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The document must be attributed as the Regional Education, Skills and Jobs Plan 2012-14 – Kimberley.

Disclaimer about data used in this plan
Data used in the development of this plan comes from a variety of sources and was correct at time of drafting. This document should not be used as a data source as data referred to may have been updated or reformulated since the publication of the plan. Refer to primary sources for confirmation of data.
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The Australian Government announced the *Regional Education, Skills and Jobs Plans* initiative in the 2011–12 Budget, as part of the *Building Australia’s Future Workforce* package. The initiative addresses four key areas of the Australian Government’s productivity and social inclusion agendas: early childhood education and care; Year 12 attainment; participation in vocational and higher education; and local job opportunities.

The Department of Education, Employment and Workplace Relations (DEEWR) has deployed 34 Regional Education, Skills and Jobs (RESJ) Coordinators to work with local stakeholders to develop Regional Education, Skills and Jobs Plans for the 46 Regional Development Australia (RDA) areas that cover non-metropolitan Australia.

The plans present locally identified opportunities and challenges and outline local strategies to improve education, skills and jobs outcomes in regional Australia.

For more information, including the contact details of your local RESJ Coordinator, please refer to the *Regional Education, Skills and Jobs* webpage at www.deewr.gov.au/resj.

**Strategies**

Each plan reflects community priorities and includes goals and local strategies to achieve the community’s objectives, based on four key themes: early childhood education and care; school education; tertiary education and training; and jobs, skills and workforce development.

The plans build on the range of services and programs already offered by DEEWR and the strategies draw on the programs of other government agencies and the opportunities arising from major local projects.

**Community engagement**

The plans were developed by RESJ Coordinators with close community engagement and include views from young people, parents, employers, educators, service providers, peak bodies, community leaders, government organisations and agencies, and other interested individuals and organisations. The plans draw strongly upon existing strategic plans in each region, including the local RDA regional plan.

DEEWR acknowledges the traditional owners of the Kimberley RDA region and their elders past and present recognising their continuing connection to country. This plan strives to build and harness mutually respectful relationships and reflect community priorities in education, skills and jobs development for the region.

**Implementation**

The RESJ Coordinator, on behalf of DEEWR, will oversee the implementation of the strategies and promote and coordinate linkages between the government agencies, providers and stakeholders involved in this plan’s implementation.

Progress towards achieving the goals within each plan will be closely monitored, while stakeholders will be kept informed through participation in plan strategies.

This edition incorporates strategies that respond to changes in local circumstances identified through continuing community input or changing government priorities in regional Australia as well as access to new data. The plans continue to be living and responsive documents that will be revisited throughout their implementation to June 2014.
EXECUTIVE SUMMARY

The Kimberley region is the most northern non-metropolitan region in Western Australia and gathers unique diversity from its close proximity to South-East Asia, the Pilbara region, the central desert and the Northern Territory. The region covers an area of 421,451 square kilometres, representing approximately 16.3 per cent of the state’s total area, and is nearly twice as large as the State of Victoria. The region is categorised into two main areas: West Kimberley, including the major towns of Broome, Derby and Fitzroy Crossing; and the East Kimberley, including Halls Creek, Kununurra and Wyndham. Four Local Government Areas (LGAs) are located in the region: the Shire of Broome; Shire of Derby/West Kimberley; Shire of Halls Creek; and Shire of Wyndham East Kimberley. According to the Australian Bureau of Statistics (ABS) Index of Relative Socio-economic Disadvantage, the Shire of Halls Creek is the most disadvantaged LGA in Western Australia. Issues include a lack of housing, a lack of jobs and low school attendance, barriers to education, training and skills development and poor health status. The Shire of Derby/West Kimberley is ranked fifth in Western Australia for the level of disadvantage in the region.

The Kimberley region has a broad-based, diverse economy with significant mineral and petroleum wealth. The resources industry is the most dominant in the region, with significant production in diamonds, iron ore, nickel and gold. According to the Western Australian Department of Mines and Petroleum the total value of mining in the Kimberley was $1.38 billion in the year 2011–12. Other significant industries in the region are retail, building construction, tourism and agriculture. The government and community sector (including health care) also make up a significant proportion of the regional economy. The pastoral industry has traditionally been the main source of Indigenous employment, but with the growth in tourism and the resource sectors, training and employment opportunities for Indigenous people have increased in various sectors.

The Australian Government is a major stakeholder in education, skills and jobs in the regions of Australia, with significant investments in early childhood, schools, training, higher education and employment services connecting employers with job seekers.


Through the National Partnership Agreement on the East Kimberley Development Package, the Australian and Western Australian Governments are investing in areas including education, training, health, housing, and transport and community infrastructure. While the focus of these initiatives is based on this partnership agreement, it does not negate the opportunities that arise in the region from the various partnership agreements from the Council of Australian Governments’ reform agenda. A shift of focus to develop self-sustaining Indigenous communities in mining regions, in which individuals can create and take up employment and business opportunities, reflects the Australian Government’s commitment to Closing the Gap on Indigenous Disadvantage.
Based on a comprehensive environmental scan and community consultation, the key education, skills and jobs challenges identified for the Kimberley region include:

- knowledge of the benefits of early childhood development and access to quality early childhood programs within communities, including the number of qualified staff
- level of school attendance and retention and the number of Year 12 students completing a senior secondary certificate or a training related certificate to assist to transition from higher education to training and work
- the coordination of services for Indigenous youth
- the number of people participating in vocational education and training and graduating into employment
- access and knowledge of broad career pathways and access to relevant training and higher education to ensure that the supply of skilled labour through apprenticeships and traineeships is aligned to the training needs of the region
- the needs of disadvantaged job seekers and very long term unemployed people who are not engaged with training and employment services
- workforce development issues, including future labour market needs resulting from increased activity in mining, including shortages in health and education, tourism and community services.

The key goals of the Kimberley RESJ Plan are to:

- increase awareness of the Australian Early Development Index data to inform early childhood policy and planning development
- assist child care providers to improve the quality of child care service at the regional level, including increasing the number of qualified early childhood staff
- raise the awareness of parents and service providers about high levels of hearing impairment experienced by Indigenous children and the negative impact on language development and future life opportunities
- increase school attendance and the number of Year 12 students completing senior secondary schooling or equivalent, and enhancing opportunities for training and higher education pathways
- improve the coordination of Australian Government and State Government youth services in the region
- increase the number of commencements and completion rates of vocational education training in schools and apprenticeships and traineeships in shortage areas, particularly by Indigenous youth
- increase the number of people participating in vocational training and graduating into employment.
- increase the number of suitably skilled local people, to address emerging skill and labour shortages and to enhance access to future higher level skills development
- increase engagement and employment outcomes of very long term unemployed job seekers, including people with disabilities.

A key component of the RESJ Plan is to work collaboratively with key stakeholders in the region. RDA Kimberley has a broad plan encompassing education, skills and employment opportunities. The Kimberley Development Commission has a mandate to develop strategies for the Kimberley region and inform the Western Australian Government’s investment planning and project implementation.
The National Partnership Agreement on Remote Service Delivery focuses on four sites in Western Australia, all located in the Kimberley region: Halls Creek, Fitzroy Crossing, Beagle Bay and the Bardi Jawi (including Ardyaloon, Djarindjin and Lombadina) on the Dampier Peninsula. The agreement requires agencies to work closely with Indigenous Australians to determine what local services are needed and how services will be provided. The Coordinator General for Remote Indigenous Services oversees all government activity relating to the delivery of services in these locations. The RESJ Plan will monitor and respond to issues relating to education, skills and jobs identified by the Coordinator General in his reports.

Central to Remote Service Delivery is the coordination of government resources. Local Implementation Plans (LIPs) have been developed in collaboration with each of the communities to identify the priorities for each location. These are living documents, and are to be reviewed annually. The RESJ Plan complements the relevant education, skills and labour market components of the LIPs and contributes to the achievement of the economic and social priorities.

This, coupled with the unique and distinct regions of the Kimberley, including the various stages of progress by individual sites, is challenging. The concept of one size fits all is not appropriate, and this RESJ Plan is flexible and responsive to the variety of solutions being offered, along with the emerging aspirations of the Indigenous communities.

The Western Australian Department of Training and Workforce Development has established the Kimberley Regional Workforce Development Alliance, which is currently preparing the Kimberley Regional Workforce Development Plan. The RESJ Plan will contribute to the attainment of the outcomes within the workforce development plan.

