

## How we do it

Maximise job and business opportunities for Aboriginal and Torres Strait Islander Queenslanders.

Work directly with Aboriginal peoples and Torres Strait Islander peoples to seek pathways into higher education, training and employment through the Youth Employment Program.

Facilitate the implementation of the whole-of-government *Moving Ahead* strategy.

Manage, co-ordinate and implement infrastructure programs and projects that support economic development, including home ownership.

Drive the implementation of the Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy to help sustain and grow Aboriginal and Torres Strait Islander businesses.

Undertake master planning in remote Aboriginal and Torres Strait Islander communities to prepare for future development opportunities.

Work with trustees and individuals to address land tenure, land administration and Native Title matters in order to increase opportunities for economic development and private home ownership.

Manage survey and town planning projects to formalise road, lot and lease boundaries throughout communities, which is essential for managing future growth and home ownership.

Support initiatives under the *Queensland Housing Strategy 2017–2027*.

### Government objective: Create jobs in a strong economy

## Snapshot of achievements

**1,033**  
job placements for Aboriginal and Torres Strait Islander job seekers,  
exceeding our target of 600 jobs

**78.8%**  
of Aboriginal and Torres Strait Islander Queenslanders being **successfully employed**  
**three months** after placement by the Youth Employment Program,  
exceeding our target of 70%

**59.5%**  
of Aboriginal and Torres Strait Islander Queenslanders being **successfully employed**  
**six months** after placement by the Youth Employment Program,  
exceeding our target of 50%

**31 houses**  
made available for ownership by Aboriginal peoples  
and Torres Strait Islander peoples in targeted communities,  
exceeding our target of 30

# Positive service delivery and economic outcomes

During 2019–2020, we influenced positive service delivery and economic outcomes for Aboriginal and Torres Strait Islander Queenslanders by providing Queensland Government-led policies and initiatives to boost job and training opportunities, and by increasing home ownership for Aboriginal and Torres Strait Islander Queenslanders.

## Maximising job opportunities

Over the past year, the department maximised employment opportunities for Aboriginal and Torres Strait Islander Queenslanders by:

- delivering the Youth Employment Program (YEP) and providing post-job placement support
- creating employment opportunities through social housing and infrastructure projects.

## Key achievements

During 2019, the department facilitated 1,033 job placements for Aboriginal peoples and Torres Strait Islander peoples across Queensland, exceeding our target of 600 placements. This included:

- 686 job placements for YEP candidates, including Year 12 graduates and other higher qualified and job-ready Aboriginal and Torres Strait Islander job seekers
- 347 job placements for Aboriginal and Torres Strait Islander job seekers in social housing and infrastructure projects across the National Partnership on Remote Housing communities, and other capital works in remote and discrete communities.

Performance measure			
<b>Number of job placements for Aboriginal peoples and Torres Strait Islander peoples facilitated by the department</b>			
Year	Target	Actual	Status
<b>2015–2016</b>	400	1,021	△
<b>2016–2017</b>	500	1,074	△
<b>2017–2018</b>	610	1,551	△
<b>2018–2019</b>	850	1,183	△
<b>2019–2020</b>	600	<b>1,033</b>	△

LEGEND: △ Exceeded target; ⊙ Target met; ◐ Working towards target

## Youth Employment Program candidates

The department's Youth Employment Program works directly with Year 12s and other qualified people to seek pathways to higher education, training and employment. The Youth Employment Program assists young Aboriginal peoples and Torres Strait Islander peoples finishing high school and looking for work—or considering further education—to access job and study networks, through offering pre-employment activities including resumé, application and interview preparation, and post-placement support. Support is also provided to Aboriginal peoples and Torres Strait Islander peoples with disability, older First Nations peoples who need assistance to engage or re-engage with employment or training, and young people who have disengaged from school, training or work.

Youth Employment Program candidates participated in a range of activities offered by our regional staff to improve the likelihood of successful and sustained employment outcomes for candidates. This included pre-employment support, training advice and referral, soft skills training, job application and interview advice, and post-placement support.

## Key achievements

During 2019–2020, the department's achievements included:

- 78.8 per cent of Aboriginal and Torres Strait Islander Queenslanders placed into employment by the Youth Employment Program, were still employed three months later, exceeding the target of 70 per cent
- 59.5 per cent of Aboriginal and Torres Strait Islander Queenslanders placed into employment by the Youth Employment Program, were still employed three months later, exceeding the target of 50 per cent
- delivery of Talk Up training, an in-house program to develop workplace interpersonal skills, to 298 candidates.

