

City of Darebin &
Darebin Aboriginal & Torres Strait
Islander Community Council
(DATSICC)

Indigenous Economic Summit
& Job Market

Outline & Recommendations

October 2007

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Attachment

Indigenous Employment and Business Activity in the City of Darebin, Stage one
Research and Consultation Report

Executive Summary

The Darebin Indigenous and Torres Strait Islander Community Council conducted an Indigenous Economic Summit and Job Market in August 2006 to promote employment and business opportunities to the local Indigenous community and to also address the issues considered to hinder full engagement of the Indigenous community into employment and business development.

The summit included guest speakers, workshops and displays by educational institutions and employers from both the public and private sectors.

The main recommendations of the summit have been summarised and presented as an Action Plan to be adopted by Council and included in Council's work plans. This is presented below:

Employment Support Actions

- Investigate the production of a resource book (soft copy as well as hard copy) of all Darebin (and other) Indigenous Community Support Organizations with a comprehensive outline of name, contact details, location, service provisions. This resource to be used by Council and other non Indigenous organizations to develop a partnership approach to improving education, training and employment support to our local Indigenous community.
- Investigate the development of an Indigenous mentoring program to support families and individuals to keep young Indigenous people at school until the end of year 12.
- Encourage the development of partnerships between Indigenous community organizations and non- Indigenous employment and training organizations so that additional resources can be used to assist with Indigenous employment and non Indigenous organizations can become more culturally aware of Indigenous issues when matching people with jobs.
- Investigate the development of an Indigenous cultural awareness program for schools and also for business. This will involve an advocacy role with the Education Department and also with an industry group such as VECCI or with the State or Federal Government.
- Investigate the possibility of an appropriate Indigenous organization to provide a mentoring role for employers of Indigenous people, particularly Indigenous youth.
- Investigate the establishment of an Indigenous community controlled employment agency.
- Darebin City Council to develop an Indigenous Employment Strategy (as part of an overall Council employment strategy) with a target employment

number and a focus on skill development and training. This follows a precedent set by some government departments and Indigenous organizations and could be used to encourage other local employers to do the same.

- Encourage mainstream employment and training organizations to develop partnerships or pathways with Aboriginal and Torres Strait Islander community organizations
- Liaise with the Career Education Association of Victoria (CEAV) to encourage career planning with local Indigenous youth.
- Also investigate ways to encourage Indigenous people to consider employment in areas of identified skill shortages such as the traditional trades, teaching and careers counselling.
- Investigate how the Federal Government's STEP program (Structural Training & Employment Program) could be further used to increase employment of Indigenous people.

Business Support Actions

- Undertake an inventory of all business support programs available through both the Victorian and the Federal Government and produce a "booklet" (soft copy as well as hard copy). This inventory to be updated regularly and marketed to the community in an effort to increase the uptake of business support programs.
- Investigate the possibility of establishing an Indigenous Business Hub in Darebin. Preliminary discussions have been undertaken with the Darebin Enterprise Centre (DECL) and it may be possible to incorporate such a service into DECL's general business support program.
- Undertake a feasibility study to establish an Indigenous "virtual business incubator" under the management of the Darebin Enterprise Centre Ltd.
- Work with VECCI to establish a Victorian Indigenous Chamber of Commerce. The main purpose or aim to be networking and education of Indigenous businesses.
- Establish an Indigenous Trade Show or Market where Indigenous businesses could show case their products and services. This could be incorporated into the proposed Koori Night Market at the Northcote Civic Square.
- Investigate the possibility of successful business people mentoring Indigenous business start ups.

1. Background

The Darebin Aboriginal and Torres Strait Islander Community Council (DATSICC) was established by Darebin Council in 2002 as a special committee under section 86 of the Local Government Act. DATSICC provides advice to Darebin Council on issues affecting the Aboriginal and Torres Strait Islander Community. These issues include:

- Housing
- Employment
- Health Care
- Cultural Heritage Matters

2. Darebin City Council Statement of commitment

Council adopted the following statement on October 5, 1998, in order to confirm the commitment of Council to the process of Reconciliation:

“The Darebin City Council acknowledges that we are on Kulin land for which traditional owners and their forebears have been custodians for many centuries and one on which Indigenous people have performed age old ceremonies of celebration, initiation and renewal. The Council acknowledges their living culture and unique role in the life of this region.”

