

# 2000 EMPLOYMENT STATEMENT

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## MESSAGE FROM THE PREMIER



For the first time in a decade, South Australians are confident that their employment prospects are improving.

In trend terms, the unemployment rate has been falling, while total employment has increased over twenty two consecutive months to reach record levels.

At the same time, the *net* outward migration of some of the State's best and brightest—the blight of the early and mid 1990s—has abated.

South Australia is now actually in a position where it can begin to attract back those who have left seeking opportunities in other States.

Though there are many factors at play, this renaissance is not coming about fortuitously. The State Government is doing everything within its power to maximise employment opportunities for all South Australians.

Most importantly, we are establishing the right economic fundamentals.

Through strong financial management, effective economic development strategies and a world-class education and training system, South Australia is being positioned as an attractive and competitive location for the private investment crucial to generating and sustaining higher employment.

The lease of ETSA not only wipes around \$3.7 billion off of our debt, but also sends the strongest signal yet that South Australia is ready for business again—a readiness acknowledged by Standard & Poor's who have upgraded our credit rating to AA plus.

The last year alone has seen the likes of Email, Optus, BHP, Ansett and EDS all commit to significant new investment in our State. All will benefit from advantages South Australia has to offer in terms of its infrastructure, skill levels and high quality of life.

Never before has South Australia been as ready and primed for investment as it is now.

To capitalise on these opportunities, the Government is working diligently to encourage the development of high-growth, job-creating industry sectors, particularly in the areas of biotechnology, food, information technology, electronics, minerals and tourism.

The key is to have a highly-skilled, and technologically and internationally competitive workforce, capable of meeting the growing needs of industry and business. This is why the Government has made available an additional \$15 million for 2000-01 to support structured off and on the job training for trainees and apprentices.

The Government's complete approach to employment is based on the recognition that the best way to secure jobs is by strengthening the long-term capacity of individuals, businesses and local communities to respond to the forces driving economic change.

This is an approach that has required, and will continue to require, considerable patience and perseverance—but our plan for economic recovery and employment growth *is* beginning to pay dividends.

This is not to deny that there are still many challenges ahead.

The forces driving change in our economy—ranging from technological revolutions to the major restructuring in our most significant industries—are as profound and formidable as any which have faced State governments in the past.

There have always been limits to the ability of government to influence total employment. No government has ever had all the answers. However, this is why we remain committed to our on-going program of consultation with the community.

Building on our work with both the Partnership for Jobs and the Job Workshops, the Government is now working with the Employment Council to devise a blueprint for employment in South Australia.

This forthcoming blueprint, which will cover the breadth of employment generating activities in South Australia, should be viewed as one of the most important indications yet of the Government's commitment to collaborating on the issue of employment.

We remain as committed as ever to working with the community to ensure that all South Australians can benefit from opportunities to be gainfully employed.

A handwritten signature in black ink, appearing to be 'J. R. Se', with a long horizontal stroke extending to the right.

# **EMPLOYMENT AND ECONOMIC DEVELOPMENT**

On 25 February 2000, the South Australian Government's Statement of Economic Directions was formally launched by the Premier.

The Statement, which was developed in consultation with community and business interests, defines a role for the Government in South Australia's economic development and sets out the Government's key long term economic priorities in an era of increasing global economic and technological change.

These forces for economic and technological change dictate a role for state governments that is smaller and less interventionist, with a greater focus on the core business of providing efficient economic and social infrastructure, essential public services and an appropriate regulatory framework. This economic development role is shared with the Commonwealth, which still has primary responsibility for macroeconomic and trade policy, and the distribution of income through the welfare system. The role is also shared with local government.

However, the real economic growth needed to generate employment is not driven by government but by the private sector. In particular, it is the talent, innovation and willingness to take risks of those in the private sector that generates employment.

The Government's role is to support these endeavours, and strengthen the capacity of individuals, businesses and local communities to respond to economic change and compete successfully in global markets. It will achieve this principally by ensuring that South Australia's business climate is internationally competitive and by encouraging the development of a highly skilled workforce suited to the demands of industry.

In assisting South Australians to gain greater access to employment opportunities and realise higher standards of living, the Government recognises that it must take a balanced approach to economic growth and social progress. Much of South Australia's strength resides in its ability to combine competitive costs, skills and infrastructure with a high quality of life. The Government's economic policies are designed to build on these attributes, while protecting the quality of life that South Australians currently enjoy.

The objective is to achieve increased investment in plant and equipment, research and infrastructure, and increased interstate and overseas trade in a broad range of goods and services. This provides the basis for greater employment opportunities in all parts of South Australia and gives the State a greater capacity to provide quality education, health and other public services.

In the modern economy, with increasing global competition for trade and investment, there are limits to the number of jobs a state government can either create or provide without threatening this capacity of the private sector to generate employment. The Government's programs to generate employment directly are therefore targeted narrowly and very deliberately at those individuals and groups not well positioned to benefit from the opportunities from economic growth.

To maximise employment opportunities for all South Australians, it remains the principal task of the Government to get the economy right and provide a climate in which employment can grow. The Government is achieving this by giving effect to its economic development priorities—as outlined in the *Statement of Economic Directions*—in eight key areas.

## **INFRASTRUCTURE AND BUSINESS CLIMATE**

To position itself globally as an attractive place to live, work and do business, South Australia must be competitive in terms of business costs and the quality of its infrastructure.

### **Competitive Business Costs**

Through good economic management and a responsible fiscal policy, the Government is working to ensure a competitive taxation regime for business:

- Following the lease of ETSA, and with the Government's privatisation program near completion, the State's debt and credit rating are being restored to acceptable levels. The net proceeds of around \$3.7 billion from the lease of the major electricity assets were applied directly to reducing government debt levels, resulting in an immediate upgrade of the State's credit rating to AA+.
- The WorkCover scheme has achieved fully funded status for the first time since it was established, and on July 1 this year South Australian businesses will benefit from a reduction in workers' compensation payments of some \$50 million.
- As a result of the tax reform process, businesses will benefit from the elimination of financial institutions duty, debits tax and certain stamp duties.

### **Modern and Affordable Infrastructure**

The Government is also underpinning economic and employment growth by facilitating access to modern and affordable infrastructure in the key areas of transport, communications, energy and water. The Government's priorities include:

- constructing the Adelaide–Darwin rail link, which is expected to employ more than 7000 people (directly and indirectly) during peak construction (70% of goods and services needed for construction will be sourced from South Australia and the Northern Territory—the “Partners in Rail” Project has been set up to help local firms take full advantage of these opportunities)
- improving South Australia's international air links and capacity, a vital factor in expanding tourism to the State
- ensuring access by all South Australians to competitively priced, high bandwidth telecommunications infrastructure for telephone, data, internet and multi-media services
- fast-tracking construction of the MurrayLink interconnector to ensure a new electricity interconnection with New South Wales for early 2001
- establishing an enhanced national gas network to provide alternative sources of gas supply
- supporting the re-use of wastewater for productive activities and investigating opportunities to utilise unused capacity in SA Water's pipeline infrastructure
- ensuring a supply of productive land to meet the needs of existing and emerging industries.

