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## COMPANION REPORT

TO THE INDEPENDENT EVALUATION OF THE ABORIGINAL CAREERS IN MENTAL HEALTH PROGRAM

### ABORIGINAL TRAINEESHIPS IN AUSTRALIA AND OVERSEAS

Research conducted by  
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for

Mental Health Coordinating Council

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This report contains the results of research conducted for an independent evaluation of the Aboriginal Careers in Mental Health (ACIMH) Program. The research aimed to identify other Aboriginal traineeship and cadetship programs akin to ACIMH, across different Australian jurisdictions and in some overseas countries.

The internet based search used key terms such as 'Aboriginal Traineeships', 'Indigenous Traineeships', 'Aboriginal Cadetships'. The research specifically focused on the six jurisdictions: NSW, Victoria, Queensland, Western Australia, South Australia and National initiatives.

A summary of research results is presented in three tables:

- Table 1: Public sector driven and funded programs
- Table 2: Private or community sector programs
- Table 3: Overseas programs.

Findings are listed by jurisdiction and include the name of the program; the responsible agency; the programs aims, objectives and key elements; and whether or not evaluations have been conducted or are accessible.

**TABLE 1: PUBLIC SECTOR DRIVEN AND FUNDED PROGRAMS**

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<b>NEW SOUTH WALES</b>			
<p><b>Aboriginal Careers in Mental Health Program</b>  <a href="http://www.training.nsw.gov.au/programs_services/funded_other/acp/acmh.html">www.training.nsw.gov.au/programs_services/funded_other/acp/acmh.html</a></p>	<p>Co-ordinated by the Mental Health Coordinating Council (MHCC) in partnership with State Training Services, Aboriginal Services of the NSW Department of Education and Communities (DEC) and the Commonwealth Department of Education, Employment and Workplace Relations (DEEWR)</p>	<p>The program involves MHCC engaging in partnership with community mental health organisations to support a total of 50 new traineeships and cadetships for Aboriginal people in NSW.</p> <p>Aims to:</p> <ul style="list-style-type: none"> <li>• Increase Aboriginal employment in the community mental health sector</li> <li>• Build the capacity of community mental health organisations to employ and support Aboriginal workers</li> <li>• Build the capacity of community mental health organisations to engage with and better support Aboriginal communities and people</li> <li>• Assist Aboriginal people to develop the skills requirements to work in the community mental health sector</li> <li>• Increase Aboriginal engagement with vocational training.</li> </ul>	<p>Evaluation currently underway. No earlier evaluations found.</p>
<p><b>NSW Aboriginal Mental Health Worker Training Program</b>  <a href="http://www.lowitja.org.au/sites/default/files/docs/NSW%20Training%20Manual%20interactive.pdf">www.lowitja.org.au/sites/default/files/docs/NSW%20Training%20Manual%20interactive.pdf</a>            This program appears to have ended.</p>	<p>NSW Health</p>	<p>This Program employs a unique approach to enhance the Aboriginal mental health workforce in New South Wales (NSW). It is underpinned by the principle of 'growing your own workforce'. Trainees are recruited from local communities to work in local communities. They are supported through a structured on-the-job supervision and training program as well as tertiary-based learning. Aboriginal Mental Health Worker Trainees are permanent, full-time employees of NSW Health.</p>	<p>An evaluation of the first year of program was completed in 2009:  <a href="http://www.lowitja.org.au/sites/default/files/docs/NSW%20Training%20Manual%20interactive.pdf">www.lowitja.org.au/sites/default/files/docs/NSW%20Training%20Manual%20interactive.pdf</a></p>

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<p><b>Aboriginal Medical Workforce Pathway</b>  <a href="http://www.heti.nsw.gov.au/programs/m/aboriginal-medical-workforce-in-nsw/">http://www.heti.nsw.gov.au/programs/m/aboriginal-medical-workforce-in-nsw/</a></p>	<p>Health Education and Training Institute (HETI)</p>	<p>The Aboriginal Medical Workforce Recruitment Pathway in NSW links Aboriginal medical graduates with support during the transition from medical school to prevocational trainee. Aboriginal medical graduates applying for a prevocational training position in NSW can apply under the program, which aims to support their transition from medical graduate to becoming a prevocational trainee in any one of the fifteen prevocational training networks or a rural preferential hospital in NSW where they identify they have support.</p>	<p>None found.</p>
<p><b>Aboriginal Communities Water and Sewerage initiative</b>  <a href="https://www.training.nsw.gov.au/programs_services/funded_other/acp/acwsi.html">https://www.training.nsw.gov.au/programs_services/funded_other/acp/acwsi.html</a></p>	<p>State Training Services, NSW            Dept of Education and Communities</p>	<p>The Local Government Aboriginal Communities Water and Sewerage Employment Project aims to:</p> <ul style="list-style-type: none"> <li>• increase employment outcomes for Aboriginal communities in the water and sewerage industry with local government</li> <li>• create employment and training pathways for Aboriginal job seekers and up-skill existing workers to nationally recognised qualifications that support the operation and maintenance of water and sewerage systems in Aboriginal communities in NSW</li> <li>• ensure Aboriginal trainees meet the skills requirements of local water utilities</li> <li>• assist Local Councils and Shires to build their capacity to employ Aboriginal people.</li> </ul>	<p>None found.</p>

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<p><b>Westmead Children’s Hospital Aboriginal Traineeship Program</b>  <a href="http://www.chw.edu.au/about/jobs/aboriginal_workforce/aboriginal_traineeship_program.doc">http://www.chw.edu.au/about/jobs/aboriginal_workforce/aboriginal_traineeship_program.doc</a></p>	<p>Westmead Children’s Hospital</p>	<p>Trainees are employed on a full time basis and are paid a fortnightly salary under an appropriate award. They are supported with:</p> <ul style="list-style-type: none"> <li>• On the job training and paid work time to undertake formal training</li> <li>• Tutoring if they need assistance to complete their training studies</li> <li>• Mentoring by Aboriginal people who have previously been trainees as well as by the Aboriginal Employment Coordinator</li> </ul>	<p>None found.</p>
<p><b>Macquarie University Indigenous Traineeship Program</b>  <a href="https://mq.edu.au/socialinclusion/IndigenousAustralians/traineeships.html#content-columns">https://mq.edu.au/socialinclusion/IndigenousAustralians/traineeships.html#content-columns</a></p> <p><b>Macquarie University Indigenous Cadetship Support (ICS) Program</b>  <a href="https://mq.edu.au/socialinclusion/IndigenousAustralians/cadetships.html">https://mq.edu.au/socialinclusion/IndigenousAustralians/cadetships.html</a></p>	<p>Macquarie University</p>	<p>Macquarie University Indigenous Traineeship Program provides opportunities for talented Indigenous Australians to gain work experience and obtain a nationally recognised qualification in a field of their interest.</p> <p>Macquarie University Indigenous Cadetship Support (ICS) Program enables undergraduate students to undertake paid work in their chosen area of study within a nominated Faculty.</p> <p>Both programs provide participants with mentors and other networking opportunities.</p>	<p>None found.</p>
<p><b>Housing NSW Schools Based Traineeships for Aboriginal and Torres Strait Islander students</b>  <a href="http://www.housing.nsw.gov.au/NR/rdonlyres/FD5C5DBF-FE86-4E0E-9D3E-EBE4C79B342E/0/AboroginalStudentsTraineeship.pdf">http://www.housing.nsw.gov.au/NR/rdonlyres/FD5C5DBF-FE86-4E0E-9D3E-EBE4C79B342E/0/AboroginalStudentsTraineeship.pdf</a></p>	<p>Housing NSW</p>	<p>Trainees work 800 hours at Housing NSW during Year 11 and 12 and part of each school holiday. They are be supported by a mentor throughout their traineeship and are given the opportunity to develop new skills, including communication and customer service skills.</p>	<p>None found.</p>

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<p><b>Indigenous Student Teachers in Training – School Based Traineeship pilot project</b>  <a href="http://www.training.nsw.gov.au/cib_vto/cibs/cib_561.html">http://www.training.nsw.gov.au/cib_vto/cibs/cib_561.html</a></p>	<p>State Training Services, NSW            Dept of Education and Communities</p>	<p>A group of 15-20 Aboriginal and Torres Strait Island senior students commenced the Certificate III in Education Support traineeship in 2012, as part of their Higher School Certificate studies. Trainees were from high schools in the Illawarra South East Region school region. Participant primary schools employed the trainees. Trainees were supported and mentored by a dedicated person at their home school, local community groups including local Aboriginal Education Consultative Groups and Aboriginal Education Officers.</p>	<p>None found.</p>
<p><b>Central West Catchment Management Authority – Rick Farley Memorial Aboriginal Traineeship and Cadetship Program</b>  <a href="http://cw.cma.nsw.gov.au/AboutUs/Employmentopportunities.html">http://cw.cma.nsw.gov.au/AboutUs/Employmentopportunities.html</a></p>	<p>Central West Catchment Management Authority</p>	<p>The program is designed to provide Aboriginal students from the Central West catchments with experience and training in natural resource management.</p> <p>The program supports the following positions:</p> <ul style="list-style-type: none"> <li>• Full time trainee</li> <li>• School based trainee</li> <li>• University Cadet</li> </ul>	<p>None found.</p>
<p><b>NSW Aboriginal Nursing and Midwifery Cadetship Program</b>  <a href="http://www.health.nsw.gov.au/nursing/projects/aboriginal_nam.asp">http://www.health.nsw.gov.au/nursing/projects/aboriginal_nam.asp</a></p>	<p>NSW Health</p>	<p>Provides the opportunity for Area Health Services to support Aboriginal students who are interested in combining undergraduate nursing education with employment in a health care facility. On successful completion of the nursing degree, the AHS provides permanent employment for the new registered nurse.</p>	<p>None found.</p>

