



PRIME MINISTER

Reference: B13/1829

Mr Andrew Forrest  
Chief Executive Officer  
Fortescue Metals Group Ltd  
Level 2/87 Adelaide Terrace  
EAST PERTH WA 6004

Dear Mr Forrest

I am delighted to appoint you as the Chair of the Review of Indigenous Training and Employment Programmes (the Review). Your appointment will be for a term of six months, commencing on the date of this letter.

The Review will submit both an interim and final report to myself with recommendations to ensure Indigenous training and employment services are properly targeted and administered to connect unemployed Indigenous people with real and sustainable jobs. My Parliamentary Secretary, the Hon Mr Alan Tudge MP, will lead my Government's engagement on the Review and will participate in meetings and site visits with key external stakeholders.

The Review's Terms of Reference and administrative arrangements are enclosed.

Mr Tudge and I are looking forward to working with you on this exciting initiative.

Yours sincerely

TONY ABBOTT

## **Terms of Reference**

### **Review of Indigenous Training and Employment**

The Review of Indigenous Training and Employment will report to the Prime Minister (the Review). The Review will commence by Monday 7 October, with a report to the Prime Minister by 7 April 2014 (6 months).

### **Purpose**

The Review will provide recommendations to the Prime Minister to ensure Indigenous training and employment services are properly targeted and administered to connect unemployed Indigenous people with real and sustainable jobs.

The Review will consider ways that training and employment services can better link to the commitment of employers to provide further sustainable employment opportunities for Indigenous people and finally end the cycle of entrenched Indigenous disadvantage.

In making its recommendations, the Review should consider the following issues:

### **Creating sustainable employment outcomes**

1. The best models for supporting sustainable employment outcomes, including:
  - a. effective interventions that break the cycle of unemployment
  - b. the role of pre-employment and skills development
  - c. the role of post-placement support
  - d. effective connections between mainstream and Indigenous specific programmes
  - e. the way best practice is being shared
  - f. barriers candidates face to gaining employment
  - g. approaches to support employment outcomes for Indigenous jobseekers where there is not a functioning labour market, and effective mechanisms to encourage mobility
  - h. the role of employers and best practice employment and training programmes.
2. Key drivers of "training for trainings sake", including:
  - a. the means by which training that is not connected to the employment market is being delivered
  - b. the forces driving Indigenous people into training courses that are not connected to the employment market
  - c. the cost of delivering training programmes that are not connected to the employment market.

### **Programme effectiveness and costs**

3. The value of training and employment policies and programmes for Indigenous people, including:
  - a. the extent to which training and employment programmes are addressing the issue of Indigenous unemployment and lack of workforce participation
  - b. a comparison between supply driven versus demand driven models
  - c. the most effective and efficient means of allocating funding for employment outcomes
  - d. the impact to date to halve the gap in employment outcomes between Indigenous and non-Indigenous Australians within a decade
  - e. ways in which training and employment programmes could work more flexibly and responsively to support the needs and aspirations of Indigenous jobseekers.
4. The interaction between mainstream and Indigenous training and employment services, including:
  - a. the churn of candidates
  - b. the responsiveness of programmes to employer's needs and the employment market
  - c. how these programmes align and interact
  - d. other issues.
5. Accountability and information:
  - a. the use of Australian Government data to inform stakeholders on trends and issues
  - b. the effectiveness of the administration of Indigenous training and employment programmes.

## ROLES AND RESPONSIBILITIES

Prime Minister	Mr Forrest	Parliamentary Secretary	PM&C
Approve the Terms of Reference, and Roles and Responsibilities	Lead Review	Deliver the Review within six months	Support Mr Forrest in Review
Approve appointment of Mr Forrest	Attend and lead meetings with key external stakeholders and conduct site visits where relevant	Lead Government engagement with PM&C Review Team	Support Parliamentary Secretary in Review
Early discussion with Mr Forrest	Discuss findings with Government and provide interim and final Report to the Prime Minister through the Parliamentary Secretary	Liaise regularly with Mr Forrest and consult with Senator Scullion	Provide regular updates to the Prime Minister and the Minister for Indigenous Affairs on progress of the Review
Joint Press Statements with the Parliamentary Secretary		Consult with relevant Ministers on the draft Report	Policy and Research support for Review, including drafting of Report
Consider Interim Report		Convene and lead meetings and site visits with key external stakeholders	Attend all meetings and sites with Mr Forrest and/or Parl Sec (at SES level)
Consider Final Report and issue Government response to Report		Sign off on interim and final Report – before going to the Prime Minister	Administrative support for Review
		Oversee the development of a response the Report findings	Prepare and advise Government on draft response to Report
			Convene an Inter-Departmental Committee to consult on the draft Government response