In working collaboratively with key stakeholders, the RESJ Coordinator will:

- identify key priority challenges in the Kimberley region and outline local strategies to improve education, skills and jobs outcomes
- harness a range of services and programs offered by DEEWR and other Australian Government agencies
- support the Closing the Gap in Indigenous Disadvantage targets relating to early childhood development, education, youth transition and attainment and employment
- support the Council of Australian Governments’ Reform agenda, in particular the National Education Agreement; Indigenous Reform Agreement; National Agreement for Skills and Workforce Development; and National Partnership Agreement on Youth Attainment and Transition
- progress the relevant DEEWR initiatives arising from the review of Remote Jobs Service Delivery.
Some outcomes achieved by the RESJ Coordinator working with local stakeholders include:

- Partnering in the development of Indigenous Employment Projects to assist Indigenous people who had been long term unemployed into employment. In the West Kimberley, community-building projects in Bidyadanga 200km south of Broome and Looma 250km east of Broome resulted in 11 apprentices and trainees being employed (4 apprentices and 7 trainees). Both these communities are very remote with limited employment opportunities. In the East Kimberley Dadaru Pty Ltd an Indigenous organisation located in the town of Wyndham approximately 100km North-East of Kununurra has trained and employed 30 Indigenous people (27 full time and 3 part time). Of these people 19 continued with Dadaru Pty Ltd after 12 months and three went onto other employment. Of the thirty originally trained, approximately 64 per cent were retained after 12 months.

- Linking opportunities for Parental and Community Engagement (PaCE) projects with the program that build on, increase and encourage parents’ participation in their children’s education, development and wellbeing. A project in Halls Creek is working with mainly disengaged parents to provide them with strategies and resources to actively participate in their children’s education, at school and home as well as their broader development. Around 60 families have attended 26 workshops and activity sessions.

- Working with the Kimberley Success Zone to plan and coordinate the Kimberley Pathways to a Career Forum. The forum held in December 2012 contribute to ‘Closing the Gap’ in Indigenous retention to Year 12. Over 20 participants representing education and training providers, the School Business Community Partnership Broker and Youth Connection providers identified and shared best practice strategies for transitioning youth from school to employment that are being implemented across the region. This information will be shared more broadly through the Kimberley Success Zone.

- Planning and coordinating the Kimberley Early Childhood Education and Care (ECEC) Industry Roundtable in Broome and via videoconference to Kununurra in October 2012 to identify priority issues and strategies to address workforce challenges in the ECEC sector. The forum brought together over 60 representatives from regional early childhood services; industry, employment and training providers and government. Some of the strategies identified included: building local community capacity in the ECEC sector; provision of mentoring opportunities to assist local people particularly Indigenous people to maximise job opportunities; identifying coordinated and flexible training approaches based on need and location to assist with recruitment, training and professional development; working with schools and training providers to promote employment opportunities available in the ECEC sector; and the provision of advocacy and practical assistance for smaller centres to access benefits from larger programs. As a result of the workforce issues raised at the Roundtable a regional workforce planning and development workshop was held in May 2013 to assist to address workforce priorities.

- Facilitating forums in east and west Kimberley with RDA Kimberley to promote opportunities available to employers through Australian Government Skills Connect to support employers meet their current and future workforce needs. The forums involved around 70 representatives from both the Australian and Western Australian Governments, employers and community representatives. 10 employers have engaged with the Drilling, Mining and Construction Industry Skills Council to develop an application for the National Workforce Development Fund.
CHARACTERISTICS OF THE REGION

This section sets out the characteristics of the region identified through a comprehensive environmental scan and local consultations. The information detailed in this section is not exhaustive of the characteristics of the region, but provides an overview and insight to some of the challenges facing the region.

To guide the RESJ Coordinator’s identification of issues and engagement with the community, various data sets have supported the development of this plan. Data used in the development of this plan was sourced from DEEWR, the Australian Bureau of Statistics (ABS) and other relevant sources. Data referred to may have been reformulated and was correct at time of drafting. Different data sets are refreshed at different intervals, for example, unemployment rates are updated monthly for national and state/territory figures and quarterly for regions.

Population

The Kimberley region has an estimated resident population of about 35,000 which represents an increase of around 5500 since 2006 (Census 2011). ABS data shows that almost half of the people live in the Shire of Broome (44%), followed by the Shires of Derby/West Kimberley (24%), Wyndham/East Kimberley (22%) and the Shire of Halls Creek (10%).

According to the Western Australian Department of Indigenous Affairs, the region is the traditional land of a number of Indigenous groups. Many Indigenous people have returned to their traditional homelands and the Department of Indigenous Affairs estimates that over 30 Indigenous languages and dialects are spoken, with many communities maintaining their traditional customs. There are over 200 Indigenous communities in the Kimberley and many Indigenous people live in towns. The Indigenous people have a strong cultural connection to the land.

Between 2006 and 2011 the region experienced the fastest population growth rate of any region in Western Australia with an increase of nearly 18 per cent. This figure is higher than Western Australia’s overall population growth rate of 14.2 per cent and much higher than the Australian growth rate of 7.9 per cent for the same period.

The Statistical Local Areas (SLAs) of Broome, Derby/West Kimberley, Halls Creek and Wyndham/East Kimberley, used by the ABS, equate to the LGAs of the same names.

A very large proportion of the population in the Kimberley is considered to be highly disadvantaged. Three of the four SLAs in the Kimberley fall in the lowest Socio-Economic Indexes for Areas (SEIFA) index for disadvantage across Western Australia and Australia. Broome is slightly less disadvantaged falling in the second lowest decile on the SEIFA index of disadvantage across Western Australia and Australia. The Shire of Halls Creek is the most disadvantaged SLA in Western Australia; the Shire of Derby/West Kimberley is ranked sixth in Western Australia for levels of disadvantage.
The 2011 Census indicates that the region has a young population relative to Western Australia and Australia as a whole. The overall median age for the Kimberley (30 years) is well below that for the state (36 years). Nearly half of the region’s residents are aged 15-44 (47.8%) compared to 42.8 per cent for Western Australia and 41.4 per cent for Australia. Children aged 0-14 made up 24.6 per cent of the population compared to Western Australia 6.8 per cent and Australia 6.6 per cent. The population in the region aged 65 years and over is (4.8%) and is significantly lower than Western Australia 12.3 per cent and Australia 14.0 per cent.

Due to the relatively young population, key priorities for the region are youth attainment and transition to post school education, post school training and employment; the need for a coordinated approach to addressing the levels of disparity and gaps in service provision for young people; and early intervention and prevention. The RESJ Coordinator will continue to work closely to coordinate DEEWRs efforts with relevant key stakeholders to improve services for youth.

**Indigenous population**

Nearly half the resident Kimberley population is Indigenous, representing approximately one-quarter of the state’s total Indigenous population. The Shire of Halls Creek has the largest proportion of Indigenous people of any Local Government Area in Western Australia (80%) (2011 Census). The median age for Indigenous people in Halls Creek is 21 years.

According to the 2011 Census, the age distribution of people living in the Kimberley shows that the majority of people aged 0-24 identified as Indigenous. Importantly, Indigenous residents also accounted for the majority of people in age groups where people typically enter the workforce (15-24 years of age). By contrast, the population of people in their prime working age (25 to 54 years of age) was predominantly made up of people from a non-Indigenous background. The median age for the Indigenous population in the Kimberley region is 23 years compared to Western Australia 22 years.

Large numbers of children in the region live in low socio-economic conditions and in remote areas in the region. Many speak local Indigenous languages; as a result, a large percentage of Indigenous children in the Kimberley come to school with limited or no English. There is a relatively high incidence of hearing impairment that impacts on the development of language and learning outcomes.

Many children in the Kimberley may be affected by Fetal Alcohol Spectrum Disorders (FASD). The exact number is unknown. Children with FASD often have developmental, behavioural and learning problems and do not perform well at school. The Australian Government has provided funding for the George Institute for Global Health and the University of Sydney to conduct Australia’s first ever prevalence study of FASD in Fitzroy Crossing in the West Kimberley. The report is due to be released in the second half of 2013.
Early childhood education and care

Australian Early Development Index

The Australian Early Development Index (AEDI) measures young children’s development across five domains: physical health and well-being; social competence; emotional maturity; school-based language and cognitive skills; and general knowledge. 2009 AEDI data indicated that at a national level 23.6 per cent of children were vulnerable on one or more domains and 11.8 per cent were vulnerable on two or more domains.

The number of children surveyed who were vulnerable in two or more of the five domains was high in the Kimberley RDA region compared to the whole of Australia. The results for children surveyed ranges from 39 per cent in Halls Creek to 16.9 per cent in Broome who are vulnerable on two or more of the domains.

Of particular concern are the AEDI results for language and cognitive skills in the region. However, it is noted that there is a large number of children whose first language/dialect is not English (language of instruction at school) therefore this result should be interpreted with caution.

DEEWR will work closely with the RDA Kimberley, the Western Australian Department for Communities and the local early year’s network and Aboriginal parents to create better connections between child care providers and other local stakeholders, and to discuss and develop new strategies to improve early childhood development outcomes.

Child care services

Currently there are approximately 500 long day care places available in the Kimberley, through 11 services at six locations. Services in Broome represent nearly two-thirds of the current places, with about 15 per cent of places being provided in Kununurra. The remainder of the places are provided in the other four locations of Derby, Halls Creek, Fitzroy Crossing and Wyndham.

Since the commencement of the Remote Service Delivery (RSD) model in the Kimberley there are more child care places available as new facilities are constructed in RSD locations and Kununurra. Unmet demand for child care and a lack of affordable child care places may impact on labour market participation particularly women.

