

INQUIRY INTO ECONOMIC DEVELOPMENT IN ABORIGINAL COMMUNITIES

Organisation: Murdi Paaki Regional Enterprise Corporation Ltd (MPREC)
Date received: 5/04/2016



**Inquiry into Economic Development in
Aboriginal Communities**

5th April 2016

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a/CEO**

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About MPREC

1.1 Corporate identity

Murdi Paaki Regional Enterprise Corporation Ltd (MPREC) is a not-for-profit organisation governed by an Aboriginal Board of Directors, that delivers enterprise, training and community services to Indigenous communities.

MPREC's organisational objectives are to:

- develop and implement effective employment and accredited training strategies
- develop enterprise projects and facilitate business development
- assist in the provision of essential social services to Indigenous Australians
- nurture and mentor Indigenous Youth through training, leadership development & career pathways, and
- promote improved lifestyle through strategic engagement of youth and community members.

1.2 Values

MPREC's goal is to continually improve the social fabric and living conditions of the Aboriginal communities of regional and rural NSW by supporting enterprise development activities, which drive employment outcomes and promote community sustainability and prosperity. MPREC is also a leading advocate and provider of training and community services across the region. In delivering these services MPREC stays closely aligned to its core values, which state that:

- *We have a deep respect for Indigenous culture and community;*
- *We value inclusiveness and celebrate diversity and individuality;*
- *We believe that successful relationships are built on honesty, accountability and transparency;*
- *We believe every person should have equal access to meaningful educational and employment opportunities; and*
- *We value prosperous communities that are built on empowerment and self-determination.*








1.3 Purpose

The organisation's Purpose captures its aims and objectives, and reflects the organisation's Values and Vision for the future. The Purpose considers the needs of the local community and describes what MPREC will do to address these needs and what it hopes to achieve by doing so. MPREC's organisational Purpose states that:

'MPREC is a self-sufficient Aboriginal organisation that strongly contributes to the improved health, social and economic circumstances of people in our region. We are recognised as the provider of choice for leadership and sustainable social and economic development services throughout rural, regional and remote Australia.'

1.4 Location and Premises

Murdi Paaki means “Blackmans River” and refers to the western NSW region. MPREC services communities across all of Western NSW.

 Bourke	 Brewarrina
 Cobar	 Coonamble
 Dubbo	 Enngonia
 Goodooga	 Ivanhoe
 Menindee	 Murrin Bridge
 Walgett	 Weilmoringle
 Wilcannia	

1.5 MPREC Team

- MPREC currently provides services across the Murdi Paaki and Western NSW regions employing 128 employees including fulltime, part time and casual;
- 71% of employees identifying as Aboriginal;
- 94% of employees are engaged in accredited training eg. Employment services, community development, case management, governance

1.6 MPREC Service Delivery

MPREC provide a number of support services to Indigenous clients across Western NSW which are funded by both the Federal and State government including the following:-

Aboriginal enterprise development officer (AEDO) – can assist to start up a small business, research and develop a business plan, arrange small business training, provide information on financial management, provide ongoing mentoring support once the business is up and going and provide information on how and where to apply for funding.

New Careers for Aboriginal People (NCAP) – provides personalised job search services, career planning advice, training and skills development advice, provide job placement monitoring and mentoring.

Vocational Training Employment Centre (VTEC) - VTECs connect Indigenous job seekers with guaranteed jobs and bring together the support services necessary to prepare job seekers for long term employment. The guarantee of a job before job-specific training starts is the key feature of VTECs.

Community Development Program (CDP) - CDP provides activities to support job seekers to become job ready, incentives for employers and providers to support job seekers in remote locations into sustainable employment, work with communities to identify opportunities for new enterprises that provide jobs and work experience opportunities in remote communities.

2. Economic Development

MPREC is committed to supporting and delivering economic development across the Murdi Paaki region, whilst there has been a steady decline in economic development across the region with more businesses reducing services or closing, MPREC continues to research, advocate and develop economic development initiatives from community groups and members.

Employment is a key factor contributing to economic development at present there still remains a considerable difference in employment and education outcomes for Indigenous people across the region.

At present MPREC are developing business plans for the following potential social enterprises across the region in a bid to increase employment opportunities and build capacity of community with the intention to develop into sustainable commercial businesses over an extended period of time:-

- Laundry / Dry cleaning
- Café
- Motel
- Pre-packaged soft furnishing kits

MPREC has been researching social enterprise development which can provide the opportunity to address a number of economic and social issues that are increasing across our region including unemployment, crime, mental illness and Indigenous disadvantage etc. The key to success is to partner with community throughout the process including engagement, participation, cultural appropriateness, research and development, this in turn empowers community to take ownership.

