



Real Jobs Program Impact

Indigenous Land and Sea Corporation



Australian Government


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The ILSC GROUP

PEOPLE. COUNTRY. OPPORTUNITY.

Aboriginal
and Torres
Strait Islander
people should be aware
that this publication may
contain images, voices or
names of deceased persons
in photographs, film, audio
recordings or printed material.
ILSC sincerely apologises
for any distress, sadness
and/or offence this
may cause.



The C in Country is capitalized
throughout this summary as
Country for Aboriginal and/or
Torres Strait Islander people is
a strong place of connection
which provides the upmost
significance to their people and
means more than physically land.

Introduction and background

The Indigenous Land and Sea Corporation (ILSC) exists to enable social, cultural, environmental, and economic benefits to Aboriginal and Torres Strait Islander peoples, through the acquisition and management of land, salt water and fresh-water Country.

Since 2007, the ILSC has operated the Real Jobs Program (RJP) to support unemployed Indigenous people in the Northern Territory (NT) into work within the Agribusiness, Tourism, and Healthy Country/Conservation sectors.

RJP provides authentic employment opportunities and targeted training. The goal of the RJP is to support previously unemployed Indigenous people in the NT to develop their confidence, skills, self-esteem, and overall wellbeing.

The RJP funds selected host organisations to employ unemployed local Indigenous people and provide appropriate training to support the participants' transition to the general workforce and to their specific workplace.

Care for Country

RJP funds organisations to directly care for and manage Country. Most organisations in this model employed RJP participants to be rangers.



Products and Services

RJP funds organisations that produce products or services on or with Country. Some organisations in this model employed RJP participants into the Agribusiness and Tourism sectors.



Employment

RJP funds organisations that provide employment on or near local Indigenous community. Most organisations in this model employed RJP participants into the Agribusiness and Tourism sectors.



RJP provides funding for employment, training, coordination, and operations. It makes a difference for host organisations in a variety of ways.



Pay

RJP funding is used to directly pay for people doing the work.



Train

RJP funding contributes to the cost of training (technical, transferable, and personal development) and support activities.



Transition

RJP funding enables businesses to deliver activities that support potential employee's transition to the workplace.



Self sufficiency

RJP funding enables businesses to explore diverse revenue streams towards a goal of self-sustainability.



Pathways

RJP funding enables businesses to offer more employment opportunities and pathways in local area.



The RJP participants gain sufficient experience, increased employability, and personal development to support their transition into full employment in the host organisations, sectors, or outside. Participants' personal development provides benefit to the individual, their families, and communities.

“It’s not just about the one participant of the program, it’s also about a broader theme of cultural inclusivity”

Host organisation



Yirralka Ranger using Yolŋu knowledge to create personal care products

Impact and performance of the RJP

An independent review in 2021 identified that the RJP is meeting its objectives and making a difference. The RJP has met individual employment and training targets, and other targets met include participation in cultural events, access to and management of Country.

The RJP supports transformation of participants

Making a difference

There is evidence that the RJP is making a difference in the lives of participants and, as a flow-on, to their families and communities.

Host organisations and participants said that the RJP has enabled participants to build the skills and knowledge to be competent and effective in their roles. Participants speak with pride about their job, are motivated to go to work, and are sharing that positive outlook with their family and community. Participants are transitioning into the workplace, building their own employability, and encouraging others to participate in the RJP.

The transformation of participants is an important success outcome for many host organisations. Employment is seen as an enabler for broader socio-economic development for participants, their families, their communities, and their Country. However, employment for employment's sake is not enough - the transformation of participants comes not only from the skills and knowledge gained, but also the pride and confidence of a 'real' job with 'real' career potential.

Employment

The RJP is exceeding expectations of employment targets. Through RJP, host organisations employed 218-235 Indigenous people, across 2019 and 2020 financial year periods. Through RJP, host organisations employed Indigenous people into 103-119 FTE positions.

Training

The RJP is meeting its training targets. Through RJP, participants completed 900 training events, across 2019 and 2020 financial year periods.

Completing training enables participants to gain skills, remain employed with their host organisation, and support their potential transition out of RJP.

During
2019
2020

218-235

Indigenous people worked with RJP host organisations

103-119

went on to full time employment

900

Participants completed training events through RJP



Larrakia Rangers



“They have more pride now because that’s work on their country”

Host organisation

Broad Benefits

The RJP is meeting targets for other broader benefits. While employment and training are the primary objectives of the RJP, the ILSC also tracks other potential benefits to participants, community, and Country. These additional benefits complement the RJP primary objectives and align to the ILSC's broader intended benefits and purpose.

There is evidence that many host organisations are directly enhancing access to and management of Country. For host organisations that directly care for Country, the success of RJP directly related to positive outcomes for Country.

Some host organisations spoke of a closer connection to local Indigenous communities and culture as part of their typical business activities. For example, where participants were involved in supporting funeral services, transporting staff, digging graves, supplying fuel and food.

