



# COMMUNITY DEVELOPMENT PROGRAM (CDP) REMOTE EMPLOYMENT SOLUTIONS

Capability Statement 2020 –2022

*Let Council assist with a local solution  
for your remote workforce needs*



Source: Facebook Sept 10, 2020 Wirib Store & Tourism Park

***Moving Forward Together***



***Before you tender,  
talk to us***

***Financial  
incentives available***

***Up to six months'  
ongoing support***



### ***What is the Community Development Program?***

The Community Development Program (CDP) is the Australian Government's remote employment and community development service.

CDP supports participants in remote Australia to build skills, address barriers and contribute to their communities through a range of flexible activities and varied training opportunities.

It is designed around the unique social and labour market conditions in remote Northern Territory and is part of the Australian Government's agenda for increasing employment and empowering communities.

### ***Who is Victoria Daly Regional Council CDP?***

Victoria Daly Regional Council (VDRC) was formed in 2008 as part of the reform of shires in the NT, and since its inception, it has been successful in winning consecutive Australian Government employment contracts. VDRC is incorporated as a local government entity pursuant to section 9 of the *Local Government Act 2008* (NT).

Between 2013-2018, the employment contract was outsourced, however, VDRC made the decision to bring delivery of CDP services within its local government area inhouse on 1 July 2018, a proactive decision that provided Council with better opportunities to connect with employers and the community.

CDP is about upskilling and building on skills of individuals in some of the remotest parts of the NT. VDRC CDP is the number one provider of Indigenous labour for large-scale infrastructure and civil works projects, and for government and private business in the Victoria River region.





### VDRRC CDP

Regional office

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### Yarralin office

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### Timber Creek office

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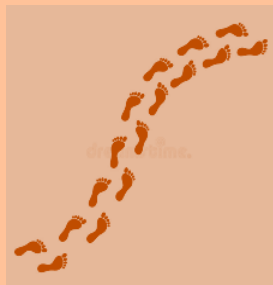
M: 0439 617 650

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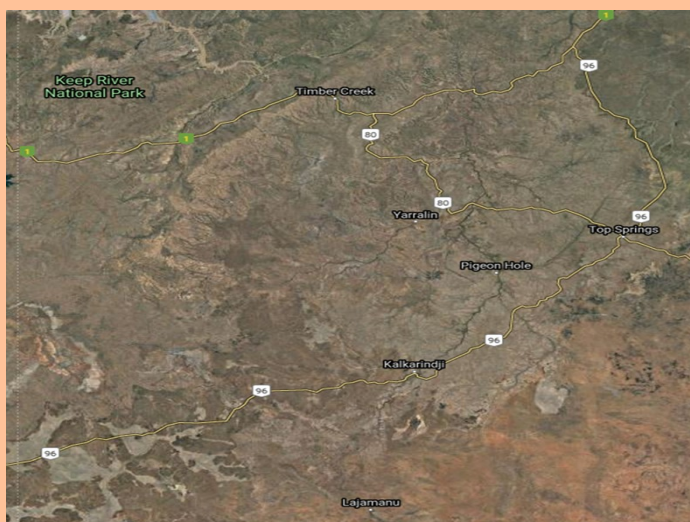
### VDRRC CDP operational footprint

Council has permanent CDP offices and staff at all four of our primary locations: Lajamanu, Kalkarindji, Yarralin and Timber Creek. Council also services a number of smaller communities, outstations and homelands situated across more than 153,000 square kilometres.

The dedicated CDP team strive for excellence across the region and goes above and beyond to assist participants in overcoming barriers, benefiting the community and ultimately gaining long-term employment where possible.



Our CDP teams **live in the community** and are **part of the community**, which provides the basis for strong, healthy relationships within each community. The VDRRC CDP community presence is extremely beneficial in engaging with future employers to focus on workforce development, and to improve on Council's delivery of targeted, outcome-focused activities and training, in addition to fully understanding what the needs and wants of our communities really are.





## VDRC CDP FAST FACTS

### Average participant age

34.5

### Employment partners

40+

### Sites

18

### CDP community staff

31

### CDP regional office staff

6

### Years active in employment services

12

### Services Offered

Employment Support

PPE Provided

Training

Ochre Card

### What VDRC CDP does best

Quite simply, we upskill people to get employment! Council's CDP team is focused on ensuring jobseekers have the correct training and support throughout their journey to full-time employment.