The Darebin City Council recognises the past dispossession and the need to redress current disadvantages of Aborigines and Torres Strait Islanders. We acknowledge that present disadvantage stems from past injustice.

The Darebin City Council is committed to building a future based on equity, respect, understanding and the elimination of the disadvantages Aboriginal and Torres Strait islander people suffer.

The Darebin City Council respects the diversity and distinctiveness of Aboriginal and Torres Strait Islander cultures. They provide Australia with a powerful and unique heritage. We recognise and accept our responsibility to promote and protect Aboriginal and Torres Strait islander cultures, heritage, sacred and significant sites.

The Darebin area is now occupied by people from diverse ethnic, race and cultural backgrounds who share the Reconciliation Council’s vision of a “united Australia which respects this land of ours, values the Aboriginal and Torres Strait Islander heritage and provides justice and equity for all.”

Darebin City Council is committed to the economic and social development of the Darebin community and recognises that one of the most important contributions Council can make is to develop and implement strategies to enhance employment opportunities for local communities, including Darebin's Indigenous community.

This is demonstrated in the Council Plan 2004 – 2009, "4 Years 50 Commitments":

"We will work with local business, our community partners and other levels of government to strengthen the economic welfare of Darebin residents through improved access to employment."

"Stage one – Research and Consultation Report" is presented as Appendix 1 and it provides an overview of demographics, community consultation and a business survey all relevant to Indigenous employment and business development.

It is well recognised that education and employment provide people with confidence, self esteem, self reliance and independence. The demographic profile of the Darebin Indigenous community (as well as that of the Victorian and the Australian Indigenous communities) reveals a community that is under represented in formal educational attainment and employment. Consequently, as part of its charter to address the disadvantages that face the Indigenous community and to develop, promote and implement opportunities, DATSICC commenced the thinking and planning for an Indigenous Economic Summit back in 2003.

3. Objectives of the Summit

Increased participation of Indigenous people in the local economy and a focus on employment, business and training outcomes

- Development of support mechanisms for employment and new business initiatives
- Raised awareness of employment and business development issues faced by Indigenous people with a particular focus on Indigenous youth
- Increased access to resources for Indigenous individuals and families
- Development of community and social capital
- Improved partnerships and collaboration between Government, Business and Community
- Further diversification and enrichment of the workforce

- Increased profile of local Indigenous successes in business and employment.

4. Project Management

The Darebin Indigenous Economic Summit and Job Market Project was developed and managed by the Darebin Aboriginal and Torres Strait Islander Community Council (DATSICC) Summit Steering Group and the Darebin City Council's Economic Development Unit.

The Darebin Indigenous Economic Summit and Job Market Steering Group is made up of DATSICC members, Economic Development Unit staff and external members.

DATSICC and Federal Government members of the Summit Steering Group are key Indigenous leaders in the field of employment and business development. These members are:

- Deborah Walsh, Chairperson of the Summit Steering Group, DATSICC member and Centrelink Indigenous Services Manager, Area North Central
- Janice Muir, DATSICC member, State-wide co-ordinator, Indigenous Family Violence Strategy
- Alf Bamblet, DATSICC member, President of Aborigines Advancement League, Chief Executive Officer of Victorian Aboriginal Community Services Association Ltd., Member of Victorian Aboriginal Legal Service and Victorian Education Association Inc
- Reg Blow, DATSICC member, CEO Maya Free Living and Healing Centre, Co-ordinator of Men's Shed, Pre-employment Trainer and Mentor
- Troy Austin, DATSICC member, Executive Officer, North West Metropolitan Region, Regional Aboriginal Justice Advisory Committee
- Leanne Miller, Director, Koori Women Mean Business
- Stephanie Cloverdale, Indigenous Employment Unit, Department of Employment and Workplace Relations (DEWR)

The Darebin Indigenous Economic Summit and Job market was seen as an opportunity to:

Celebrate the unique social, emotional, spiritual and cultural fabric of Darebin's Indigenous community and the contribution Indigenous people make to community;

Support the capacity for each person to reach their full potential through improved access to education and training, employment and business development opportunities;

Commit to working with Government, local business and community partners to strengthen the economic welfare of Indigenous residents in Darebin;

Promote opportunities for partnership, collaboration and information sharing to empower Indigenous youth and,

Nurture future leaders.