Performance measure			
<b>Percentage of Aboriginal peoples and Torres Strait Islander peoples successfully employed three months after placement</b>			
Year	Target	Actual	Status
<b>2015–2016</b>	50%	78.4%	△
<b>2016–2017</b>	50%	77.6%	△
<b>2017–2018</b>	60%	78%	△
<b>2018–2019</b>	70%	72.9%	△
<b>2019–2020</b>	70%	<b>78.8%</b>	△

LEGEND: △ Exceeded target; ⊙ Target met; ◐ Working towards target

Performance measure			
<b>Percentage of Aboriginal peoples and Torres Strait Islander peoples successfully employed six months after placement</b>			
Year	Target	Actual	Status
<b>2019–2020</b>	50%	<b>59.5%</b>	△

LEGEND: △ Exceeded target; ⊙ Target met; ◐ Working towards target

## Moving Ahead strategy

Over the past year, the Queensland Government continued to implement the whole-of-government strategy *Moving Ahead: A strategic approach to increasing the participation of Aboriginal and Torres Strait Islander peoples in Queensland's economy 2016–2022*.

This strategy seeks to increase Aboriginal peoples and Torres Strait Islander peoples participation in the economy by building a more skilled and diverse workforce and supporting business and entrepreneurship, with a focus on the needs of young people and on building partnerships with industry.

### Key achievements

During 2019–2020, the department's achievements included:

- completion of 19 selected Aboriginal and Torres Strait Islander projects outside the discrete communities, under the Queensland Government Building and Construction Training Policy, achieving \$5,868,629 in combined (jobs and procurement) economic outcomes for Aboriginal peoples and Torres Strait Islander peoples
- completion of a further 15 government construction projects outside the discrete communities, which achieved the Aboriginal and Torres Strait Islander participation targets, achieving \$25,533,795 in combined (jobs and procurement) economic outcomes for Aboriginal peoples and Torres Strait Islander peoples
- led the preparation and delivery of the *2018–2019 Moving Ahead Annual Report*, which showed that all *Moving Ahead* actions remained on track and were continuing to achieve positive economic participation outcomes for Aboriginal and Torres Strait Islander Queenslanders.

Performance measure			
<b>Number of Aboriginal and Torres Strait Islander businesses securing government procurement</b>			
Year	Target	Actual	Status
2015–2016	100	282	△
2016–2017	100	385	△
2017–2018	225	427	△
2018–2019	300	421	△
2019–2020	450	462 <sup>1</sup>	*

LEGEND: △ Exceeded target; ⊙ Target met; ◐ Working towards target; \* Incomplete data due to COVID-19

An Aboriginal and Torres Strait Islander business is one that is at least 50 per cent owned by an Aboriginal person or a Torres Strait Islander person. Reporting includes entities such as non-government organisations, social enterprises and Indigenous councils, if operating as a business (for example, by engaging in procurement processes).

<sup>1</sup> Please refer to appendix 4, note 8, page 82

<sup>2</sup> Please refer to appendix 4, note 9, page 82

Performance measure			
<b>Value of government procurement from Aboriginal and Torres Strait Islander businesses</b>			
Year	Target	Actual	Status
2015–2016	\$64M	\$170M	△
2016–2017	\$40M	\$270M	△
2017–2018	\$172M	\$305M	△
2018–2019	\$320M	\$329M	△
2019–2020	\$350M	\$305M <sup>2</sup>	*

LEGEND: △ Exceeded target; ⊙ Target met; ◐ Working towards target; \* Incomplete data due to COVID-19

## Whole-of-government Integrated Capital Works program

Our Integrated Capital Works program increases the employment, training and business outcomes by capturing maintenance, upgrades and capital infrastructure investments to maximise economic opportunities within Queensland's remote and discrete communities. This program contributed to improving sustainable economic outcomes through improved integrated procurement practices, and supporting business and employment opportunities for Aboriginal and Torres Strait Islander Queenslanders.

### Key achievements

During 2019–2020, achievements included:

- coordinated 238 construction projects resulting in over \$177 million of investment in infrastructure in remote and discrete Aboriginal and Torres Strait Islander Queensland communities
- partnered with government agencies and the remote and discrete Aboriginal and Torres Strait Islander councils to provide employment and business opportunities for Aboriginal and Torres Strait Islander Queenslanders, through infrastructure investment.

## Infrastructure and construction

In partnership with Councils and communities, our department delivered a range of infrastructure and construction projects catering to the needs and aspirations of Aboriginal and Torres Strait Islander Queenslanders in remote and discrete communities.