## **INFORMATION ECONOMY**

To facilitate the State's transition to a modern information economy and to ensure all South Australians have the chance to benefit both in their lives and their work, the Government is establishing the necessary infrastructure, regulatory framework and skills and knowledge base.

Affordable access to modern telecommunications services is the foundation for the development of the information economy in South Australia. The Government has requested

and is evaluating proposals for the provision of telecommunications services to the State. This is intended to encourage the provision of competitive infrastructure and service to government, business and the community, and will underpin economic growth.

The State has attracted major information technology and telecommunications (IT&T) companies such as Motorola and EDS to South Australia. At the same time numerous local IT&T firms have achieved national and international success including CODAN, Ratboy Games, Camtech, Imagination Entertainment and many more. By 1999, employment in the IT&T industry in South Australia had increased to an estimated 11 000 persons, with a growth rate in excess of 9 per cent.

The Government's future priorities include:

- continuing to foster the growth of the information industries in South Australia
- delivery of education and training programs, in collaboration with educational institutions and employers, to meet the rapidly growing demand for IT skills
- training programs to facilitate the uptake of e-commerce by small and medium-sized enterprises
- enacting legislation that facilitates e-commerce, establishing a legal and regulatory regime where electronic and paper-based communications and transactions are treated similarly
- moving the Government procurement process on-line to stimulate the uptake of e-commerce by industry and deliver cost savings to government
- delivering a number of Government services on-line, to improve access and service quality, with priorities for action being education, health and community services.

The Government's complete strategy for charting South Australia's course within the global information economy will be stated in *Delivering the Future: IE 2002*.

## **EDUCATION, TRAINING AND SKILLS DEVELOPMENT**

A skilled, knowledgeable and adaptable workforce, supported by high standards of education and training, is an important source of competitive advantage and means of attracting global industry investment.

The Government is committed to developing an education and training system that continues to improve the employability of all South Australians, and one that is capable of meeting the growing and multi-faceted needs of industry and the community. For those groups facing particular disadvantage in the labour market—such as Aboriginal and Torres Strait Islander people, young people and unemployed people aged over 40—the Government is also committed to ensuring access to employment opportunities, through subsidies, skills training, and public sector work placements.

The Government's key long-term priorities for advancing education and development in South Australia include:

- all South Australians having a higher level of access to learning throughout the State, through the use of advanced IT&T infrastructure, development of on-line content and services and competent educators and trainers employing modern learning methodologies
- all students leaving school with an industry-recognised IT qualification
- better transitions from school to work facilitated through an increased emphasis on vocational education and training, enterprise education and partnerships with community organisations and industry



- South Australian students being within the top five countries in international surveys and tests in literacy, maths, science and technology
- education and training systems more effectively meeting changing community and industry demands for management and workforce skills, through improved planning and communication
- lifelong learning in the work place being promoted and achieved through partnerships amongst providers, industry and research organisations
- significantly increasing international students and business through targeted national and international marketing of Adelaide as an Education City and through initiatives such as Education Adelaide
- on-going development in specific areas of study and research where South Australia has potential to be a world centre of educational excellence (eg early childhood development, information technology, viticulture and oenology, oral health, and water management)
- universities playing a more important role in the economic development of the State through targeted research, partnerships with other education sectors and industry and increased development of intellectual property and services.

## **TECHNOLOGY AND INNOVATION**

Innovation and technological change now contribute more to economic growth than the traditional inputs of labour and capital. The capacity to create and use knowledge has become an important determinant of international competitiveness across virtually all industries. To be successful innovators, businesses need skilled workers and managers capable of generating or rapidly adopting new ideas, and developing and marketing new goods and services.

While private enterprise is the main driver of innovation, a strong innovation performance requires a supportive policy framework, research and development (R&D) infrastructure, as well as education and industry capabilities that foster invention, the commercialisation of ideas and the transfer of new knowledge throughout the community.

Through its Innovation, Science and Technology Policy Statement, the Government has shown that it is committed to providing support in these areas. An Innovation, Science and Technology Council has been established to assist the Government in its leadership role. The Council has been set up to provide advice on: increasing R&D activity in SA and encouraging commercialisation; using the State's scientific, technological and educational assets to attract investment; and maximising the value of funds obtained from research grants.

The Government is also encouraging the development of high-growth, innovative industries. For example, a new Biotechnology Precinct at Thebarton will facilitate partnerships between research and commercial interests and is expected to accommodate up to six commercial medical biotechnology companies, employing up to 130 personnel by the end of 2000. This figure is expected to double within three years.

Future directions for the State Government to position South Australia as an innovative State include:

- providing an education and training system that produces the scientists, engineers, technicians, and other skilled people to support the development of "knowledge-based" industry
- leveraging the Government's own R&D investment and commercialising its intellectual property to optimise economic outcomes for the State
- developing an environment that encourages entrepreneurship and attracts and nurtures new technology-based enterprises

- fostering commercialisation and technology transfer through greater collaboration between industry and research and educational institutions
- establishing world class key enabling infrastructure, such as IT&T and R&D and educational facilities
- promoting the State's R&D and technological capabilities and related investment and trade opportunities nationally and internationally
- developing a regulatory framework that provides appropriate social and environmental safeguards and certainty for businesses developing new technologies.

## **INVESTMENT AND TRADE PROMOTION**

Sustained high levels of investment and a strong export performance provide the basis for employment and economic growth in a small, open regional economy. The Government has an important State-wide promotional role to play and is aggressively pursuing its trade and investment promotion efforts to build a higher international profile for the State.

During the first nine months of 1999-2000, 39 investment projects worth \$214 million and generating or retaining 3273 full time jobs were secured by Invest SA (including those at Cable and Wireless Optus, Ansett, Email Limited and BHP's Shared Services Centre). At the same time, the trade mission and export facilitation activities of International SA have also generated \$49 million in export opportunities for SA businesses. The value of SA's exports has increased by \$1.5 billion since 1993-94, rising to a record level of \$5.87 billion for 1999.

Future investment and growth can be expected in a range of South Australia's traditionally strong industries, including advanced manufacturing and the food sector. Strong growth prospects are also emerging in the service sector in education, health, tourism, business services, sport and recreation, and film and multi-media.

Through marketing efforts such as *The Case for South Australia*, the Government is continuing in its aim to attract globally competitive, export-oriented investment in industries employing high skill, high wage labour. These efforts will be complemented by the selective use of financial incentives to attract investment in high growth sectors. The strategic use of such incentives can create jobs and new industry capabilities that would otherwise be attracted elsewhere and can offer economy-wide benefits that would not otherwise be realised.