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<p><b>Aboriginal Trainee Environmental Health Program (ATEHO)</b>  <a href="http://www.health.nsw.gov.au/PublicHealth/environment/aboriginal/ateho.asp">http://www.health.nsw.gov.au/PublicHealth/environment/aboriginal/ateho.asp</a></p>	<p>Aboriginal Environmental Health Unit, NSW Health</p>	<p>Trainees are employed full-time by an Area Health Service as a Trainee Environmental Health Officer (EHO) and are located in the regional Public Health Units (PHUs), where they are given increasing responsibilities over the life of the traineeship. While at the PHUs, trainees have the opportunity to actively participate in a wide range of environmental health issues and in some areas play a leading role in driving and ensuring the success of a number of public health projects.</p>	<p>None found.</p>
<p><b>Australian Aboriginal trainee health service management program</b>            Program has ended.</p>	<p>NSW Department of Education, Employment, Training and Youth Affairs, Commonwealth Department of Health and Family Services and NSW Health</p>	<p>The program consisted of a combination of work-based placements, formal university education and Australian College of Health Service Executives (ACHSE) professional development sessions. The program has allowed trainees to gain professional skills and knowledge and broader work experience, in order to increase their employment opportunities throughout the Australian health care system.</p>	<p>Courtney, M, Bellaire, L, Briggs, D, Irwin, L, Madison, J and Short, L 2000, 'Australian Aboriginal trainee health service management program: a new initiative', <i>Australian Health Review</i> 23(4): 97–107, available at  <a href="http://www.publish.csiro.au/?act=view_file&amp;file_id=AH000097.pdf">http://www.publish.csiro.au/?act=view_file&amp;file_id=AH000097.pdf</a></p>
<p><b>Aboriginal home care traineeship</b>            Program appears to have ended.</p>	<p>Details of program not found, only evidence of an evaluation</p>	<p>Information provided by Closing the Gap Clearing House:            Policy Area/Building block: Economic participation            Program relates to: Driver Training Program            Funding agency: Ageing, Disability and Home Care</p>	<p>According to the Closing the Gap Clearing House an evaluation of the program was completed in March 2010:  <a href="http://www.aihw.gov.au/closingthegap/research/reg.cfm?reg_id=2736&amp;sKd=&amp;sGroupId=&amp;sYearFrom=&amp;sYearTo=&amp;sStatus=&amp;ToSId=&amp;sState=&amp;start=397&amp;RecordCount=657">http://www.aihw.gov.au/closingthegap/research/reg.cfm?reg_id=2736&amp;sKd=&amp;sGroupId=&amp;sYearFrom=&amp;sYearTo=&amp;sStatus=&amp;ToSId=&amp;sState=&amp;start=397&amp;RecordCount=657</a></p>

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<p><b>Aboriginal Enterprise Development Officer Program (AEDOP)</b>  <a href="https://www.training.nsw.gov.au/programs_services/funded_other/acp/aedop.html">https://www.training.nsw.gov.au/programs_services/funded_other/acp/aedop.html</a></p>	<p>State Training Services, NSW            Dept of Education and Communities</p>	<p>The Aboriginal Enterprise Development Officer Program (AEDOP) funds organisations to employ and train people to act as mentors and support for Aboriginal people who want to set up a business. AEDOs are Aboriginal people who have experience in small business management and are in touch with the needs of Aboriginal communities.</p> <p>The AEDO program aims to increase the confidence and expertise of Aboriginal people to become self-employed and to encourage an entrepreneurial culture within Aboriginal communities.</p>	<p>Partial evaluation by the Allen Consulting Group (2011), available at:  <a href="http://www.daa.nsw.gov.au/publications/ACG%20Aboriginal%20Employment%20&amp;%20Economic%20Development%20Program%20Review%20-%20Dec%202023%202011.pdf">http://www.daa.nsw.gov.au/publications/ACG%20Aboriginal%20Employment%20&amp;%20Economic%20Development%20Program%20Review%20-%20Dec%202023%202011.pdf</a></p> <p>A more extensive independent evaluation conducted in 2013-14 by EJD Consulting &amp; Associates.</p>
<p><b>New Careers for Aboriginal People (NCAP)</b>  <a href="https://www.training.nsw.gov.au/programs_services/funded_other/acp/ncap.html">https://www.training.nsw.gov.au/programs_services/funded_other/acp/ncap.html</a></p>	<p>State Training Services, NSW            Dept of Education and Communities</p>	<p>The New Careers for Aboriginal People (NCAP) program funds organisations to employ and train people as NCAP officers whose role is to assist Aboriginal people into employment and /or training.</p> <p>NCAP officers are Aboriginal people who have the ability to provide training and employment assistance and advice, and are in touch with the needs of Aboriginal communities.</p>	<p>Partial evaluation by the Allen Consulting Group (2011), available at:  <a href="http://www.daa.nsw.gov.au/publications/ACG%20Aboriginal%20Employment%20&amp;%20Economic%20Development%20Program%20Review%20-%20Dec%202023%202011.pdf">http://www.daa.nsw.gov.au/publications/ACG%20Aboriginal%20Employment%20&amp;%20Economic%20Development%20Program%20Review%20-%20Dec%202023%202011.pdf</a></p> <p>A more extensive independent evaluation conducted in 2013-14 by EJD Consulting &amp; Associates.</p>

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<p><b>Aboriginal Jobs Together – comprises both traineeships and cadetships</b>  <a href="https://www.training.nsw.gov.au/programs_services/funded_other/acp/ajt.html">https://www.training.nsw.gov.au/programs_services/funded_other/acp/ajt.html</a></p>	<p>State Training Services, NSW            Dept of Education and Communities</p>	<p>Aboriginal Jobs Together (AJT) is a partnership between the NSW Government, the Federal Government, National Disability Services, AbSec and non-government organisations, designed to maximise employment outcomes for Aboriginal Australians in the disability and community services sectors in NSW.</p> <p>Aboriginal cadets and trainees will significantly enhance the diversity of employees in the disability and community services sectors in NSW. Two key elements of Aboriginal Jobs Together are to build the capacity of non-government organisations to develop new approaches to the recruitment, retention and development of Aboriginal staff; and to provide workplace support and assistance that includes Aboriginal mentoring.</p>	<p>Partial evaluation by the Allen Consulting Group (2011), available at:  <a href="http://www.daa.nsw.gov.au/publications/ACG%20Aboriginal%20Employment%20&amp;%20Economic%20Development%20Program%20Review%20-%20Dec%202023%202011.pdf">http://www.daa.nsw.gov.au/publications/ACG%20Aboriginal%20Employment%20&amp;%20Economic%20Development%20Program%20Review%20-%20Dec%202023%202011.pdf</a></p>
<p><b>NGO Aboriginal Drug and Alcohol Traineeship Program</b>  <a href="http://www.nada.org.au/sectordevelopment/aboriginaltraineeships">http://www.nada.org.au/sectordevelopment/aboriginaltraineeships</a></p>	<p>Steering committee comprising representatives from the Aboriginal Health and Medical Research Council, the Office of Aboriginal and Torres Strait Islander Health and the NSW Ministry of Health</p>	<p>The program offered three NGOs the opportunity to host an Aboriginal Drug and Alcohol Trainee from 2010 to 2012. Trainees undertook a relevant undergraduate degree while gaining invaluable work experience within the host organisation and other work placement settings. The program gave the trainee a holistic learning experience across the many facets of drug and alcohol health promotion and service provision, including mental health.</p> <p>The program later extended to the NSW Ministry of Health Local Health Districts with six Aboriginal Drug and Alcohol Trainees commencing the program in late 2011.</p>	<p>None found.</p>



Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<b>VICTORIA</b>			
<p><b>Lake Tyers Traineeship Pilot Project</b>  <a href="http://www.dse.vic.gov.au/land-management/indigenous-and-native-title/indigenous-partnerships">http://www.dse.vic.gov.au/land-management/indigenous-and-native-title/indigenous-partnerships</a></p>	<p>Victoria Dept. of Sustainability and Environment</p>	<p>In 2007-2008, eight trainees gained Certificates II and III and a number of other work related qualifications, strong work skills and experience through a combination of formal education and on-the-ground project work for DSE and a number of partner agencies. The 18 month program reconnected the participants with formal education, improved literacy and numeracy skills, built knowledge of NRM employment options and the confidence to pursue ongoing employment opportunities.</p>	<p>Victoria Dept. of Sustainability and Environment 2008, <i>Lake Tyers land management : traineeship project 2007-2008 : a reflection</i>, Dept. of Sustainability and Environment, Melbourne, available at <a href="http://www.dse.vic.gov.au/_data/assets/pdf_file/0020/102575/LakeTyersweb.pdf">http://www.dse.vic.gov.au/_data/assets/pdf_file/0020/102575/LakeTyersweb.pdf</a></p>
<p><b>North West Victorian Indigenous Natural Resource Management Project</b>  <a href="http://www.dse.vic.gov.au/land-management/indigenous-and-native-title/indigenous-partnerships">http://www.dse.vic.gov.au/land-management/indigenous-and-native-title/indigenous-partnerships</a></p>	<p>Victoria Dept. of Sustainability and Environment</p>	<p>The success of the Lake Tyers Traineeship Pilot (see above) led to a further project in the North West of the State in 2008-2010. Eighteen Indigenous community members from Swan Hill and Mildura participated achieved Certificates II and III, a host of other work-related skills, real 'on the job' work experience, as well as personal mentoring and support. A second project in NW Victoria also followed.</p>	<p>Victoria. Dept. of Sustainability and Environment 2011, <i>North west land management indigenous traineeship project 2008–2010 evaluation report</i>, Dept. Of Sustainability and Environment, East Melbourne, available at <a href="http://www.dse.vic.gov.au/_data/assets/pdf_file/0007/133954/2008-2010-NW-Eval-Report-A5-tagged-a.pdf">http://www.dse.vic.gov.au/_data/assets/pdf_file/0007/133954/2008-2010-NW-Eval-Report-A5-tagged-a.pdf</a></p>

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<p><b>Victorian Government Solicitor's Office Indigenous Traineeship Program</b>  <a href="http://www.vgso.vic.gov.au/working-vgso/indigenous-traineeships">http://www.vgso.vic.gov.au/working-vgso/indigenous-traineeships</a></p>	<p>Victorian Government Solicitor's Office</p>	<p>In a partnership with Tarwirri, the Indigenous Law Students and Lawyers Association of Victoria, the VGSO is offering Indigenous Law graduates at least one Traineeship position every two years. The next Indigenous Trainee Program will commence in 2014.</p> <p>Trainee lawyers gain exposure to various facets of the legal system, with three-month rotations through VGSO Branches: Government &amp; Public Law, Commercial, Property &amp; Technology, Litigation &amp; Dispute Resolution, VGSO at the Victoria Police Centre, and Workplace Relations &amp; Regulatory Compliance.</p>	<p>None found.</p>
<p><b>South West Area Land and Fire Intensive Pre-Employment Pilot</b>  <a href="http://www.dse.vic.gov.au/land-management/indigenous-and-native-title/indigenous-partnerships">http://www.dse.vic.gov.au/land-management/indigenous-and-native-title/indigenous-partnerships</a></p>	<p>Victoria Dept. of Sustainability and Environment</p>	<p>The South West Pilot is an intense personal and professional development program that over six months aims to get a number of Indigenous people ready to step into ongoing roles as field service officers. Outcomes from the Pilot will guide future programs aimed at Indigenous employment and career development.</p>	<p>None found.</p>
<p><b>Aboriginal Study to Work Program</b>  <a href="http://www.dhs.vic.gov.au/about-the-department/our-organisation/careers/aboriginal-employment/aboriginal-employment-programs/aboriginal-study-to-work-program">http://www.dhs.vic.gov.au/about-the-department/our-organisation/careers/aboriginal-employment/aboriginal-employment-programs/aboriginal-study-to-work-program</a></p>	<p>Victoria Department of Human Services and Victoria Department of Health</p>	<p>The aim of this program is to offer Aboriginal people a pathway to employment via entry level positions with the minimum desired or mandatory qualification in one of the two departments. Prior experience or qualifications are not required. Anyone from school leavers to the mature aged are encouraged to apply.</p>	<p>None found.</p>

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<p><b>Aboriginal Graduate Recruitment Program</b>  <a href="http://www.dhs.vic.gov.au/about-the-department/our-organisation/careers/aboriginal-employment/aboriginal-employment-programs/aboriginal-graduate-recruitment">http://www.dhs.vic.gov.au/about-the-department/our-organisation/careers/aboriginal-employment/aboriginal-employment-programs/aboriginal-graduate-recruitment</a></p>	<p>Victoria Department of Human Services and Victoria Department of Health</p>	<p>Graduates are appointed at VPS Grade 2 to a 'home' division within one of the departments. During the following 12 month program they take part in: three four-month work rotations in different divisions within both departments, the Graduate Recruitment and Development Scheme (GRADS) learning and development program that is coordinated by the State Services Authority (SSA), and information seminars.</p>	<p>None found.</p>
<p><b>Aboriginal Pathway to the Victorian Graduate Recruitment and Development Scheme (GRADS)</b>  <a href="http://www.graduates.vic.gov.au/opportunities-for-graduates/opps-for-indigenous-graduates">http://www.graduates.vic.gov.au/opportunities-for-graduates/opps-for-indigenous-graduates</a></p>	<p>Victorian Public Service (VPS)</p>	<p>The Pathway is an entrance point not a separate program and aims to provide support to Aboriginal candidates throughout the GRADS application process. Aboriginal tertiary graduates or final year tertiary students from all disciplines are strongly encouraged to apply. Successful applicants participate in a 12 month professional development program with support through Aboriginal staff networks.</p>	<p>None found – pathway is new in 2013.</p>
<p><b>Koori Graduate Recruitment &amp; Development Scheme (KGRADS)</b></p>	<p>Victorian Department of Justice</p>	<p>The objective of this program is to make the transition to a career within the Justice Department more accessible to Aboriginal and Torres Strait Islander candidates. Emphasis is placed on investing in the graduates' professional development and retaining them in fulfilling, successful careers.  All Koori graduates will have access to networking opportunities and peer support through the department's Koori Staff Network (KSN).</p>	<p>None found.</p>

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<p><b>Indigenous Traineeship – Family Services</b>  <a href="http://employment.melbourne.vic.gov.au/jobDetails.asp?sJobIDs=851238">http://employment.melbourne.vic.gov.au/jobDetails.asp?sJobIDs=851238</a></p>	<p>City of Melbourne</p>	<p>City of Melbourne partners with Apprenticeships Plus to provide an Indigenous Traineeship within its Family Services team. The Family Services Business Trainee joins the organisation's other Indigenous Trainees, playing a vital role in their Branch by providing business and administrative support to the work area.</p>	<p>None found.</p>
<b>QUEENSLAND</b>			
<p><b>Qld Department of Education, Training and Employment Aboriginal and Torres Strait Islander Employment Initiative:</b></p> <ul style="list-style-type: none"> <li>• Traineeships  <a href="http://deta.qld.gov.au/proudskillready/traineeships/index.html">http://deta.qld.gov.au/proudskillready/traineeships/index.html</a></li> <li>• Graduate Program  <a href="http://deta.qld.gov.au/proudskillready/graduate/index.html">http://deta.qld.gov.au/proudskillready/graduate/index.html</a></li> <li>• Cadetships  <a href="http://deta.qld.gov.au/proudskillready/cadetships/index.html">http://deta.qld.gov.au/proudskillready/cadetships/index.html</a></li> <li>• School-based Traineeships  <a href="http://deta.qld.gov.au/proudskillready/school-based/index.html">http://deta.qld.gov.au/proudskillready/school-based/index.html</a></li> </ul>	<p>Qld Department of Education, Training and Employment</p>	<p>Trainees join the department and complete a Certificate II, III or IV level qualification. Graduates receive a permanent position plus training and development opportunities. In the Cadetship Program, students at University or TAFE work part-time in the department while completing their studies. The School-based Traineeship Program is open to Aboriginal and Torres Strait Islander peoples who are in Year 10, 11 or 12, who join the department and complete a Certificate II level qualification.</p>	<p>None found.</p>
<p><b>Aboriginal and Torres Strait Islander Traineeships in the Justice Entry Program (JEP)</b>  <a href="http://www.policerecruit.qld.gov.au/alternativeEntry/jep/">http://www.policerecruit.qld.gov.au/alternativeEntry/jep/</a></p>	<p>Queensland Police Service (QPS)</p>	<p>The traineeship is a six month, full-time course held at the Queensland Police Service Academy. Trainees receive a gross salary equal to that of a police recruit. For existing employees of the QPS, ordinary salary or wages will be maintained for the duration of the traineeship.</p>	<p>None found.</p>