### Key achievements

During 2019–2020, the department facilitated the design, construction and delivery of the following infrastructure projects:

- Aurukun: Community Centre Residence, Enyan Circuit drainage development and splash pad pump station
- Mossman Gorge: Completion of infrastructure upgrades for the community of Mossman Gorge
- Wathaniin: Training facility
- Mapoon, Napranum and Pormpuraaw: Splash Parks.

## Employment opportunities delivered through infrastructure projects

Increases in employment and business opportunities for Aboriginal and Torres Strait Islander Queenslanders were achieved by leveraging the procurement associated with civil, building and construction projects, through effective negotiations for Aboriginal and Torres Strait Islander economic opportunities within the remote and discrete communities.

### Key achievements

During 2019–2020, the following employment and business outcomes had been reported through the Training Policy Administration System:

- 347 employment outcomes for Aboriginal peoples and Torres Strait Islander peoples on Queensland Government Building and Construction Training Policy eligible projects constructed within the discrete communities
- 48 Aboriginal peoples and Torres Strait peoples have been engaged as either an apprentice or trainee
- over \$3.3 million has been awarded to Indigenous business supply for contracts through the Indigenous Economic Opportunity Plans for government funded infrastructure projects.

## Working in partnership

The department is committed to brokering education, training and employment opportunities for Aboriginal and Torres Strait Islander Queenslanders. During the 2019–2020 period, the department continued to build on strong relationships with Queensland's peak industry bodies, businesses and sporting organisations to jointly focus on improved opportunities for Aboriginal and Torres Strait Islander Queenslanders.

### Key achievements

As at 30 June 2020, the department had a formal partnership with the following industry partners:

- Construction Skills Queensland
- Queensland Resources Council
- Tennis Queensland.

The department works collaboratively with industry partners to deliver a range of activities aimed at increasing Aboriginal and Torres Strait Islander economic participation. This involves:

- conducting best practice forums in Aboriginal and Torres Strait Islander employment and training, and in increasing procurement from Aboriginal and Torres Strait Islander businesses
- promoting industry careers and skilling pathways with school students and jobseekers
- conducting meet the buyer events and industry tradeshows to connect Aboriginal and Torres Strait Islander businesses with industry procurement staff.

## Whole-of-government land tenure

The department provided whole-of-government advice on land tenure within the remote and discrete communities in Queensland, including performing necessary actions that enable and provide current and future home ownership and leasing opportunities. This assistance also extends to supporting state agencies with implementing programs that require tenure and Native Title advice, and coordination of such activities across the 34 remote and discrete communities.

### Key achievements

During 2019–2020, achievements included:

- provided expert advice to the Department of Housing and Public Works to examine the key land tenure and Native Title requirements across the 34 remote and discrete communities within Queensland, to enable timely and valid construction of new social housing under the *Aboriginal and Torres Strait Islander Housing Action Plan 2019–2023*, which pledges \$105 million for social housing
- enabled trustees, including various Indigenous Shire Councils and Prescribed Bodies Corporate to implement home ownership and commercial leasing by undertaking assessment reports related to land tenure, survey planning and Native Title, as well as drafting Agreements to Lease, Lease instruments and easement agreements
- provided expert advice and support to the communities of Hammond Island, Moa Island, Palm Island, Wujal Wujal, Ngarupai (Horn Island) and Doomadgee with specific tenure and Native Title advice regarding areas of land for development and/or leasing, as well as outstation development
- commenced Native Title and land tenure resolution processes for various projects including housing investment in Doomadgee (37 lots) and Kowanyama (5 lots), the rural fire and rescue stations in Woorabinda and Bamaga, and water pipeline leases in the Northern Peninsula Area
- provided land tenure and Native Title advice across multiple communities to stakeholders to enable land development activities, in line with master planning, and specifically where tenure actions such as boundary changes are required. This included the progressive resolution of the Blockholder lease processes for Yarrabah and Hope Vale and the divestment of departmental surplus land reserves.

## Home ownership

The department facilitates home ownership pathways for Aboriginal and Torres Strait Islander Queenslanders in targeted communities throughout Queensland.

### Key achievements

During 2019–2020, the department:

- made available 31 houses for ownership by Aboriginal peoples and Torres Strait Islander peoples in targeted communities through Queensland Government investment, exceeding the annual target of 30 houses.