Key elements of the Government's future trade and investment strategy will be to:

- use South Australia's unique strengths in the arts, culture and special events to promote the State as creative and dynamic and to build closer relationships with other countries
- more selective and strategic use of financial incentives to attract investment and business expansion judged to offer net economy-wide benefits
- ensure a tighter strategic fit between external promotion efforts and local industry capabilities
- continue use of initiatives at industry and enterprise level to strengthen export capabilities and establish new export markets
- continue to support Commonwealth Government efforts to open up world markets for South Australia's traditional export sectors of agriculture and manufacturing
- increase effort toward developing the growth potential of the tourism industry and, through tourism, marketing the State and its products to the rest of the world
- use South Australia's clean and green image and unique natural areas to promote the State, locally and overseas, as an attractive place to live, work and invest, as well as a major ecotourism destination.

## **THE ENVIRONMENT**

Excellence in environmental management is no longer regarded as a barrier to progress, but a source of competitive advantage and economic prosperity. As stricter environmental standards are introduced around the world, the use of clean, sustainable technologies will become an important source of competitive advantage.

A regulatory and reporting framework is now being developed for South Australia that will promote sustainable resource use and demonstrate clean environmental conditions to overseas markets. It will also provide clear specification of property rights to resources to assist economic development.

Using property rights to the advantage of both industry and the environment is a feature of the Government's Forest Property Bill 2000, which secures ownership rights in relation to trees. This will support the expansion of the forest industry, but will also provide the basis for securing carbon ownership rights associated with forest property under a possible future emission trading scheme. Such a scheme is being considered in response to the 1997 Kyoto Protocol, which provides for carbon dioxide absorbed by forests to be offset against greenhouse gas emissions.

The Government has also demonstrated its commitment to protecting the State's water resources by drawing together the key water-related activities into one water resources portfolio.

South Australia is highly dependent on water originating outside its borders. Rising salinity levels and reduced water flows in the River Murray could limit economic development opportunities, unless appropriate mitigating action is taken by South Australia and its Murray–Darling Basin partners. The Government will continue to work with these States to safeguard South Australia's water requirements and will urge Commonwealth action to address the state of the Murray as a project of national significance.

The Government's future approach and priorities for management and development of the State's environmental assets include:

- preferring market-based measures, rather than prescriptive regulation, and applying the user pays principle to encourage individuals, businesses and communities to take responsibility for the environmental impacts of their actions
- continuing to develop an integrated management information system on the State's natural resource base and environment to facilitate development consistent with land capabilities, as well as regular reporting on the state of the environment
- promoting the adoption of sustainable development practices and cleaner production methods by industry to improve the efficiency of raw material and energy use and reduce wastes and pollution at the point of production
- continued sharing of responsibility for management and protection of natural resources with local communities and support for volunteers to continue their already significant contribution to the conservation and management of the State's natural and cultural heritage
- continuing the integrated waste strategy for metropolitan Adelaide which is designed to promote waste minimisation, recycling, reuse and recovery, in partnership with industry and Local Government.

## REGIONAL DEVELOPMENT

The people of regional South Australia make a major contribution to the State economy, with around two-thirds of the State's merchandise export income and a quarter of the State's manufacturing turnover generated from products sourced from regional areas.

The Government is committed to working in partnership with local communities and the Commonwealth and local governments to progressively address key regional concerns. Regional Development Boards and Regional Tourism Boards have, for some time, been playing an important role in identifying and addressing the economic needs of South Australia's regions. However, it is important that local communities are also given the opportunity to become more closely involved in the planning and delivery of education, health and community services necessary to re-invigorate some parts of regional South Australia.

The Government has established the Office of Regional Development and the Regional Development Council to provide more effective advocacy for regions and to provide a whole of government approach to addressing regional development issues.

One of the Government's key priorities is to establish and retain people in regional jobs by improving processes for identifying the skill needs of regionally based industries and delivering more accessible education and training services. Since 1995, 1468 Government traineeships (40 per cent of those available) have been made available to young people in regional areas in either the public sector or high growth sectors like aquaculture, IT and tourism. Funding has been allocated to 20 regions to allow key stakeholders to develop three year regional strategic plans to support structured workplace learning and the Vocational and Educational Training (VET) in Schools programs, and to link industry and community groups with education and training.

The funding of employment and incentive programs managed by regional development boards continues to result in jobs and training opportunities in regional South Australia. In the first nine months of 1999-2000, the Regional Industry Program has resulted in the creation or retention of 1142 equivalent full-time employees and secured investment of \$38.5 million.

Targeted infrastructure spending is also being used to realise regional growth opportunities. The Regional Infrastructure Development Fund has been established to address high priority infrastructure needs in the regions, with \$5.5 million being allocated in 2000-01.

Improving regional information technology and communication systems has already been identified as a priority. As a consequence of the Government Radio Network Contract, government negotiated an agreement for Telstra to extend its high quality internet backbone into regional areas and create 19 new points of presence to access the backbone. Moreover, through the "NetWorks for You" Program, the Government is ensuring that South Australians living in regional and rural areas have the skills required to make the most of Internet opportunities.

The Government's forthcoming *Regional Development Strategy* will provide more detail on the Government's blueprint for regional development.

## STRUCTURAL CHANGE

The Government recognises that economic and employment growth proceeds unevenly across enterprises, industries and communities. Resulting changes in the structure of the economy offer opportunities for higher incomes and employment, but also present risks and challenges for individuals, businesses and communities faced with declining economic opportunities.

Rather than dictating the shape of industry or attempting to maintain the status quo, the Government's focus is on adjustment and increasing the capacity and flexibility of individuals, businesses and communities to adapt to pressures for change.

In fact, the Government has established a \$5 million industry restructure fund which will be used to assist industry adapt to global changes through supporting the adoption of new technology, facilitation of product innovation and enhancement of supply chain and logistics management.

The Government has also been active in its attempts to help the workers in industries undergoing structural change.

For example, the Government is funding, on a dollar for dollar basis with Mitsubishi, assistance and career counselling for workers displaced as a result of the rationalisation required for Mitsubishi to continue local vehicle production. At the same time, in a sign of its commitment to the future of the automotive industry, the Government is seeking to attract automotive component supply firms to South Australia through the Premier's Automotive Task Force.

For the benefit of employees at the Whyalla steelworkers and Whyalla generally, the Government has also reached an agreement that will allow BHP Whyalla to proceed with the sale of its steel long products business. The Government's priority is to ensure that the new owners of the steelworks are given the opportunity to place the new business on a sound footing for growth, to underpin employment in Whyalla. Under the agreement, there will also be a 3600 hectare reduction in the amount of land covered by the BHP indenture, so new opportunities for economic development, recreation and leisure can be created.