For other organisations, they supported culture by recognising the validity of cultural events and supporting participants to attend events and responsibilities either locally or back with the participants' family and Country.

For some host organisations, RJP is an important part of their broader social responsibilities. Many host organisations are the sole, or one of very few, employer in the local community. They described feeling an obligation to and pride that they provide job opportunities in the region. For these organisations, RJP enables them to employ more young Indigenous people, especially those who unfamiliar with the workplace, by funding additional training, recruitment, and orientation activities to support their transition.

Host organisations spoke of significant benefits of gender diversity for their participants, the community, and the organisation. Employing male and female participants enables them to support working on country and enjoy a lifestyle away from town centres. Host organisations that directly care for Country shared that male and female staff may focus on different aspects of managing Country, especially in areas one or the other cannot go to due to cultural reasons. Therefore, having the diversity of men and women allows for all areas to be protected which ensures that Country is fully cared for.



Yirralka Rangers bush product Dhawu



Jane - Nitmiluk



The RJP is delivering value for money

The ILSC has adopted a Value for Money evaluation approach to help it understand the performance of its programs and projects by considering both the tangible and intangible benefits of a program, including economic returns as well as cultural, social, and environmental returns. For the ILSC, a program that is “value for money” is one that represents the best use of resources to contribute to positive significant change for Indigenous Australians. How well a program is performing depends on the extent to which it is: economical, efficient, effective, equitable, and delivering return on purpose.

The review found that the RJP is delivering at a Good to Excellent level overall.

Delivering return on purpose The RJP is delivering ongoing returns on cultural, social, environmental, economic capital at a **Good level**. A host organisation of rangers was able to establish a base that provided local employment in a remote community. Ranger employment and the base enabled people to stay on Country to live and work, leading to a well-occupied and sustainable community. Families stayed in the community, and the organisation established a bilingual and bi-cultural school for local children, that provided further employment opportunities and improved educational outcomes.

Equitable



The RJP is Generally On Track in terms of equity (inclusive and addresses disadvantage within the Indigenous community).

The RJP specifically targets unemployed Indigenous people – for many participants, their role through RJP is their first job. By working with host organisations across the NT, the RJP is providing an employment pathway for people in regional and remote communities where employment opportunities are limited. Additionally, some remote ranger projects conduct activities that support Elders and youth on country.

Effective



The RJP is achieving intended outcomes - building cultural, social, environmental, economic capital at a Good-to-Excellent level.

A participant in an Agribusiness organisation spoke of being supported to develop in their current role and being exposed to training and support to grow into other adjacent roles. They have autonomy to decide the training and role options that set them up for their preferred career pathway.

Efficient



The RJP is delivering in an efficient and productive way at an Excellent level.

RJP projects are spread across the NT, including urban cities, such as Darwin, regional centres, such as Tennant Creek, and remote towns, such as Yirrkala. The RJP is focussed on three key land-based sectors - Tourism, Agribusiness and Healthy Country/ Conservation. Opportunities in these sectors provide valuable skills and experience in some of the NT’s main industries.

Economical



The RJP is managed in a way that represents good stewardship of resources at a Good-to-Excellent level.

The ILSC selects host organisations based on their capacity to employ and train participants but also their ability to provide rewarding and meaningful work experiences.

“The personal growth you see in each individual participant... You’ve gone from probably a shy young adult to building them up to someone that believes in themselves and is feeling empowered”

Host organisation

A vision for a fully supported RJP

We spoke with host organisations, participants and the ILSC to identify what a fully supported RJP would look like. A fully supported RJP is one where both the ILSC and host organisations can give full effect to the activities that ensure the RJP is delivering on its intended objectives and broader outcomes. Some of the elements that make up a fully supported RJP are currently occurring (funded by the RJP or from the host organisations), and some are aspirational and need identified resource gaps to be addressed.

Host organisations Design and Prepare

In this area, host organisations design the implementation model of the RJP. Host organisations conduct recruitment activities to raise awareness about the RJP and to find suitable potential employees. Host organisations conduct onboarding and pre-workplace activities to support participants' transition to the workplace. Host organisations organise additional funding and internal resources needed to deliver the RJP.

Host organisations Deliver and monitor

In this area, host organisations manage the operational and administrative needs to deliver the program. Host organisations employ and train RJP participants and manage the operational and administrative requirements. Host organisations contribute to the management and revitalisation of Country, culture, and the local Indigenous community to deliver additional benefits to individuals, families, and communities where relevant. Host organisations monitor and track activities and progress. Host organisations organise relevant additional resources participants need to be successful in their role.

Host organisations Connect and support

In this area, host organisations provide holistic and wrap-around supports to RJP participants. Host organisations deliver advocacy activities, focusing on job readiness and personal development. Host organisations maintain connection and relationship with participants.