Access to quality child care is an important means of achieving both social and economic outcomes. At an industry roundtable held in Broome in October 2012 a broad cross-section of stakeholders from across the Kimberley worked together to identify workforce challenges and propose strategies to support the child care education and care sector in the region.
Some of the significant issues identified include:

- Access to flexible and appropriate training and skills development for local early childhood and child care workforce.
- Participation in early years child care by Indigenous children.
- Difficulty in attracting and retaining qualified staff, particularly Indigenous staff.
- Child care centres experiencing challenges meeting the new requirements under the National Quality Framework for Early Childhood Education.
- The high cost and access to child care. Coordination of information recognising and promoting the early childhood and child care sector.
- On-site mentoring and support for trainees and educators.
- Lack of integrated/holistic planning around service provision including affordable housing.

The RESJ Coordinator will continue to work with stakeholders to progress the outcomes of the 2013 ECEC industry roundtable. An ECEC Kimberley workshop focusing on Workforce Planning was held in May 2013. The workshop was held in Broome and broadcast to locations in Kununurra, Fitzroy Crossing, and Derby.

**National Partnership Agreement on Indigenous Early Childhood Development**

The National Partnership Agreement on Indigenous Early Childhood Development commits $564 million over six years to improve outcomes for Indigenous children in the early years. Under Element 1, $292.62 million is being spent over six years to establish 35 children and family centres across Australia. Western Australia has been allocated $42.35 million for children and family centres, including centres in Halls Creek, Fitzroy Crossing and Kununurra in the Kimberley.

**National Partnership Agreement on Early Childhood Education**

The National Partnership Agreement on Early Childhood Education provides for increased universal access to early childhood education for disadvantaged children. The Australian Government has committed to an increase from 11 hours to 15 hours per week with a focus on increasing access for Aboriginal children in remote communities. Additional qualified child care workers will be needed for these services to operate. The Kimberley was in the first tranche of regions to implement the additional hours of kindergarten.

**Indigenous Remote Service Delivery Traineeships**

From July 2010 to June 2013, trainees aged between 15 and 24 are being placed in Indigenous Remote Service Delivery Traineeships for schools and child care in remote Indigenous communities. Trainees are employed in child care services in Broome, Fitzroy Crossing, Ardyaloon, Beagle Bay, Ngallungunda and Ringers Soak via Halls Creek.
School education

School attendance
Analysing attendance rates for schools across the region provided on the My School website suggests that only around 40 per cent of secondary schools in the Kimberley region achieve over 80 per cent attendance.

Information provided by the Western Australia Department of Education on its Schools Online website indicates that the attendance rates for all year groups in the region in 2012 is around 77 per cent. For non-Indigenous students the attendance rate is approximately 91 per cent while the rate for Indigenous students in all year groups is about 68 per cent. The attendance rate for primary schools in the region is 81 per cent. The figure falls to 68 per cent for secondary schools. The average attendance rate for all government schools in Western Australia was 92 per cent for primary and 88 per cent for secondary schools in 2012.

At the time of the 2011 Census, there were lower levels of school attendance for Indigenous teenagers (aged 15-17 years) in the Kimberley (59%) when compared with non-Indigenous teenagers of the same age (76%). The greatest disparity in school attendance was between Indigenous and non-Indigenous teenagers at 16 years of age. Overall the Halls Creek LGA had the lowest level of attendance for teenagers aged 15-18 years (51%). The rate of attendance was similar for male and female Indigenous teenagers (59% and 60% respectively). Education providers are implementing a number of initiatives to better manage student attendance in the region. For example, the Kimberley Student Tracking Initiative involves all schools in the region working together to share information and improve attendance rates. DEEWR’s Parental and Community Engagement (PaCE) Program has also contributed to improving attendance rates, by helping families to engage with schools.

Year 12 attainment
At the time of the 2011 Census, 55 per cent of 25 - 34 year olds in the Kimberley ESA had completed Year 12. This was considerably lower than Western Australia overall (70%). The Broome LGA had the highest level of Year 12 attainment in the Kimberley ESA (62%). The lowest rates of Year 12 attainment were in the Halls Creek LGA (36%) and the Derby-West Kimberley LGA (46%). A number of students from across the Kimberley attend boarding schools in Broome and other schools in the south of Western Australia and Australia. There is substantial Australian Government Hostel accommodation in Kununurra and extensive state-funded boarding facilities in the region to support students from remote areas of the region.
**WA Government education sector**

The Western Australian Department of Education identifies about 5440 students enrolled in 22 government schools in the Kimberley region (including kindergarten, primary schools and secondary schools).

There is one senior high school (including Year 11-12) located in Broome that has access to adjacent, hostel accommodation. District high schools (up to Year 10) are located in Derby, Fitzroy Valley, Halls Creek, Kununurra and Wyndham. These schools provide Year 11 and 12 programs for a small number of students which can be supplemented with enrolment at the School for Isolated and Distance Education. The Kimberley School of the Air (KSOA) which broadcasts from Derby had 59 enrolments in 2012. Total student enrolment in Years 8-12 in the region in September 2012 was around 1400 of which 896 (64%) were Indigenous.

There are 13 remote community schools in communities such as Bidyadanga, Wangkatjungka, La Grange, Dawal, Wananami, Kalumburu and One Arm Point that accept secondary enrolments. These schools aim to engage students and prepare them for further secondary education outside the community.

There is extensive teaching of Aboriginal languages in schools across the Kimberley. At least two schools in Broome teach Indonesian.

**Non-government education sector**

There are 13 Catholic schools in the Kimberley with a K-12 enrolment of about 1800 students. About 65 per cent of these students are Aboriginal.

There are seven Catholic schools that have secondary students, however only one is a specific senior secondary school, St Mary’s College, located in Broome. Students from St Mary’s have access to hostel accommodation located next to Broome Senior High School. There are a small number of secondary school students at the other Catholic schools including: Djarindjin Lombadina Catholic School, Sacred Heart School, Kururrungku Catholic Education Centre and Luurnpa Catholic School in Balgo.

In addition, small groups of secondary students attend the six primary Aboriginal independent community schools (AICS) in Yakanarra, Yiyili, Purnululu, Derby (Nyikina Mangala), Fitzroy Crossing (Kulkarriya) and Wulungarra. All these schools are Remote community schools.

**Smarter Schools National Partnership Agreement on Low Socio-economic Status School Communities**

The National Partnership Agreement on Low Socio-economic Status School Communities aims to transform the way schooling takes place in participating schools and addresses the complex challenges facing students in disadvantaged communities. This is a joint initiative between the Australian Government, the Western Australian Department of Education, the Catholic Education Office and the Association of Independent Schools of Western Australia.

All primary schools in the Kimberley, including Aboriginal independent community schools in Yakanarra, Yiyili, Purnululu, Derby (Nyikina Mangala) and Fitzroy Crossing (Kulkarriya), are participating in this national partnership. These schools are funded to explore innovative measures to improve learning outcomes for students from disadvantaged backgrounds. Central to these activities are partnerships with parents, other schools and businesses.
National Partnership Agreement on Literacy and Numeracy

The Australian Government is providing $243.9 million for a new National Partnership on Improving Literacy and Numeracy (ILNNP) to support participating schools during the 2013 school year. The ILNNP aims to improve the outcomes of students, including students from disadvantaged backgrounds and Aboriginal and Torres Strait Islander students, who are falling behind in literacy and numeracy. It will sustain the momentum of the initial Literacy Numeracy National Partnership (which concluded in December 2012) and support states and territories to expand the implementation of proven effective literacy and numeracy strategies in schools where under-performance persists.

Participating schools are being finalised with state/territory and non-government education authorities. The new National Partnership will also support the ongoing expansion of the Teach Learn Share Evidence Base, which is becoming a valuable online repository, providing a national platform for educators to share their effective approaches to literacy and numeracy teaching and learning.

Focus Schools Next Steps Initiative

The Focus Schools Next Steps Initiative is an Australian Government commitment of $30 million over two years beginning 2012 to directly assist 101 specially selected schools across Australia to improve the attendance and literacy and numeracy results of Indigenous students. This investment has provided extra assistance to kick start the implementation of success factors aimed at lifting the attendance, engagement and educational achievement of Aboriginal and Torres Strait Islander students. The initiative is being delivered at Kulkarriya Aboriginal Independent Community School in the region.

Trade Training Centres

The Trade Training Centres (TTC) in Schools Program (the Program) will provide $2.5 billion from 2008 to 2018 to enable secondary schools across Australia to seek funding for TTCs. The Program allows students from Years 9-12 to access vocational education and training through TTCs to give them a broader range of options to help improve Year 12 retention rates and enhance pathways into vocational careers. The Program supports the implementation of the National Trade Cadetship initiative, which will be an option for students in Years 9-12 under the National Curriculum and will be delivered through TTCs and other accredited training providers.

The Program has established two TTCs in the Kimberley region.