Future directions to assist South Australian workers and industries adjust to structural change include:

- an education policy aimed at equipping people with new or higher skills throughout their working lives to improve their employability and mobility, so as to minimise periods of unemployment and hardship associated with structural change
- developing a regulatory framework guided by a preference for market outcomes and a shift from prescriptive, toward outcomes based, approaches to regulation
- determining priorities for pro-competitive reforms based on a full assessment of social and economic costs and benefits, and the views of affected communities, within the framework of the National Competition Policy reform agenda
- continuing workplace reform to provide a fair balance of the rights of employers and employees and flexible working arrangements which keep pace with the market demands placed on employers and the lifestyle aspirations and family responsibilities of employees
- continuing delivery of enterprise improvement programs, where not fully provided by the private sector, to assist selected businesses to develop the capabilities required to grow and create jobs
- arguing the case for Commonwealth Government adjustment assistance, additional to generally available measures, where significant adjustment costs are concentrated in particular industries and regions

- promoting the need for comprehensive reform of the Commonwealth welfare system, so that it provides adequate income support to individuals and families as well as incentives and assistance to achieve financial independence
- developing specific sectoral strategies such as *Food for the Future* in collaboration with industry, where Government intervention is expected to have a significant positive impact on industry growth.

## **RECENT EMPLOYMENT TRENDS**

Historically, South Australia has tended to record levels of unemployment that are higher than the national average. Consequently, providing the appropriate economic environment to support the creation of jobs has been a high priority with the Government since it came into office in 1993.

This objective has seen the implementation of a number of highly innovative approaches to fostering the development of the state's economy and encouraging employment growth. Examples of these policies include an integrated investment attraction program designed to support the establishment of major companies in South Australia, an emphasis on opening up new markets for South Australian producers and a firm commitment to supporting existing South Australian industries. The government has also made the development of a highly skilled workforce a real priority.

Additional measures such as the Premier's Partnerships for Jobs Forum, the Job Workshops, detailing the government's commitment to employment growth through Employment Statements and the work of the recently formed Employment Council have also been integral to the successful development and implementation of employment policy.

As a result of the initiatives taken by government in South Australia, and also through the willingness of the South Australian community to participate in the re-generation of their state, substantial gains have been made with regard to the creation of new and sustainable employment opportunities for all South Australians.

In April 2000, total employment in South Australia stood at **677 100, the highest number on record**. South Australia has recorded 22 months of continuous employment growth—this is the longest stretch of continuous employment growth in over a decade. Over the year to April, total employment in South Australia grew by 18 400 or 2.8 per cent in trend terms. South Australia's trend unemployment rate stood at 8.2 per cent in April 2000.

The key forward indicators of labour market activity suggest South Australia will record sustained employment growth into the next financial year (2000-01). Skilled vacancies, as measured by the Department of Employment, Workplace Relations and Small Business' *Skilled Vacancy Survey*, rose by 2.4 per cent in South Australia in April 2000. Over the year, vacancies have risen by 38 per cent, compared to the national average of 14.1 per cent. The number of job ads (as measured by the ANZ series) has been increasing in South Australia in trend terms since December 1996, and South Australia recorded the strongest growth of all the States in April.

Additionally, the *Morgan and Banks Job Index Survey* for the period May to July 2000 shows that employers in South Australia are optimistic about their employment outlook—37.5 per cent of employers are planning to take on extra permanent staff over the next three months while only 10.3 per cent are planning to reduce the size of their workforce.

However, despite what can only be described as a generally positive outlook for employment in South Australia, the State Government does not intend to relent in its commitment to continue to support the growth of the South Australian economy and to ensure that employment opportunities flow from this growth. Through the measures outlined in this Employment Statement, in addition to a range of policy initiatives introduced to support industry and the state's regions, South Australians can look to the future with genuine confidence and real optimism.



**2000-01  
PROGRAM OUTLINES**

## **2000-01—FUTURE DIRECTIONS**

South Australia is now benefiting from the economic and employment development programs the Government has successfully implemented in recent years. The improvement in general economic conditions and, in particular, the sustained growth in total employment recorded over the past 22 months has substantially changed the economic environment and emphasised the importance of ensuring South Australia has a highly skilled and competitive workforce. This has been reflected in Government policy through an additional \$15 million for 2000-01, which has been made available to meet the continued growth in traineeships and apprenticeships.

The previous two Employment Statements detailed a comprehensive range of employment programs which focused on providing assistance to business to create sustainable employment opportunities and assistance to individuals to enable them to take up those opportunities. Appendix 1 identifies the outcomes from the employment programs and key economic development initiatives for 1999-2000. Some highlights include:

- Increased devolution of employment funds to regions has enabled each region to tailor a package of employment programs to suit its unique needs. This approach has seen nearly 1800 people assisted into employment or further training.
- Over 1200 businesses were provided with incentives or subsidies to encourage the placement of trainees and apprentices, assisting with over 11 000 placements.
- The package of programs targeting the mature age unemployed has met with significant success with over 1700 job seekers assisted.

Highlights of the government's economic development priority of investment attraction include:

- Cable & Wireless Optus (Optus) will establish its second major national call centre in Adelaide in the EDS Building on North Terrace. This follows the establishment of the first centre at Technology Park, which has rapidly grown to employ 570 FTEs. This new centre will create 450 direct new positions and 432 indirect positions.
- Ansett intends to establish a purpose-built leading-edge call centre at Science Park as part of the implementation of the company's national Call Centre Location and Facilities Strategy. This call centre will lead to the creation and retention of 390 positions and the creation of 374 indirect positions.
- The establishment, by EDS, of a national customer service centre in Adelaide. This will create 25 direct and 48 indirect jobs.
- BHP will establish its Australian Shared Business Services Centres in Adelaide. The centre is one of two in the world for BHP and will result in the creation of 400 direct and 511 indirect jobs.
- Email will relocate the manufacture of dishwashers from Bayswater, Victoria to Regency Park in South Australia. This has resulted in a commitment to create and retain 120 direct positions.
- It is crucial that State Government employment policies and programs remain effective, efficient and appropriate. To this end, the Office of Employment and Youth was

established to bring a more coordinated approach to the planning and delivery of employment activities.

The Office of Employment and Youth will be reviewing and fine tuning employment policies and programs during this financial year to ensure funds are targeted for maximum effect. In addition, program development will continue to incorporate innovation and best practice, based on local, national and international experience.

Program evaluation will also continue to have a high priority and realistic outcomes will continue to be developed which focus on sustained economic development and employment growth. Employment programs will have a range of targets and measures to indicate effectiveness, which in some instances will not include employment outcomes. For example, a small business may receive assistance to enable it to plan for expansion and may take some time to be in a position to employ additional people. Similarly, a community may receive assistance that enables the first steps to be taken towards strengthening the local economy, which will reap employment rewards in the longer term.

