

QUEENSLAND TOURISM
INDUSTRY COUNCIL

Directory of Queensland Indigenous Services & Programs

SEPTEMBER 2015



This directory is designed to assist employers to better connect with services and programs that can assist them in their Indigenous employment initiatives. It compliments information provided in the Employer's Guide to Indigenous Employment.

This Directory is not exhaustive and is updated on an annual basis.

If you would like to add a service or contact to the list please contact the Business Support Team at QTIC.

Email: champions@qtic.com.au or Telephone: (07) 3236 1445



acknowledgements

We acknowledge the traditional custodians of this land and pay our respects to the Elders both past, present and future.

QTIC acknowledges the support of Echo Entertainment Group, supporter of the QTIC Tourism Indigenous Employment Champions Network.

ECHO ENTERTAINMENT GROUP

Caution: Take care before viewing this document as it may contain images of and reference to deceased Indigenous People.

contents



1	Aboriginal and Torres Strait Islander Organisations	3
2	Government Funding, Assistance and Support	7
3	Indigenous Cultural Awareness Training Providers	17
4	Voluntary Indigenous Employee Mentoring	18
5	QTIC Indigenous Employment Champions Network	20
6	Useful Websites, Books, Resources and Organisations	21

1. Aboriginal and Torres Strait Islander Organisations

This list is compiled to assist employers with an initial contact point with Indigenous Communities in the local region.

Indigenous community organisations can be useful for:

- Identifying Local Traditional Owners
- A network to source employees
- A network to advertise job vacancies
- A source for mentors
- Learning about local Indigenous culture and protocols

1.1 Brisbane and South East QLD

Gallang Place Aboriginal and Torres Strait Islander Corporation

57 Southgate Avenue, Cannon Hill 4173
Ph: (07) 3899 5041

Inala Aboriginal and Torres Strait Islander Community Resource Association

124 Inala Ave, Inala 4077
Ph: (07) 3372 6100

Kambu Medical Centre

27 Roderick St Ipswich 4305
Ph: (07) 3812 3843

Minjerribah Moorgumpin (Elders-In-Council) Aboriginal Corporation

2 Mitchell Cres Dunwich 4183
Ph: (07) 3409 9723

Murri Watch Aboriginal & Torres Strait Islanders Corporation

15 Hubert Street Woolloongabba 4102
Ph: (07) 3891 6431

Quandamooka Yoolooburrabee Aboriginal Corporation

100 East Coast Road, Dunwich Q 4183
PO Box 235, Dunwich Q 4183
Ph: (07) 3415 2816

Queensland South Native Title Services

Level 10/ 307 Queen Street in Brisbane 4000
Ph: (07) 3224 1200

The Institute of Urban Indigenous Health

23 Edgar Street Bowen Hills QLD 4006
Ph: (07) 3648 9500

Winnam Aboriginal & Torres Strait Islanders Corporation

Shop 2-3 124 Florence St. Wynnum 4178
Ph: (07) 3396 3431

1.2 Gold Coast and Hinterland

Jellurgal Aboriginal Cultural Centre

1711 Gold Coast Highway
Burleigh Heads 4220
Ph: (07) 5525 5955

Kombumerri Aboriginal Corporation For Culture and Yugambeh Museum Language and Heritage Research Centre

Cnr Plantation Road & Martens Street
Beenleigh 4207
Ph: (07) 3807 6155

1.3 Sunshine Coast and Fraser Coast

Kabi Kabi Aboriginal Corporation

15/27 Evans Street Maroochydore 4558

Ph: (07) 5443 2090

1.4 Central QLD and Bundaberg Region

Gidarjil Development Corporation

53 Walker Street Bundaberg 4670

Ph: (07) 4130 7700

Gladstone Aboriginal & Islanders Co-Operative Society Ltd

Shop 2 35 Off Street Gladstone 4680

Ph: (07) 4972 2699

Juwarki Kapu-Lug Ltd

224 Quay Street

Rockhampton 4702

Ph: (07) 4927 7508

Korrawinga Aboriginal Corporation

242 Scrubhill Road Hervey Bay 4655

Ph: (07) 4124 4814

Saima Torres Strait Islander Corporation Inc

229 Bolsover Street Rockhampton 4700

Ph: (07) 4922 9280

1.5 Far North

Balkanu Cape York Development Corporation Pty Ltd

242 Sheridan Street Cairns 4870

Ph: (07) 4019 6200

Bamanga Bubu Ngadimunku Inc Mossman Gorge Aboriginal Community

PO Box 171 Mossman 4873

Ph: (07) 4098 1305

Biddi Biddi Community Advancement Co-Operative Society Ltd

20 Jack Street Atherton 4883

Ph: (07) 4091 1297

Bindal Sharks United Sport and Recreation Aboriginal Corporation

Shark Park 190 Mervyn Crossman Drive

Annandale 4814

Ph: (07) 4729 1077

Carpentaria Land Council Aboriginal Corporation

87 Musgrave Street Burketown 4830

Ph: (07) 4745 5132

Cape York Land Council

32 Florence Street Cairns 4870

Ph: (07) 4053 9222

Chjowai Housing Co-Operative Society Ltd

18 McGowan Drive Innisfail Q 4860

Ph: 07 4061 2913

Coolgaree Aboriginal Corporation

Farm Rd Palm Island 4816

Ph: (07) 4770 1988

Girringun Aboriginal Corporation

235 Victoria Street Cardwell 4849

Ph: (07) 4066 8300

Girudala Community Co-operative Society Ltd

50 George Street Bowen 4805

Ph: (07) 4786 1000

Goobidi-Bamaga Community Advancement Co-operative Society Limited

7 Johnston Road Mossman 4873

Ph: (07) 4098 1283

Gudjuda Reference Group Aboriginal Corporation

Plantation Park Ayr 4807

Ph: (07) 4783 7229

Hopevale Aboriginal Shire Council

Muni Street Hopevale 4895

Ph: (07) 4083 8000

Mapoon Aboriginal Council

Red Beach Road Mapoon

Weipa 4874

Ph: (07) 4090 9124

Mungalla Aboriginal Business Corp

1236 Forrest Beach Road Allingham 4850

Ph: (07) 4777 8718

North Queensland Land Council Aboriginal Corporation

61 Anderson Street Manunda Cairns 4870
Free call: 1800 814 779
Ph: (07) 4042 7000

Townsville Office

12 Wills Street Townsville 4810
Ph: (07) 4421 5700

Mackay Office

Suite 2 Level 1 38 Macalister Street
Mackay 4740
Ph: (07) 4898 6700

Carpentaria Land Council Aboriginal Corporation

Musgrave Street Burketown 4830
Ph: (07) 4745 5132

Torres Strait Regional Authority (TSRA)

Level 1 Torres Strait House 46 Victoria Parade
Thursday Island 4875
Ph: (07) 406 90700

Townsville Aboriginal & Islander Media Association (4KIG)

271-279 Sturt Street Townsville 4810
Ph: (07) 4772 5466

Townsville Aboriginal & Torres Strait Islander Cultural Centre

2-68 Flinders Street East Townsville 4810
Ph: (07) 4772 7679

Umagico Aboriginal Council

Woosup Street Bamaga 4876
Ph: (07) 4069 3266

Yalga Bindi Institute for Community Development

190 Harvey's Range Road Condon 4817
Ph: (07) 4773 5077

1.6 Outback

Jupiter Mossman Community Co-operative Society Ltd

164 Gill Street Charters Towers 4820
Ph: (07) 4787 1843

Kooma Traditional Owners Association Incorporated (KTOAI)