- Broome Senior High School received funding for a training facility that includes workshop space for painting and decorating and building construction wet trades training; and a workshop and outdoor concrete hardstand work area. A Certificate III qualification in carpentry will be delivered through this TTC.
- Luurnpa Catholic School, located in Balgo, received funding to refurbish two existing buildings and develop facilities for building and construction, metals and engineering, kitchen operations and horticulture. Through this program, an integrated horticulture training and production facility is being developed.

The education sector has undertaken a review of flexible options for the TTCs in Schools Program to better suit the requirement of the Kullarri region in the Kimberley. A flexible model of a mobile service delivery unit has been proposed by the education providers rather than a fixed structure model to meet the needs of the smaller communities in this region.
Kimberley Success Zone
The Kimberley Success Zone was established to support all government and non-government schools in the region to improve outcomes for Indigenous students. The Success Zone concept is an organisation approach designed within local contexts to help mobilise school leaders and teaching workforce to improve outcomes for Indigenous students. The initiative identifies strategies to accelerate improved education outcomes for Indigenous students, including sharing best practice between schools through professional development, interaction with the community and capacity building measures.

Priorities include a focus on literacy and numeracy teaching, student attendance and engagement, community engagement, leadership and assisting students with special needs.

The Kimberley Success Zone Management Committee comprises six school principals representing the government, Catholic and independent sectors, across all areas of the Kimberley. The committee has an evidence-based approach in developing common goals and targets for the region. There are explicit links between this activity and the National Partnership on Low Socio-economic Status School Communities through school plans.

National Partnership Agreement on Youth Attainment and Transitions
The National Partnership Agreement on Youth Attainment and Transitions aims to increase the educational engagement and attainment of young people and to improve their transition to post-school education, training and employment through immediate, determined action supported by broader long-term reform. Multiple learning pathways, career development and mentoring are addressed through these reforms.

The Youth Connections and School Business Community Partnership Brokers programs are two initiatives targeting stronger engagement in education and training in the region. The Youth Connections program provides support to young people who have dropped out of school (or at risk of doing so) to continue with their education with an aim of attaining Year 12 or its equivalent. The program is delivered by providers who work with local organisations to identify the challenges facing young peoples’ educational engagement and work with them to find solutions.

The School Business Community Partnership Brokers program is designed to build community capacity and infrastructure and to improve community and business engagement with schools.

The RESJ Coordinator is working with relevant stakeholders to continue to support this initiative.
Indigenous Ranger Cadetship

Twelve regional and remote schools will receive funding of up to $500,000 each to take part in the Indigenous Ranger Cadetship pilot. The Indigenous Ranger Cadetship pilot is part of the Australian Government’s commitment to Building Australia’s Future Workforce and aims to assist Indigenous young people complete school and encourage further study, training, jobs and careers in land, sea and natural resource management.

The pilot will provide culturally-relevant school-based learning, develop industry appropriate skills for employment and assist in closing the gap between Indigenous students and all students Year 12 attainment rates by 2020. Kununurra District high School, Broome Senior High School and Fitzroy District Senior High School in the Kimberley are participating in the Indigenous Ranger Cadetship pilot. The school-based program of study will be based on the Certificate I in Conservation and Land Management as well as selected Units from the Certificate II in Conservation and Land Management.

Tertiary education and training

Participation in tertiary education and training

In the Kimberley ESA for those aged 25 to 34 years in the Kimberley ESA who had not completed Year 12 there was a low participation rate (51.6%) and a high unemployment rate (12.9%) (Census 2011).

The 2011 Census identified that the proportion of people with post school qualifications in the Kimberley Region has increased from about 33 per cent of people over the age of 15 indicating they had at least a Certificate I or II qualification in the 2006 Census to 47 per cent in 2011. Although the participation rate was higher for those who had not completed Year 12 but had attained a Certificate Levels I or II qualification, the unemployment rate was even higher (18.8%).

There is a considerably lower proportion of people over the age of 15 who have a tertiary qualification at advanced diploma level or higher (i.e. advanced diploma, diploma, bachelor, graduate diploma, graduate certificate or post graduate) in the Kimberley compared to Western Australia and Australia. In the Kimberley, 35 per cent of people over the age of 15 have at least an advanced diploma qualification; by comparison, this is much higher for Western Australia 45 per cent and nationally, about 48 per cent.

Unemployment rates are considerably lower for those who have completed Year 12 and those who have gone on and attained Certificate Levels III and IV. They also improve for those who have completed tertiary education at the advanced diploma and diploma level or bachelor degree or higher level.

Approximately 51 per cent of all apprenticeships or traineeships commenced in the Kimberley in 2012 were commenced by Indigenous people.

Higher education options in the region

The higher educational facility in the region, Notre Dame University (Australia), has a campus located in Broome and offers undergraduate and postgraduate courses in nursing, education and Aboriginal studies. Specific courses have been developed to support increased tertiary participation by students from low socio-economic backgrounds, including Indigenous students. Support services, including outreach programs, tertiary preparation programs and programs to help the articulation between vocational and tertiary education, are also provided for students.
**Delivery of vocational education and training in the region**

The Kimberley Training Institute (KTI) has approximately 70 per cent of the market share in the Kimberley with six campuses located in the towns of Broome, Kununurra, Derby, Fitzroy Crossing, Halls Creek and Wyndham.

In 2012 KTI had around 4700 students of whom 57 per cent were Aboriginal. The Institute has two centres of excellence – the Broome Aquaculture Centre and the Broome Maritime Simulator Centre. Vocational education and training programs are provided locally, nationally and internationally to meet the demands of industry, remote communities, schools, individuals and the larger populated centres of Broome, Derby, Fitzroy Crossing, Halls Creek, Kununurra and Wyndham. In 2011 the Institute had a growth of 37 per cent. This growth positioned the Institute as one of the fastest growing State Training Providers in Australia. In 2012 KTI achieved the highest level of student satisfaction in Western Australia. The Kimberley Training Institute offers over 140 different courses in a range of innovative training programs. Much of this training is delivered in partnership with employers, Indigenous organisations, government agencies and employment services. Indigenous support services are provided and flexible delivery strategies are used.

**Jobs, skills and workforce development**

**Employment Service Area**

The Kimberley Employment Service Area (ESA) comprises the Broome, Derby/West Kimberley, Halls Creek and Wyndham East Kimberley LGAs. Job Services Australia providers are contracted by the Australian Government to deliver employment services to help job seekers prepare for and obtain employment, particularly the disadvantaged.

**Remote Employment Services**

There are complex barriers to gaining employment in remote areas. Commencing on 1 July 2013, the new Remote Jobs and Communities Program (RJCP) will provide a more integrated and flexible approach, providing better participation and employment services for people living in remote areas of Australia. There are five RJCP regions in the Kimberley. Two are in the East Kimberley, Halls Creek/Tjurabalin and East Kimberley and three are in the West Kimberley, Kullarri, Derby/Gibb River and Fitzroy Valley. The servicing area excludes the excised non-remote area of Broome.

**Unemployment and participation**

The unemployment rate in the Kimberley in December 2012 is 6.1 per cent, compared to 4.0 per cent for Western Australia and 5.4 per cent nationally. Within the Kimberley Employment Service Area (ESA) there is considerable variance in the unemployment rate. The Broome LGA has an unemployment rate close to that for Western Australia, while the Halls Creek LGA has an unemployment rate over four times that for the state rate (DEEWR, Small Area Labour Markets, December 2012).

Table 1 shows that the unemployment rate has decreased in two LGAs in the region over the 12 months prior to December 2012 but remains high outside the Broome SLA.
Table 1: Unemployment rates for Statistical Local Area in the Kimberley region

<table>
<thead>
<tr>
<th>Statistical Local Area</th>
<th>Unemployment rate (%) December 2012</th>
<th>% change in past 12 months</th>
<th>Labour Force size</th>
</tr>
</thead>
<tbody>
<tr>
<td>Broome (S)</td>
<td>4.2</td>
<td>0.2</td>
<td>8711</td>
</tr>
<tr>
<td>Derby /West Kimberley (S)</td>
<td>6.5</td>
<td>-0.3</td>
<td>4106</td>
</tr>
<tr>
<td>Halls Creek (S)</td>
<td>16.3</td>
<td>-1.3</td>
<td>1532</td>
</tr>
<tr>
<td>Wyndham-East Kimberley (S)</td>
<td>5.9</td>
<td>0.1</td>
<td>4387</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td></td>
<td>18,736</td>
</tr>
</tbody>
</table>

*S = shire
Source: DEEWR Small Area Labour Markets data, December 2012

In September 2012, the Shires of Halls Creek and Derby/West Kimberley had unemployment rates of 13.3 per cent and 5.4 per cent respectively with an increase in the unemployment rate in December 2012 to 16.3 per cent and 6.5 per cent. The small size of the labour force in these remote locations can cause significant changes to quarterly employment numbers. This was evident in the high increase in the unemployment figures in December 2012 in these locations following an increase in registered job seekers and school leavers.