The 2000-01 Employment Statement continues to build on the successful programs outlined in previous statements with additional emphasis being placed on increasing the skill levels of the workforce. The following are highlights of the employment and training targets for 2000-01:

- Vocational Education and Training: **An additional \$15 million** for 2000-01 has been made available to meet the continued growth in structured off and on the job training for trainees and apprentices. This is in addition to the funding already provided for User Choice and the \$13.5 million over three years provided in the 1999-2000 budget for VET in Schools. This is in response to the need to increase the skill level of the workforce to take advantage of opportunities in employment growth areas and will continue to support the estimated 29 230 apprentices and trainees presently in training in South Australia.
- Development Activities: **\$4.68 million** has been allocated to assist development activities, particularly through targeting assistance to key growth areas. The associated target is to achieve a minimum of 700 employment and training outcomes.
- Assistance to Regions: **Over \$3.86 million** has been allocated to assist regions, with a particular emphasis on continuing to devolve funds to regions so that each region can utilise its funds to meet its unique employment needs. A target of at least 1800 people will be assisted.
- Business assistance: **\$18.2 million** has been allocated to assist business development activities through the provision of incentives, rebates and subsidised business advice. At least 470 businesses will be assisted with business advice, with more than 19 700 placements anticipated to be assisted with incentives and rebates.
- Investment Attraction and Enterprise Improvement: Investment attraction activities directly contribute to employment outcomes. The 2000-01 program aims to create or retain 3500 jobs through support of reinvestment and attraction of new investment to South Australia. Enterprise improvement activities seek to increase business capability and thus create opportunities for increased employment. The 2000-01 target is to assist 600 enterprises.
- Assistance to Individuals: **Nearly \$2 million** has been allocated to assist people, with a particular emphasis being placed on Aboriginal apprenticeship placements across South Australia. In addition, the government will continue to target the mature aged unemployed. Nearly 1000 people will be assisted.

Of particular significance to future employment and economic development priorities will be the role played by the government's Employment Council.

The State Government established the Employment Council to bring greater coordination to economic development, education, training and employment generating activities in South Australia. This initiative builds on the work of the Premier's "Partnership for Jobs" and addresses the call from the 1998 Job Workshops for greater coordination and responsiveness of government employment initiatives. It represents a significant step in the government's commitment to an on-going consultation process.

The Council is the peak advisory body to Government on employment matters and its terms of reference encompass:

- measures to increase employment and reduce unemployment in South Australia
- the effectiveness of Commonwealth, State and Local Government economic development, employment and training programs
- long term workforce planning strategies
- measures to enhance the employability of people seeking work.

The Employment Council comprises business, union and community delegates together with key government, employment, youth, training, education and industry development representatives.

The Council's membership during 1999-2000 was:

- The Hon Mark Brindal, Minister for Employment and Training (Chair)
- The Hon Malcolm Buckby, Minister for Education and Children's Services
- The Hon Michael Armitage, Minister for Government Services and Minister for Information Economy
- The Hon Iain Evans, Minister for Industry and Trade (replaced in April 2000 by the Hon Robert Lucas MLC)
- Mr Lloyd Groves, Managing Director, Vision Systems
- Mr Tim James, BRL Hardy
- Ms Jane McNaught, member of Flavour SA
- Professor Mary O'Kane, Vice Chancellor, The University of Adelaide
- Ms Stelanie Alexander, Managing Director, Direct People Solutions (represented by Ms Jacqui Moreau from January 2000)
- Mr Ron Wickett, Managing Director, Minelab Electronics
- Ms Pam Simmons, Executive Director, South Australian Council of Social Services
- Mr Peter Vaughan, Chief Executive of South Australian Employers' Chamber of Commerce and Industry
- Mr Chris White, Secretary, United Trades and Labour Council
- Mr Legh Davis, Member of the Legislative Council
- Mr Chris Moriarty, Managing Director, Moriarty Plastics
- Ms Susan Chase, Managing Director, Cowell Electric Supply Co.
- Ms Leah Weckert, Chair of the Youth Plus Advisory Council.

In order to ensure a whole of government perspective is maintained on the Employment Council, senior representatives of the Department of the Premier and Cabinet, Department of Industry and Trade, Department of Education, Training and Employment, Department of Primary Industries, Department of Human Services and the Department of Administrative and Information Services are also represented. The Office of Employment and Youth provides executive support for the Council.

As part of the Council's activities, six major areas of strategic importance to employment growth in South Australia were identified. Working Parties, led by Council members, undertook investigation of major issues and reported to the Council in April 2000.

The six strategic areas are:

- impediments to employment
- enterprise education
- labour market programs
- IT skills
- growth industry sectors
- world class infrastructure.

An action-oriented agenda has now been established by the Council leading to the production of a "Blueprint for Employment" that will feed into the State Government's budgetary and economic planning processes for 2001-02.

The Employment Council has stressed the need for closer coordination of the government's economic development and investment attraction activities and the wide range of employment, education and skills development programs being delivered by the government and private sectors. In addition, the Council is to take action to ensure the early implementation of some of the key recommendations of the Working Groups over the course of the coming year.

## **SUMMARY**

2000-01 will therefore be a year of consolidation and will involve evaluations and reviews of employment and youth initiatives to ensure they remain consistent with the Government's economic priorities and the needs of the community.

Special emphasis will be placed on ensuring that the skills of the workforce are consistent with the future needs of business and industry. In the interim, programs will continue to assist businesses, regions, development and people and have been presented on the following pages.

## ASSISTING DEVELOPMENT

### New Apprenticeships

- Brief Description:*** This program funds training for apprentices and trainees and ensures that quality training through the State's network of private, industry and TAFE training providers continues to support the estimated 29 230 apprentices and trainees presently in training in South Australia. Under this program, employers and their apprentices and trainees, are able to select the Registered Training Organisation (RTO) of their choice.
- Target group(s):*** Young South Australians particularly school leavers and unemployed people between the ages of 15–24 who enter an apprenticeship or traineeship with an employer.
- How to access funds:*** RTO's apply for funds for the delivery of training. Contact VET Contract Management, Office of Vocational Education and Training, telephone (08) 8226 2364.
- Location(s):*** Training is delivered across the State by both TAFE and non-TAFE providers in metropolitan and regional country areas.

### Special Partnership Projects

- Brief Description:*** Funds are provided to support projects that integrate employment considerations into the activities of other organisations, with a particular focus on partnering with other State Government agencies.
- Target group(s):*** Groups in special need where there is an opportunity to integrate employment and training with other activities.
- How to access funds:*** Contact Office of Employment and Youth, Department of Education, Training and Employment on (08) 8463 5561.
- Location(s):*** Projects are funded throughout the State.

## **Upskill SA**

***Brief Description:*** Upskill SA is a joint arrangement between State Government agencies and private sector contractors that aims to increase training and employment opportunities for young South Australians through formal traineeships and apprenticeships. The initiative requires that all State Government contracts with an estimated minimum value of \$500 000, as well as some contracts between \$100 000 and \$500 000, in skill shortage areas, devote 10 per cent of the labour hours of the contract to trainees or apprentices.

Upskill SA is currently being reviewed, with the intent of reflecting the current Government's procurement process of prequalification, whilst retaining the program's primary objective.