Murra Murra Station and Bendee Downs
Cunnamulla 4490
Ph: 04177 26882

Nalingu Aboriginal Corp

31 Cambridge Street Mitchell 4465
Ph: (07) 4623 1423

Warringu Aboriginal & Torres Strait Islander Corporation

36 Boundary Street Charters Towers 4820
Ph: (07) 4787 8138

Queensland Aboriginal Land Councils

North Queensland Aboriginal Land Council

www.nqlc.com.au
(Represents Central QALC)

Cairns

Ph: (07) 4042 7000

Townsville

Ph: (07) 4421 5700

Mackay

Ph: (07) 4898 6700

Cape York Land Council

www.cylc.org.au
Ph: (07) 4053 9222

Aboriginal Legal Services

Level 5, 183 North Quay
Brisbane 4000
Ph: (07) 3025 3888

Shop 10D Strathpine Shopping Plaza
445 Gympie Road
Strathpine 4500
Ph: (07) 3205 1253

69 Haggup Street
Cleveland 4163
Ph: (07) 3025 3888

45 Ellenborough Street
Ipswich 4305
Ph: (07) 3812 2772

Suite 3B Post Office Plaza 20 Main Street
Beenleigh 4207
Ph: (07) 3804 5033

Suite 8, First Floor 19 Short Street
Southport 4215
Ph: (07) 5532 6988

Suite 11 Level 2 Ocean Central 2 Ocean Street
Maroochydore 4558
Ph: (07) 5452 7633

8 Union Street
Toowoomba 4350
Ph: (07) 4659 7822

120 Lamb Street
Murgon 4605
Ph: (07) 4168 1944

Unit 2, 17 Torquay Road
Hervey Bay 4655
Ph: (07) 4128 2488

Unit 11 Waggamba Square Brooke Street
Goondiwindi 4390
Ph: (07) 4671 0766

Level 1 Win Tower
Bundaberg 4670
Ph: (07) 4152 8044

4-5 Coachman House 47 Bowen Street
Roma 4455
Ph: (07) 4622 5366

88 The Terrace
St George 4487
Ph: (07) 4625 3052

89 Bolsover Street
Rockhampton 4700
Ph: (07) 4927 5711

51 Wills Street
Charleville 4470
Ph: (07) 4654 1721

33 Sydney Street
Mackay 4740
Ph: (07) 4953 4058

Level 2, 143 Walker Street
Townsville 4810
Ph: (07) 4722 5111

Lot 47 Cnr. Main Street and Police Lane
Palm Island 4816
Ph: (07) 4770 1222

78 Spence Street
Cairns 4870
Ph: (07) 4046 6400

4 Simpson Street
Mount Isa 4825
Ph: (07) 4744 0900

PO Box 55
Normanton 4890
Ph: (07) 4745 1118
(Services Doomadgee, Mornington Island and Burketown)

183 Wasiu Street
Mango Flat Bamaga 4876
Ph: (07) 4069 3970

25 Douglas Street
Thursday Island 4875
Ph: (07) 4069 1091

2. Government Funding, Assistance and Support

There are various Federal and State Government Departments, along with other agencies which offer employers support in the form of:

- Funding wages and training for Indigenous employees
- Funding and business advice for joint business ventures
- Employer & employee mentor support
- Assistance to source employees
- Employee support programs to assist with work & lifestyle management
- Assistance for developing an Reconciliation Action Plan (RAP) for your workplace and the promotion of Indigenous wellbeing in your community
- Assistance for developing an Indigenous Employment Strategy (IES) for your workplace

2.1 Funding opportunities for employee's wages

2.1.1 Indigenous Wage Subsidy (IWS)

Employers who want to employ Aboriginal and Torres Strait Islander peoples can get financial help from the Australian Government. This help is available through the Indigenous Wage Subsidy (IWS) program and administered by the Department of the Prime Minister and Cabinet.

The Indigenous Wage Subsidy (IWS) is an incentive paid to employers when they employ eligible Aboriginal and Torres Strait Islander peoples on a continuing basis.

The program provides a wage subsidy to employers of eligible Aboriginal or Torres Strait Islander job seekers after 13 and 26 weeks in a job. Some employers may also be eligible for retention bonuses and funds to cover training costs.

Information for employers on how to apply for the subsidy is available. Information for Aboriginal and Torres Strait Islander job seekers is also available.

Eligibility

If you are an employer who hires an Aboriginal or Torres Strait Islander person, you can apply for a wage subsidy from the Department of Prime Minister and Cabinet.

To be eligible, the person you employ must:

- be an Aboriginal or Torres Strait Islander job seeker, registered with as unemployed and
- be actively looking for work and receiving an eligible income support payment

If the job seeker is under 21 years of age, they do not need to be receiving an income support payment however must be registered as looking for work with Centrelink.

What funding is available?

The IWS is paid after the new employee has been in the job for 13 and 26 weeks. The amount of money paid to the employer is:

- up to \$4400 (including GST) for ongoing full-time positions of 35 hours or more per week
- up to \$2200 (including GST) for ongoing part-time positions of 15 hours or more per week.

An additional retention bonus (if eligible) may also be available, this is:

- \$1100 for full time positions or \$550 for part time positions where the employee is employed for 13 weeks or more.
- \$1100 for full time positions or \$550 for part time positions where the employee is employed for 26 weeks or more.

Employers may also claim reimbursement of up to \$550 in Career Development Assistance (including GST) for eligible employees who enrol in an accredited training course, obtain a ticket (such as Stop/Go), or a licence (e.g. forklift), within their first 26 weeks in a job.

Further information can be located on the Department of Employment webpage <https://employment.gov.au/indigenous-wage-subsidy-iws> or call the Indigenous Employment Line on 1802 102.

2.1.2 Indigenous Cadetship Support (ICS)

Employers who want to offer work placements and ongoing employment to Aboriginal and Torres Strait Islander tertiary students can get financial help from the Australian Government. This help is available through the Indigenous Cadetship Support program.

The Indigenous Cadetship Support program aims to improve the job prospects of Aboriginal and Torres Strait Islander students.

The program links full-time students undertaking their first undergraduate degree with employers who can give them work placements and ongoing employment once they finish their studies.

Cadetship employers:

- provide paid work placements of 12 weeks for each year of the cadetship
- support the cadet through their study and work placements, giving professional guidance and mentorship; or
- intend to offer ongoing employment to the cadet once they successfully complete their cadetship.

What funding is available?

The Indigenous Cadetship Support program provides employers up to \$7050 per semester to support cadets with a living allowance and study-related costs and to offset employer administration costs. Further information can be located at the Indigenous Cadetship Support website <https://www.ics.employment.gov.au/> or call the Indigenous Employment Line on 1802 102.

2.1.3 Restart Wage Subsidy

Australian businesses that provide jobs to people, 50 years of age or older, could get financial assistance from the Australian Government.