The summit was funded by the Federal Government through the Department of Employment and Workplace Relations (DEWR) and supported by Darebin City Council, Darebin Aboriginal & Torres Strait Islander Community Council (DATSICC). Other sponsors included ANZ, Apprenticeships Plus, Darebin Enterprise Centre Ltd., 3KND radio station, Department of Justice, Northlink /NIETL, First Australia Business.

5. Profile of Aboriginal and Torres Strait Communities within the City of Darebin

A complete demographic profile is provided in Appendix 2. The main statistics are summarised here.

The Darebin Indigenous population is estimated at somewhere between 1,200 and 2,400, although the latest (2006) census data stated the population to be 1,108. This variance is due to a number of factors including a transient population, non disclosure and omission. It is estimated that about 1.3% of Darebin's population is Indigenous and Darebin has the highest Indigenous population within metropolitan Melbourne.

The unemployment rate amongst the Indigenous population has always been higher than that of the non Indigenous population. The 2001 census data showed Indigenous unemployment in Darebin at 16.4% compared to 9% for the non Indigenous population. The 2006 census data is not yet available and the quarterly employment and unemployment data collected by the Federal Government's Department of Employment and Workplace Relations (DEWR) does not separate Indigenous from non Indigenous. Darebin's total unemployment rate has declined from the 9% level of 2001 to 6.6% for the December 2006 quarter, compared to 4.7% for metropolitan Melbourne. While the official unemployment statistics have declined and both the business and government sectors report shortages, it is estimated that unemployment amongst the Indigenous population is still high.

Formal educational levels for the Darebin Indigenous population are lower than for the non Indigenous population with only 20% of Indigenous people completing year 12 compared to 40% for the non Indigenous population. There are however a higher number of Indigenous people participating in training and vocational

based education but with fewer entering degree courses (refer to section 1.8 appendix 2).

Appendix 2 also looks at main industries of employment, showing that in the northern metropolitan region, retail, manufacturing, property and business services are the main providers of employment, however, when looking at the Indigenous population, most are employed in community services, retail and health. This reflects the traditional employment patterns of Indigenous people in welfare and community services and poses a challenge to increase the representation of Indigenous people into areas of industry with identified skill shortages and that are not dependant on government funding such as traditional trades. Also, the change in the nature of work in some instances, moving away from traditional long term, permanent employment to more short term contracts, casual employment and self employment opportunities, poses challenges and insecurity for both Indigenous and non Indigenous.

Council recognises that employment is a vial part of people's lives – providing not only a degree of financial security, but, critically, continually refreshing and updating skills, and providing social connectedness and a sense of purpose. The impact of lengthy periods of unemployment are manifold – both in the medium term, and for the lives of people affected.

Consultation and research undertaken as part of Stage One activities indicates limited Indigenous Business Activity within the City of Darebin. Only three Indigenous business were identified. People consulted were generally unaware of any Indigenous business in Darebin or in the broader northern metropolitan region. The Victorian Government's Koori Business Network has developed a Victorian Indigenous Business Directory comprising 147 businesses with only six of them identified as Darebin businesses. This could suggest that there is potential for Indigenous business development in Darebin and / or the broader northern metropolitan region.

It is worth noting here, that there is, at both the Federal and State Government levels, a significant amount of support for new business start ups, and particularly for Indigenous business development. However, given the apparent low level of Indigenous business development in Darebin (and possibly across the state generally) there would appear to be a gap between the offering of business support and the take up of business support programs. The factors behind this gap should be explored in an effort to encourage further Indigenous business development.

6. Community Consultation

Part of stage one (appendix 2) refers to community consultation with local Indigenous community organisations. While the number of participants was small

(39) and slightly under the number required to be statistically valid, comments from the consultation are still worth noting.