The 2011 Census identified that Indigenous persons accounted for 38 per cent of the working age population (aged 15 - 64) in the Kimberley ESA, a figure far higher than that for Western Australia overall (3%). At the same time the unemployment rate for the Indigenous working age residents in the Kimberley ESA was 15.5 per cent, more than seven times the unemployment rate for non-Indigenous residents (2.2%). The participation rate in the region for the Indigenous population was also well below that for the non-Indigenous population.

In some areas within the Kimberley ESA the disparity was even more marked. In particular, the Indigenous population in the Halls Creek LGA had a very high unemployment rate (24.2%) and low participation rate (35.3%), while the non-Indigenous population in the Halls Creek LGA had better labour market outcomes than the non-Indigenous population at the state level. Refer to Table 2.
Table 2: Indigenous labour market outcomes for the working age population in the Kimberley region

<table>
<thead>
<tr>
<th>Statistical Local Area</th>
<th>Indigenous proportion of total population (%)</th>
<th>Unemployment Rate (%)</th>
<th>Participation Rate (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Indigenous</td>
<td>Non-Indigenous</td>
</tr>
<tr>
<td>Broome</td>
<td>28</td>
<td>16.5</td>
<td>2.3</td>
</tr>
<tr>
<td>Derby-West Kimberley</td>
<td>44</td>
<td>9.3</td>
<td>1.9</td>
</tr>
<tr>
<td>Halls Creek</td>
<td>73</td>
<td>24.2</td>
<td>1.8</td>
</tr>
<tr>
<td>Wyndham-East Kimberley</td>
<td>32</td>
<td>16.4</td>
<td>2.0</td>
</tr>
<tr>
<td>Kimberley ESA</td>
<td>38</td>
<td>15.5</td>
<td>2.2=</td>
</tr>
<tr>
<td>Western Australia</td>
<td>3</td>
<td>17.9</td>
<td>4.5</td>
</tr>
</tbody>
</table>

Source: ABS, Census of Population and Housing, 2011

Jobless families (with children under 15 years of age) are families where no parent is employed. At the time of the 2011 Census, some 30 per cent of families in the Kimberley did not have an employed parent, more than double the figure for Western Australia overall (12%). The rate of joblessness for couple families in the Kimberley (16%) compared with the state figure (4%). Joblessness was most prevalent for families living in the Halls Creek LGA, with 60 per cent of all families having no employed parent.

At the time of the 2011 Census, 35 per cent of young adults (persons aged 20 to 24 years) in the Kimberley ESA were neither working nor studying (59 per cent in the Halls Creeks LGA). This figure was notably higher when compared with Western Australia (12 per cent).

There is a direct link to education attainment and participation in the labour market. Most new jobs require post school education qualifications. At the time of the 2011 Census, 35 per cent of young adults (persons aged 20-24 years) in the Kimberley were neither working nor studying. The figure for Halls Creek LGA was 59 per cent and for Western Australia 13 per cent.

For young adult males in the Kimberley ESA, 23 per cent were not in the labour force and not studying and a further 7 per cent were unemployed and not studying. For young adult females, 35 per cent were not in the labour force and not studying and a further 5 per cent were unemployed and not studying.

Targeted programs and strategies are being developed and implemented to support economic development, infrastructure and social issues that are evident in remote Indigenous communities in the region. Further opportunities to assist enterprise development will continue to be identified through the Indigenous Employment Program.

**Registered job seekers**

According to DEEWR labour market information portal, there are currently around 4200 registered job seekers in the Kimberley ESA, a decrease of 7.2 per cent from 2006. At the time of the 2011 Census, some 38 per cent of the working age population living in the Kimberley ESA identified as Indigenous.

The average Kimberley job seeker is 32 years of age, slightly younger than that for Western Australia generally and Australia as a whole. The average duration of registration for job seekers is 31 months in the Kimberley, compared with Western Australia (28 months) and Australia (23 months).
Many job seekers are assessed to determine the level of support they require from Job Services Australia (JSA) providers. Some may be assessed as job ready while others require more employment training and support. Many job seekers in the region have been assessed as being disadvantaged and having multiple barriers to employment requiring intensive support in order to be work ready. The majority of these job seekers are Indigenous people. Derby has the highest proportion of Indigenous job seekers, followed by Broome, Fitzroy Crossing and Halls Creek.

In December 2012, over a quarter (28%) of working age population in the Kimberley were in receipt of a Centrelink benefit. The figure for Western Australia was much lower at 12 per cent. Some 10 per cent of the working age population in the Kimberley ESA were in receipt of an unemployment benefit, above the state figure (4%). Of these 88 per cent were Indigenous. In the Halls Creek LGA, 48 per cent of the working age population were in receipt of a Centrelink benefit, four times the figure for the state overall (12%). Of these recipients, 97 per cent were Indigenous. Ten per cent of the working age population in the Kimberley are on a Disability Support Pension compared with 4 per cent for Western Australia (2011 Census; DEEWR administrative data, December 2012).

The most significant barrier to employment for job seekers is low educational attainment, with at least one quarter having Year 10 or less completion of school education. Significant proportions of job seekers are youth (aged 21 years or below), ex-offenders, homeless or have a disability. Many job seekers are not competent English speakers and have health issues that can impact on job readiness. It is important that employment programs lead to sustainable jobs and further education and training. Strategies to lift the productivity of the local labour force could focus on two groups:

- unskilled, disadvantaged job seekers who require intensive support, pre-employment training and accredited training to become more employable and work ready; and
- upskilling of existing employees and skilled job seekers who require access to information on job opportunities

Two services in the region support under the Disability Employment Services (DES) program. This program provides individualised support for job seekers who are eligible to access DES.

Three JSA’s providers currently operate across the Kimberley region. From 1 July 2013 this figure will decrease to two JSAs operating in Broome due to the commencement of the RJCP. Job seekers can register through these JSA providers in the excised area of Broome or through RJCP in the five remote Kimberley RJCP regions.

The Australian Government provides funding to assist Indigenous job seekers to gain employment through the Indigenous Employment Program (IEP). The IEP supports a broad range of activities that are responsive to the needs of employers, Indigenous Australians and their communities.

**Demand for labour and skills**

There has been a 14 per cent increase in jobs in the region in the past five years with a considerable reliance on non-local labour by employers in the Kimberley ESA. At the time of the 2011 Census, 17 per cent of those who reported their workplace as being inside the Kimberley ESA resided outside the ESA, and increase of 2 percentage points from 2006. Some 8 per cent of the Kimberley ESA’s workforce came from Perth (Census, 2011)
According to the 2011 Census, there are relatively large numbers of labourers and tradespeople in the region. From 2006 to 2011 employment in mining grew by 47 per cent and construction grew by 64 per cent. Mining workers living outside the Kimberley ESA accounted for 6 per cent of the area’s total employment. The construction industry and accommodation and food services industry also had large non-local workforces. The demand for tradesperson in regional and remote Western Australia is likely to continue. With the mining and construction sectors being prominent sources of employment, current demand is creating many local and Fly-In, Fly-Out (FIFO) job opportunities. Many people are employed as labourers and in technical and trades jobs.

Fly-In, Fly-Out and Drive-In, Drive-Out (DIDO) is a work arrangement that enables workers to connect to employment opportunities in locations that they may otherwise be unavailable to them. FIFO/DIDO arrangements are increasingly common for employment in regional and remote areas of Australia. Within the Kimberley ESA it is common for a large part of the workforce to live outside the LGA in which they work. This is most apparent for the Derby-West Kimberley, and Halls Creek LGA. An example of FIFO arrangement in the Kimberley involves Indigenous people from the Dampier Peninsula working in Pilbara mines. While generally associated with the mining and gas industries people working in other industries such as construction and health, also engage in FIFO arrangements.

In August 2011 the House of Representatives Standing Committee on Regional Australia began an inquiry into the experience FIFO and DIDO workers in regional Australia. The committee examined the extent and projected growth of FIFO/DIDO; the impact of FIFO/DIDO on individuals, communities and companies; long term strategies for economic diversification in towns with large FIFO/DIDO workforces; and provision of services, infrastructure and housing availability for FIFO/DIDO employees. The report was tabled in Parliament by the committee in February 2013.