Restart offers support to employers who employ and retain eligible job seekers who are 50 years of age or older, and who have been unemployed and on income support for six months or more. At present, an employer can receive up to \$10,000 (GST inclusive) in assistance for a full-time employee over two years.

From 1 November 2015 the length of Restart will be reduced so that the \$10,000 in assistance can be paid to employers over 12 months.

Mature age job seekers employed for at least 30 hours per week attract the full rate of the Restart wage subsidy. Eligible job seekers employed between 15-29 hours per week attract a pro-rata Restart subsidy.

Restart is funded for \$524.8 million over four years.

An eligible job seeker is someone who:

- is 50 years of age or older;
- has been unemployed and in receipt of any of the

following income support payments for six months or more;

- Newstart Allowance; Parenting Payment; Disability Support Pension; Bereavement Allowance; Widow Allowance; Carer Payment; Special Benefit; Partner Service Pensioners; War Widows Pension; Age Pension; Mature Age Partner Allowance; Wife Pension; Widows B Pension; Austudy;
- does not have any outstanding workers' compensation claims against the employer; and
- is not an immediate family member of the employer.

The employment must be a position:

- that commenced on or after 1 July 2014;
- in which the employee works for a minimum of 15 hours per week;
- that is a sustainable, ongoing position, and the employer knows of no reasons why the job will not continue indefinitely (the employment should not be expected to end when the wage subsidy ceases);
- for which the employer is not receiving any other Commonwealth Government wage subsidies, with the exception of a Tasmanian Jobs Programme wage subsidy;
- that complies with minimum standards for employment as established under relevant Commonwealth, State or Territory law (including any award conditions applicable to the position);
- that is not a commission-based, self-employment or a subcontracted position;
- that is not work for an immediate family member;
- that does not displace an existing employee; and

- that will not bring the Commonwealth into disrepute.
- The employer must:
- be a legal entity, with an Australian Business Number;
 - not have previously received a Restart wage subsidy in respect of the same job seeker; and
 - not be a Commonwealth or State/Territory government agency.

How to apply

Restart wage subsidies are delivered through employment service providers. You can find a provider by calling 13 17 15, or by using the search tool <http://www.jobsearch.gov.au/serviceproviders> on the Australian Job Search website.

If you have employed an eligible mature age job seeker who is not registered with an employment service provider, they will need to register with a provider in order for you to receive Restart. Please note that you should ensure the job seeker registers with an employment services provider as soon as possible after starting work, as any delay will postpone the instalment payments.

For mature age job seekers who are registered with a Remote Jobs and Communities Programme (RJCP) provider, employers can apply directly to the Department via the email address below.

Further information for employers and mature age job seekers, please email Restart@employment.gov.au

2.1.4 Vocational Training and Employment Centres (VTEC)

VTECs connect Indigenous job seekers with **guaranteed jobs** (<http://www.dpmc.gov.au/indigenous-affairs/about/jobs-land-and-economy-programme/vocational-training-and-employment-centres-vtec>) and bring together the support services necessary to prepare job seekers for long term employment. The guarantee of a job before job-specific training starts is the key feature of VTECs. It ensures:

- vocational or job-specific training is directly related to available jobs
- employers can recruit Indigenous job seekers with the right skills for specific jobs
- job seekers are responsible for opting into available jobs
- the commitment of job seekers is rewarded with guaranteed employment.

VTECs operate with the support and involvement of local Indigenous communities and their leaders. VTECs are aligned to the values and needs of both Indigenous communities and employers. They work with service providers to bring together a comprehensive range of support for job seekers to build vocational and non-vocational capabilities.

This includes:

- obtaining a driver's licence
- literacy and numeracy training
- work experience
- pre-employment and job training.

For further information on the Vocational Training & Employment Centres please call the Indigenous Employment Hotline on 1802 102 or email: vtec@employment.gov.au

2.1.5 ABSTUDY

Aboriginal and Torres Strait Islander students and apprentices may be able to get financial help from the Australian Government. This help is available from Centrelink through the ABSTUDY program. ABSTUDY provides a means-tested living allowance and other benefits to eligible secondary and tertiary Aboriginal and Torres Strait Islander students and apprentices. Primary students living at home and aged 14 years or more on 1 January in the year of study may also be eligible for assistance.

More information is available in the Centrelink – ABSTUDY website <http://www.humanservices.gov.au/customer/services/centrelink/abstudy> or call Centrelink on 1800 132 317.

2.1.6 Indigenous Youth Careers Pathways Program

Aboriginal and Torres Strait Islander students can get help to manage challenges that make the move from school to work difficult. The Indigenous Youth Careers Pathways Program – through contracted service providers – facilitates school-based traineeships for Indigenous students to support their transition to work.

The Indigenous Youth Careers Pathways Program (IYCP) provides school-based traineeships to Aboriginal

and Torres Strait Islander students in Years 11 and 12 (and in some cases Year 10), through contracted service providers.

The program aims to inspire and support Indigenous students, including younger students, to complete their schooling and make an effective transition to further education or a job through aspirational activities and events.

As part of the of the program, Aboriginal and Torres Strait Islander students are provided personal mentoring and case management to help them manage issues that make the move from school to work difficult.

Information on the selection of service providers that deliver this program is available.

What funding is available?

The Australian Government has provided \$50.7 million over four years from 2011 to 2015.

2.1.7 Remote Jobs and Communities Program (2013-2018)

The Remote Jobs and Communities Program (RJCP) provides a jobs, participation and community-development service in 60 remote regions across Australia. The programme supports people to build their skills and get a job or to participate to their capacity in activities that contribute to the strength and sustainability of communities. It also helps remote-area employers to meet their workforce needs and supports communities in remote Australia to plan and build a better future.

A single service provider with a permanent presence in each remote region delivers the RJCP on behalf of the Australian Government. The design of the RJCP reflects the Government's view that everyone who can work should work. Remote job seekers, including those on CDEP wages, are given the personalised support they need to take up opportunities. Those who cannot get a job participate in meaningful activities that contribute to their communities as well as making them more work ready.

Key features of the new program are:

- Employment and participation activities, including personalised support for job seekers;
- The Remote Youth Leadership and Development Corps (Youth Corps) to help young people move successfully from school to work;
- Providers and communities working together through the development of Community Action Plans to identify the strategies and resources needed to overcome barriers to employment and participation; and
- The Community Development Fund to help communities build strong social and economic foundations.

What funding is available?

Funding for the program over the next five years includes:

- \$1.1 billion for Remote Employment and Participation Activities to support community development, to help people build the skills they need to take up available jobs and to fund the cost

of purchasing goods and services for job seekers

- \$89 million for the Remote Youth Leadership and Development Corps providing 12,000 places over five years for young people
- \$237.5 million for the Community Development Fund to provide grant funding for larger community development activities to strengthen community capacity.

2.1.8 The Australian Apprenticeships

The website provides information and resources about Australian apprenticeships and the support available.

<http://australianapprenticeships.gov.au/>

2.1.9 Australia.gov.au

The website connects you to information and services across Australia including comprehensive information for Indigenous Australians. <http://www.dpmc.gov.au/indigenous-affairs/about>

2.1.10 Indigenous.gov.au

This website connects you to information on Australian Government Indigenous initiatives and programs including early childhood, schooling, health and safety. <http://www.indigenous.gov.au/>

2.1.11 myfuture.edu.au

This is Australia's national career information and exploration service, helping people to make career decisions, plan career pathways and manage work transitions. <http://www.myfuture.edu.au/>

2.1.12 Indigenous Youth Careers Pathways (IYCP) Program

The program focuses on the provision of school based traineeships and associated support activities to Indigenous students in Years 11 and 12 and, in limited circumstances, Indigenous students in Year 10.