Respondents generally expressed an interest in Summit activities. There emerged a picture of continuing disadvantage and disparity between aspirations people have and the realities they face as reflected in the range of job types, low income levels and experience of work. Support from families, schools, peers, friends and others was seen as highly important to people seeking work, continuing formal education or considering establishing a business.

The stage one research also included a local business survey. Out of the 120 businesses that were contacted by phone, 76 completed the survey. While this is only 76 out of approximately 3,000 registered businesses, it is again worth noting the responses. There was a cross section of industry sectors and business types. Some of the survey findings included:

- 8% currently employed Indigenous people
- 83% had employed Indigenous people in the past
- 16% had conducted cultural awareness training
- 70% were interested in having cultural awareness training for their staff
- 33% were members of VECI or ACCI however only 4% were aware of the ACCI Indigenous Employment Strategy
- 93% were interested in the summit and happy to be contacted again.

This survey revealed considerable underemployment of Indigenous people in Darebin. Research by the Business Council of Australia states that “many companies that are not currently involved are very interested in understanding more about the benefits for business and how to initiate and manage high quality activities (around Indigenous communities). There is a sense that some are poised to take a greater role, consistent with changing community attitudes towards reconciliation”. (Source: Business Council of Australia, Indigenous Communities & Australian Business 2001). These findings provide timely leverage for DATSICC and Darebin City Council to further engage with business and industry to increase job commitments and sustainable job outcomes for Indigenous people while increasing job readiness and opportunities for mentoring support for Indigenous people entering employment.

7. Program Outline and Issues Addressed

The Indigenous Economic Summit and Job Market was held at the Darebin Arts and Entertainment Centre on Tuesday August 29 and Wednesday August 30, 2006. An estimated 400 people attended the job market and workshops over the two days.

Each day commenced with a business breakfast which was attended by a range of business, government and community representatives, approximately 70

people attended each breakfast. The key note speaker on day one was Dr. Mark Rose, PhD M.Ed.Admin B.A Dip T, Assistant General Manager, Koori Strategy, Department of Education & Training – Victoria (Since appointed as Director of the University of Melbourne’s Centre for Indigenous Education [CIE]. His speech was entitled “Is the path to reconciliation best achieved through business rather than Government”.

Dr. Rose believes that good management, sound business practice and the entrepreneurial spirit are important elements in the quest for personal and community self-determination.

The key note speaker for day two was Mr. Ron Moroney, General Manager of Indigenous Business Australia (IBA). IBA is a Statutory Authority, established to create opportunities for Aboriginal and Torres Strait Islander individuals and communities to build assets and wealth. It does so as an integral partner within the Australian Government’s overarching Indigenous Economic Development Strategy. Its vision is “for a nation in which Indigenous Australians are able to share equitably in the commercial and economic outcomes of this country.” The aim of IBA is to facilitate the engagement of Aboriginal and Torres Strait islander peoples into Australia’s mainstream economy. Mr. Marony provided examples of major Indigenous economic development initiatives that had been supported by IBA, mainly in remote and country regions of Australia.

The common theme from both speakers was reconciliation and self determination through business development.

Workshops conducted over the two days included:

Yarning up About Work. The aim of this session was to assist Indigenous people wanting to establish a new business or further develop an existing business idea.

Generating Employment for Indigenous Youth. This workshop was intended for people working with youth. The aim was to increase opportunities for Indigenous youth within the region through the furthering of transitions between school, work and career pathways.

Introduction to Business. This workshop was presented by “First Australia Business” (FAB) and was designed for people wanting to establish a small business venture. The workshop covered identifying business opportunities, marketing and promotion, financial management, business planning and cultural barriers to business.

Business and Industry Roundtable. This workshop focused on improving access to employment and business opportunities for Indigenous people within the broader community. It covered how improved access could be attained

through improved recruitment practices, understanding barriers to employment, assistance programs (such as the Federal Government's STEP program), the operation of Indigenous employment programs, addressing ways to increase participation and retention of Indigenous employees.

Community Workshop. Also designed for Indigenous people wanting to develop a small business venture and presented by FAB.

8. Job Market Component to Indigenous Economic Summit

There were 29 organizations that exhibited at the job market, comprising employment and training organizations, government departments, individual businesses and educational institutions. A list of all exhibitors is provided below.