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<p><b>Qld Department of Transport and Main Roads Indigenous Cadetships</b>  <a href="http://www.tmr.qld.gov.au/About-us/Employment-and-careers/Aboriginal-and-Torres-Strait-Islander-employment-programs.aspx">http://www.tmr.qld.gov.au/About-us/Employment-and-careers/Aboriginal-and-Torres-Strait-Islander-employment-programs.aspx</a></p>	<p>Qld Department of Transport and Main Roads</p>	<p>Qld Transport and Main Roads has a number of cadetships available under the Commonwealth Indigenous Cadetship Support scheme, including a tailored program for eligible Indigenous students studying a bachelor degree in engineering. Cadets receive financial assistance to study, paid work placements during their vacation period, and the opportunity for permanent employment upon completion of their degree.</p>	<p>None found.</p>
<p><b>Qld Department of Transport and Main Roads Indigenous Pathways Program</b>  <a href="http://www.tmr.qld.gov.au/About-us/Employment-and-careers/Aboriginal-and-Torres-Strait-Islander-employment-programs.aspx">http://www.tmr.qld.gov.au/About-us/Employment-and-careers/Aboriginal-and-Torres-Strait-Islander-employment-programs.aspx</a></p>	<p>Qld Department of Transport and Main Roads</p>	<p>The Indigenous Pathways Program is designed to support students who have chosen to study a bachelor degree at a recognised Queensland university. The program provides mentoring, paid work experience to help career development and employment following completion of study. Eligible students are also supported with financial assistance to help with the cost of study.</p>	<p>None found.</p>
<p><b>Traineeships with Queensland Health</b>  <a href="http://www.health.qld.gov.au/indigenous_workforce/html/traineeships.asp">http://www.health.qld.gov.au/indigenous_workforce/html/traineeships.asp</a></p>	<p>Queensland Health</p>	<p>Participants complete a certificate qualification while learning new skills in the healthcare sector under the guidance of the employer and a training provider. Traineeships can either be full-time (working 5 days a week up to 1 year) or school-based (working 1 day a week and attending school on the remaining days for up to 2 years) and offer someone without prior qualifications the chance to gain skills for a job in the health sector.</p>	<p>None found.</p>

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<p><b>Cadetships with Queensland Health</b>  <a href="http://www.health.qld.gov.au/indigenous_workforce/html/traineeships.asp">http://www.health.qld.gov.au/indigenous_workforce/html/traineeships.asp</a></p>	<p>Queensland Health</p>	<p>Allied health, public health, oral health, nursing or midwifery cadets earn-as-they-learn and combine full-time study with on-the-job work experience to gain professional qualifications and skills for employment in a range of health careers. Cadetships are offered to eligible Aboriginal and Torres Strait Islander TAFE or university students.</p>	<p>None found.</p>
<p><b>4UM School-based Radio Traineeship</b>  <a href="http://www.ccypcg.qld.gov.au/resources/cherbourg/school-based-traineeships.html">http://www.ccypcg.qld.gov.au/resources/cherbourg/school-based-traineeships.html</a></p>	<p>Cherbourg Aboriginal Shire Council (CASC)</p>	<p>The 4UM school-based Radio traineeship contributes towards that station's aim to promote a strong, vibrant and socially cohesive community identify within Cherbourg and wider South Burnett region and provides opportunities for young people from Cherbourg to train and work in radio in their own community.</p> <p>Media has a large role in the lives of all children and young people in Cherbourg in the future. Students are paid one day's pay for the time at the radio station, which is a great incentive for young people to be actively involved.</p>	<p>None found.</p>
<p><b>Tourism Tropical North Queensland (TTNQ) Indigenous Employment Program</b>            Program has ended.</p>	<p>Tourism Tropical North Queensland (TTNQ)</p>	<p>In stage 1, 31 participants received work-ready training and Cert. II in Tourism. In stage 2, participants were placed with host employers &amp; received Cert. III in Tourism training. TTNQ paid the participants' traineeship wages and the host employers provide on-the-job training and experience.</p>	<p>20/20 Group 2012, <i>TTNQ Indigenous Employment Program Final Evaluation Report</i>, report to Qld Department of Resources, Energy and Tourism (DRET), 20/20 Group Australia Pty Ltd, available at <a href="http://www.ret.gov.au/tourism/Documents/nlts/working-grps/EvaluationTTNQIndigenou s.pdf">http://www.ret.gov.au/tourism/Documents/nlts/working-grps/EvaluationTTNQIndigenou s.pdf</a></p>

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<b>SOUTH AUSTRALIA</b>			
<b>Flinders Medical Centre – Aboriginal Traineeships in an Acute Allied Health Setting</b> <a href="http://proceedings.com.au/nahc/presentations%20(pdf)/fri_kitch2.pdf">http://proceedings.com.au/nahc/presentations%20(pdf)/fri_kitch2.pdf</a>	Flinders Medical Centre	Provides an entry point into the health system for young people with view to University training while Increasing the ratio of Aboriginal staff within FMC. Participants gain a Certificate III in Health Service Assistance (Allied Health Assistant).	Powerpoint notes from an evaluation: <a href="http://proceedings.com.au/nahc/presentations%20(pdf)/fri_kitch2.pdf">http://proceedings.com.au/nahc/presentations%20(pdf)/fri_kitch2.pdf</a>
<b>Yurangka Kari – Cadetships to Undergraduate Degrees</b> <a href="http://www.dpti.sa.gov.au/careers/aboriginal_employment/yurangka_kari_degree">http://www.dpti.sa.gov.au/careers/aboriginal_employment/yurangka_kari_degree</a>	SA Department of Planning, Transport and Infrastructure	Provides participants the opportunity to <ul style="list-style-type: none"> <li>• combine tertiary education with work experience</li> <li>• develop and enhance essential workplace skills</li> <li>• gain insight into working in a government environment</li> <li>• join the Graduate Program on completion of studies</li> <li>• be exposed to a broad range of potential workplace</li> <li>• work in a cultural inclusive workplace.</li> </ul>	None found.
<b>‘Tarkaritya Tirkandi’ DECS Aboriginal Traineeship Program (formerly DECS Career Start Aboriginal Traineeship Program)</b> <a href="http://www.decd.sa.gov.au/hrstaff/files/links/link_131189.doc">www.decd.sa.gov.au/hrstaff/files/links/link_131189.doc</a> Program appears to have ended.	Former SA Dept of Education and Children’s Services	A customised traineeship program for PSM Act Aboriginal administration trainees and trainee Administration Schools Services Officers.	None found.
<b>Dept for Education and Child Development Cadetships</b> <a href="http://www.decd.sa.gov.au/hr/pages/obscareers/cadetships/?reFlag=1">http://www.decd.sa.gov.au/hr/pages/obscareers/cadetships/?reFlag=1</a>	SA Dept for Education and Child Development	A Cadetship combines formal vocational training with practical work experience. Cadetships vary in length depending on the vocation but are generally 18 month to 2 years in length. The site must guarantee paid employment for a minimum of 3 months for the duration of the contract.	None found.



Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<p><b>Aboriginal Pathways to Excellence Employment Program – South Australian National Football League (SANFL) Indigenous Traineeship Program</b>  <a href="http://dfeest.blogspot.com.au/2011/02/aboriginal-traineeships-paving-path-to.html">http://dfeest.blogspot.com.au/2011/02/aboriginal-traineeships-paving-path-to.html</a></p>	<p>SA Department of Further Education, Employment, Science and Technology (DFEEST)</p>	<p>The SANFL is offering regional and metropolitan traineeships for Year 12 graduates wanting to break into the sports industry. Trainees will be based at a South Australian Sports Training Academy (SAASTA) school, AFL corporate partners, or a sporting organisation where they will be expected to:</p> <ul style="list-style-type: none"> <li>• Offer mentor support to Aboriginal students</li> <li>• Assist with sports programs within schools or the community</li> <li>• Complete a Certificate II or III in Sports &amp; Recreation</li> <li>• Explore different career pathways, further studies or a sporting profession</li> </ul>	<p>None found.</p>
<p><b>Aboriginal Apprenticeship Program</b>  <a href="http://www.skills.sa.gov.au/for-employers-business/aboriginal-workforce-programs-and-support/aboriginal-apprenticeships">http://www.skills.sa.gov.au/for-employers-business/aboriginal-workforce-programs-and-support/aboriginal-apprenticeships</a></p>	<p>SA Department of Further Education, Employment, Science and Technology</p>	<p>Provides incentives for private sector employers to employ Aboriginal people into trade-based apprenticeships.            Intensive support is provided to participants for the duration of the apprenticeship.</p>	<p>None found.</p>
<p><b>Aboriginal Apprenticeship and Mentoring Program</b> (includes traineeships)  <a href="http://www.skills.sa.gov.au/apprenticeships-traineeships/assistance-and-support/aboriginal-apprentices-and-trainees">http://www.skills.sa.gov.au/apprenticeships-traineeships/assistance-and-support/aboriginal-apprentices-and-trainees</a></p>	<p>SA Department of Further Education, Employment, Science and Technology</p>	<p>The AAMP is for Aboriginal jobseekers and provides a personalised service to:</p> <ul style="list-style-type: none"> <li>• help them choose a career appropriate to their skills</li> <li>• link them with potential employers</li> <li>• provide advice on pre-apprenticeship training required to meet their training requirements.</li> </ul>	<p>None found.</p>



Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<b>WESTERN AUSTRALIA</b>			
<b>Aboriginal Traineeship Program</b> <a href="http://www.publicsector.wa.gov.au/workforce/employment/traineeship-programs/aboriginal-traineeship-program">www.publicsector.wa.gov.au/workforce/employment/traineeship-programs/aboriginal-traineeship-program</a>	WA Public Sector Commission	Provides young Aboriginal and Torres Strait Islander people, 25 years of age and under, with the opportunity to learn a range of Government, business and administrative skills, while working in a State Government agency in the Perth metropolitan area. Trainees complete Certificate II, III or IV in Government.	None found.
<b>Aboriginal School Based Traineeships</b> <a href="http://www.trainingwa.wa.gov.au/apprenticentre/detcms/apprenticeships-and-training/apprenticentre/articles/aboriginal-school-based-training.en?oid=MultiPartArticle-id-466611">http://www.trainingwa.wa.gov.au/apprenticentre/detcms/apprenticeships-and-training/apprenticentre/articles/aboriginal-school-based-training.en?oid=MultiPartArticle-id-466611</a>	WA Dept of Training and Workforce Development	Aboriginal School Based Training provides opportunities for Aboriginal students in Years 10, 11 and 12 to start training in school to gain a qualification, sustainable employment or go onto further education or training. There are three phases: 1 Preparatory programs – preparing students for work. 2 Pre-employment assessment – ensuring students are ready for the workplace. 3 Apprenticeship and traineeship options – making the best selection for the student.	None found.
<b>South Metropolitan Area Health Service (SMAHS) Aboriginal employment plan</b> <a href="http://www.healthinonet.ecu.edu.au/about/news/748">http://www.healthinonet.ecu.edu.au/about/news/748</a>	Perth South Metropolitan Area Health Service (SMAHS)	The Aboriginal employment plan is increasing the number of Aboriginal employees by at least 100 across all areas of the SMAHS, which include Rockingham, Royal Perth, Fremantle, Kaleeya, Bentley and Armadale-Kelmscott Hospitals. A new coordinating position has been created to ensure trainees receive cultural and professional support.	None found.

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<b>NORTHERN TERRITORY</b>			
<b>Indigenous Employment Program (IEP)</b> <a href="http://www.careers.nt.gov.au/starting-career/indigenous-employment/Pages/default.aspx">http://www.careers.nt.gov.au/starting-career/indigenous-employment/Pages/default.aspx</a>	NT Department of Corporate and Information Services	<p>The Indigenous Employment Program (IEP) is a pre-employment program specifically designed to attract Indigenous jobseekers into a Northern Territory Public Sector (NTPS) career.</p> <p>The Indigenous Employment Program provides both buddy and mentor support to trainees. In the workplace, participants will have both a supervisor and a buddy support system available. These mentors assist the individual with their development, both personally and professionally and are crucial to the success of the Indigenous Employment Program.</p>	None found.
<b>Indigenous Cadetship Support</b> <a href="http://www.careers.nt.gov.au/starting-career/Pages/indigenous-cadetship.aspx">http://www.careers.nt.gov.au/starting-career/Pages/indigenous-cadetship.aspx</a>	NT Department of Corporate and Information Services	<p>Part of the NT Government's commitment to greater representation of Indigenous people in the Northern Territory Public Service (NTPS).</p> <p>The ICS program is a career development program to enable Indigenous students doing a diploma, advanced diploma or undergraduate degree to gain the professional qualifications and work experience needed for a range of jobs in the NTPS.</p>	None found.
<b>More Indigenous Teachers Initiative</b> <a href="http://www.det.nt.gov.au/grants/funding/scholarships/more-indigenous-teacher">http://www.det.nt.gov.au/grants/funding/scholarships/more-indigenous-teacher</a>	NT Department of Education and Training	<p>Part of the Local Teachers in Local Schools Initiative, it aims to address some of the challenges of recruiting quality teaching staff to NT schools by assisting Indigenous Territorians to become teachers and encouraging Indigenous students to consider a career in teaching.</p> <p>Involves:</p> <ul style="list-style-type: none"> <li>• Cadetships</li> <li>• Scholarships</li> <li>• Fellowships</li> </ul>	

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<b>AUSTRALIA WIDE</b>			
<p><b>National Indigenous Health Workforce Training Package</b>  <a href="http://www.health.gov.au/internet/main/publishing.nsf/Content/work-ab-wtp">www.health.gov.au/internet/main/publishing.nsf/Content/work-ab-wtp</a></p>	<p>Department of Health and Ageing</p>	<p>The package provides funding to support organisations to mentor, support and encourage Aboriginal and Torres Strait Islander doctors, nurses, allied health professionals and health workers to work in health. It also promotes a national approach to education, training and up-skilling of Aboriginal health workers directly aimed at increasing Indigenous health workforce capacity.</p>	<p>A review of Australian Government health workforce programs funded under the package was completed in 2013:  <a href="http://www.health.gov.au/internet/main/publishing.nsf/Content/D26858F4B68834EACA257BF0001A8DDC/\$File/Review%20of%20Health%20Workforce%20programs.pdf">www.health.gov.au/internet/main/publishing.nsf/Content/D26858F4B68834EACA257BF0001A8DDC/\$File/Review%20of%20Health%20Workforce%20programs.pdf</a></p>
<p><b>Indigenous Australian Government Development Program (IAGDP)</b>  <a href="http://deewr.gov.au/indigenous-australian-government-development-program-iagdp">http://deewr.gov.au/indigenous-australian-government-development-program-iagdp</a></p>	<p>Department of Education, Employment and Workplace Relations</p>	<p>The program combines ongoing employment with structured learning and aims to increase representation of Aboriginal and Torres Strait Islander people working in government. The program is managed by the Department of Education, Employment and Workplace Relations (DEEWR) and includes three main components:</p> <ul style="list-style-type: none"> <li>• a diploma-level qualification</li> <li>• full-time work experience and on-the-job-training</li> <li>• learning and development opportunities.</li> </ul>	<p>None found.</p>
<p><b>Australian Public Service (APS) Indigenous Cadetships Program</b>  <a href="http://www.apsc.gov.au/aps-employment-policy-and-advice/indigenous/indigenous-pathways/faq-cadets">http://www.apsc.gov.au/aps-employment-policy-and-advice/indigenous/indigenous-pathways/faq-cadets</a></p>	<p>Australian Public Service Commission</p>	<p>Each year of study, cadets undertake 12 weeks of work placements with their employing agency and are paid a wage while they study. These work placements are normally undertaken during university breaks but can generally be negotiated with your employing agency to fit with your individual circumstances.</p>	<p>None found.</p>

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<p><b>APS Indigenous Traineeships Program</b>  <a href="http://www.apsc.gov.au/aps-employment-policy-and-advice/indigenous/indigenous-pathways/faq-trainees">http://www.apsc.gov.au/aps-employment-policy-and-advice/indigenous/indigenous-pathways/faq-trainees</a></p>	<p>Australian Public Service Commission</p>	<p>The Indigenous Entry Level Recruitment program is designed to increase the number of Aboriginal and Torres Strait Islander Australians employed in the APS. Persons appointed to Trainee APS positions are expected to undertake a prescribed course of training, including both on-the-job and off-the-job components.</p>	<p>None found.</p>
<p><b>APS Indigenous Graduate Program</b>  <a href="http://www.apsc.gov.au/aps-employment-policy-and-advice/indigenous/indigenous-pathways/faq-graduates">http://www.apsc.gov.au/aps-employment-policy-and-advice/indigenous/indigenous-pathways/faq-graduates</a></p>	<p>Australian Public Service Commission</p>	<p>The APS has a range of positions available for Aboriginal and/or Torres Strait Islander people who have recently (within the last five years) completed an undergraduate degree or higher qualifications.            Most graduate development programs run for one year and offer opportunities for on the job training and graduate development programs.</p>	<p>None found.</p>
<p><b>Indigenous Remote Service Delivery Traineeships</b>  <a href="http://deewr.gov.au/indigenous-remote-service-delivery-traineeships">http://deewr.gov.au/indigenous-remote-service-delivery-traineeships</a></p>	<p>Department of Education, Employment and Workplace Relations</p>	<p>Aboriginal and Torres Strait Islander young people aged 15–24 can apply for a traineeship at an eligible school in remote areas around Australia.            Participants receive a nationally recognised qualification and work experience to help them to get a job in their local community. Participants can work towards completing qualifications at the Certificate and Diploma levels.            Trainees placed in a school can work in any job required by the school, including education support, administration and grounds-keeping.</p>	<p>New program.</p>