The VDRC CDP team is highly skilled and boasts combined experience of more than 80 years working in employment services in remote and regional areas of Australia. That's a lot of knowledge and on-the-ground expertise supporting people into sustainable employment.

We are committed to ensure our jobseekers are work-ready with not only workplace skills and behaviours, but also the confidence to help give your project or business the competitive edge.

### What VDRC CDP can offer

VDRC CDP provides a number of services to ensure participants have the knowledge and skills to head into the workforce. Council's participant assistance includes, but is not limited to, application for:

- Birth Certificates
- Working With Children (Ochre Card)
- National Police Checks (NPC)
- Unique Student Identifier (USI)
- Tax File Number (TFN)
- Driver's Licence





### *What VDRC CDP does differently*

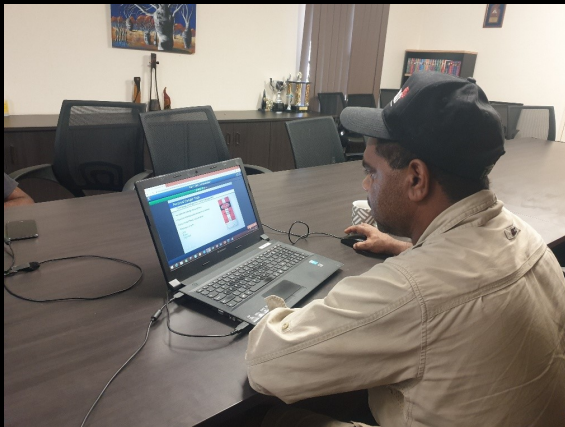
VDRC CDP does not believe in training for the sake of training. Council matches the training it delivers to what participants want, what the community needs and what real jobs are available.

VDRC CDP has partnered with a number of accredited and non-accredited training providers (RTOs) including Charles Darwin University and we partner with RTO's such as CDU and Batchelor Institute.

Training is delivered onsite, where students can get the full benefit of a face-to-face teaching environment with hands-on experience.

- White Card
- First Aid and Mental Health First Aid
- Certificate I in Business
- Certificate I in skills for Vocational Pathways
- Certificate II in Business Foundation Skills
- Certificate II Civil Construction
- Certificate II Resource and Infrastructure Work Preparations
- Certificate II LLN
- Certificate II Wellbeing Workshop
- Certificate III Community Services
- Trim and Cut Felled Trees
- Z2 and Z3 Traffic Control
- Conduct Roller Operations
- Small Engine Repair
- Fork Lift Operation
- Drive Safe

VDRC CDP also uses every opportunity for participants to participate in online learning and training modules, which increases participants' computer literacy skills.







## **VDRC CDP assistance for you and your employee**

### **Personal Protective Equipment (PPE)**

In addition to work readiness activities and training, VDRC CDP can assist with the provision of Australian Standard Personal Protective Equipment (PPE) to each participant employed, including:

- Boots (steel-capped)
- Hi-vis shirts
- Work pants
- Protective glasses
- Ear plugs
- Hard hat
- Gloves

### **Post-placement support**

When you employ a VDRC CDP participant, you are committing to building the remote workforce. Through this commitment, VDRC CDP can assist you with employment incentive payments. In fact, you may be eligible for up to \$10,000 for an ongoing full-time position or \$5,000 for an ongoing part-time position - but also committing to entering a partnership with the individual and VDRC which requires ongoing support.

VDRC CDP and the Australian Government recognise that ongoing employment costs to businesses can be prohibitive in employing remote staff. That's why VDRC CDP not only offers up to six months of post-placement support for both the employee and employer, but can also assist you with gaining financial incentives for the employment of local CDP participants.

Council's post-placement support may include weekly mentoring, transport support, advanced training, medication (if required) – if it's got to do with employment, talk to us about how VDRC CDP can tailor a solution that works.



Source: Facebook Sept 10, 2020 Wirib Store & Tourism Park



## Workforce planning

VRDC CDP believes strongly in workforce planning. Our team work with local businesses and government to identify current and future workforce requirements for medium- to long-term employment.