***Target group(s):*** Contractors and tenderers for State Government contracts.

***How to access funds:*** Not applicable.

***Location(s):*** Upskill SA applies to relevant State Government contracts throughout South Australia.

## **Government Apprenticeship Scheme**

***Brief Description:*** The Government Apprenticeship Scheme provides a centralised recruitment and placement service for State Government apprentices and trade trainees.

Agencies provide on-the-job training and are responsible for the daily management of the apprentices they host.

Positions are advertised each June with successful applicants commencing in January of the following year. Applications are open for one month which, this year, will close on 3 July 2000.

In addition to its recruitment function, the scheme subsidises the placement of eligible apprentices.

***Target group(s):*** State Government Agencies.

***How to access funds:*** For further information about the next intake contact the Office of Employment and Youth, Department of Education, Training and Employment, hotline on 1800 811 985.

***Location(s):*** State Government agencies across the State can access the program.

## **State Government Youth Training and Recruitment**

- Brief Description:*** The South Australian Government Youth Training Scheme, since 1993, has employed over 8000 young South Australians as trainees in the public sector. The Scheme provides an accredited National Training Wage Traineeship placement for twelve months, combining formal vocational training with practical work experience in order to enhance the skill levels and future employment prospects for young unemployed people. For many participants, these traineeships are their first employment opportunity.
- Target group(s):*** Young unemployed people aged between 17 and 24 inclusive.
- How to access funds:*** For information about the next intake contact the Office of Employment and Youth, Department of Education, Training and Employment, hotline 1800 683 534.
- Location(s):*** State Government agencies across the State can access the program.



## ASSISTING REGIONS

### Regional Employment Strategy

***Brief Description:***

The Regional Employment Strategy provides regions with the flexibility and autonomy to tailor initiatives to meet their unique regional employment needs. The Regional Employment Strategy combines the former KICKSTART/KICKSTART for Youth, IT Skills Advantage and Self Starter programs.

Funds are made available to Regional Development Boards in accordance with their strategic priorities. Funding contracts identify anticipated employment outcomes.

***Target group(s):***

Industry bodies, businesses, government agencies and individuals are invited to seek funding assistance for employment development activities which fit within the strategic development priorities of the Regional Development Board.

***How to access funds:***

Regional Boards operate in the following areas:

|                    |                   |            |
|--------------------|-------------------|------------|
| Adelaide Hills     | Mid North         | Riverland  |
| Barossa            | Murraylands       | South East |
| Eyre Peninsula     | Northern Adelaide | Whyalla    |
| Fleurieu Peninsula | Northern          | Port Pirie |
| Kangaroo Island    | Yorke Peninsula   |            |

The City of Onkaparinga provides the same service in Southern Metropolitan Adelaide as a Regional Development Board. Contact details for all Regional Boards are at the back of this Statement.

### Traineeship Support

***Brief Description:***

This program supports the placement of public sector trainees in Regional Development Boards. The Office of Employment and Youth, Department of Education, Training and Employment acts as the host employer and funds the salaries of the trainees.

***Target group(s):***

Young people seeking traineeships in areas other than Adelaide.

***Location(s):***

Trainees are placed in country locations throughout the State.

## **Working Towns**

- Brief Description:*** The Working Towns Program funds business and community groups to undertake innovative projects that stimulate local economies and employment creation.
- Target group(s):*** Community organisations and business associations.
- How to access funds:*** Funds are provided for projects through Regional Development Boards. Incorporated associations such as traders' associations can submit proposals for consideration.
- Location(s):*** The program is available throughout the State, but has a focus on regional areas.

## **Regional Industry Training And Employment (RITE) Program**

- Brief Description:*** The Regional Industry Training and Employment program (RITE) is a program designed to promote the benefits and value of training to small businesses and to develop closer links between businesses and training providers such as TAFE, Group Training Schemes, private providers and business support organisations.
- Benefits from the training include increased employment opportunities and greater competitiveness in the local market. These clusters also generally form a sustainable network.
- Target group(s):*** Small businesses and industry associations.
- How to access funds:*** Funds are provided for projects through Regional Development Boards. Industry associations and groups of small businesses can submit proposals in consultation with Regional Development Boards or directly to the Office of Employment and Youth, Department of Education, Training and Employment on (08) 8463 5574.
- Location(s):*** Delivered in regions and industry clusters across South Australia.

## ASSISTING BUSINESS

### Enterprise Improvement Program

**Brief Description:** Assists small and medium-sized enterprises to improve their international competitiveness and hence their prospects of maintaining or increasing employment.

The program subsidises the cost of consultancy services, workshops and other services, and is focused on the following areas:

- design
- quality management
- workplace issues
- strategic and business plans
- export market planning
- factory layouts
- financial and organisational restructuring within businesses.

**Target group(s):** Small to medium sized enterprises.

**How to access funds:** Contact The Business Centre, Department of Industry and Trade on (08) 8463 3804.

**Location(s):** This program is available throughout the State.

### Investment Attraction Program

**Brief Description:** Financial and other incentives are provided for investment projects that meet specific growth criteria and that would otherwise not occur in South Australia to:

- assist local companies to re-invest in the South Australian operations.
- attract complementary investment by companies new to South Australia.
- attract investment in key infrastructure, such as transport and telecommunications, to improve the South Australian economy.

**Target group(s):** International, national and local investors.

**How to access funds:** Contact Invest SA, Department of Industry and Trade, telephone (08) 8303 2400.

**Location(s):** This program is available throughout the State

## **The Payroll Tax Trainee Wages Rebate Scheme**

***Brief Description:*** The Payroll Tax Trainee Wages Rebate Scheme is designed to assist employers who pay wages to employees engaged under an approved apprenticeship or traineeship scheme, pursuant to a Contract of Training.

Where an eligible trainee is recruited, employers will receive a significant rebate on Payroll Tax incurred for the trainee. From 25 May 2000 assistance will be targeted to trainees who commence their traineeship before their 25<sup>th</sup> birthday. The rate of rebate will be 80%.

Traineeships for which employers have received a payroll tax rebate in 1999-2000 and which continue in existence after 30 June 2000 will continue to be eligible for rebate but at the lower rate of 80%.

***Target group(s):*** Businesses employing new trainees prior to their 25<sup>th</sup> birthday.

***How to access funds:*** Contact Revenue SA, Department of Treasury and Finance on (08) 8226 3803 for further information on eligibility. Employers seeking a rebate must apply on the approved application form.

***Location(s):*** This program is available throughout the State.

## **Mature Age Employer Incentive Scheme**

***Brief Description:*** The Mature Age Employer Incentive Scheme assists employers by providing a financial incentive to employ persons aged 40 years and over.

A maximum payment of \$2000 is available to employers hiring an eligible mature aged person. The employee must be employed for a minimum of 20 hours per week on a full-time, part-time or casual basis.

The Mature Age Employer Incentive Scheme grant is in addition to any other grants or incentives available through the Commonwealth Government.

***Target group(s):*** Employers and unemployed and retrenched people over 40 years of age.

***How to access funds:*** Businesses considering employing a mature age job seeker should contact the Office of Employment and Youth, Department of Education, Training and Employment telephone 1800 154 117.