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<p><b>Indigenous Ranger Cadetship pilot program</b>  <a href="http://deewr.gov.au/indigenous-ranger-cadetship-pilot">http://deewr.gov.au/indigenous-ranger-cadetship-pilot</a></p>	<p>Department of Education, Employment and Workplace Relations</p>	<p>The Indigenous Ranger Cadetship pilot program helps regional and remote schools to support Aboriginal and Torres Strait Islander young people so they can complete school and continue with further training to gain careers in land, sea and natural resource management.</p> <p>The program provides culturally relevant school-based learning and helps students to develop industry appropriate skills for employment, while encouraging students to complete school.</p>	<p>None found.</p>
<p><b>Indigenous Employment Program (IEP)</b> (includes traineeships and cadetships)  <a href="http://deewr.gov.au/indigenous-employment-program-iep">http://deewr.gov.au/indigenous-employment-program-iep</a></p>	<p>Department of Education, Employment and Workplace Relations</p>	<p>The Indigenous Employment Program (IEP) aims to increase opportunities for Aboriginal and Torres Strait Islander people, their communities and employers through employment, business support and economic development activities.</p> <p>The Indigenous Employment Program (IEP) program provides support to:</p> <ul style="list-style-type: none"> <li>• employers of ATSI people</li> <li>• ATSI businesses</li> <li>• ATSI communities</li> <li>• ATSI job seekers</li> <li>• ATSI entrepreneurs.</li> </ul>	<p>An evaluation of the IEP from 2009–2014 by the Department of Education, Employment and Workplace Relations is planned. The purpose of the evaluation will be to assess the impact of the IEP on Indigenous Australians' employment outcomes and participation in economic activities. The evaluation will attempt to determine if IEP is achieving its objectives. This includes its contribution to halving the gap by 2018 in employment outcomes between Indigenous and non-Indigenous Australians.</p>

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<p><b>Indigenous Youth Career Pathways (IYCP) Program</b>  <a href="http://deewr.gov.au/indigenous-youth-careers-pathways-program">http://deewr.gov.au/indigenous-youth-careers-pathways-program</a></p>	<p>Department of Education, Employment and Workplace Relations</p>	<p>Provides school-based traineeships to Aboriginal and Torres Strait Islander students in Years 11 and 12 (and in some cases Year 10), through contracted service providers.            As part of the of the program, Aboriginal and Torres Strait Islander students are provided personal mentoring and case management to help them manage issues that make the move from school to work difficult.</p>	<p>None found.</p>
<p><b>Indigenous Youth Mobility Program (IYMP)</b>  <a href="http://deewr.gov.au/indigenous-youth-mobility-program-iymp">http://deewr.gov.au/indigenous-youth-mobility-program-iymp</a></p>	<p>Department of Education, Employment and Workplace Relations</p>	<p>Aboriginal and Torres Strait Islander young people aged 16 to 24 from remote areas relocate to a new location (selected locations are stated within the program guidelines) to undertake further education and training opportunities. These opportunities could include an Australian Apprenticeship, or study (vocational education and training or university study) towards professional qualifications in many areas, including nursing, teaching, business administration and accounting.</p>	<p>None found.</p>
<p><b>Aboriginal &amp; Torres Strait Islander Pharmacy Assistant Traineeship Scheme</b>  <a href="http://beta.guild.org.au/uploadedfiles/National/Public/Programs/ATSIPATS%20guidelines.%20amended.pdf">http://beta.guild.org.au/uploadedfiles/National/Public/Programs/ATSIPATS%20guidelines.%20amended.pdf</a></p>	<p>Administered by Pharmacy Guild of Australia, Commonwealth funded</p>	<p>The Scheme is aimed at supporting the pharmacy workforce, by encouraging ATSI people to enter Pharmacy Assistant/Technician roles. The objectives of the Scheme are to:            (i) increase the number of ATSI Pharmacy Assistants in Community Pharmacies; and            (ii) establish alternative pathways for ATSI students to enter into pharmacy.</p>	<p>NOVA Public Policy 2010, <i>Evaluation of Indigenous Pharmacy Programs - FINAL Report</i>, NOVA Public Policy, Canberra, available at  <a href="http://www.health.gov.au/internet/main/publishing.nsf/Content/5B1B138DA00BB9C7CA2578150083984E/\$File/Indigenous%20Programs%20Report.pdf">http://www.health.gov.au/internet/main/publishing.nsf/Content/5B1B138DA00BB9C7CA2578150083984E/\$File/Indigenous%20Programs%20Report.pdf</a></p>

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<p><b>Indigenous Business Australia (IBA) traineeship, cadetship and graduate programs</b>  <a href="http://www.iba.gov.au/about-us/working-at-iba/">http://www.iba.gov.au/about-us/working-at-iba/</a></p>	<p>Indigenous Business Australia (IBA)</p>	<p>Trainees will be provided with:</p> <ul style="list-style-type: none"> <li>• a flexible and supportive work environment within one of IBA's offices</li> <li>• a designated trainer to guide learning and assess progress</li> <li>• opportunities for working directly with Indigenous clients</li> <li>• a competitive edge to their career development</li> <li>• relocation assistance where required.</li> </ul> <p>IBA cadets are given opportunities to develop their tertiary studies within a work environment, and gain valuable experience for a career in IBA or elsewhere.</p> <p>Through meaningful, hands-on work, graduates can make a real contribution to achieving IBA's objectives through either:</p> <ul style="list-style-type: none"> <li>• a structured development program with rotation through a variety of positions to develop a career with IBA, or</li> <li>• a permanent position or fixed term with an individual development plan that provides progression within a graduate's area of professional skill.</li> </ul>	<p>None found.</p>

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<p><b>Cooperative Research Centre for Aboriginal and Tropical Health (CRCATH) education and training activities</b> Activities appear to have ended.</p>	<p>Administered by Cooperative Research Centre for Aboriginal and Tropical Health (CRCATH), Commonwealth funded</p>	<p>Activities include:</p> <ul style="list-style-type: none"> <li>• Indigenous traineeship program</li> <li>• Cadetship pilot program</li> <li>• Post-graduate scholars</li> <li>• Professional development activities</li> <li>• Targeting of key Indigenous individuals for development</li> <li>• Course construction and delivery</li> <li>• Graduate coursework programs</li> </ul>	<p>CRC for Aboriginal and Tropical Health 2002, <i>Issues Paper: Achieving equitable and appropriate outcomes: Indigenous Australians in higher education</i>, Cooperative Research Centre for Aboriginal and Tropical Health, available at <a href="http://www.lowitja.org.au/sites/default/files/docs/Achieving-equitable-and-appropriate-outcomes.pdf">http://www.lowitja.org.au/sites/default/files/docs/Achieving-equitable-and-appropriate-outcomes.pdf</a></p>

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**TABLE 2: PRIVATE OR COMMUNITY SECTOR DRIVEN AND/OR FUNDED PROGRAMS**

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<b>NEW SOUTH WALES</b>			
<p><b>NSW Rural Resident Medical Officer Cadetships for Indigenous Medical Students</b>  <a href="http://www.nswrdn.com.au/client_images/1478533.pdf">http://www.nswrdn.com.au/client_images/1478533.pdf</a></p>	<p>NSW Rural Doctors Network (RDN), with funding from the NSW Ministry of Health</p>	<p>The NSW Rural Doctors Network (RDN), on behalf of the NSW Ministry of Health, is offering up to two cadetships to Indigenous medical students interested in undertaking a medical career in rural NSW.</p> <p>Cadets in their final year of study apply for an intern position through the Rural Preferential Recruitment (RPR) process administered by the Health Education and Training Institute (HETI).</p> <p>Cadets receive:</p> <ul style="list-style-type: none"> <li>• \$30,000 during their degree</li> <li>• a relocation grant when moving to a rural location</li> <li>• subsidised attendance at RDN conferences</li> <li>• subsidised attendance for the annual RDN cadet weekend at one of the locations for rural service</li> <li>• mentoring and support through RDN.</li> </ul>	<p>None found.</p>
<p><b>NSWALC Training and Development Mission</b>  <a href="http://www.alc.org.au/about-nswalc/training-and-development.aspx">http://www.alc.org.au/about-nswalc/training-and-development.aspx</a></p>	<p>NSW Aboriginal Land Council (NSWALC)</p>	<p>The NSWALC Training and Development Unit has a focus to build the capacities of NSWALC and the LALC Network via the provision of quality and timely training and development advice, programs and resources to the Aboriginal Land Council Network.</p>	<p>None found.</p>