An identified gap across the region is the lack of wrap around services to support the establishment of Indigenous enterprises including:-

- Initial feasibility assessment
- Business planning
- Coaching / Mentoring services (extended period of time)
- Access to start up funds / capital
- Marketing
- Training eg. New Enterprise Incentive Scheme, Governance
- Infrastructure

2.1 Recommendations

- Geographic analyse to determine growth industries in remote and regional centres
- Development of support services and access to funds for potential Aboriginal owned and managed enterprises small and medium, including long term industry mentoring support
- Increase opportunity for seed funding for establishment of Social Enterprise opportunities
- Development of a framework that measures social outcomes of social enterprise and similar activities eg. Work for the dole
- Engage with secondary education providers to increase knowledge and skills of students interested in enterprise development
- Funding for the case management of individuals & the delivery of Social Support Programs
- Engage with Community Working Parties and develop strategies to implement economic development actions from the Community Action Plan/s



Community Development Programme

The Community Development Programme

On 1 July 2015 the Community Development Programme (CDP) commenced. The Government has reformed remote employment services to better reflect the aspirations of people in remote Australia. The reforms will lead to practical outcomes and help community members to help themselves.

Flexible and focussed on local decision making and local solutions, the CDP is an essential part of the Australian Government's agenda for increasing employment and breaking the cycle of welfare dependency in remote areas of Australia.

Implementation of the reforms is being carefully staged over a 12-month period in consultation with remote communities and providers.

Under the CDP:

- More people in remote Australia will be participating in activities that get them job-ready while helping make their communities better places to live.
- Employers and providers have stronger incentives to support people from remote locations into lasting employment.
- Communities can help identify opportunities for new enterprises that provide jobs and work experience opportunities in remote communities.



Where does the CDP operate?

The CDP is delivered in 60 regions and more than 1,000 communities. These regions, dispersed across 75 per cent of Australia's land mass, are characterised by weak labour markets which make it difficult to find work or gain work experience and skills.



Australian Government

Turn your dream of owning a business into reality

"The banks say I need a business plan, but I have never done one"

"How do I get an ABN?"

"What if I have a deadly business idea but don't know how to manage a business properly?"

AEDO business advisory officers are able to assist you through the entire process of starting up your own business.

Once your business has been established, the AEDO business advisory officer will then mentor you to get the best outcome for your business.

Join the growing number of Aboriginal businesses in NSW!

If you require more information regarding the AEDO Program, including details of your local AEDO business advisory service, please contact:



Other programs and services provided by the Department of Education and Communities, State Training Services, Aboriginal Services are:



**Aboriginal Employment
Advisory Support Services**



**Aboriginal Mentoring
Support Services**



**Supporting Aboriginal
Employment in the NSW Public
and Local Government sectors**

Visit our website

www.training.nsw.gov.au/aboriginal_services
or call **13 28 11** within NSW to be connected to
your nearest State Training Services Aboriginal
Training Coordinator or alternatively email
sts-as@det.nsw.edu.au

*The Aboriginal Enterprise Development Officer
Program is funded and administered by the
Department of Education and Communities,
State Training Services, Aboriginal Services.*

'Aboriginal' includes Torres Strait Islander



**Education &
Communities**
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State Training Services



State Training Services



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State Training Services

Aboriginal Services

Strengthening Aboriginal Communities



**Aboriginal
Business Advisory
Support Services**

Aboriginal Enterprise Development Officer

The **Aboriginal Enterprise Development Officer (AEDO)** Program assists in the establishment of locally sustainable Aboriginal businesses in NSW.

The AEDO program is staffed by Aboriginal people who have experience in small business operations and management. AEDOs are in touch with the needs of Aboriginal communities and work closely with local industry and business development agencies.

When setting up a business, a number of factors have to be considered:

- | | |
|-----------------|----------------------|
| ■ Insurances | ■ Business Planning |
| ■ Business Name | ■ Business Structure |
| ■ ABN | ■ Premises |
| ■ Taxation | ■ Rules |
| ■ Marketing | ■ Regulations |
| ■ Promotions | ■ PAYG |
| ■ Wages | ■ Accountants |
| ■ Bookkeeping | ■ BAS |
| ■ WorkCover | ■ Budgets |
| ■ Cash Flow | |

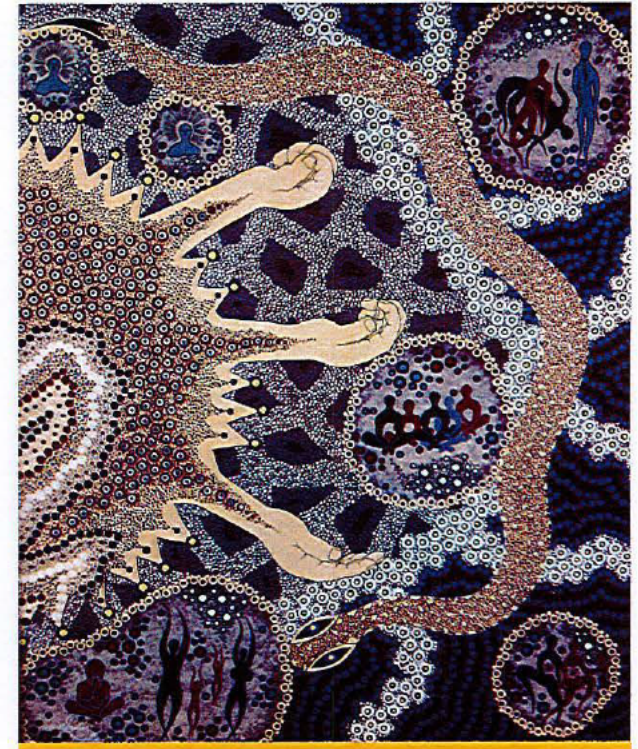
The AEDO business advisory officer can provide advice, support and referral services on all these areas to ensure your business succeeds.