The program provides Indigenous students with personal mentoring and case management to help them manage issues make the move from school to work difficult. Through the running of events and activities at selected schools, the program aims to inspire and support other Indigenous high school students, including younger students from Year 7, to complete their schooling and then transition into further education and/or a job. <https://employment.gov.au/indigenous-youth-careers-pathways-program>

2.1.13 Indigenous Youth Mobility Program (IYMP)

The program supports Indigenous young people who wish to move away from home to gain the qualifications they need to have a greater chance of obtaining sustainable employment, whether they chose to return to their home community or seek opportunities elsewhere.

The Program supports young Indigenous people aged 16-24 primarily from remote areas to relocate to an IYMP host location to undertake post-secondary education and training options.

The Indigenous Youth Mobility Programme (IYMP) is part of the **Australian Government's Indigenous Advancement Strategy (IAS)** funded through the Department of Prime Minister and Cabinet (DPMC). <http://www.dpmc.gov.au/indigenous-affairs/about/indigenous-advancement-strategy>

2.1.14 The New Enterprise Incentive Scheme (NEIS)

This scheme helps eligible unemployed people to start and run small businesses. NEIS participants received a package of assistance comprising:

- Accredited small business training – either a Certificate IV Small Business Management or a Certificate III Micro-business Operations;
- Assistance in business plan preparation;
- Business advice and mentoring during the first year of the business trading;
- NEIS Allowance or other income support for the first year of the business trading.

<https://employment.gov.au/new-enterprise-incentive-scheme-neis>

2.1.15 The Indigenous Ranger Cadetship pilot program

The program helps regional and remote schools to support Aboriginal and Torres Strait Islander young people so they can complete school and continue with further training to gain careers in land, sea and natural resource management. The program provides culturally relevant school-based learning and helps students to develop industry appropriate skills for employment,

while encouraging students to complete school. Three Queensland schools are currently participating. <http://www.dpmc.gov.au/indigenous-affairs/grant/indigenous-ranger-cadetship-pilot>

2.2 Funding and support for Indigenous Employment Program

Indigenous Employment Programs support a broad range of activities that are responsive to the needs of employers, Indigenous Australians and their communities. Support is available for activities that increase employment opportunities and participation for Indigenous Australians and that which will offer value for money. This could include activities that:

- Encourage and support employers to provide sustainable employment opportunities for Indigenous Australians;
- Encourage and prepare and support Indigenous Australians to take up training and employment opportunities, stay in jobs and enhance their future employment prospects;
- Assist Indigenous communities, industry bodies and groups of employers to develop Indigenous workforce and economic development strategies that support local and regional economic growth; or
- Assist Indigenous Australians to develop sustainable businesses and economic opportunities in urban, regional and remote areas.

Employers will be able to access packages of assistance to suit their needs directly from

The Australian Government Department of Employment <https://employment.gov.au/indigenous-employmentprogram-iep>

For further information please call the Indigenous Employment Line on 1802 102.

2.2.1 Money Management Services (MMS)

MMS is practical and essential support to help people build longer-term capability to manage their money better and increase financial resilience. They are delivered in remote locations with high Indigenous populations. Services are voluntary, confidential, free, and open to the broader community.

Services in Queensland are delivered by the Cape York Partnerships in the following regions: Aurukun, Coen, Hope Vale, Mossman Gorge, Lockhart River, Cooktown with outreach to Wujul Wujul, Weipa with outreach to Napranum and Mapoon, Yarrabah and Palm Island.

Further information can be located on the Department of Family, Housing, Community Services and Indigenous Affairs (FAHCSIA) website <http://www.fahcsia.gov.au/our-responsibilities/indigenous-australians/programs-services/jobs-money-business/money-management-information-education> or call 1800 079 098.

2.2.2 Reconciliation Action Plan (RAPs)

RAPs is a tool to help your organisation build positive relationships between Indigenous and non-Indigenous people. The RAP program turns “good intentions into action” by encouraging and supporting organisations,

large and small, to engage within their sphere of influence in the national effort to close the 17-year gap in life expectancy between Indigenous and other Australians. Toolkits are provided to an organisation with a framework for the future, detailing steps and priorities to achieve Indigenous equality.

Further information can be located on the Reconciliation Australia website <http://www.reconciliation.org.au/home/reconciliation-action-plans> or call 1300 729 547.

2.2.3 jobactive

The Australian Government is committed to building a strong economy that promotes workforce participation and helps more job seekers to find and keep a job. jobactive is the Government's new employment service, designed to better meet the needs of job seekers and employers and improve job outcomes.

jobactive helps job seekers to find and keep a job and helps employers find staff:

- **jobactive providers** assist eligible job seekers to find and keep a job and ensure employers are receiving candidates that meet their business needs
- **Work for the Dole Coordinators** will source appropriate Work for the Dole places and projects with not-for-profit organisations
- the **New Enterprise Incentive Scheme** supports job seekers to start up and run a viable small business
- **Harvest Labour Services** and the National **Harvest Labour Information Service** support the harvest requirements of growers in the horticulture industry.

To find organisations delivering jobactive, visit the jobactive website <http://www.jobsearch.gov.au/serviceproviders>

jobactive provides eligible job seekers with tailored help from a jobactive organisation, based on their assessed needs. This could include:

- help looking for work, writing a resume and preparing for interviews
- referrals to jobs in their local area
- training that is suited to the skills that local employers need
- case management so that job seekers are ready to take up and keep a job
- support to complete Work for the Dole or other eligible activities to provide them with work-like experiences, to help them learn new skills and improve their chances of finding a job.

Most job seekers will need to:

- enter into a Job Plan that outlines what they will do to become more job ready and satisfy their mutual obligation requirements
- look for up to 20 jobs each month, with their jobactive providers able to tailor this requirement to a job seeker's individual circumstances and local labour market conditions
- complete Work for the Dole or another suitable activity (such as part time work, part time study in an eligible course, participation in accredited language, literacy and numeracy training or voluntary work) for six months each year.

- Job seekers aged under 30 years will typically need to complete 25 hours per week of Work for the Dole or another approved activity for six months each year.
- Job seekers aged 30 to 49 years will typically need to complete 15 hours per week of Work for the Dole or another approved activity for six months each year.
- Job seekers aged 50 to 59 years will typically need to complete 15 hours per week of an approved activity for six months each year.

Through jobactive, employers have access to wage subsidies when they employ eligible job seekers who are mature age, Indigenous and long term unemployed. From November 2015, eligible parents and job seekers under 30 years old will also attract wage subsidies.

For further information

- If you are an employer call the Employer Hotline on 13 17 15.
- If you are a job seeker call the Employment Services Information Line on 13 62 68, or talk to your provider if you are already registered with jobactive or Disability Employment Services.