1. Department of Employment & Workplace Relations (DEWR)
2. Department of Justice (representing Indigenous Issues Unit, Corrections Victoria, Equal Opportunity Commission, Indigenous Solicitors & Lawyers Association of Victoria and Consumer Affairs Victoria.
3. Darebin City Council & DATSICC
4. Apprenticeships Plus
5. Darebin Enterprise Centre Ltd
6. 3KND Kool 'N' Deadly radio station
7. ANZ
8. Monash University
9. Wise Employment
10. Salvation Army Employment Plus
11. Kangan Batman TAFE
12. NMIT Koori Services Unit
13. Koori Business Network
14. Sarina Russo Job Access
15. VICTEC Plumbing & Mechanical Services
16. Interact Employment Services
17. First Australia Business (FAB)
18. Electrical Trade Union
19. Northlink / NIETL
20. AFL Sport Ready
21. The University of Melbourne
22. YWCA
23. Koori Women Mean Business
24. Office of Employment Advocate
25. Brotherhood of St. Lawrence
26. Sodexo
27. Centrelink
28. Department of Primary Industries
29. Victorian Aboriginal Education Association Inc.

- 94% of exhibitors targeted Aboriginal & Torres Strait Islander programs
- 44% were located in Melbourne CBD, 17% in Darebin and 28% in other northern suburbs
- 90% were willing to exhibit at any future events
- The majority were satisfied with the event but slightly disappointed with attendance at their exhibits.

Other participants at the Summit were from various employment support industries interested to observe the Summit and to network with other organizations. For example:

- Automotive Training Australia
- International Communications & Events
- Toastmasters International
- Indigenous Business Australia
- CVGT Employment & Training Specialists
- AMES Employment

9. Issues That Emerged from the Summit Workshops & Discussions

9.1 Employment Issues

- Understanding barriers affecting Indigenous people seeking employment
 - A strategy is needed that will assist Indigenous people to engage in the labour market, increasing their level of employment.
 - Notable comments made at the summit:
 - Lots of Koori people are trained to the eyeballs but do not have real jobs
 - There is a problem in matching the right people with the right jobs
 - Work readiness and commitment are issues with many Indigenous people
 - Low school retention rates need to be addressed. Most employers look for job applicants with year 12 or at least year 11. Also, higher school achievement is usually related with a higher level of employment.
 - The transition to adulthood is difficult for many and this coincides with the time that most are seeking employment or deciding on tertiary studies or at least attempting to determine a work path or career path.
 - Outcomes from the workshop discussions acknowledged that while there is a lack of reliable information to identify the social problems and skill levels of Indigenous people wanting employment there is still the problem of challenging stereotypes from non-Indigenous employers. The impact of challenging

stereo types for Indigenous people will always be a point of contention and is a major attributing factor to the barriers to opportunity to sustain employment and will further discourage Indigenous young people wanting to continue education and / or vocational training.

- To understand the problems and find solutions to engage or re-engage Indigenous people into the workforce it was recommended that we must first “address the underlying issues”. Findings from the “Royal Commission Into Aboriginal Deaths in Custody: Underlying issues is a common thread throughout all Indigenous communities. This suggests that support from families, friends, school, peer groups etc. is critical. Also, that employment and recruitment agencies and employers have a role to play in “treating the whole person” not just finding a job.
- Need to work with families to support and encourage education and career planning.
- There is a need to link people with existing Indigenous support programs. Examples of these are:
 - Wurreker Brokers (VAEAI) – a conduit for information sharing about training, education and employment
 - Federal Government’s STEP program (aimed at increasing Indigenous employment through employer support)
 - Darebin Enterprise Centre Ltd – a local business incubator that supports the STEP program as well as Indigenous and non Indigenous start up businesses.
- There is a need to increase employment of Indigenous people and also improve retention rates amongst Indigenous employees. It was suggested that this could be achieved through an Indigenous mentoring program
- It was stated that Indigenous people were significantly disadvantaged in finding sustainable employment because they have been historically denied access to education.
- Research needs to be undertaken to understand the reasons for low school retention rates / high school drop out rates among Indigenous youth. It was identified that one of the contributing factors to this situation was the relatively high mortality rate in the Indigenous community. Many young people experience the death of a family or community member and are not equipped to cope.
- Existing support programs (eg. Victorian Aboriginal Health Service) could be linked in with developing partnerships with employers and assist to identify underlying issues.
- It was identified that many young people have difficulties finding the right career path. Northland Secondary College,

Technology Centre (ntec@nsc) was seen as a good model for young people to be able to gain experience in a trade before committing to an apprenticeship.