**Employers in the Kimberley**

At the time of the 2011 Census, the health care and social assistance industry was the largest employing industry in the Kimberley ESA, accounting for 13 per cent of total employment with education and training accounting for 12 per cent of total employment. The mining industry, the third largest employer, accounted for a far greater proportion of employment in the ESA (10%) when compared with Australia overall (2%).
Table 3: Major employers in the Kimberley region, by industry and place of work

<table>
<thead>
<tr>
<th>Industry</th>
<th>No. of employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health care and social assistance</td>
<td>1895</td>
</tr>
<tr>
<td>Education and training</td>
<td>1742</td>
</tr>
<tr>
<td>Mining</td>
<td>1534</td>
</tr>
<tr>
<td>Public administration and safety</td>
<td>1401</td>
</tr>
<tr>
<td>Construction</td>
<td>1313</td>
</tr>
<tr>
<td>Accommodation and food services</td>
<td>1271</td>
</tr>
<tr>
<td>Retail trade</td>
<td>1126</td>
</tr>
<tr>
<td>Other Services</td>
<td>972</td>
</tr>
<tr>
<td>Transport, Postal and Warehousing</td>
<td>846</td>
</tr>
<tr>
<td>Agriculture, forestry and fishing</td>
<td>651</td>
</tr>
<tr>
<td>Administrative and Support Services</td>
<td>519</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>349</td>
</tr>
</tbody>
</table>


There is considerable variability in the extent to which Indigenous workers are represented across the major industries in the Kimberley. At the time of the 2011 Census, some 38 per cent of the working age population living in the Kimberley identified as Indigenous. In general this population is underrepresented in the workforce. The education and training (30%) and health care and social assistance (26%) both have a relatively high proportion of workers who are Indigenous. Conversely, the Indigenous population is notably underrepresented in the accommodation and food services, retail trade, and mining industries (2011 Census).

In November 2012 DEEWR undertook a survey and collected responses from employers across the Kimberley ESA. Analysis of employer recruitment experiences shows that recruitment activity is very high suggesting that there are high levels of staff turnover and seasonality in the region. Annual recruitment levels (66 vacancies per 100 staff) were more than three times higher than other regions surveyed. A substantially higher proportion of employers also reported difficulties retaining staff (24%). Fifty five per cent of recruiting employers surveyed received job applicants from an Indigenous person and two thirds of these filled vacancies with Indigenous applicants.
In the 12 months following the survey, 61 per cent of employers stated their intention was to recruit staff, with 32 per cent doing so to increase staff numbers. Higher demand for products/services (48%) and seasonality (34%) were the main reasons given for employers intending to increase staff number in 12 months. Applicant numbers varied across occupation groups with competition particularly low for community and personal service workers, machinery operators and drivers and technicians and trades workers vacancies. Many employers reported hiring Indigenous workers. Almost one in five employers had an apprentice or trainee when the survey was undertaken. Forty per cent reported experiencing challenges employing apprentices or trainees with over half reporting apprentices and trainees lacked general work readiness.

The results of the survey indicate that there are skilled and unskilled job opportunities within the region. Importantly, employers have highlighted that job seekers need to be reliable, motivated, have good communication skills, confidence, ability to work in a team and have the prerequisite skills and qualifications. Some of the challenges identified by employers include poor literacy and numeracy; basic work readiness and absences from the workplace. DEEWR will continue to work with education and training providers and employers in partnership with local JSA, DES and RJCP providers to assist job seekers to transition into employment.

**Kimberley Regional Workforce Development Plan**

The Kimberley Regional Workforce Development Alliance (KRWDA) is overseeing the development and implementation of the Kimberley Regional Workforce Development Plan 2012–2015. The plan provides strategic guidance to government, industry and the community regarding the future workforce needs of the region.

**Aboriginal Workforce Development Strategy**

The Government of Western Australia has established an Aboriginal Workforce Development Centre in the West Kimberley to implement the Training Together-Working Together Aboriginal Workforce Development Strategy. The centre works in partnership with organisations providing employment, career training and mentoring services to employees, job seekers and those transitioning to employment. The Aboriginal Workforce Development Centre, located in Broome, provides these services in the West Kimberley.

**Other characteristics**

Expansive distances between major population centres, coupled with large numbers of isolated, small, Aboriginal communities and the remoteness of local industries to major domestic markets, present the Kimberley with unique challenges in providing appropriate infrastructure, particularly maintenance of roads and transport for people to access services and training facilities.
**Housing affordability and availability**

One of the challenges in the region is the provision of high quality housing for families to assist to improve health, education and employment opportunities. Availability of housing for employees from government and non-government organisations and the high rental costs impact on service delivery and have been identified as issues in Remote Service Delivery sites. The cost of transport and the availability of skilled workers in the construction industry add upward pressure to the cost of housing and, in turn, affect rental availability and home ownership for low income earners and the unemployed.

**Ord-East Kimberley River Expansion Project**

The Ord-East Kimberley Expansion Project is providing a range of Indigenous employment and training opportunities for the most severely disadvantaged as a result of a partnership between the Australian and State Governments, major contractors and the Miriuwung and Gajerrong traditional owners.

The benefits of the Ord final agreement will extend to the community, expanding the region’s economic base, increasing jobs and providing increased wealth through the improved participation of the Miriuwung and Gajerrong people in the local economy.

**National Broadband Network (NBN) and the Digital Television**

Many regional and remote locations across Australia including the Kimberley are benefiting from a number of digital productivity initiatives including the Digital Local Government; Digital Hubs and the Digital enterprise programs. Improving access to telecommunications for Australians living in remote Indigenous communities will occur through the provision of public internet access and training opportunities, as well as the installation and maintenance of community phones.

The Kimberley RESJ Coordinator is working with the Western Australian Department of Training and Workforce Development, registered training organisations, contractors, JSA and RJCP providers to identify workforce and training opportunities for Indigenous people in the Kimberley to prepare for the switchover to digital television and the NBN rollout in the region.

The NBN cable will service the six Kimberley towns of Broome, Derby, Fitzroy Crossing, Halls Creek, Wyndham and Kununurra. Remote communities will use satellite access.
ISSUES, GOALS AND STRATEGIES

This section sets out the issues and goals identified through local consultation. It also details the specific strategies that will help achieve the community’s objectives. The issues and strategies will be reviewed and may be modified throughout the implementation of the plan to June 2014 to ensure they respond to emerging issues and opportunities or changing community or government priorities in the Kimberley RDA region.

The programs and stakeholders listed in the following tables are indicative only. Both may vary over time and any listing does not guarantee either the availability of program funding or stakeholder involvement.

Colour codes indicate how each issue relates to the four key themes of the Regional Education, Skills and Jobs Plans initiative:

- Early childhood education and care
- School education
- Tertiary education and training
- Jobs, skills and workforce development

The numbering of each issue is for ease of reference only and does not indicate its priority within the region. They are generally sequenced according to the life cycle of the four key themes listed above.
**Issue 1**  Children have high levels of vulnerability on the Australian Early Development Index domains.

**Goals:**
- *Increase awareness of the Australian Early Development Index data to inform early childhood policy and planning.*
- *Improve the quality of child care service at the regional level and increase the number of qualified early childhood staff.*
- *Ensure parents and service providers have an understanding of the impact of hearing loss on learning outcomes and the life opportunities of children.*

<table>
<thead>
<tr>
<th>Early childhood education and care</th>
<th>Tertiary education and training</th>
<th>Jobs, skills and workforce development</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Strategies</strong></td>
<td><strong>Stakeholders</strong></td>
<td><strong>Programs</strong></td>
</tr>
</tbody>
</table>
| Raise awareness of the Australian Early Development Index (AEDI) and Conductive Hearing Loss (CHL) by:  
  - identifying stakeholders within the region who would benefit from knowledge of the AEDI outcomes and the impact of CHL on learning and development;  
  - utilising contracted providers and arranging information sessions (e.g. workshops, forums) including at the West Kimberley Regional Prison;  
| Work with existing early childhood networks and stakeholders to identify opportunities for strategic and workforce planning to:  
  - conduct an early childhood education and care event to build on the actions and solutions from the previous ECEC roundtable held in the region in October 2012.  
  - support the implementation of the qualifications and/or skills upgrade required under the National Quality Framework.  
  - investigate the possibility of establishing a Parental and Community Engagement (PaCE) program to assist parents to prepare their children for formal schooling and inform them about the impact of hearing loss on learning.  
  - encourage key organisations to consider the early childhood and care sector in their strategic and workforce planning.  
  - facilitate information sessions for job seekers and school students on the employment opportunities in the early childhood sector.  
| Monitor the outcomes of the foetal alcohol syndromes disorder research project in Fitzroy Crossing to consider potential for any engagement through DEEWR programs and services.  
| Aboriginal Independent Community Schools  
| Catholic Education Commission Western Australia  
| Child care education and service providers  
| Community groups  
| Department of Communities (WA)  
| Department of Education (WA)  
| Department of Families, Housing, Community Services and Indigenous Affairs  
| Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education  
| Department of Training and Workforce Development (WA)  
| Early childhood network groups  
| Parents  
| Regional Operations Centre  
| Save the Children  
| Skill Hire  
| West Kimberley Regional Prison  
| Indigenous Parenting Support Services  
| Indigenous service delivery traineeships for schools and child care services  
| PaCE  
| Parents as Learners  
| Recognition of Prior Learning Assessment Grants  
| WA Royalties for Regions – Community Child Care Development Fund  

www.deewr.gov.au/resj
### Issue 2  
**Coordination of services for Aboriginal youth in the region.**

**Goals:**
- *Develop an integrated Kimberley youth action strategy to assist to coordinate Commonwealth and State services and provide a more comprehensive and complementary suite of youth support services in the four Remote Service Delivery sites.*
- *Help service providers, businesses, community, training organisations and parents to better understand and engage with youth services and program providers.*