2.2.4 Aboriginal Employment Strategy Ltd (AES)

Aboriginal Employment Strategy Ltd (AES) is a 100% Indigenous managed non-for-profit recruitment company. They offer support to employers and employees with Traineeships, Apprenticeships and School Based Traineeships. For further information contact the Brisbane office at (07) 3123 7150. <http://www.aes.org.au/>

2.2.5 GenerationOne

GenerationOne is a not-for-profit organisation founded by Andrew and Nicola Forrest as a movement for change. Financial support was provided to create a movement that would show the importance of education, training, mentoring and employment as the best means by the Australian Government, for ending the disparity between Indigenous and non-Indigenous Australians.

A range of support materials (including *Walk in My Shoes* Report about barriers to employment) are provided on the website <http://generationone.org.au>

2.2.6 Support for training for Indigenous employees – Apprenticeships and traineeships

The Queensland Government funds a number of registered training organisations (RTOs) to provide training at a reduced cost to all full-time, part-time and school-based apprenticeships and all school-based traineeships. Trainees undertaking a Certificate II or Certificate III traineeship are eligible to receive funded if they are an identified priority population group. You have the option of selecting a government funded RTO to deliver training to your apprentice or trainee, or paying for training to be delivered by another training organisation.

Further information can be located on the Australian Apprenticeship website or call 13 38 73

<http://apprenticeshipsinfo.qld.gov.au/about-us/contact-us.html>. You can also contact Julie Rogan, Career Pathway Officer at QTIC for more advice.

2.2.7 Youth Training Incentives – School-based apprenticeships and traineeships (SATs)

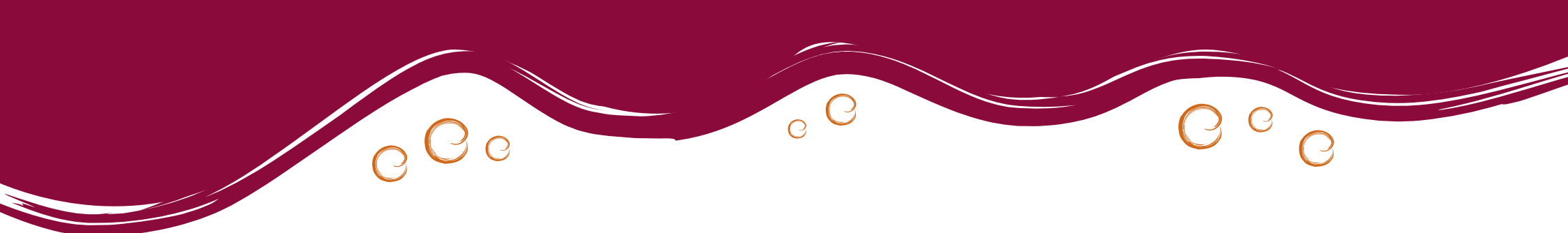
SATS allow high school students to work for an employer and train towards a recognised qualification, while completing their secondary schooling and studying for their Queensland Certificate of Education and/or Overall Position (OP) score. The minimum paid work requirement for a school based apprentice/trainee is 50 days (80 days for electro technology) for each 12 month period from the date of commencement or recommencement.

The scheme offers employers an effective alternative for attracting and recruiting staff. Youth Training Incentives of up to \$1100 are available for Queensland private sector employers when they employ any Aboriginal or Torres Strait Islander school-based apprentice or trainee. <http://apprenticeshipsinfo.qld.gov.au/school-based/index.html>

2.2.8 Department of Tourism, Major Events and Small Business and Commonwealth Games (DTESB)

The Department of Tourism, Major Events, Small Business and the Commonwealth Games provides leadership in making Queensland an attractive destination for tourists, investment and events, supported by strong, capable and responsive small businesses.

The department's strategic plan has been developed with a focus on delivering key objectives for Queensland through four themes of: investment and



infrastructure; productivity; information and influence; and marketing and promotion. <https://www.dtesb.qld.gov.au/>

The Department also plays a vital role in generating economic activity and employment in communities. Under the [Queensland small business strategy and action plan 2013-2015](#) the Queensland Government has embarked on a program of initiatives to establish and sustain a robust economic environment in which to conduct business. This program includes cutting red tape, encouraging entrepreneurship and innovation, and promoting the importance of small businesses to the community through initiatives such as the [Queensland Small Business Week](#) and the [Think Queensland, Buy locally](#) campaign.

GC2018 partners – The Office of Commonwealth Games Delivery (OCGD)

OCGD leads a coordinated approach to the Queensland Government's delivery of the Gold Coast 2018 Commonwealth Games™ (GC2018). OCGD leads the Queensland Government state-wide program Embracing 2018 to maximise the legacy benefits from hosting the Commonwealth Games as well as the development of a state-wide arts and cultural program. The OCGD also works with other Queensland Government agencies, the Federal government and local authorities including the City of Gold Coast to deliver capital infrastructure, transport and security arrangements for the Games.

Find out more about the Embracing 2018 program at <http://www.embracing2018.com/>

The government is also committed to equipping business owners with the right knowledge to improve business skills and foster entrepreneurship through the government's [Business and Industry Portal](#). The portal hosts a wealth of information, tools and services, to prepare for establishing and running a business. There are currently no tourism related resources available for Indigenous businesses.

Further information can be located on the Department of Education Tourism, Major Events, Small Business and Commonwealth Games, website <http://www.dtesb.qld.gov.au/>

2.2.9 Skilling Queenslanders for Work

Skilling Queenslanders for Work provides training to people who are under-utilised or under-employed in the labour market, as well as building the skills of young people, Aboriginal and Torres Strait Islander people, people with disability, mature-age job seekers and people from culturally and linguistically diverse backgrounds.

Targeted programs focused on skills development will be delivered by community-based organisations, local councils and school Parents and Citizens' and Parents and Friends' associations. Local community ownership of projects is a cornerstone of the initiative's past success and will help to ensure future projects meet local skills needs and deliver positive skills development and employment outcomes for participants.

Skilling Queenslanders for Work is supported by a state-wide regional network, working closely and

forming partnerships with community organisations and local employers to determine local skills and entry-level industry and labour needs. The Skilling Queenslanders for Work initiative has an investment of \$240 million over four years to support up to 32,000 Queenslanders into work. Six programs that make up the Skilling Queenslanders for Work initiative.

Community Work Skills

Community Work Skills assists disadvantaged Queenslanders to gain nationally recognised skills and qualifications up to a certificate III level; or to be employed on community, construction or environmental projects whilst undertaking a Work Skills Traineeship. <http://www.training.qld.gov.au/community-organisations/funded-programs/sqw/community-work-skills.html>

Get Set for Work

Get Set for Work provides intensive employment and training assistance over a 12 month period to young, disengaged Queenslanders aged 15-19 years. <http://www.training.qld.gov.au/community-organisations/funded-programs/sqw/get-set-for-work.html>

Ready for Work

Ready for Work assists young people aged 15-24 to transition into the workforce by providing 6-8 week courses focused on job search assistance and training. <http://www.training.qld.gov.au/community-organisations/funded-programs/sqw/ready-for-work.html>

Youth Skills

Youth Skills provides nationally recognised training and employment support to 15-19 year olds who are subject to court orders or bail. <http://www.training.qld.gov.au/community-organisations/funded-programs/sqw/get-set-for-work.html>

First Start

First Start provides wage subsidies to local councils to employ additional trainees. The program offers opportunities to young people and disadvantaged job seekers to gain nationally recognised qualifications and 12 months employment by undertaking a traineeship.