Performance measure			
<b>Number of houses made available for ownership by Aboriginal peoples and Torres Strait Islander peoples in targeted communities through Queensland Government investment</b>			
Year	Target	Actual	Status
2015–2016	22	22	⊙
2016–2017	22	22	⊙
2017–2018	22	25	△
2018–2019	25	36	△
2019–2020	30	<b>31</b>	△

LEGEND: △ Exceeded target; ⊙ Target met; ◡ Working towards target

## Master planning

In partnership with Councils, Traditional Owners and residents, the department led a range of master planning projects to plan for the future needs and aspirations of Aboriginal and Torres Strait Islander Queenslanders, including commercial, residential, industrial and community goals. A master plan is a council policy document that provides internal and external stakeholders with effective and tailored guidance for decisions about future development, and facilitates positive service delivery and economic outcomes for remote and discrete Queensland communities.

### Key achievements

During 2019–2020, the department facilitated the preparation of the following urban and rural Master Plans, Precinct Plans and 3D Modelling (Natural Hazards related) Plans:

#### Drafted plans for consultation

- 13 Master Plans drafted for consultation, subject to COVID-19 travel approvals from councils on Mornington Island, Lockhart River, Badu Island, Boigu Island, Dauan Island, Erub Island, Kubin (Moa Island), Mabuig Island, Mer Island, Saibai Island, St Pauls (Moa Island), Ugar Island and Warraber Island
- two Master Plans (rural) are currently being drafted for Hope Vale Congress, and Yarrabah Gunggandji Mandingalbay Yidinji Peoples Prescribed Body Corporate (Registered Native Title Body Corporate).

### New Plans for communities

- nine new Master Plans for the communities of Coen, Kowanyama, Palm Island, Pormpuraaw, Wasaga, Horn Island, Iama Island, Poruma Island, Masig Island and Yarrabah.

### Plans endorsed by Councils

- eight Master Plans endorsed by Councils for Cherbourg, Kowanyama, Napranum, Northern Peninsula Area (NPA), Pormpuraaw, Wasaga, Horn Island, Woorabinda and Wujal Wujal.

### Plans for review or amendment

- 10 Master Plans refreshed, reviewed or amended for Aurukun, Cherbourg, Doomadgee, Mapoon, Napranum, Northern Peninsula Area, Wasaga, Horn Island, Hammond Island, Woorabinda and Wujal Wujal.

### Completed plans

- 11 Precinct Plans completed for the Aurukun Foreshore, Aurukun CBD, Hope Vale Foreshore, Lockhart River Cultural Precinct, Mornington Island Tourism Precinct, Mornington Island airstrip residential Precinct, Mornington Island Barwu residential Precinct, NPA Injinoo Cultural Precinct, Yarrabah Foreshore Precinct, Yarrabah Sporting Precinct and Yarrabah Lighting and CCTV Precinct
- 11 3D Modelling Plans undertaken for Aurukun, Coen, Doomadgee, Mornington Island, Palm Island, Wasaga, Horn Island, Iama Island, Poruma Island, Masig Island, Wujal Wujal and Yarrabah.

## Town planning

The department provided assistance to Aboriginal and Torres Strait Islander Councils to make informed planning decisions in their communities throughout Queensland.

### Key achievements

During 2019–2020, the department achieved the following:

#### Planning schemes

- assisted in facilitating the adoption of 11 alignment amendment town planning schemes in line with the Queensland *Planning Act 2016*
- supported the Torres Shire Council in developing a new Planning Scheme and Local Government Infrastructure Plan (LGIP) to ensure compliance with the *Planning Act 2016*
- completed various supportive studies such as Natural Hazard studies (inclusive of Bushfires and Cultural Heritage) which support the development of planning schemes.

### **Development applications**

- prepared and managed 10 development applications on behalf of councils for decision-making, which will provide 11 lots within communities
- prepared, managed and completed eight development applications resulting in the provision of 48 lots within communities
- prepared and managed the issuing of 10 decision notices for development applications in communities, providing state development and economic opportunities.

### **Community survey program**

- prepared and managed the issuing of two decision notices, resulting in the registration of 183 lots within communities
- prepared and managed two development applications, which will provide for 22 lots and the formalisation of roads within communities.

### **Road closures**

- prepared and managed three development applications, which will provide for the formalisation of roads within communities and for road closures related to four unused roads.

## **Community survey programs**

During 2019–2020, the department led programs to standardise survey infrastructure and to progress economic development throughout the remote and discrete Aboriginal and Torres Strait Islander communities in Queensland.