<table>
<thead>
<tr>
<th>Strategies</th>
<th>Stakeholders</th>
<th>Programs</th>
</tr>
</thead>
</table>
| Work with a broad range of stakeholders, including education and training providers, Youth Connections and School Business Community Partnership Brokers, to:  
  - design and coordinate engagement programs for disengaged Aboriginal youth in the Remote Service Delivery sites, Broome and Kununurra;  
  - facilitate a workshop to develop a joint strategy for unemployed youth.  
  - develop an integrated East Kimberley youth action strategy that includes improved access to education, training and employment.  
  - Assist with the future development of the Indigenous Ranger Cadet Program as an alternative program for disengaged youth. |  
  - Aboriginal Workforce Development Centre  
  - ApprentiCentre  
  - Broome Youth Coordinating Network  
  - Department of Human Services (Centrelink)  
  - DES providers  
  - Eat Kimberley Youth Network  
  - Education and training committee  
  - FaHCSIA  
  - JSA providers  
  - Kimberley Land Council  
  - Kimberley Personnel  
  - Kimberley Training Institute  
  - RDA Kimberley  
  - School Business Community Partnership Brokers  
  - Youth Coordinators  
  - Youth executive working group |  
  - Australian Government Skills Connect  
  - DES  
  - Indigenous Employment Program  
  - JSA  
  - School Business Community Partnership Brokers  
  - Youth Connections |
### Issue 3: Young people are disengaging from education at key transitional points and not developing the skills required for employment or achieving Year 12 or its equivalent.

#### Goals:
- Increase school attendance and the number of Year 12 students completing senior secondary schooling or equivalent.
- Enhance opportunities for training and higher education pathways.

<table>
<thead>
<tr>
<th>Strategies</th>
<th>Stakeholders</th>
<th>Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>School education</strong></td>
<td><strong>Tertiary education and training</strong></td>
<td></td>
</tr>
</tbody>
</table>
| - Link into the school executive working committees to identify key actions that will improve attendance, retention and re-engagement of students at key transition points and through to Year 12 or equivalent by:  
  o work with the schooling sector to promote the Kimberley student tracking initiative;  
  o work with education and training providers to raise awareness of the impact of CHL on education and training outcomes;  
  o work with the School Business Community Partnership Broker, group training organisations and their project partners, and contributing to local activities that seek to increase Indigenous participation in Aboriginal school-based traineeships.  
- Work with Kimberley Success Zone to identify classroom resources and innovative approaches to teaching English to Aboriginal children.  
- Work with the education, employment and training stakeholders to link training opportunities for youth in Halls Creek.  
- Work with School Business Community Partnership Brokers to increase the levels of and participation in the Vocational Education and Training in Schools program.  
- Monitor the outcome of the establishment of a mobile Trade Training Centre in the East and West Kimberley. | - Department of Human Services  
- Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education  
- Department of Training and Workforce Development (WA)  
- Disability Employment Service (DES) providers  
- Health services  
- Job Services Australia (JSA) providers  
- Kimberley Chamber of Commerce  
- Kimberley Region Workforce Development Alliance  
- Kimberley Success Zone  
- Parent organisations and community groups  
- RDA Kimberley  
- School Business Community Partnership Brokers  
- School sectors | - Department of Education Programs – careers programs, VET in Schools  
- DES  
- Industry programs  
- JSA  
- Kimberley Success Zone  
- PaCE  
- School Business Community Partnership Brokers  
- Trade Training Centres in Schools |
**Issue 4** Ensure that the supply of training is aligned to the skills needs of the region.

**Goals:**
- *Increase the number of commencements and completion rate of apprenticeships and traineeships, particularly for Aboriginal youth.*
- *Increase the number of suitably skilled local people to address emerging skill and labour shortages and to enhance access to future higher level skills development.*

<table>
<thead>
<tr>
<th>Strategies</th>
<th>Stakeholders</th>
<th>Programs</th>
</tr>
</thead>
</table>
| • In conjunction with the Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education, promote the benefits of attaining a formal skills qualification through apprenticeships and traineeships by:  
  o working with schools, School Business Community Partnership Brokers, Australian Apprenticeship Centres and project partners to increase participation in Aboriginal School-based Apprenticeships and Traineeships  
  • Work with stakeholders to ensure that the labour market requirements are aligned with the training provision in the region by:  
    o working with Kimberley Success Zone to facilitate a workshop involving Kimberley Group Training, education providers and School Business Community Partnership Brokers to identify innovative strategies to improve pathways to a career  
    o promoting the Australian Government Skills Connect programs to stakeholders  
    o meeting with the school sectors and relevant service providers to develop appropriate career development opportunities for the Remote Service Delivery communities on the Dampier Peninsula and Bidoardanga, including the possibility of establishing a new Parent and Community Engagement (PaCE) project  
    o working with Kimberley training providers to investigate the re-establishment of the Kimberley training alliance to coordinate training programs and provide an integrated service to share resources, identify opportunities and duplication and gaps in service. | Australian Apprenticeship Centres  
Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education  
DES providers  
JSA providers  
Kimberley Development Commission  
Kimberley Success Zone  
Kimberley Workforce Development Alliance  
Minerals Council of Australia  
Parents and parent organisations  
RDA Kimberley  
Registered training organisations  
School Business Community Partnership Brokers  
School sectors  
Youth Connections | Accelerated Australian Apprenticeships Initiative  
Australian Apprenticeships Mentoring Program  
Australian Government Skills Connect  
Department of Education programs  
DES  
Indigenous Employment Program  
Industry partners in-house programs  
Investing in Experience (Skills and Recognition)  
JSA  
Kimberley Success Zone  
National Workforce Development Fund  
Parent and Community Engagement Program.  
School Business Community Partnership Brokers  
School-based Apprenticeships and Traineeships  
Try-a-Trade  
VET in Schools  
Workplace English Language and Literacy Program  
Youth Connections |
### Issue 5
The number of disadvantaged job seekers and very long term unemployed not engaged with training and employment services.

**Goals:**
- Increase the engagement and employment outcomes for Aboriginal youth and very long term unemployed job seekers.
- Raise the awareness of the health issues including the higher than average hearing loss which excludes young adults from employment.

<table>
<thead>
<tr>
<th>Strategies</th>
<th>Tertiary education and training</th>
<th>Jobs, skills and workforce development</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Promote the Workplace English Language and Literacy (WELL) program and the Skills for Education and Employment (SEE) Program, formally known as Language, Literacy and Numeracy Program (LLNP) to industry and employers.</td>
<td></td>
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</tr>
<tr>
<td>• Work with the Remote Jobs and Communities Program (RJCP) providers to develop employment projects for the very long term unemployed Review past successful Indigenous Employment Program (IEP) projects to identify best practice that can be transferred into the RJCP environment.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Work with JSA and DES, RJCP providers and employers to raise awareness of the high incidence of CHL experienced by some Aboriginal people in the workplace.</td>
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<tr>
<td>• Promote free Medicare adult health checks for Indigenous job seekers, including hearing assessments in evaluation for work readiness with JSAs, DES, RJCP providers and employers.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Aboriginal Workforce Development Centre</td>
<td>DES</td>
<td></td>
</tr>
<tr>
<td>• Broome Youth Coordinating Network</td>
<td>IEP</td>
<td></td>
</tr>
<tr>
<td>• Department of Families, Housing, Community Services and Indigenous Affairs</td>
<td>JSA</td>
<td></td>
</tr>
<tr>
<td>• Department of Human Services</td>
<td>Medicare item adult health checks</td>
<td></td>
</tr>
<tr>
<td>• Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education</td>
<td>National Workforce Development Fund</td>
<td></td>
</tr>
<tr>
<td>• DES providers</td>
<td>PaCE</td>
<td></td>
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<tr>
<td>• Fitzroy Futures Committee</td>
<td>Reconnect Program (for homeless/at risk youth)</td>
<td></td>
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<tr>
<td>• JSA providers</td>
<td>RJCP</td>
<td></td>
</tr>
<tr>
<td>• Kimberley Training Institute</td>
<td>School Business Community Partnership Brokers</td>
<td></td>
</tr>
<tr>
<td>• Notre Dame University</td>
<td>SEE</td>
<td></td>
</tr>
<tr>
<td>• RDA Kimberley</td>
<td>WELL</td>
<td></td>
</tr>
<tr>
<td>• RJCP providers</td>
<td>Youth Connections</td>
<td></td>
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</tbody>
</table>
**Issue 6**  Workforce development issues, including future labour market requirements resulting from increased mining activity. Skill and labour shortages in health and education, tourism and community sector services.