***Location(s):*** The scheme can be accessed State-wide.

## **Human Resource Advisory Service (HRAS)**

***Brief Description:*** The Human Resource Advisory Service (HRAS) provides up to 20 hours of partially subsidised human resource consultancy services to small businesses. The consultants provide these businesses with “tailor made” services to address their particular human resource and employment issues. The first two hours of assistance are provided free, while the maximum government subsidy available is \$848 for a 20 hour consultancy.

***Target group(s):*** Businesses with an annual payroll of up to \$700 000.

***How to access funds:*** Consultancy services can be accessed through the South Australian Employers’ Chamber of Commerce and Industry, Business Enterprise Centres and Regional Development Boards. Further information can be obtained from the Office of Employment and Youth, Department of Education, Training and Employment on 1800 811 985.

***Location(s):*** HRAS can be accessed State-wide.

## **Business Management Training For Apprentices**

***Brief Description:*** The Business Management Training for Apprentices initiative increases the future employment options for apprentices who are completing their apprenticeships by providing them with business management skills. The generic training assists small businesses with succession planning by providing their apprentices with the skills to assist with managing the business.

***Target group(s):*** Apprentices who are completing their apprenticeships, Group Training Companies and small businesses.

***How to access funds:*** Contact the Office of Employment and Youth, Department of Education, Training and Employment on 1800 811 985.

***Location(s):*** The program is delivered State-wide.

## **Aquaculture Business Development Program**

***Brief Description:*** The Aquaculture Business Development Program is a two year program that provides targeted and strategic funding allocations to assist establishing and expanding non-tuna aquaculture businesses.

The Program assists new and existing businesses across the State with capital expenditure and ongoing development costs in both the marine and freshwater sectors of the industry.

The program's objectives are to assist businesses in a growing industry and facilitate the expansion of the respective workforce. Employment outcomes will be achieved through the start-up of new businesses as well as business expansion.

***Target group(s):*** New and expanding businesses in the non-tuna aquaculture industry.

***How to access funds:*** Funding is available through The Business Centre, Department of Industry and Trade, on (08) 8463 3800.

***Location(s):*** This program is available to aquaculture-viable regions throughout the State.

## ASSISTING PEOPLE

### Mature Age Support Programs

- Brief Description:** The Mature Age Labour Market Forums, the Mature Age Awareness Campaign and Skills Development Training Grants are components of a comprehensive strategy aimed at improving employment opportunities and outcomes for people over the age of 40.
- The *Forums* will provide information and advice on employment issues specific to the needs of mature aged people.
  - Communicating the advantages of employing mature workers is the focus of the *Mature Age Employer Awareness Campaign*. While providing information on incentives available to employers hiring people over the age of 40, the Campaign will also highlight the valuable contribution of mature age workers to the workplace.
  - *Training Grants* will be made available to support mature age job seekers to undertake training. Training will focus on industries experiencing strong growth and/or skill shortage occupations.

A minimum of 2500 job seekers will access this program over the 3-year period from 1999-2000 to 2001-02.

**Target group(s):** Unemployed people over the age of 40 and employers.

**How to access funds:** Contact the Office of Employment and Youth, Department of Education, Training and Employment on 1800 154 117.

**Location(s):** The programs are delivered State-wide.

### Special Employment Initiatives (Equity)

**Brief Description:** Funds are provided for projects designed to enhance education, training and job opportunities for people disadvantaged in their search for employment.

Examples of projects include support for disability programs; pre-employment training programs for women seeking careers in non-traditional occupations; programs for pre-release or ex-offenders; and programs for people from culturally and linguistically diverse backgrounds.

**Target group(s):** Unemployed people disadvantaged in their search for employment.

**How to access funds:** Contact the Office of Employment and Youth, Department of Education, Training and Employment on (08) 8463 5561.

**Location(s):** The program can be accessed State-wide.

## **Aboriginal Apprenticeship Program**

- Brief Description:*** The Aboriginal Apprenticeship Program will support the delivery of 60 Aboriginal apprenticeships across South Australia. These apprenticeships will be particularly targeted to growth industries to provide a positive long-term outcome for participants.
- Companies employing these apprentices will be funded for wage costs on a sliding scale.
- Target group(s):*** Aboriginal persons 16 years and over will be eligible to apply, although the following groups will be given priority:
- current pre-vocational students who have shown commitment in their chosen field of study
  - secondary students who have completed year 11
  - secondary students who are undertaking SACE
  - people who have been working in trade areas without qualifications
  - people in remote communities who have access to on-the-job training.
- How to access funds:*** Apprentice placements and the payment of subsidies will be coordinated through the Office of Employment and Youth, Department of Education, Training and Employment. The scheme will be widely advertised when apprentices are being recruited.
- Funding:*** \$1.1 million and \$1.3 million has been allocated for this initiative for 2000-01 and 2001-02 respectively.
- Location(s):*** Apprentices will be placed State-wide.



## **PROGRAMS BEING CONCLUDED**

## OVERVIEW

*Employment programs are constantly being reviewed, refined or completed as part of an on-going commitment by the State Government to ensure that the effectiveness of these programs is maintained.*

*The employment programs that are outlined on the following page achieved, and in some cases exceeded, their targets and objectives. However, the continuation of an employment program also needs to remain appropriate within the context of a range of environmental factors. These factors are complex and include (but are not limited to):*

- *the impact on State Government programs resulting from changes to Commonwealth labour market policies and programs*
- *the need to strategically target State Government funds to avoid duplication with Commonwealth funds*
- *determining whether the issue that was being addressed by a program continues to require government intervention*
- *the availability of funds in light of other State Government priorities.*

*The following employment programs are therefore not available for new applicants, as remaining funds will be used to meet current funding commitments. Some of these commitments, such as those associated with the Small Business Employer Incentive Scheme, will include staggered payments over more than one year.*

## **Small Business Employer Incentive Scheme (SBEIS)**

**Brief Description:** The Small Business Employer Incentive Scheme (SBEIS) provided significant financial incentives for small businesses to hire new trainees and apprentices.

Small businesses that have been accepted by the program will receive up to \$4000 over two years in staggered payments. The program will therefore operate up to 2002 to honour these funding commitments.

4572 placements were subsidised between 1997-98 and 31 March 2000.

**Target group(s):** Small businesses that did not pay payroll tax in the previous financial year.

## **Regional Labour Exchange**

**Brief Description:** Seed funding was provided over two years to establish labour exchanges in regional South Australia as a means of addressing seasonal labour shortages in rural areas, with the long term goal of this initiative being a self-sustaining business.

The Regional Labour Exchange program was successful in meeting its objective of seeding businesses to address the seasonal labour requirements of a range of regional industries. From 1 July 1999 to 31 March 2000, 188 employment outcomes were achieved, with 5 exchanges in operation. Current funding commitments to existing exchanges will be met over 2000-01 at which time the program concludes.