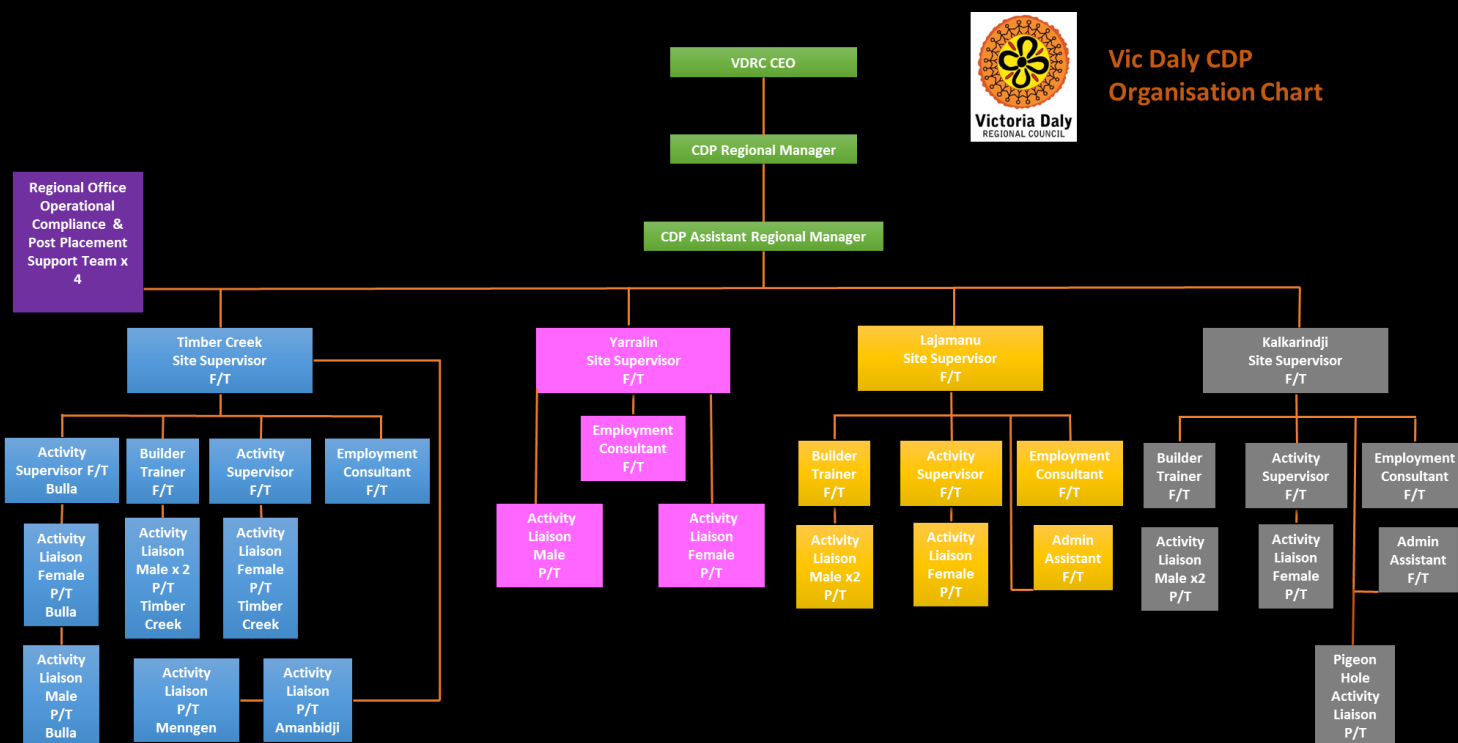
Through engagement and consultation with business, government and local employers, Council can identify and establish regional industry-specific labour requirements. These labour requirements provide you with a degree of certainty, and allow VRDC CDP to provide structure by way of skills and training development of our participants to meet a pre-arranged level of competency and confidence.

We are aware of the skills needed for current employment and upcoming infrastructure tenders, which allows VRDC CDP to respond effectively by ensuring the participants have the necessary skills and attributes to take on employment opportunities as they arise.

From the moment a participant joins VRDC CDP, they are on an individualised path to reduce barriers and develop real employment skills and behaviours. We assess each individual and identify what their personal goals are, provide activities for skill development, provide opportunities to gain nationally-recognised qualifications. We also look to build on current skills, experiences and qualifications.

VRDC CDP activities are designed to help build skills and confidence and prepare individuals for work in a real workplace. In the past, Council's team has worked with employers to reduce the impact of cultural pressures by being creative and solution focused.





## VDR CDP REMOTE EMPLOYMENT SOLUTIONS

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