- Suggested that mainstream employment and training organizations should look at developing partnerships or pathways with Aboriginal and Torres Strait Islander community organizations.
- While there is significant effort and resources devoted to preparing young Indigenous people for work, there is criticism that there is insufficient work being done to prepare the workplace to be culturally appropriate or aware. It was however, suggested that many employers were open to learning about how to improve the workplace to be more culturally aware and appropriate to employ Indigenous people. There would seem to be an opportunity here for cultural awareness training for industry.
- Indigenous mentors and role models was seen as a possible strategy for improving employment outcomes.
- Koori cultural learning should be part of mainstream education
- The State and Federal Governments, and the Australian Chamber of Commerce and Industry all have Indigenous Employment Strategies. It was suggested that Darebin City Council and other major employers in Darebin, should develop and implement Employment Strategies, including Indigenous Employment Strategies, with a target to employ a certain number of Indigenous people, with a focus on skill development and training.
- Suggested that employers should be encouraged to use different recruitment or advertising strategies such as advertising in the Koori Times or on Koori radio etc.
- Recommended to investigate the establishment of an Indigenous community controlled employment agency.

9.2 Successful Employment Models

- VICTEC - nine Indigenous apprenticeships (have the support of the unions so that young apprentices are looked after).
- ANZ Indigenous traineeships (29 participants)
- Electrical Trade Union Indigenous Apprenticeships (15 participants)
- Department of Justice, Koori Recruitment and Career Development Strategy
- AFL Sport Ready program

While workshop discussions had identified numerous employment traineeship programs available for young Indigenous people, it was recognized that Indigenous community based organizations are generally the first point of contact and source of employment for Indigenous young people. This supports the idea that mainstream employment and training organizations should development partnerships with Indigenous based community organizations.

9.3 Business Development Issues

The Summit provided a platform to showcase the talents and creative ideas from Indigenous people living in Darebin and a range of Indigenous entrepreneurs and business people.

Oz Native Tiles	Tracey Borg, Soul Harmony	Kanga & Joey Club, Floral designs	Kutchia Edwards, Singer/songwriter
Deadly Designs, Printing designers	Kylie Bellings, Actor/writer	Dorothy Lovett, Artist	Dave Arden, Singer/songwriter
Onefire, Cultural dancers	Watbalimba, Cultural dancers	Will Shake Spears, Cultural dancers	Wurundjeri Dancers, Cultural dancers

Richard Young, Young Directions Consultancy	Nicole Casser, First Australia Business
Dr Mark Rose, Academic	Jodie Ryan, Director, Ingenuity SED Consulting
Ron Morony, General Manager, Indigenous Business Australia	Leanne Miller, Executive Director, Koori Women Mean Business
Graham Atkinson, Partner, Atkinson, Kerr & Associates	Daphne Millward & Michael Coll, Business Partners, Mandala-Career Brokers
John Williams, Oz Native Tiles	

Workshop discussions focused on a range of ideas to assist Indigenous people who want to set up a new business and provided further information about assistance programs and support. These are summarised below:

<p>Summit Workshop Issue: How to assist Indigenous people setting up a business?</p>	<ul style="list-style-type: none"> • Networking between businesses • Understanding the risks • Manage costs / budgets / financial planning • Branding and marketing • Market research • Business incubators to assist development in the first stage of business formation and development • All employees need to be trained, including family members • How to capitalize ideas • How to diversify • How to obtain support: <ul style="list-style-type: none"> ○ VECCI ○ Indigenous Business Australia (IBA) ○ Koori Business network (KBN) ○ Darebin Enterprise Centre Ltd (DECL) ○ First Australia Business (FAB)
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<p>Summit Workshop Local examples of Indigenous businesses</p>	<ul style="list-style-type: none"> • Richard Young, consultancy company and business partner in clothing retail • John Williams, Manager Oz Native Tiles • Tracey Borg, owner of Soul Harmony therapeutic products • Kanga Joey Club – ornamental floral displays & arts / crafts
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<p>Summit Workshop Government and community assistance program</p>	<p>Koori Business Network (KBN):</p> <ul style="list-style-type: none"> • Provides practical advice and access to business development and support services • Develops business programs that target all groups within the Koori community • Encourage and facilitate development of networks • Showcases Korri enterprises, products and services • Build partnerships between government and non government agencies and Koori communities with the aim of economic policy development and program delivery
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	<ul style="list-style-type: none"> • Promotes links between the koori community and the private sector to encourage increased private sector employment. <p>Indigenous Business Australia (IBA)</p> <ul style="list-style-type: none"> • Assist and enhance Indigenous self management and economic self sufficiency • Advance the commercial and economic interests of aboriginal persons and Torres Strait islanders by accumulating and using a substantial capital asset • Provide support for feasibility studies • Identification of business risks <p>Darebin Enterprise Centre Ltd (DECL):</p> <ul style="list-style-type: none"> • Provide training, support and counselling to licensee businesses • Assist development of small businesses in their early formative stages • Provides business mentoring to Indigenous business start ups across Victoria, Tasmania and Northern Territory.
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<p>Summit Workshop Key outcomes</p>	<ul style="list-style-type: none"> • Use internet to advertise business and business support programs • Develop an Indigenous Trade Show or Market to show case Indigenous products and services • Conduct an Indigenous young persons forum to discuss issues around business development and employment. • Investigate the establishment of a Victorian Indigenous Chamber of Commerce • Approach IBA to assist the promotion of Indigenous businesses through their website • Establish an Indigenous Business Hub • Work with the Darebin enterprise Centre to investigate the feasibility of establishing a virtual business incubator for Indigenous business operators .
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9.4 Business Breakfasts

<p>Keynote Speaker: Day One Dr Mark Rose PhD M.Ed.Admin B.A. Dip.T, Assistant General Manager Koori Strategy Branch Research and Innovation Division Department of Education and Training – Victoria</p>	<p><i>Is the path to Reconciliation best achieved through business rather than Government:</i></p> <ul style="list-style-type: none">• Indigenous people have been locked out of the business economy.• Indigenous people lack the advantages of trans-generational wealth and knowledge• Reconciliation through business rather than government will be more achievable (too much government policy and hamstrung by process)• Need to foster Indigenous entrepreneurship• Corporate Australia needs to address employment strategies and policies which will foster employment opportunities and business development.• Indigenous young people need to consider business and entrepreneurship.• Business is a true way to self determination• Self determination and entrepreneurship are similar• Underlying issues affect young Indigenous people throughout their lives• Need a model to bring community and business together (eg. The Body Shop)• Indigenous people do not have an economic base – let the summit be a launching pad for an economic base.
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<p>Keynote Speaker: Day Two Ron Morony, General Manager, Indigenous Business Australia</p>	<p><i>What is Indigenous Business Australia?</i></p> <ul style="list-style-type: none">• IBA is a statutory organization which aims to build business partnerships with Aboriginal businesses• Concentrates on large business partnership, usually in remote and regional areas.• Has a capital base of \$650m• Has funded small Indigenous businesses – songwriters, dancers, and arts and crafts business initiatives.• Recognition for Indigenous people is not really happening.• Indigenous people not taking full advantage of the growing tourism industry. Most tourists want an Indigenous experience, and most do not encounter one• IBA is focused on business ventures. Indigenous people can be brought into the venture and
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	employment opportunities are usually created for Indigenous people
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10. Summary

In summary, the main issues highlighted as part of the Indigenous Economic Summit and Job Market are outlined below:

The Indigenous Community in Darebin has a number of challenges to overcome if Indigenous people are to be appropriately represented in the workforce and in the business community.

