group will also be established to proactively support the implementation of the program and will include but is not limited to the Woorabinda Pastoral Company, JSA’s, CDEP, DEEWR Contract Manger and project mentors.

Central Queensland Indigenous Development (CQID) was the communities preferred panel member and was approached to apply for IEP funding to implement the program outcomes.

A key component of WETP also is the inclusion of community governance development designed to reinvigorate the community with particular emphasis on leadership, governance conversations and negotiations and decision making.

The program has been designed to embrace flexibility, a core principle and includes 4 inter changeable stages allowing participants to move forward or revisit any stage as required, helping to build confidence and self esteem. The program can engage participants for up to 104 weeks (pre-employment) however if they are job ready prior than participants will move to that position as soon as they are skilled and confident. The program includes the following training opportunities that have been identified by the community and industry collectively;

* Rural Operations – Agriculture, Horticulture, Landscaping, & Land Care
* Civil construction – Construction, Road Works, Heavy Machinery, LR,MR & HR Licences
* Asset Maintenance – cleaning
* Community Services – Aged Care, Child Care, & Youth Work
* Hospitality/Tourism – food preparation
* University of Central Queensland Placements (10 x scholarships)
* Primary Health
* Meat Processing

The program will employ a project co-ordinator who will provide the overall co-ordination & planning including the facilitation and identification of employment opportunities with industry. The project co-ordinator will be required to work with all stakeholders and facilitate the Governance meetings and other meetings as required. A key strategy of the program will be the engagement of a number of community and industry mentors.

The community mentors will focus their attention in the pre-work stages and will support participants from week one to assist with personal, family, other related cultural & community responsibilities/challenges as they will inevitably arise e.g. sorry business.

The industry mentors will be required to have industry specific skills/knowledge & will support the participant and the industry host in facilitating supportive and productive work environments during work experience placements and secured employment. They will also be the conduit in facilitating respectful relationships and will play a vital role in successful home to work transitions and vice versa.