



Australian Government
Department of Employment and
Workplace Relations

National Office

GPO Box 9879 CANBERRA ACT 2601

Dr Ian Holland
Committee Secretary
Senate Environment, Communications, Information Technology and the Arts Committee
Department of the Senate
PO Box 6100
Parliament House
CANBERRA ACT 2600

Dear Dr Holland

Thank you for inviting the Department of Employment and Workplace Relations (DEWR) to appear before the Senate Standing Committee on the Environment, Communications, Information Technology and the Arts on Wednesday 11 April 2007 to give evidence to the Committee's inquiry into Australia's Indigenous visual arts and craft sector.

DEWR has perused the Proof Committee Hansard and has identified some minor amendments to the transcript. A copy of the relevant pages with the highlighted amendments is at Attachment A.

I am pleased to provide the Committee with additional written material to support the Department's submission to the Inquiry. Please refer to Attachment B.

I trust that this information will assist the Committee in its inquiry.

Yours sincerely

A handwritten signature in dark ink, appearing to read 'Bob Harvey'.

Bob Harvey
Group Manager
Indigenous Employment and Business Group

14 May 2007

ATTACHMENT B

**SENATE STANDING COMMITTEE ON ENVIRONMENT,
COMMUNICATIONS, INFORMATION TECHNOLOGY AND THE
ARTS**

**INQUIRY INTO AUSTRALIA'S INDIGENOUS VISIAL ARTS
AND CRAFT SECTOR**

11 APRIL 2007

QUESTIONS ON NOTICE AND FROM THE HEARING

SENATE STANDING COMMITTEE ON ENVIRONMENT, COMMUNICATIONS,
INFORMATION TECHNOLOGY AND THE ARTS

INQUIRY INTO AUSTRALIA'S INDIGENOUS VISUAL ARTS AND CRAFT
SECTOR

11 APRIL 2007

QUESTION FROM HEARING

Question:

How much money in total is being provided to ANKAAA as part of their art centre project?

Answer:

The Department's Northern Territory office currently has Structured Training and Employment Project (STEP) and Indigenous Small Business Fund (ISBF) contracts with ANKAAA. These linked projects are the result of extensive collaboration with key stakeholders, including the Department of Communications, Information Technology and the Arts. The STEP contract provides for the employment of a Business Development Officer for a two year period to facilitate the development of business, strategic, marketing and /or export plans that are funded through the ISBF contract. The proposed 'Indigenous Arts Workers Pilot Training Project' is still being developed and will be an additional STEP contract which will see participants engaged in accredited training. Funding of the current projects is as follows:

- ISBF commitment \$478,500 - spent \$132,200 to date
- STEP commitment \$242,110 - spent \$117,312.25 to date

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QUESTION FROM HEARING

Question:

Which organisation/body will be employing the trainee placed with Mabunji Arts Centre at the end of the STEP contract - the Arts Centre, NT Museum and Art Gallery or other?

Answer:

The Mabunji Art Centre Structured Training and Employment Project was due to continue for two years. The sole participant successfully completed a Certificate II in Museum Practice, however the participant withdrew from the project after approximately one year.

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11 APRIL 2007

QUESTION ON NOTICE

Question:

It is said that 12 month CDEP funding does not provide sufficient time to train art centre staff. Why is CDEP being used to fund training for staff in art centres when funding specifically for training is available and could be more appropriate? Could the programs which might be accessed to provide funding for training for art centre staff be listed for the committee?

Answer:

It is not clear what training is being provided to Community Development Employment Projects (CDEP) participants in art centres. The CDEP programme is employment focused, and therefore it may not be the most appropriate funding option for the training of art centre staff. Individual art centres need to identify what their specific training needs are and then look at what programmes are available to support those specific training needs.

If accredited training is required to undertake art centre employment, it may be more appropriate for prospective art centre employees to undertake TAFE courses or other formal training rather than a CDEP placement. State and territory vocational funding or funding from Department of Communications, Information Technology and the Arts (DCITA) may be more appropriate. Each State and Territory has its own vocational education and training authority that is responsible for the allocation of funds, registration of training organisations and accreditation of courses. If the vocational education and training programmes currently available do not suit the training requirements of art centres, then those requirements will need to be articulated to the relevant state or territory vocational education and training authority.

DEWR understands that DCITA administers the National Arts and Crafts Industry Support (NACIS) programme, which is a component of the Indigenous Art Centres Strategy and Action Plan, released by the Australian Government in 2003. According to the programme guidelines, funding provided by NACIS can assist organisations to provide opportunities for arts workers to develop professional skills and experience. Any organisation may apply for funding in accordance with the programme guidelines. DEWR encourages art centres to apply for funding from agencies that provide programmes that are relevant to their organisations.

DEWR operates employment focused programmes which include CDEP and Structured Training and Employment Projects (STEP). The aim of these programmes is to get participants into jobs, and ideally into jobs that are not subsidised. Both programmes can include training components for participants.

- Training may be provided to participants in the CDEP programme through:
 - CDEP service providers operating activities which develop job-readiness and work skills.
 - On the job training and formal training may be undertaken by a participant while they are in a host employment arrangement, however this training is

undertaken at the discretion of the host employer. The objective of host employment arrangements is to eventually gain employment for participants outside CDEP that is not subsidised by the CDEP participant payments. With this objective in mind placements with host employers are time limited and must be no longer than 12 months. Agreements between CDEP service providers and host employers are put in place to reflect this.

- DEWR also operates the programme. STEP funding can include participant training, developing an Indigenous employment strategy, mentoring and employment costs. STEP contracts are negotiated on the basis that a permanent job will be available for the participant on completion of the contract. Funding is also limited to a maximum of 12 months and is negotiated on an individual basis.

There are a number of ways art centres could utilise DEWR programmes. However art centres that wish to apply for DEWR programmes must recognise that DEWR programmes are focused on getting Indigenous job seekers into unsubsidised employment – DEWR funded training serves this aim only.

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QUESTION FROM HEARING

Question:

Do you have some examples of them (detailed site plans) that you can give to the Committee on notice?

Answer:

As the information in each site plan contain commercial-in-confidence information, we would need to obtain clearance before release. However, given the significant amount of information contained in each plan it is considered too time consuming to achieve agreement to release.