Work Start incentives

Work Start is an incentive program that rewards private sector employers with a one-off \$2000 payment, after a qualifying period, if they employ a Queenslanders in a traineeship who has previously participated in a Community Work Skills, Get Set for Work, Ready for Work or Youth Skills project. View the Skilling Queenslanders for Work overview or read the fact sheet <http://www.training.qld.gov.au/community-organisations/funded-programs/sqw/index.html>

Apply for funding

In 2015-16, \$60 million is available to provide direct assistance to those Queenslanders that need support to gain the qualifications and skills needed to enter and stay in the workforce.

Community organisations with not-for-profit objectives will be able to apply for funding to start projects in local communities across Queensland. Local councils and school Parents and Citizens' and Parents and Friends' associations will be able to apply for funding under some programs.

There will be two funding rounds held each financial year. For follow-up information, contact the Training Queensland Customer Centre. <http://training.qld.gov.au/about/contact-us.php>

Contact information

For general enquiries about Skilling Queenslanders for Work, make an online enquiry <http://training.qld.gov.au/about/contact-us.php> or phone 1300 369 935.

Community-based organisations and other eligible organisations with specific enquiries about Skilling Queenslanders for Work can contact their local DET regional office <http://www.training.qld.gov.au/about/contact-us/regional-offices.html> directly or via the [online enquiry form](#).

2.3 Funding opportunities for business development and mentoring

2.3.1 Indigenous Business Australia (IBA)

Through its Business Development and Assistance Program <http://www.iba.gov.au/about-us/information-publication-scheme/business-development-and-assistance-program-operational-documents/>, Indigenous Business Australia (IBA) assists Indigenous

Australians to establish, acquire and grow small to medium businesses.

In addition to its Business Support <http://www.iba.gov.au/?s=business+support> services, IBA also provides business finance to eligible applicants who satisfy its lending guidelines. Applicants must be able to demonstrate the commercial viability of their business proposal and their capacity to operate the business successfully.

Features of an IBA business loan:

- Loans are offered on commercial lending terms similar to a bank, except at a discounted interest rate (subject to conditions)
- Approved loan clients are provided with expert business support and advice for at least six months after the loan is funded
- Loan clients have access to a dedicated IBA loan manager through their local IBA office.

Further information can be located on the IBA website <http://www.iba.gov.au/business-ownership/business-finance/>

2.3.2 The IBA Investment Equity and Investments Program

The IBA Investment Equity and Investments Program aims to promote self-management, self-sufficiency and economic independence for Aboriginal and Torres Strait Islander peoples by building and managing a substantial and diverse portfolio of commercial investments. There are currently three active assets in

Queensland <http://www.iba.gov.au/investments/>

- Straddie Camping, North Stradbroke Island, Qld
- Holiday Inn, Townsville,
- Tjapukai Aboriginal Cultural Park, Caravonica, Qld

2.3.3 The Indigenous Entrepreneur Microenterprise Program

The program administered by the National Australia Bank works in partnership with a variety of organisations that provide training and small business advice to loan recipients. Program partners mentor and help the applicants develop their business plan and provide them with business skills training and advice during the first year of their business. The NAB provides microfinance on a not-for-profit basis to support a new or existing business of five or fewer employees.

Key features include:

- Loans from \$500 to \$20,000;
- Loans dispersed in the form of a credit card;
- Fixed Interest rate:
 - for loans applied for and approved on or before 31 March 2015: **5.99% p.a.** A minimum monthly repayment charge of 3.00% of the credit limit during the repayment period will apply.
 - for loans applied for and approved on or after 1 April 2015: **9.99% p.a.** A minimum monthly repayment charge of 3.25% of the credit limit during the repayment period will apply.

The Business Toolkit for Indigenous Women implemented by the Department of Social Services helps inform

Aboriginal and Torres Strait Islander women on how to start and run their own business while balancing family, community and the demands of their business. This Toolkit aims to inform and inspire Aboriginal and Torres Strait Islander women in their aspirations to be successful business women.

If you are thinking about getting started, or are already up and running in business, this Toolkit provides information to assist you. The Toolkit consists of a series of fact sheets covering a range of topics for consideration in setting up and running a business. A copy of the Business Toolkit for Indigenous Women is available to download <https://www.dss.gov.au/our-responsibilities/women/programs-services/economic-security/business-toolkit-for-indigenous-women>

2.3.4 The QTIC Grants Gateway

The QTIC Grants Gateway (formerly hosted by Tourism and Events Queensland as the Tourism Assistance Database) provides information on available funding programs and sources of information and advice for prospective, new and existing tourism operators, community and not-for-profit organisations, and individuals.

The QTIC Grants Gateway provides information on relevant funding programs and grants for the tourism industry and is updated daily.

Funding can be accessed from a variety of sources including:

- Banks
- Building societies

- Credit unions
- Finance companies
- Australian, state or local government agencies.

Funding can take many forms including:

- Loans for businesses, community organisations, employers, registered training organisations or individuals
- Overdrafts
- Grants (typically one-off funding provided by an organisation or agency)
- Programs (typically an ongoing source of funding provided)
- Partnerships.

Depending on where the funding is coming from, it can be accessed by a range of organisations or individuals, for example:

- Not-for-profit organisations
- Community organisations
- Local government authority
- Registered businesses (GST applicable)
- Individuals.

The QTIC Grants Gateway is **FREE** for current financial QTIC members. Non-members can purchase an annual subscription to the QTIC Grants Gateway for \$85 inc GST. The QTIC Grants Gateway resource is available at <https://www.qtic.com.au/resources/qtic-grants-gateway>.

For more information about accessing the QTIC Grants Gateway, please contact QTIC on (07) 3236 1445 or via email businesssupport@qtic.com.au.

3 Indigenous Cultural Awareness Training Providers

Aboriginal Cultural Awareness training will assist employers and existing staff gain an understanding and appreciation of Indigenous Australians history and culture. This will enhance your knowledge and skills necessary for effective communication of Indigenous Australians in the workplace. It enables employers to recognise barriers Indigenous Australians face, both in recruitment processes and in retaining positions.

Organisations undertaking cross cultural training have reported measurable change by gaining appropriate tools for dealing with practical issues that may arise in the workplace. The following list is not exhaustive, but does provide the names and details of training providers/consultants offering these services. QTIC does not endorse any particular organisation over another. If you wish to add your organisation to this list please contact QTIC (champions@qtic.com.au) to register your service.

Ingan Tours Pty Ltd

Ms Sonya Jeffery
Tully
Mobile: 1300 728 067 or 0448 067 227
Email: sonya@ingan.com.au

Didgeralia

David Hudson
Cairns
Ph: 0418 776 316
Email: didge@davidhudson.com.au

Tom Kirk Indigenous Consultants

Mr Tom Kirk
Brisbane
Phone: (07) 3395 1054
Email: Tom.kirk@bigpond.com

Dreamtime Kullilla-Art

Michael Connolly
Redcliffe
Phone: (07) 3880 1320
Email: Info@kullillaart.com.au

Aronel Pty Ltd

Ms Lenora Thacker
Manunda, Cairns
Phone: (07) 4033 1100 or 0408 774 342
Email: lenorat@bigpond.com

Pi-CaTS Pty Ltd

Partnering Industry – Consulting and Training Services
John Anderson
Victoria Point West
Phone: 0437 534 516
Email: admin@pi-cats.com.au

Corporate Culture

Paul Dodd
Coolangatta
Phone: 0424 531 789
1300 CULCHA (1300 285242)
Email: pdodd@corporateculcha.com.au

4. Voluntary Indigenous Employee Mentoring



This list has been compiled to assist employer's partner Indigenous employees with a mentor.

