



# REFORMED INDIGENOUS EMPLOYMENT PROGRAM

## EMPLOYERS' GUIDE TO THE REFORMED IEP

The reformed IEP aims to increase employment for Indigenous Australians, supporting the Government's commitment to halve the gap between Indigenous and non-Indigenous employment outcomes within a decade.

---

### Who should read this?

Employers who are seeking assistance under the reformed Indigenous Employment Program (IEP).

---

### How will it help my business?

The reformed IEP can provide employers with tailored assistance to help them provide more job opportunities for Indigenous Australians.

The new simplified contracting arrangement means employers will find it easier to access assistance offered under the reformed IEP, and aims to reduce red tape for the employer.

Assistance and support may be available to:

- develop an Indigenous employment strategy
- conduct training and work familiarisation courses for current and potential Indigenous employees
- provide on the job training and up skilling for potential and current employees
- provide traineeships, cadetships and apprenticeships
- provide accredited language, literacy and numeracy training
- provide mentoring support and career guidance
- contribute to the costs of employment through a wage subsidy
- assist students to undertake tertiary qualifications
- train personnel in culturally appropriate recruitment and workplace practices and train Indigenous people in human resource management.

---

### Pre-designed packages

Employers can also get assistance through pre-designed packages available under the IEP.

#### **Indigenous Wage Subsidy**

The Indigenous Wage Subsidy provides a subsidy to employers who offer ongoing employment of at least 15 hours a week to eligible Indigenous job seekers. Assistance is available to eligible employers over a 26-week period.

#### **Indigenous Cadetship Support**

Employers who want to support and employ tertiary students can access a tailored package of assistance or Indigenous Cadetship Support.

The Department of Education, Employment and Workplace Relations can link employers with Indigenous tertiary students in a cadetship arrangement involving full-time study and work placements. In turn, employers give support, professional guidance and mentorship to the cadets. Employers must intend to offer ongoing employment on completion of studies. Support to meet some employment costs is available as part of a tailored package of assistance or separately.

#### **CDEP Work Experience Subsidy**

The CDEP Work Experience Subsidy (CWES) provides a wage subsidy to employers who offer paid work experience to eligible new CDEP participants for 7.5 hours or more a week for at least 13 weeks. The subsidy is available for up to 12 months.

---

|   |   |
|---|---|
| <b>Who is eligible?</b>                     | Employers that provide, or are preparing to provide, training, career paths or ongoing employment for Indigenous Australians.   |
| <b>What other assistance can I receive?</b> | <p><b>Job Services Australia</b> was developed following extensive consultation with employers, industry peak bodies, employment providers and job seekers.</p> <p>Job Services Australia will work with employers at the local level to identify the skills requirements of your business and match these with appropriately trained and work-ready job seekers.</p> <p>Job Services Australia can provide tailored assistance to job seekers through an individualised Employment Pathway Plan. This plan can help job seekers gain the skills and training required to enter into employment, particularly in areas of labour shortages.</p> <p><b>Employer brokers</b></p> <p>One of the features of Job Services Australia is a new specialised employer broker service which will work across employment services and with training providers to better understand the needs of individual employers, or groups of employers within specific industries. Employer brokers will provide real assistance to employers facing skill or labour shortages.</p> <p>From 1 July 2009, employers may also be able to participate in projects established by employer brokers in their local area. These projects can provide labour skills solutions and other assistance such as retention strategies for employers.</p> <p><b>Innovation Fund</b></p> <p>The Innovation Fund will connect disadvantaged job seekers with appropriate training and other assistance. This will help meet the labour needs of employers.</p> <p>If your organisation has an innovative idea for recruiting or training disadvantaged job seekers, you can work with Innovation Fund panel members to apply for funding.</p> |
| <b>More information</b>                     | <p>For enquiries about Job Services Australia, employer brokers or the Innovation Fund, call <b>13 17 64</b> or visit <a href="http://australia.gov.au/jobservicesaustralia">australia.gov.au/jobservicesaustralia</a>.</p> <p>For Indigenous employer assistance under the reformed IEP:</p> <ul style="list-style-type: none"><li>• contact the Indigenous Employment Line on <b>1802 102</b></li><li>• submit an Enquiry Form via post, fax or email to your nearest DEEWR office (details on the form)</li><li>• visit <a href="http://deewr.gov.au/Indigenous">deewr.gov.au/Indigenous</a>.</li></ul> <p>JobSearch: <a href="http://jobsearch.gov.au">jobsearch.gov.au</a></p> <p>Job Outlook: <a href="http://joboutlook.gov.au">joboutlook.gov.au</a></p> <p>SkillsInfo: <a href="http://skillsinfo.gov.au">skillsinfo.gov.au</a></p>  |

---