The importance of employment (either as an employee, self employed or in business development or entrepreneurship) is a critical part of an individual's and as a community's well being. Darebin City Council has recognized this in its Council Plan through the commitment to "work with local business, our community partners and other levels of government to strengthen the economic welfare of Darebin residents through improved access to employment." The Darebin Aboriginal & Torres Strait Islander Community Council (DATSICC), working together with Darebin Council, undertook the Indigenous Economic Summit and Job Market with the aim to improve employment and business development opportunities for Darebin's Indigenous population.

The two key note speakers for the Summit, Dr. Mark Rose and Mr. Ron Morony both emphasized the need for reconciliation and self determination through education, employment and business development. The workshop discussions that took place as part of the summit reinforced this view and suggested a number of actions to back up and accelerate improved opportunities for Darebin's Indigenous community.

The main recommendations have been summarized and presented as an Action Plan to be adopted by Council and included into Council's work plans. This is presented below:

DATSICC & City of Darebin Indigenous Economic Summit and Job Market – Recommended Action Plan

Following on from the two day Indigenous Economic Summit and Job Market, the following action plan is recommended as a strategy to improve education, employment and business development for Darebin's Indigenous Community.

This strategy is in addition to Council's existing strategies and work plans and as such would need to be undertaken through external funding. It is therefore proposed that Council seek external funding to employ an Indigenous Education, Employment and Training Officer to carry out the strategic actions outlined below. Some of the actions could be undertaken directly by such an officer, while others will need to be developed through a partnership with other community groups or government departments and in some cases, the role of this officer will be to advocate other levels of government or other organizations, where the action is either beyond the scope of Council's resources or not within council's area of responsibility.:

Employment Support Actions

- Investigate the production of a resource book (soft copy as well as hard copy) of all Darebin (and other) Indigenous Community Support Organizations with a comprehensive outline of name, contact details, location, service provisions. This resource to be used by Council and other non Indigenous organizations to develop a partnership approach to improving education, training and employment support to our local Indigenous community.
- Investigate the development of an Indigenous mentoring program to support families and individuals to keep young Indigenous people at school until the end of year 12.
- Encourage the development of partnerships between Indigenous community organizations and non- Indigenous employment and training organizations so that additional resources can be used to assist with Indigenous employment and non Indigenous organizations can become more culturally aware of Indigenous issues when matching people with jobs.
- Investigate the development of an Indigenous cultural awareness program for schools and also for business. This will involve an advocacy role with the Education Department and also with an industry group such as VECCI or with the State or Federal Government.
- Investigate the possibility of an appropriate Indigenous organization to provide a mentoring role for employers of Indigenous people, particularly Indigenous youth.
- Investigate the establishment of an Indigenous community controlled employment agency.

- Darebin City Council to develop an Indigenous Employment Strategy (as part of an overall Council employment strategy) with a target employment number and a focus on skill development and training. This follows a precedent set by some government departments and Indigenous organizations and could be used to encourage other local employers to do the same.
- Encourage mainstream employment and training organizations to develop partnerships or pathways with Aboriginal and Torres Strait Islander community organizations
- Liaise with the Career Education Association of Victoria (CEAV) to encourage career planning with local Indigenous youth.
- Also investigate ways to encourage Indigenous people to consider employment in areas of identified skill shortages such as the traditional trades, teaching and careers counselling.
- Investigate how the Federal Government's STEP program (Structural Training & Employment Program) could be further used to increase employment of Indigenous people.

Business Support Actions

- Undertake an inventory of all business support programs available through both the Victorian and the Federal Government and produce a "booklet" (soft copy as well as hard copy). This inventory to be updated regularly and marketed to the community in an effort to increase the uptake of business support programs.
- Investigate the possibility of establishing an Indigenous Business Hub in Darebin. Preliminary discussions have been undertaken with the Darebin Enterprise Centre (DECL) and it may be possible to incorporate such a service into DECL's general business support program.
- Undertake a feasibility study to establish an Indigenous "virtual business incubator" under the management of the Darebin Enterprise Centre Ltd.
- Work with VECCI to establish a Victorian Indigenous Chamber of Commerce. The main purpose or aim to be networking and education of Indigenous businesses.
- Establish an Indigenous Trade Show or Market where Indigenous businesses could show case their products and services. This could be incorporated into the proposed Koori Night Market at the Northcote Civic Square.
- Investigate the possibility of successful business people mentoring Indigenous business start ups.

