

**Senate Finance and Public Administration
References Committee**

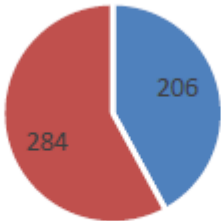
**Inquiry into Appropriateness and effectiveness of the
Community Development Program-
Questions on Notice—Wednesday 4 October 2017**

Question No.	Question	Hansard Ref
1.	<p>CHAIR: Mr Kondov, do you have any insight into the sources of funding?</p> <p>Mr Kondov: I do. I know we also do programs with TAFE. We've got the SEE program currently that works on literacy and numeracy courses. We also work with TAFE with regard to their funding and what they can tap into. We can come back to the committee, if you like, with further clarification on that, but between the two of us we probably don't have that.</p> <p>Response</p> <p>Campbell Page are partnering with training organisations to deliver formal accredited training for our job seekers, these include:</p> <ul style="list-style-type: none"> • Training courses directly related to employment i.e First Aid, CPR, Construction White Card • Accredited Cert III Rural Operation Course • Blue Cards and driver's licences <p>These courses and licences are funded by either Campbell Page or state Government (or a blend of both)</p>	p. 3 (Senator McAllister)
2.	<p>Senator PATERSON: How many jobs have you delivered under the new program?</p> <p>Mr Kondov: In the last 12 months, about 35 or 40.</p> <p>Ms Van Der Neut: A bit higher than that.</p> <p>Senator PATERSON: You can take it on notice if you want to provide some more detail.</p> <p>Mr Kondov: We can do that to give you official numbers. We tracked, in the last six months, 26-week outcomes. There were about 35.</p> <p>Response</p> <p>Campbell Page has recorded 333 job placements between 1/7/2013</p>	p. 4 (Senator Paterson)

	and 30/9/2017, including 239 since 1/7/2015 (start of CDP)	
3.	<p>Senator DODSON: I'm interested in the practice, but I want to know whether there is a formal system to take people into qualifications so that they will be employable.</p> <p>Mr Kondov: Yes, and we can reference examples like the paramedics who went away, got quality accreditation, came back to the island and are now paramedics on the island. We've got examples between Kylie and I, but we'll need to come back to you with regard to cases where we can demonstrate that for you.</p> <p>Response</p> <p>As all job seekers are different in their needs and experience and we don't have one approach, instead we work to understand common needs of our employers on the Island and then develop pre-employment training either through an RTO or through our activities where they learn on the job skills.</p> <p>Examples of this include:</p> <ul style="list-style-type: none"> • SEE Program, this is run from local TAFE and address the disengaged youth with literacy and numeracy issues. • Two participants of Campbell Page's Community Development Program activities on Palm Island – now they are both excelling in their field as Advanced Care Paramedics (ACPs). Both trained in Brisbane for several months under the Queensland Ambulance Service and have returned to Palm Island to assist in the development of their community. 	p. 5 (Senator Dodson)
4.	<p>Senator DODSON: You've got a fairly large pool of people—300 or so. How long has it taken you to get 35?</p> <p>Mr Kondov: Six months. Approximately 35 into 26-week outcomes. So they have to sustain jobs for 26 weeks.</p> <p>Senator DODSON: Of that 35, how many have formal qualifications?</p> <p>Mr Kondov: We would need to come back and give you that information.</p> <p>Response</p> <p>For the period April to September 2017 we achieved 30 job seeker outcomes that sustained employment beyond 26 weeks, this was above the Regional Employment Target set by the Department, acknowledging the labour market and employment available.</p> <p>Of the thirty (30) 26 Week Outcomes achieved the following gained formal qualifications as a result of their employment:</p> <ul style="list-style-type: none"> • Concreting Traineeship – x 2 	p. 5 (Senator Dodson)

	<ul style="list-style-type: none"> • Sewerage & Water Treatment Trainee • Paramedic Cadet – x 2 	
6.	<p>CHAIR: In addition to Senator Dodson's question, which is about your administrative costs, I think it would be helpful to know what the value of your contract with the government is and how many clients that contract is presently sustaining. It will help us to understand how much money is being allocated to each person on Palm Island.</p> <p>Mr Kondov: Yes, it's a good question.</p> <p>Senator DODSON: It's relevant to Palm Island. You're obviously working in other places. But just in this little place here, what's the cost of trying to move 300 people into meaningful employment?</p> <p>Mr Kondov: That's a fair question. The questions that we haven't been able to answer today, we will come back with a response, yes.</p> <p>Response</p> <p>Since 1/7/2015, 677 jobseekers have been commenced into the CDP program and we currently have 490 Commenced job seekers.</p>	p. 6 (Senator McAllister/ Senator Dodson)
7.	<p>Senator McCARTHY: In your introduction, you said 85 per cent of your staff are Indigenous. Are you able to give us a list of the jobs that they do?</p> <p>Mr Kondov: Yes.</p> <p>Senator McCARTHY: Do you have that with you?</p> <p>Mr Kondov: No. We could probably talk to some tasks in regard to the 25 staff. You just want to know what kinds of roles they are?</p> <p>Senator McCARTHY: Yes.</p> <p>Response</p> <p>Currently we have Thirty (30) staff employed for CDP.</p> <p>84% of our staff are Indigenous and these are the roles undertaken by the 27 team members.</p>	p. 6–7 (Senator McCarthy)

	<table><tr><th>Role Title</th><th>No. of Indigenous Staff</th></tr><tr><td>Customer Service Manager</td><td>One (1)</td></tr><tr><td>Customer Service Officer</td><td>Six (6)</td></tr><tr><td>Job Plan Specialist</td><td>One (1)</td></tr><tr><td>CDP Site Supervisors</td><td>Two (2)</td></tr><tr><td>Activity Supervisors</td><td>Thirteen (13)</td></tr><tr><td>Administration</td><td>Three (3)</td></tr><tr><td>Cleaner</td><td>One (1)</td></tr><tr><td>Total</td><td>Twenty-Seven (27)</td></tr></table>	Role Title	No. of Indigenous Staff	Customer Service Manager	One (1)	Customer Service Officer	Six (6)	Job Plan Specialist	One (1)	CDP Site Supervisors	Two (2)	Activity Supervisors	Thirteen (13)	Administration	Three (3)	Cleaner	One (1)	Total	Twenty-Seven (27)	
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8.	<p>Senator McCARTHY: Of the 480 participants, are you able to give us a breakdown of how many are school leavers?</p> <p>Mr Kondov: Not right now, but we can come back to you.</p> <p>Senator McCARTHY: Okay. Can you give us a breakdown as well, Ms Van Der Neut, on how many were women and how many were men, of that 480? That would be helpful...</p> <p>Response</p> <p>As per the Contract definition, an Early School Leaver:</p> <ul style="list-style-type: none">• is less than 22 years old, and• has not completed Year 12 or an equivalent level of education, and• receives Youth Allowance (other) <p>Currently on our Palm Island caseload we have sixty (60) youth who are flagged as Early School Leavers.</p> <p>Part B – Gender Ratio of Caseload</p> <p>Our current caseload number is 490. The gender ratio is:</p>	p. 7 (Senator McCarthy)																		

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9.	<p>Senator McCARTHY: I'm not sure if you answered this question previously because I could not quite hear. I think the chair may have already asked this but I would like to ask about the financial situation of CDP and what you as Campbell Page receive to be able to run the program.</p> <p>Mr Kondov: We do not have there here for you now, but we can come back to you on that.</p> <p>Senator McCARTHY: Okay. Thank you</p> <p>Response</p> <p>This has been answered above in question 6.</p>	p. 8 (Senator McCarthy)						