The following individuals have offered their time and expertise to assist Indigenous employees with any questions or guidance they may have in relation to their employment or career development.

Establishing mentors as a part of the workplace has assisted many organisations improve the recruitment and retention of Indigenous employees. Mentoring is a partnership that supports development and learning by the sharing of experience and knowledge through a more experienced person.

If you wish to add your name to this list please contact QTIC (champions@qtic.com.au) with the mentor's details.

Greg Dunk

Origin/Indigenous country:

Greg was born in Sydney. He has lived in Brisbane since 1993.

Industry/experience:

Greg has experience in a wide range of industries, including the aviation, hospitality, tourism, banking and mining industries. He has also been involved with traditional owner groups and community controlled health programs.

Current position

Consultant in the field of human resource management for both Indigenous and non-Indigenous Australians.

Mentoring experience:

Greg has mentored both Indigenous and non-Indigenous people in a wide range of industries.

Contact details:

Suburb: Brisbane CBD
Phone: 0400 885 040
Email: greg@aanet.com.au



Marcia Laurie

Origin/Indigenous country:

North Stradbroke Island,
Moreton Bay, Brisbane

Industry/experience:

Marcia has experience working in the hospitality industry. She has worked in various hotels in Brisbane, on North Stradbroke Island and elsewhere in Queensland. She has also worked in the public sector in the field of Aboriginal affairs. She has worked in the Department of Aboriginal Affairs, the Aboriginal Development Commission and the Department of Employment and Industrial Relations. Since the beginning of 2008, she has been working for the AFL SportsReady program.

Current position: Mentor Consultant for AFL SportsReady in Queensland. In her role, Marcia aims to increase employment opportunities for young Indigenous people in the sport and recreation industries. Mentoring experience: Marcia has extensive mentoring experience. She has mentored a large number of Indigenous Australians since 1983 in a variety of workplaces and communities.

Contact details:

Suburb: Woolloongabba, Brisbane
Phone: 0458 393 680
Phone: 07 3217 3500
Email: marcia.laurie@aflsportsready.com.au



Tonya & Caroline Grant

Origin/Indigenous country:

Tonya and Caroline are both Jirrabul women and are fortunate enough to live and work on country in the Tully region.

Industry/experience:

Both women have had extensive experience in the Banana Industry prior to working in Tourism. Both women's industry experience has grown from sharing their cultural knowledge and skills through tour guiding, traditional weaving and painting, activity planning and risk management.

Tonya and Caroline both work at Echo Creek Adventure and Cultural Centre sharing their wealth of traditional knowledge with other.

The Centre accommodates for school and independent travel groups which stay at the centre and have the opportunity for Cultural tours and activities. Tonya and Caroline currently mentor other tourism trainees in their workplace to assist with the transition into tourism from other industries.

Contact details:

Suburb: Tully
Phone: 0428 264 494
Email: michellelloyd@westnet.com.au



5 QTIC Indigenous Employment Champions Network



Our Champions have been selected based on their successful engagement of, and commitment to Indigenous employees and/or partnerships. The network of champions represents a cross section of tourism industry sectors and organisational sizes from around the state. The network of Champions advocates the benefits of Indigenous employees and the processes of Indigenous employment to industry peers throughout the state.

The business representatives undertaking the champion's role are:

Al Mucci
Dreamworld, Gold Coast

Belinda O'Connor
Brisbane Airport Corporation, Brisbane

Cameron Costello
Quandamooka Yoolooburabee Aboriginal Corporation, Dunwich

Darrell Harris
UMI Arts Ltd, Cairns

David Galloway-Penney
Mercure Cairns Harbourside, Cairns

David Hudson
Didgeralia, Cairns

Debbie Lanham
Snap Fresh (Qantas Group), Brisbane (Statewide)

Earl Muir
Metro Hotel, Ipswich and Tower Mill, Brisbane

Eddie Ruska
Riverlife Mirrabooka, Brisbane

Emily Tanna
Compass Group Australia Pty Ltd, Brisbane (Statewide)

Glenys Grigson
Accor Group, Queensland and Northern Territory

Jacob Cassady
Mungalla Station, Ingham

Jane Morgan
Cosmos Centre and Observatory, Charleville

Joe Sproats
Platypus Wealth Institute and Dreamtime Learning, Ingham

Kim Dorward
Voyages, Queensland and Northern Territory

Kristina Goodman
Accor Group, Queensland and Northern Territory

Kylie Singleton
CaPTA Group, Cairns

Margaret Grenfell
Straddie Camping, North Stradbroke Island

Marie Taylor
Reef Magic Cruises, Cairns

Maryanne Jacques
Adventure North Australia & The Bama Way Aboriginal Journeys, Cairns

Natalie Chapman
Voyages, Mossman Gorge, Mossman

Nicholas Doherty
Jupiters Townsville Hotel and Casino, Townsville

Paul Morton, General Manager
Pullman Cairns International, Cairns

Penny Cleland
CaPTA Group, Cairns

Sonya Jeffrey
Ingan Tours, North Queensland

Vicki Thiel
Tjapukai Aboriginal Cultural Park, Cairns

Wayne Costelloe
Accor Hotels, North Queensland

QTIC is expanding the QTIC Tourism Indigenous Employment Champions Network and is actively seeking employers who would like to join QTIC in pro-actively supporting the employment of Indigenous people within mainstream tourism industry.

If you are a business entity or organisation and would like to become an Employment Supporter and help enrich our industry with new experiences and perspectives and are considering joining the network or would like to know more, contact Rhonda on (07) 3236 1445 or champions@qtic.com.au.

6 Useful Websites, Books, Resources and Organisations

Below is a list of collated websites which are valuable points of reference.

Aboriginal and Torres Strait Islander Services
(Queensland Government)

<http://www.health.qld.gov.au/atsihealth/default.asp>

Australian Indigenous HealthInfoNet

<http://www.atsip.qld.gov.au/>

Australian Institute of Aboriginal and Torres Strait
Islander Studies

<http://www.healthinfonet.ecu.edu.au/>

Reconciliation Australia

<http://www.aiatsis.gov.au/>

Reconciliation (Queensland Government)

<http://www.reconciliation.org.au/>

State Library of Queensland

<http://www.slq.qld.gov.au/>

Indigenous Australian Apprenticeships Resource
Kit assists Registered Training Organisations (RTO)
manage apprentice outcomes. It contains some
valuable information that could be utilised by
employers of apprentices also.

<http://www.aatinfo.com.au/Home#top>

onTrack – an interactive learning resource aiming to
promote literacy and numeracy learning in a culturally
appropriate way within Indigenous communities. The
resource contains a film, video clips of a Mentors
story and information and practical activities. *onTrack*
is available to purchase from The Learning Workshop
Pty Ltd, please contact the team for more information:
learning@learningworkshop.com.au.