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<p><b>Aboriginal Traineeships in community housing</b>  <a href="http://www.communityhousing.org.au/Publications/Aboriginal_traineeships_info_SHproviders.pdf">http://www.communityhousing.org.au/Publications/Aboriginal_traineeships_info_SHproviders.pdf</a></p>	<p>NSW Federation of Housing Associations</p>	<p>Traineeships give people a start in an industry such as social housing, with training both on the job and with a Registered Training Organisation (such as NSWFA). This is particularly important to Aboriginal people who may face greater barriers to employment. The main aim of employing Aboriginal housing workers is to improve Aboriginal access to social and community housing.</p>	<p>None found.</p>
<p><b>UnitingCare Aboriginal Traineeships in Broken Hill</b>  <a href="http://www.abc.net.au/news/2011-04-07/aboriginal-traineeships-in-broken-hill/2626420">http://www.abc.net.au/news/2011-04-07/aboriginal-traineeships-in-broken-hill/2626420</a></p>	<p>UnitingCare Broken Hill</p>	<p>Two aged care traineeships in Broken Hill, being offered to Aboriginal people. Participants complete two years of practical and theoretical training with Uniting Care Aging, working with elderly people in their homes.</p>	<p>None found.</p>
<p><b>Regional Aboriginal Project for Traineeships (RAPT)</b>  <a href="http://www.northernstar.com.au/news/giving-all-aussies-a-fair-go-at-work/1350211/">http://www.northernstar.com.au/news/giving-all-aussies-a-fair-go-at-work/1350211/</a></p>	<p>Ballina District Community Services Association, with funding from Commonwealth Dept of Education, Employment and Industrial Relations</p>	<p>BDCSA traineeships are offered for Aboriginal people to gain experience and a qualification in community services. There are 20 community-sector traineeships with community organisations in areas from Grafton to Pottsville, Casino and Evans Head.</p>	<p>None found.</p>
<b>QUEENSLAND</b>			
<p><b>Milbi Constructions Indigenous Traineeships</b>  <a href="http://www.ccdeu.org.au/milbi_constructions/supporting_indigenous_traineeships.php">http://www.ccdeu.org.au/milbi_constructions/supporting_indigenous_traineeships.php</a></p>	<p>Shalom Development Services Pty Ltd trading as Milbi Constructions</p>	<p>Milbi Constructions is involved in more than just construction – they also help build futures for Aboriginal and Islander people by providing valuable apprenticeship training.            Milbi Constructions was born out of a vision to employ Aboriginal and Islander men and women to carry out construction work associated with Shalom Christian College in Townsville and in doing so, gain recognised qualifications in trades such as Carpentry, Boilermaking, Fabrication and Horticulture to name a few.</p>	<p>None found.</p>

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<b>WESTERN AUSTRALIA</b>			
<b>BHP PINGKU Indigenous Traineeship</b> <a href="http://www.richardsmining.com.au/bhp_billiton">http://www.richardsmining.com.au/bhp_billiton</a>	Richards Mining Services (RMS)	<p>The PINGKU traineeship is funded by BHP ADP in support of contractors executing works on the various Rapid Growth Projects.</p> <p>Candidates based in Port Hedland and Perth do a Certificate II traineeship with qualification outcomes in civil construction, warehousing, metalliferous mining, business administration &amp; engineering. RMS provides on-site supervision and mentoring, dedicated project light vehicles, a dedicated project management team, and recruitment, training and community liaison services.</p>	None found.
<b>NORTHERN TERRITORY</b>			
<b>Indigenous Trainee Scheme – Primary Industries</b> <a href="http://www.nt.gov.au/d/Content/File/pi/growingourPI_21_10.pdf">http://www.nt.gov.au/d/Content/File/pi/growingourPI_21_10.pdf</a>	Northern Land Council and the Northern Territory Cattleman's Association	<p>This NT wide scheme focuses on putting Aboriginal trainees into unsubsidised employment in the pastoral industry. It provides advice and support to employers who are seeking to employ or currently employing Indigenous staff. The Indigenous Trainee Scheme coordinates appropriate mentor training for staff supervisors and employers.</p>	None found.

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<b>AUSTRALIA WIDE</b>			
<p><b>Australian Employment Covenant</b>  <a href="http://generationone.org.au/">http://generationone.org.au/</a></p>	<p>GenerationOne</p>	<p>The AEC is a private sector initiative aiming to secure 50,000 sustainable jobs for Indigenous Australians. Over 60,000 jobs have been committed to date.</p> <p>Employers who sign up to the Covenant, formally guarantee to provide:</p> <ul style="list-style-type: none"> <li>• employment to job ready and training ready Indigenous Australians</li> <li>• individual mentor support to Indigenous participants.</li> </ul> <p>The Australian Government committed to support the recruitment of Indigenous job seekers and pre-employment training specified by AEC employers, via its existing programs.</p>	<p>GenerationOne have commissioned the following research:</p> <p>Auspoll (2011) <i>Walk in My Shoes: Indigenous experiences of barriers and drivers in the employment cycle</i>, research report prepared by Auspoll for GenerationOne, Sydney, NSW, available at <a href="http://generationone.org.au/uploads/general/training/generationone_walk_in_my_shoes_full_report.pdf">http://generationone.org.au/uploads/general/training/generationone_walk_in_my_shoes_full_report.pdf</a></p> <p>SVA Consulting (2012) <i>Working it out: Case studies of success in transitioning long-term unemployed Indigenous Australians into sustainable employment</i>, report prepared by SVA Consulting for GenerationOne, Sydney, NSW, available at <a href="http://generationone.org.au/uploads/general/training/generationone_stc-case-studies-of-success_v11-web.pdf">http://generationone.org.au/uploads/general/training/generationone_stc-case-studies-of-success_v11-web.pdf</a></p>
<p><b>WPC Indigenous Employment Program: 'Shake a Leg'</b>  <a href="http://wpcgroup.org.au/index.php?option=com_content&amp;view=article&amp;id=140&amp;Itemid=254">http://wpcgroup.org.au/index.php?option=com_content&amp;view=article&amp;id=140&amp;Itemid=254</a></p>	<p>WPC Group Ltd, not-for-profit group training organisation</p>	<p>Shake a Leg are the leaders in finding and placing young indigenous males and females into apprenticeships and traineeships. Throughout the duration of the apprenticeship or traineeship we offer a mentoring program to help indigenous apprentices' and trainees complete their qualification.</p>	<p>None found.</p>

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<b>Commonwealth Bank School-based traineeships</b> <a href="http://www.commbank.com.au/about-us/in-the-community/community-partnerships/indigenous-australians/employment/">http://www.commbank.com.au/about-us/in-the-community/community-partnerships/indigenous-australians/employment/</a>	Commonwealth Bank	Provides 80 traineeship positions each year for Year 11 and 12 students to gain valuable employment skills while completing their studies. The program provides career pathways for Indigenous high school students, and helps the bank identify and promote young talent.	None found.
<b>ANZ Indigenous traineeships</b> <a href="http://www.anz.com/about-us/careers/indigenous-employment/Indigenous-traineeships/">http://www.anz.com/about-us/careers/indigenous-employment/Indigenous-traineeships/</a>	ANZ Bank	ANZ has recruited over 650 Aboriginal and Torres Strait Islander trainees in branches across Australia since 2003. Investing in training and supporting Australian Aboriginal and Torres Strait Islander communities provides opportunities for talented individuals to grow and open the door to a rewarding career with ANZ.	None found.
<b>NAB Indigenous traineeships</b> <a href="http://www.nab.com.au/wps/wcm/connect/nab/Careers/home/3/4/1/">http://www.nab.com.au/wps/wcm/connect/nab/Careers/home/3/4/1/</a>	National Australia Bank	Indigenous School Based Traineeships enable participants to start their career at NAB while completing year 11 and 12 studies, supported by NAB employees and Aboriginal mentors. NAB also offers full-time traineeships across the organisation, including but not limited to personal and business banking. As part of your full-time traineeship you will receive on-the-job experience and mentoring from NAB employees and external partners.	None found.
<b>Qantas Indigenous employment programs</b> <a href="http://www.qantas.com.au/travel/airlines/indigenous-overview/global/en">http://www.qantas.com.au/travel/airlines/indigenous-overview/global/en</a>	Qantas	The airline has Indigenous School Based Traineeships, University Cadetships, and a Graduate Program.	None found.

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Evaluations completed
<p><b>Rio Tinto Iron Ore Indigenous Employment</b>  <a href="http://www.riotintoironore.com/ENG/careers/183_indigenous_employment.asp">http://www.riotintoironore.com/ENG/careers/183_indigenous_employment.asp</a></p>	<p>Rio Tinto Iron Ore</p>	<p>Programs are run in partnership with Aboriginal groups to better prepare people for employment with Rio Tinto and other businesses in the region. The training team offer education programmes, pre-employment training programs, scholarship and cadetship programmes designed to support self-determination and community capacity building. These programmes increase the pool of candidates for positions and also increase the broader skill base.</p>	<p>None found.</p>
<p><b>MEGT's Indigenous Apprenticeship and Traineeship Network</b>  <a href="http://www.megt.com.au/indigenousapprenticeships/IATN/Pages/IndigenousTraineeships.aspx">http://www.megt.com.au/indigenousapprenticeships/IATN/Pages/IndigenousTraineeships.aspx</a></p>	<p>MEGT Ltd, not-for-profit group training organisation</p>	<p>Provides real employment opportunities through the Group Training model for Indigenous people across all communities in Australia. This operational model provides culturally appropriate mentoring and support for both the employer and the Indigenous apprentice or trainee.</p>	<p>None found.</p>