**Goal:** Strategies are developed to meet the growing skill and labour shortages.

<table>
<thead>
<tr>
<th>Strategies</th>
<th>Stakeholders</th>
<th>Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Participate in regional development initiatives, including the development of the Broome regional tourism plan, to promote the benefits of providing training to both existing and new employees.</td>
<td>• Department of Families, Housing, Community Services and Indigenous Affairs • Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education Disability Employment Service (DES) providers • Enterprise Connect brokers • Job Services Australia (JSA) providers • Kimberley Development Commission • Kimberley Regional Workforce Development Alliance • RDA Kimberley • Regional Development Council • Registered Training Organisations • RJCP providers</td>
<td>• Australian Apprenticeships and Traineeships • Apprenticeship Access Program • Australian Government Skills Connect programs: o National Workforce Development Fund o Workplace English Language and Literacy program o Accelerated Australian Apprenticeship Initiative o Australian Apprenticeships Mentoring Program • DES • Investing in Experience (Skills and Recognition program) • JSA • RJCP • School Based Apprenticeships and Traineeships</td>
</tr>
<tr>
<td>• Work with Regional Development Australia Kimberley, employment service providers, relevant registered training organisations and aged care providers across the Kimberley to facilitate an aged care forum incorporating information sessions for job seekers and school students on employment opportunities in the aged care sector.</td>
<td></td>
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<tr>
<td>• Participate in the coordination and promotion of the training and employment opportunities resulting from the roll out of the National Broadband in the Kimberley.</td>
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<tr>
<td>• Work with stakeholders to ensure that the Remote Jobs and Communities Program, (RJCP) Community Action Plans capture key regional employment issues.</td>
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<tr>
<td>• Assist in ensuring a coordinated transition and development of strategies to maximise benefits from the new RJCP model.</td>
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</tbody>
</table>
### APPENDICES

**Appendix A — Stakeholders**

Below is a list of organisations consulted during the development of this RESJ Plan, listed by sector.

<table>
<thead>
<tr>
<th>Stakeholders involved in the RESJ Plan development</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sector</strong></td>
</tr>
<tr>
<td>Local government</td>
</tr>
<tr>
<td>State government</td>
</tr>
<tr>
<td>Australian government</td>
</tr>
<tr>
<td>Education</td>
</tr>
<tr>
<td>Vocational Education and Training</td>
</tr>
<tr>
<td>Higher education</td>
</tr>
<tr>
<td>Youth</td>
</tr>
<tr>
<td>Employment</td>
</tr>
<tr>
<td>Indigenous organisations</td>
</tr>
<tr>
<td>Regional development</td>
</tr>
</tbody>
</table>
Appendix B — Existing related plans and strategies

This section includes some of the related strategic plans in the region which have:

- influenced the direction of this RESJ Plan
- have complementary goals and strategies and/or
- have significance in the region in relation to education, skills and jobs.

It provides an overview of how each strategy or plan has had an impact on this RESJ Plan and how it may be utilised to maximise outcomes.

<table>
<thead>
<tr>
<th>Plan or strategy</th>
<th>Impact on RESJ Plan</th>
<th>How it can be used/linked/expanded</th>
</tr>
</thead>
</table>
| Regional Development Australia (RDA) Kimberley | The RDA Kimberley plan was formulated following consultation and feedback. The profile information and many of the key priorities in the RDA Kimberley plan encompass workforce development, education attainment. | • Alignment of priorities within the RESJ Plan with the RDA Kimberley plan ensures more efficient and effective outcomes from government investment.  
• The RDA Kimberley Plan was reviewed in 2012 and is aligned to relevant RESJ education, skills and jobs priorities |
| National Partnership on Remote Service Delivery | The RESJ Plan has been developed in conjunction with Local Implementation Plans (LIPs) in the four priority sites in the Kimberley. The LIPs have involved comprehensive community consultation and stakeholder negotiation. | • Priorities identified in the LIPs have informed many of the issues and strategies included in the RESJ Plan.  
• LIPs are updated online regularly and the RESJ Plan will be reviewed and updated to reflect changes to ensure more efficient and effective outcomes. |
<p>| Kimberley Development Commission Strategic Plan | The Kimberley Development Commission’s Strategic Plan for the region outlines several strategies that are within the scope of the RESJ Plan including education, Indigenous employment, job creation, and tertiary education. | Alignment with the Kimberley Development Commission’s strategies will inform government when making investment decisions for the region, particularly in relation to education and training. |
| Training together – working together | The strategy will assist in the planning and provision of better training and workforce development opportunities for Aboriginal people and lead to tangible outcomes. | Coordination and connection between employers, job seekers and service providers to identify locally responsive solutions and integrated planning to address unique local issues. |</p>
<table>
<thead>
<tr>
<th>Plan or strategy</th>
<th>Impact on RESJ Plan</th>
<th>How it can be used/linked/expanded</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kimberley Aboriginal Workforce Development Centre (KAWDC)</td>
<td>The KAWDC coordinates employment and training service providers and stakeholders and develop projects that focus on Indigenous employment opportunities.</td>
<td>Coordination of all employment and training services in the West Kimberley will assist with the implementation of the RESJ Plan.</td>
</tr>
</tbody>
</table>
| Kimberley Regional Workforce Development Plan | The Kimberley Regional Workforce Development Alliance is coordinating the development of a Kimberley Workforce Development Plan on behalf of the Department of Training and Workforce Development. The plan will assist in developing a consistent view between relevant stakeholders on the workforce development requirements in the region. | The Kimberley Regional Workforce Plan will:  
- provide workforce recommendations that will assist with current and future planning and assist in aligning efforts between government, industry and the community  
- increase the level of communication and shared understanding of the issues impacting on education, training and jobs in the region. |
| Ord River Expansion Project | Investment in the East Kimberley will improve child care, education and training infrastructure and provide more job opportunities. |  
- Infrastructure projects will provide a source of employment and skills development particularly during the construction phase.  
- Expansion of education, health and community services infrastructure has commenced and will provide a source for longer term employment in these sectors. |
## Abbreviations

<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Full Term</th>
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<tbody>
<tr>
<td>ABS</td>
<td>Australian Bureau of Statistics</td>
</tr>
<tr>
<td>AEDI</td>
<td>Australian Early Development Index</td>
</tr>
<tr>
<td>AICS</td>
<td>Aboriginal Independent Community School</td>
</tr>
<tr>
<td>CHL</td>
<td>Conductive Hearing Loss</td>
</tr>
<tr>
<td>DEEWR</td>
<td>Department of Education, Employment and Workplace Relations</td>
</tr>
<tr>
<td>DES</td>
<td>Disability Employment Services</td>
</tr>
<tr>
<td>ESA</td>
<td>Employment Service Area</td>
</tr>
<tr>
<td>FaHCSIA</td>
<td>Department of Families, Housing, Community Services and Indigenous Affairs</td>
</tr>
<tr>
<td>FASD</td>
<td>Fetal Alcohol Spectrum Disorders</td>
</tr>
<tr>
<td>FIFO</td>
<td>Fly-In, Fly-Out</td>
</tr>
<tr>
<td>ICC</td>
<td>Indigenous Coordination Centre</td>
</tr>
<tr>
<td>IEP</td>
<td>Indigenous Employment Program</td>
</tr>
<tr>
<td>IRC</td>
<td>Indigenous Ranger Cadetship</td>
</tr>
<tr>
<td>JSA</td>
<td>Job Services Australia</td>
</tr>
<tr>
<td>KAWDC</td>
<td>Kimberley Aboriginal Workforce Development Centre</td>
</tr>
<tr>
<td>KDC</td>
<td>Kimberley Development Commission</td>
</tr>
<tr>
<td>KTI</td>
<td>Kimberley Training Institute</td>
</tr>
<tr>
<td>KRWDA</td>
<td>Kimberley Regional Workforce Development Alliance</td>
</tr>
<tr>
<td>LGA</td>
<td>Local Government Area</td>
</tr>
<tr>
<td>LIP</td>
<td>Local Implementation Plan</td>
</tr>
<tr>
<td>NWDF</td>
<td>National Workforce Development Fund</td>
</tr>
<tr>
<td>PaCE</td>
<td>Parental and Community Engagement Program</td>
</tr>
<tr>
<td>RDA</td>
<td>Regional Development Australia</td>
</tr>
<tr>
<td>RESJ</td>
<td>Regional Education, Skills and Jobs</td>
</tr>
<tr>
<td>RJCP</td>
<td>Regional Jobs and Communities Program</td>
</tr>
<tr>
<td>SEE</td>
<td>Skills for Education and Employment (SEE) formerly known as LLNP</td>
</tr>
<tr>
<td>SEIFA</td>
<td>Statistical Economic Index for Areas</td>
</tr>
<tr>
<td>Abbreviation</td>
<td>Full Term</td>
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<tr>
<td>--------------</td>
<td>---------------------------------------------------------</td>
</tr>
<tr>
<td>SLA</td>
<td>Statistical Local Area</td>
</tr>
<tr>
<td>TTC</td>
<td>Trade Training Centre</td>
</tr>
<tr>
<td>VETIS</td>
<td>Vocational Education and Training in Schools</td>
</tr>
<tr>
<td>WACE</td>
<td>Western Australian Certificate of Education</td>
</tr>
<tr>
<td>WELL</td>
<td>Workplace English Language and Literacy Program</td>
</tr>
</tbody>
</table>