*Karreeta Yirramboi – An Employer Toolkit to grow
Aboriginal employment in your organisation.*

This tool kit published in 2011 by the State Services
Authority (SSA) Victoria was produced to provide
guidance to public sector organisations on how to
increase Indigenous employees in their organisation.
The framework and suggestions are supportive of the
QTIC Employers Guide to Indigenous Employment
and a good resource for small employers as well.

View the Toolkit at:

http://www.ssa.vic.gov.au/images/stories/product_files/931_Karreeta_Yirramboi_Kit.pdf

Indigenous Newslines provides up-to-date information
on Australian Government services and programs and

includes inspiring Aboriginal and Torres Strait Islander
stories from across the nation. To share ideas,
subscribe to receive *Indigenous Newslines* by mail or
online, change your address or order more copies:
Web: www.indigenous.gov.au or email: newslines@fahcsia.gov.au

Indigenous Tourism Australia Website Portal features
links to information on Indigenous Business Support,
news stories, case studies, training centres, funding
opportunities and a list of indigenous tourism
operators across Australia. www.indigenoustourism.australia.com

Queensland Tourism Industry Council – This website
provides a range of useful tools, information,
resources and opportunities to link with other
businesses and organisations with an interest
in supporting Indigenous peoples into a career
within the tourism industry. Contact the Business
Development team for more information (07 3236
1445) and look for information a range of support
documents on the website: <http://www.qtic.com.au/project-service/tourism-indigenous-employment-champions-network> including:

- Acknowledgement of Country
- Directory of Indigenous Services and Programs
- Employers Guide to Indigenous Employment
- Indigenous Employment & Support Case studies
- QTIC Employer Guide: Indigenous Traineeships and Apprenticeships
- A Guide to Building your Business through Mentoring – An Indigenous employee Retention Strategy
- DVD – QTIC – Sharing our stories so far

Tourism and Events Queensland – This site features tourism news, business tools, industry information and development strategies. It has a link to Indigenous tools and resources under the resource tab. <http://teq.queensland.com/>

Business Associations

The following represent a range of Indigenous businesses whose collective aim is to build the Indigenous business sector to ensure sustainable enterprises, economic independence and to contribute to Australia's overall prosperity.

Indigenous Business Australia (IBA)

The IBA is a progressive, commercially focused organisation that promotes and encourages self-management, self-sufficiency and economic independence for Aboriginal and Torres Strait Islander peoples. IBA is a statutory authority of the Australian Government and is accountable to the Parliament and the Minister for Families, Housing, Community Services and Indigenous Affairs (FaHCSIA). <http://www.iba.gov.au/>

Business Finance Loans

Indigenous Business Australia (IBA) Assists Indigenous Australians to establish, acquire and grow small to medium businesses. <http://www.iba.gov.au/business-ownership/business-finance>

Black Business Finder (BBF)

The BBF is an online database established to give Aboriginal and Torres Strait Islander businesses an opportunity to be involved and benefit from the rapidly expanding major project program currently under way in Queensland.

Commissioned by the Queensland Government the BBF is a resource for major project owners to source Indigenous businesses to get involved in providing goods and services for major projects throughout Queensland. This is good for Indigenous businesses and good for major projects. www.bbf.org.au/

The Australian Government funds the [Australian Indigenous Minority Supplier Council](#) (AIMSC) to build prosperous Indigenous enterprises as part of its strategy to halve the gap in employment outcomes between Indigenous and non-Indigenous Australians within a decade. <http://supplynation.org.au/>

The Indigenous Business Council of Australia is the peak council of Indigenous business associations and a voice of Indigenous business owners from all sectors of the economy. The Council's vision is to develop the Indigenous business sector and achieve the best business environment for Indigenous business through advocacy, leadership and partnerships. <http://ibca.org.au/>

South East Queensland Indigenous Chamber of Commerce (SEQICC)

The SEQICC looks to foster trade, building capacity, advocating and generating wealth for Indigenous business. The Chamber of Commerce provides representation across six regions; Brisbane, Caboolture, Sunshine Coast, Gold Coast, Ipswich and Toowoomba. <http://www.seqicc.com.au/>

The Chamber undertakes to:

- Promote Indigenous business throughout our networks, regionally, nationally and internationally;
- Provide opportunities for businesses in general to do business with the Indigenous community;
- Provide an identity to approach other chambers to promote Indigenous business training;
- Provide opportunities for Indigenous business people to network and access mentors and information programmes
- Support Aboriginal and Torres Strait Islander businesses in South East Queensland through representation at a local, state and national level;
- Provide a local voice for Indigenous-owned and/or operated businesses and Indigenous people;
- Provide a forum for employers to consider/broaden Indigenous businesses
- Represent Indigenous businesses in working with local, state and Commonwealth governments.
- Assist our members to create intergenerational wealth

Central and Western Queensland Indigenous Chamber of Commerce (CaWQICC)

Telephone: 0437 534 516

Email: admin@cawqicc.com.au

Australian Business Licence and Information Service (ABLIS)

This is a free service to help businesses find all government licenses, permits, registrations, codes of practice, standards and guidelines they need to know to meet their compliance responsibilities. <https://ablis.business.gov.au/pages/home.aspx>

Business.gov.au

A comprehensive website to assist you when setting up your own business. This website provides confidential advice when helping businesses transform and reach their full potential. Programs include a range of advisory, information and research services to help meet individual business needs. The team understands issues affecting business and can assist with finding the right support and making powerful connections. <http://www.business.gov.au/Pages/default.aspx>

Australian Employment Covenant (AEC)

Australian Employment Covenant (AEC) began in 2008 as a national industry-led initiative aimed at securing the commitment of 50,000 sustainable jobs for Indigenous Australians. AEC is now officially part of GenerationOne. AEC now focuses on brokering employer-directed training, to build the suitable supply of Indigenous jobseekers for the vacancies that exist.

Indigenous Co-ordination Centres (ICC)

ICCs work with Indigenous communities to identify their priorities and provide coordination across Government agencies to delivery initiatives that respond to community priorities. ICCs are a good source of information about Indigenous community organisations and contacts.

State Office

Level 1-3 100 Creek Street
Brisbane QLD 4000
GPO Box 9820
Brisbane QLD 4001
Ph: (07) 3037 4500
Ph: 1300 653 227 (local call cost)

Cairns

Level 8/46-48 Sheridan Street
Cairns QLD 4870
PO Box 1599
Cairns QLD 4870

Mt Isa

42-44 Simpson Street
Mt Isa QLD 4825
PO Box 2416
Mt Isa QLD 4825
Ph: (07) 4437 3000

Rockhampton

Level 1, Central Queensland
University Building
Cnr Fitzroy and East Streets
Rockhampton QLD 4700
PO Box 550
Rockhampton QLD 4700
Ph: (07) 4837 0000
Freecall: 1800 079 098

Townsville

Level 4 235 Stanley Street
Townsville QLD 4810
PO Box 2018
Townsville QLD 4810
Ph: (07) 4417 1000
Freecall: 1800 079 098



**For further information please contact
Queensland Tourism Industry Council**

A Level 11, 30 Makerston St. Brisbane 4003
P (07) 3236 1445
E champions@qtic.com.au
W www.qtic.com.au