**TABLE 3: OVERSEAS PROGRAMS**

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Closest equivalent Australian program(s)
<b>UNITED STATES</b>			
<p><b>Indian and Native American (INA) employment and training programs under Section 166 of the Workforce Investment Act (WIA)</b>  <a href="http://www.doleta.gov/dinap/">http://www.doleta.gov/dinap/</a></p>	<p>US Department of Labor,            Division of Indian and Native American Programs (DINAP)</p>	<p>Specifically, the purpose of WIA Indian and Native American programs is to support comprehensive employment and training activities for Indian, Alaska Native, and Native Hawaiian individuals in order to:</p> <ul style="list-style-type: none"> <li>• Develop more fully their academic, occupational, and literacy skills</li> <li>• Make them more competitive in the workforce</li> <li>• Promote the economic and social development of Indian, Alaska Native, and Native Hawaiian communities according to the goals and values of such communities and</li> <li>• Help them achieve personal and economic self-sufficiency.</li> </ul> <p>The principal means of accomplishing these goals is to put tribes and Native American organizations in charge of providing employment and training services to Native American peoples and their communities.</p>	<p>New Careers for Aboriginal People (NCAP), Indigenous Employment Program (IEP)</p>
<p><b>Indian Employment Assistance Program</b>  <a href="https://www.cfda.gov/?s=program&amp;mode=form&amp;tab=step1&amp;id=37288ca84e6a215ef3279a3c6331274e">https://www.cfda.gov/?s=program&amp;mode=form&amp;tab=step1&amp;id=37288ca84e6a215ef3279a3c6331274e</a></p>	<p>US Department of the Interior,            Bureau of Indian Affairs</p>	<p>To provide vocational training &amp; employment opportunities to eligible American Indians &amp; Alaska Natives to reduce Federal dependence. Financial aid is used to assist individual Indians to obtain a marketable skill through vocational training &amp; to assist those who have a job skill to find permanent employment. Vocational &amp; employment counseling are provided by the program. Eligible American Indians &amp; Alaska Natives may receive vocational training or job placement on or near the reservation or in Urban &amp; Rural settings.</p>	<p>Aboriginal Jobs Together, Indigenous Employment Program (IEP), Indigenous Business Australia (IBA) traineeship, cadetship and graduate programs</p>

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Closest equivalent Australian program(s)
<p><b>National Ironworkers Training Program</b>  <a href="https://www.cfda.gov/index?s=program&amp;mode=form&amp;tab=core&amp;id=2052e434af56bdd7dde1ae727a070bfe">https://www.cfda.gov/index?s=program&amp;mode=form&amp;tab=core&amp;id=2052e434af56bdd7dde1ae727a070bfe</a></p>	<p>US Department of the Interior, Bureau of Indian Affairs</p>	<p>To provide ironworker vocational training, apprenticeships, &amp; job placement to eligible American Indians through the National Ironworkers Training Program, located in Broadview, Illinois. Eligible American Indians who reside on or near an Indian reservation may receive vocational training in ironworking &amp; assistance with job placement upon completion of the program. Students receive \$185 per week for the duration of the program for room &amp; board &amp; miscellaneous expenses. Work clothes &amp; tools are also provided.</p>	<p>Different industry but similar aims to the Aboriginal &amp; Torres Strait Islander Pharmacy Assistant Traineeship Scheme, Aboriginal Careers in Mental Health Program and NGO Aboriginal Drug and Alcohol Traineeship Program</p>
<b>CANADA</b>			
<p><b>First Nations and Inuit Summer Work Experience Program</b>  <a href="http://www.aadnc-aandc.gc.ca/eng/1100100033610/1100100033615">http://www.aadnc-aandc.gc.ca/eng/1100100033610/1100100033615</a></p>	<p>Aboriginal Affairs and Northern Development Canada</p>	<p>Provides youth with opportunities for summer employment, so that they can gain work experience, and develop or enhance essential employability skills.</p> <p>First Nations and Inuit governments and organizations may submit proposals that:</p> <ul style="list-style-type: none"> <li>• help youth acquire skills by providing wage subsidies for their summer work experience.</li> <li>• assist First Nations and Inuit secondary and post-secondary students to prepare for future entry into the labour market by helping them to obtain summer employment.</li> <li>• enable First Nations and Inuit youth to earn wages to help finance their post-secondary education.</li> </ul>	<p>New Careers for Aboriginal People (NCAP)</p>



Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Closest equivalent Australian program(s)
<p><b>First Nations and Inuit Skills Link Program</b>  <a href="http://www.aadnc-aandc.gc.ca/eng/1100100033627/1100100033637">http://www.aadnc-aandc.gc.ca/eng/1100100033627/1100100033637</a></p>	<p>Aboriginal Affairs and Northern Development Canada</p>	<p>Supports initiatives that help young people to acquire the essential skills that will help them gain employment and function well in the workplace, and to learn about various career options.</p> <p>First Nations and Inuit governments and organizations may submit proposals that:</p> <ul style="list-style-type: none"> <li>• promote the benefits of education as key to youth's participation in the labour market.</li> <li>• support the development and enhancement of young people's essential employability skills, such as communication, problem solving and working with others.</li> <li>• introduce youth to a variety of career options.</li> <li>• help youth acquire skills by providing wage subsidies for mentored work experience; and/or for mentored school-based work and study opportunities.</li> </ul>	<p>New Careers for Aboriginal People (NCAP)</p>

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Closest equivalent Australian program(s)
<p><b>Inuit Learning and Development Pilot project</b>  <a href="http://www.tunngavik.com/current-initiatives/inuit-learning-and-development-pilot-project/program-description/">http://www.tunngavik.com/current-initiatives/inuit-learning-and-development-pilot-project/program-description/</a></p>	<p>Government of Canada and Government of Nunavut (GN)</p>	<p>Provides practical work experience in federal government departments, the Government of Nunavut (GN) &amp; Nunavut Tunngavik Inc. (NTI). Also includes formal learning, coaching, &amp; mentoring opportunities. The project will consist of four 4-month paid work assignments in different positions for up to 16 trainees.</p> <p>The ILDP project is meant to introduce Nunavut Land Claims Agreement (NLCA) beneficiaries, who would not normally consider or be able to work in the public service, an opportunity to gain practical experiences in, &amp; a greater understanding of, the public sector, &amp; help prepare them for future opportunities in the public service.</p> <p>At the end of the 16 months, successful participants will be placed in an inventory for possible consideration for jobs within the Government of Canada, the Government of Nunavut, or NTI.</p>	<p>Elsa Dixon Aboriginal Employment Program (EDAEP), Indigenous Australian Government Development Program (IAGDP), Australian Public Service (APS) Indigenous Cadetships Program, APS Indigenous Traineeships Program</p>

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Closest equivalent Australian program(s)
<p><b>Inuit Pathways</b>  <a href="http://www.nunatsiavut.com/index.php/education-and-economic-development/inuit-pathways">http://www.nunatsiavut.com/index.php/education-and-economic-development/inuit-pathways</a></p>	<p>Nunatsiavut Government, Department of Education and Economic Development, in partnership with Human Resources and Social Development Canada</p>	<p>Programs include:</p> <ul style="list-style-type: none"> <li>• Skills Development – funds training &amp; attainment of employability skills by supporting clients in pre-employment programs including trades-related training; apprenticeships; short-term programs (under one year); upgrading; &amp; certification programs. Costs covered include tuition, books, travel, living allowance &amp; tutoring.</li> <li>• Targeted Wage Subsidy (TWS) – provides employers with funds to subsidize the hiring of unemployed persons who need to gain work experience with the understanding that, at the end of the TWS, the client is offered full-time employment.</li> <li>• Self Employment Benefits (SEB) – Entrepreneurs can apply to Inuit Pathways for a pre-determined benefit to provide a salary during the first year of a business start-up. This allows the client to develop &amp; manage their business for the critical first year without having to rely on the new business for income.</li> <li>• Job Creation Partnerships (JCP) – funds short-term projects that provide both community enhancement &amp; work experience for clients.</li> <li>• Programs for Persons with Disabilities</li> <li>• Youth Programs.</li> </ul>	<p>The Way Ahead for Aboriginal People, Aboriginal Jobs Together, Indigenous Employment Program (IEP), Indigenous Youth Career Pathways (IYCP) Program, CDEP Work Experience Subsidy (CWES), Indigenous Business Australia (IBA) traineeship, cadetship and graduate programs</p>

Name of Program	Responsible Agency	Aims, Objectives & Key Elements	Closest equivalent Australian program(s)
<b>NEW ZEALAND</b>			
<p><b>Kia Ora Hauora Māori health workforce development program</b>  <a href="http://www.kiaorahauora.co.nz/programe-info">http://www.kiaorahauora.co.nz/programe-info</a></p>	<p>Counties Manukau District Health Board</p>	<p>Kia Ora Hauora “Supporting Māori into Health” is a national programme that was established in 2008 to increase the overall number of Māori working in the health &amp; disability sector. The programme has a national base within Auckland, &amp; 4 Regional Co-ordination Centres in Northland, Rotorua, Wellington &amp; Christchurch.</p> <p>The programme has been developed in response to the national &amp; international shortage of health sector workers - &amp; the demand for more Māori health professionals in the sector.</p>	<p>NSW Aboriginal Nursing and Midwifery Cadetship Program, Aboriginal Trainee Environmental Health Program (ATEHO), Westmead Children’s Hospital Aboriginal Traineeship Program, Aboriginal Careers in Mental Health Program</p>

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