The implementation of the survey programs has resulted in the resolution of most of the long outstanding land tenure issues that have delayed development in the past.

The survey work has been registered with the Department of Natural Resources, Mines and Energy and will provide a platform for improved land management, new roads, social housing, home ownership, and private and commercial leasing. It will also facilitate freehold opportunities in the future.

### **Key achievements**

As at 30 June 2020, the department achieved the following:

- a community survey program which delivered 248 new lots on 15 plans
- ensured that all remote and discrete Aboriginal and Torres Strait Islander communities now have a registered community survey plan
- completed Digital Asset Management Plans for three communities and another 31 are currently under way.

## **Indigenous Land Use Agreements**

Indigenous Land Use Agreements are voluntary agreements between Native Title parties and others about the use and management of land. Indigenous Land Use Agreements allow Aboriginal peoples and Torres Strait Islander peoples to negotiate flexible arrangements that suit their circumstances and aspirations.

The department works with councils, other state government agencies, Traditional Owners and Registered Native Title Bodies Corporates on negotiating various types of land use agreements to support economic development for communities. Agreements negotiated usually provide for state, Commonwealth or local government infrastructure development, home ownership or leasing, social housing construction or leasing, and commercial leasing. They also provide an up-front compensation amount for some future acts, body corporate fees for service and cultural heritage clearance procedures (including remuneration for cultural heritage monitors).

### **Key achievements**

During 2019–2020, the department achieved the following:

- execution of seven Infrastructure and Housing Indigenous Land Use Agreements for the Torres Strait islands of Boigu, Warraber, Moa, Masig, Mabuag, Iama and Erub, with registration to occur in December 2020
- progression of Township Indigenous Land Use Agreements for Cherbourg and Lockhart River
- progression of land tenure actions to assist Hopevale Congress Aboriginal Corporation Registered Native Title Body Corporate with the negotiation of a tenure resolution for an Indigenous Land Use Agreement
- home ownership progression under the Badu Infrastructure and Housing Indigenous Land Use Agreement
- Native Title consent obtained under the Mapoon and Pormpuraaw Township Indigenous Land Use Agreements for the completion of their splash parks.

## **Retail Stores**

During the past year, the department worked with Community Enterprise Queensland to ensure that retail stores continued to meet community needs.

### **Key achievements**

During 2019–2020, in partnership with Community Enterprise Queensland, the department:

- helped maintain the provision of food supply and retail services to remote Aboriginal and Torres Strait Islander communities during the COVID-19 community lockdown under the Commonwealth *Biosecurity Act 2015*.

## Future directions

In 2020–2021, our department will continue to influence positive service delivery and economic outcomes for Aboriginal and Torres Strait Islander Queenslanders.

Increase local knowledge about, and access to, Queensland government-led services and initiatives by all Aboriginal and Torres Strait Islander Queenslanders.

Maximise employment and business opportunities for Aboriginal and Torres Strait Islander Queenslanders.

Influence government agencies to broker job and training opportunities for Aboriginal and Torres Strait Islander Queenslanders, co-ordinate responses to job placement and economic need, and consider business and employment opportunities through strategic procurement.

Partner with Aboriginal and Torres Strait Islander communities to coordinate and deliver informed capital and investment projects, provide support services to trustees, and explore opportunities with trustees to secure land tenure and land administration actions.

Invest in, and build on, community strengths to increase home ownership and advance business growth in Aboriginal and Torres Strait Islander communities. This will include mapping and providing advice regarding the impact of COVID-19 restrictions on Aboriginal and Torres Strait Islander businesses; and providing advice to government on ways to effectively support Queensland Aboriginal and Torres Strait Islander businesses, both during and post the pandemic.

2020–2021 PERFORMANCE MEASURES	2020–2021 TARGETS
Number of job placements for Aboriginal and Torres Strait Islander Queenslanders facilitated by the department	<b>720</b>
Percentage of Aboriginal and Torres Strait Islander Queenslanders successfully employed three months after placement by the Youth Employment Program	<b>70%</b>
Percentage of Aboriginal and Torres Strait Islander Queenslanders successfully employed six months after placement by the Youth Employment Program	<b>50%</b>
Number of Aboriginal and Torres Strait Islander businesses securing government procurement	<b>450</b>
Value of government procurement from Aboriginal and Torres Strait Islander businesses	<b>\$350M</b>
Number of houses made available for ownership by Aboriginal and Torres Strait Islander Queenslanders in targeted communities through Queensland Government investment	<b>30</b>
Total cost per hour of economic participation policy	<b>\$106</b>