ILSC Administer and manage

In this area, ILSC program staff manage and disseminate the contracts and funding of RJP host organisations. ILSC partners with host organisations to contextualise the RJP to their contexts.

ILSC Monitor, support and adapt

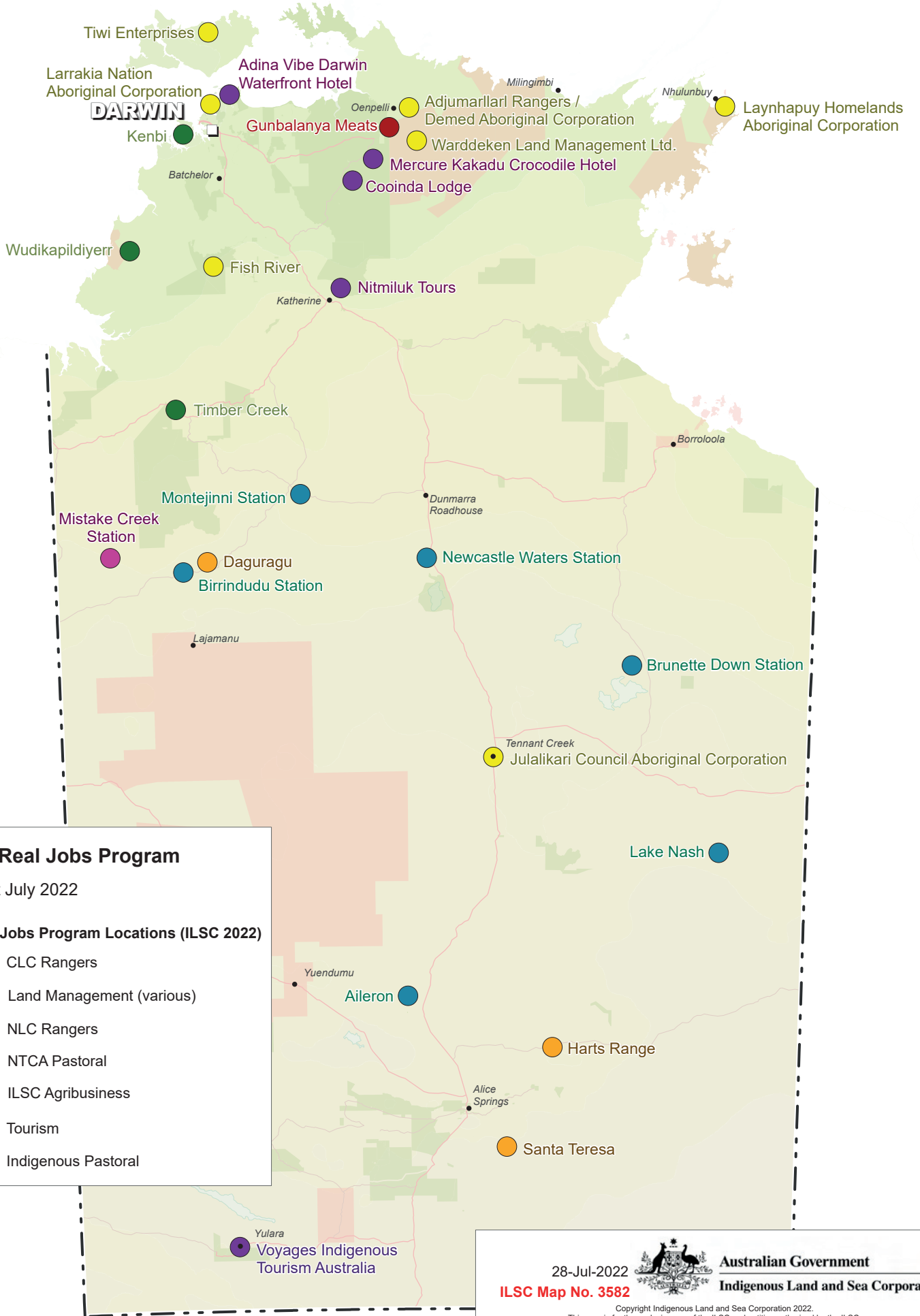
In this area, ILSC program staff support host organisations and participants with a continuous improvement, continuous learning focus. ILSC monitors host organisation and participant activities, progress, and outcomes, ensuring good stewardship of resources. ILSC facilitates opportunities for sharing and learning from host organisations and participants, across sectors.

“We’re giving kids opportunities to go out and better themselves. We’re equipping them with the skills that are going to help through their life.”

Host organisation



Real Jobs Program participants training for the pastoral industry



ILSC Real Jobs Program

As at July 2022

Real Jobs Program Locations (ILSC 2022)

- CLC Rangers
- Land Management (various)
- NLC Rangers
- NTCA Pastoral
- ILSC Agribusiness
- Tourism
- Indigenous Pastoral



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