An AEDO officer can assist you:

- Start up a small business
- Research and develop a business plan
- Arrange accredited small business training
- Provide information on financial management
- Provide ongoing mentoring support once your business is up and going
- Provide information on how and where to apply for funding

The AEDO program is a **FREE** service for Aboriginal people.

So, if you are considering starting up your own business or expanding your current business, contact your local AEDO business advisory officer.



Becoming your own boss by A.P. Flanders

The two spirits at the tail of the serpent are good and bad. Clenched fist is anger and frustration. Fist opens as we learn. Opens a little more as our mind opens. Figures dancing with knowledge and rejoicing. Fist opens to grab a new life and future. Serpent points to new future for all the family. A chance for our offspring to have a better life.

Mother Earth sitting with the head down waiting for Aboriginal people to regain pride and self-esteem. To learn the way of the white-man. So she can teach our Children that Mother Earth needs our help to hold her head up.

Get the support and assistance to further your career

Access FREE NCAP employment advisory services

- Career Advice and Planning
- Training Opportunities
- Resume Writing
- Interview preparation and Coaching
- Job Referral and Networking
- Follow-up Support
- Mentoring

If you require more information regarding the NCAP program, including details of your local NCAP employment advisory officer, please contact:



Other programs and services provided by the Department of Education and Communities, State Training Services, Aboriginal Services are:



**Aboriginal Business
Advisory Support Services**



**Aboriginal Mentoring
Support Services**



**Supporting Aboriginal
Employment in the NSW Public
and Local Government sectors**

Visit our website
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your nearest State Training Services Aboriginal
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sts-as@det.nsw.edu.au

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'Aboriginal' includes Torres Strait Islander



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Aboriginal Services

Strengthening Aboriginal Communities



**Aboriginal
Employment Advisory
Support Services**

New Careers for Aboriginal People

The **New Careers for Aboriginal People (NCAP)** program assists Aboriginal people to find work or improve their current job situation.

NCAP programs are staffed by Aboriginal people who are in touch with the needs of the Aboriginal communities and have established networks with employers, business groups and training providers within their local region.

NCAP deals with a range of stakeholders:

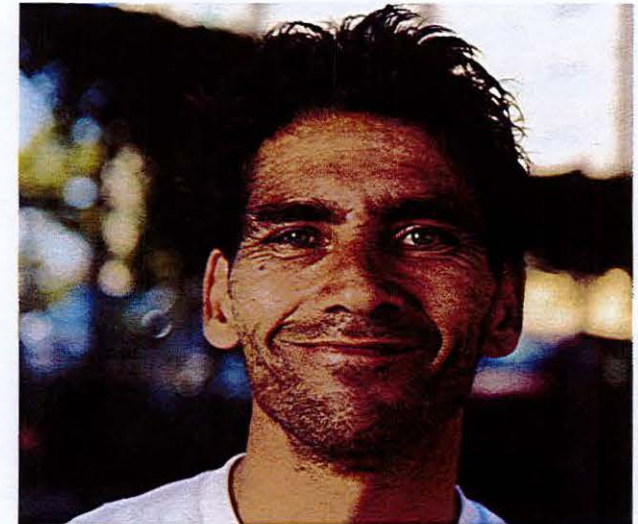
- Employers
- Job Services Australia providers (JSA)
- Aboriginal and non-Aboriginal community organisations
- Registered Training Organisations (RTO)
- Group Training Organisations (GTO)
- Australian Apprenticeships Centres (AAC)
- Government Agencies

Your local NCAP employment advisor can help assist clients planning their future career options, by looking at their needs and ambitions, and tailoring a career plan that suits.

An NCAP employment advisor can assist Aboriginal people by:

- Providing personalised job search services
- Assisting with resume, job application and interview preparation
- Providing career planning advice
- Providing training and skills development advice
- Accessing employment networks
- Providing job placement monitoring and mentoring
- Job Support and advice

The NCAP is a **FREE** program for Aboriginal people seeking employment and training advisory support services.



An NCAP employment advisor can assist employers by:

- Providing advice on Aboriginal recruitment and selection
- Matching Aboriginal job seekers to job opportunities within your business
- Advising on workplace cultural matters for new Aboriginal employees
- Providing a link to local Aboriginal communities
- Providing training advice for existing Aboriginal employees
- Referral advice to other services and programs

The NCAP employment advisor will monitor job placements to ensure that both you and your employee are happy with the outcome.