**Target group(s):** Seasonal workers and young unemployed people between 15 and 25 years of age at risk in the labour market.

## **Local Government Jobs Challenge**

**Brief Description:** The Local Government Jobs Challenge aimed to create 500 new jobs in 1999-2000, sustained for at least 26 weeks, in local communities. The program comprised three elements:

- new jobs through projects in the community supported by Councils
- new jobs provided by contractors performing work for Councils
- direct employment of new staff in Councils.

From commencement of the program to 31 March 2000, 377 employment outcomes were achieved. The program concludes as at June 2000.

**Target group(s):** Unemployed job seekers.



## **APPENDIX 1**

### **A REPORT ON THE TARGETS AND OUTCOMES ACHIEVED FROM THE 1999-2000 EMPLOYMENT STATEMENT**

**(AS AT 30 APRIL 2000)**

### **State Australian Government Youth Training and Recruitment**

**Brief Description:** An initiative of the South Australian Government to provide traineeship opportunities, primarily in State Government Agencies, for young unemployed aged between 17 and 24 years of age. 1200 (700 metropolitan/ 500 regional) placements targeted.

**Successes to date:** 540 metropolitan and 209 regional placements achieved. A further 155 metro / 53 regional placements currently being filled by public sector agencies. Significant uptake of the recruitment program occurs at the end of the financial year.

### **Public Sector Graduate Program**

**Brief Description:** A 3-year initiative of the South Australian Government to provide an annual intake of 200 public sector graduate opportunities. 200 placements targeted.

**Successes to date:** 129 placements.

## **PROGRAMS ASSISTING DEVELOPMENT**

### **Partners in Rail**

**Brief Description:** Identifies and stimulates opportunities for South Australian industry that are generated by the Adelaide–Darwin rail link project. 2000 jobs are expected to be generated in the construction of the rail line and 5000 jobs generated through supply contracts across South Australia and Northern Territory.

**Successes to date:** 595 South Australian enterprises had registered their interest in contract opportunities.

### **Skills Audits**

**Brief Description:** Survey of companies to determine the current and likely skill needs of industry in the near future and where appropriate take necessary steps to facilitate a better match of supply and demand for skills.

**Successes to date:** Defence, electronics, automotive and process manufacturing audits completed. A skills audit of the Food Industry is planned for the 2000-01 financial year.

### **Working Towns**

**Brief Description:** Provides grants to local communities for innovative initiatives designed to stimulate local economies and employment creation. Most projects take 9–12 months to develop and for communities to raise matching funds. Employment outcomes are generally longer-term objectives.

**Successes to date:** 24 projects have commenced, involving 257 businesses.

### **Local Government Jobs Challenge**

**Brief Description:** Provided funding to local councils for the creation of jobs through projects, contractual arrangements and direct employment. 1000 jobs were targeted over 2 years. Program concludes as at June 2000.

**Successes to date:** 377 jobs since commencement of program.

### **Special Partnership Programs**

**Brief Description:** Integrates employment initiatives with public/private sector organisations' activities, eg assisting young offenders into employment. Targeted 30 employment and/or training outcomes.

**Successes to date:** 28 employment and/or training outcomes

### **Upskill SA**

**Brief Description:** A joint arrangement between State Government agencies and private sector contractors where identified State Government contracts devote 10 per cent of the total labour hours of a contract to the employment of trainees and/or apprentices. Aim was to increase the number of training hours from comparable period.

**Successes to date:** Increased number of training hours achieved.

## **PROGRAMS ASSISTING REGIONS**

### **Regional Industry Program**

**Brief Description:** Seeks to improve the competitiveness of regional industry and the retention and creation of long-term employment in regional SA by providing funds to support the operating costs of Regional Investment Boards. Financial incentives are provided to projects of regional significance that satisfy specific criteria.

**Successes to date:** Investment commitments of \$38.5 million. Direct retention or creation of 1142 full time jobs.

### **Regional Infrastructure Development Fund**

**Brief Description:** Provides financial support to regional infrastructure projects that meet specific criteria (including contributions to employment). Direct jobs are not the primary objective of this program, however the outcomes reflect the impact of this program on job retention/creation.

**Successes to date:** \$1.72 million to private infrastructure providers. A creation/retention commitment of 337 jobs.

### **KICKSTART**

**Brief Description:** A State Government employment strategy that operates through Regional Development Boards to place people in employment at a local level throughout the State. Targeted 1000 job outcomes.

**Successes to date:** 1140.5 FTE outcomes achieved. 1 x FTE is equivalent to 35 hours per week for 48 weeks.

### **KICKSTART for Youth**

**Brief Description:** A State Government strategy linked to KICKSTART and designed to enhance employment and training opportunities for young South Australians. Targeted 450 job outcomes for young people aged under 25 years.

**Successes to date:** 403.3 FTE outcomes achieved. 1 x FTE is equivalent to 35 hours per week for 48 weeks.

### **Regional Industry Training and Employment Program**

**Brief Description:** Provides funds to business clusters with the aim of improving management skills and networking to increase opportunities for employment. Targeted the development of 8 clusters.

**Successes to date:** 9 clusters developed, involving 173 businesses.

### **Regional Labour Exchange**

**Brief Description:** Aims to address seasonal labour shortages in rural areas. Seed funding is provided over 2 years to assist in the establishment of a self-sustaining Exchange. Targeted 200 employment outcomes.

**Successes to date:** 188 employment outcomes

### **Regional Apprenticeship Support**

**Brief Description:** Funds the recruitment of technical trainees for government agencies and regional traineeship positions. Targeted 49 placements.

**Successes to date:** 71 placements

### **Local Contractor Education Program**

**Brief Description:** Funds workshops in key regional areas that aim to increase the competitiveness of local contractors in tendering for government contracts. Target of 24 workshops to be delivered between April 2000 and 30 June 2000.

**Successes to date:** As at 30 April 2000, 10 workshops have been held. The Workshops also promote other State Government business assistance initiatives.

## **PROGRAMS ASSISTING BUSINESS**

### **Enterprise Improvement Program**

**Brief Description:** Assists small and medium-sized enterprises to improve their international competitiveness and hence their prospects of maintaining or increasing employment by subsidising the cost of consultancy services, workshops and other services.

**Successes to date:** 480 enterprises.

### **Investment Attraction Program**

**Brief Description:** Provides financial and other incentives for investment projects that meet specific economic growth criteria and that would otherwise not occur in South Australia.

**Successes to date:** 39 projects secured, 3273 jobs created or retained, \$213.9 million investment secured.

### **Small Business Employer Incentive Scheme**

**Brief Description:** Provides a grant of up to \$4000 to small businesses employing a trainee or apprentice. 3500 positions targeted over the period 1997–2002.

**Successes to date:** 4572 incentives provided since 1997.



### **Human Resource Advisory Service**

**Brief Description:** Provides a subsidised service to small businesses to address human resource issues. Target of 500 businesses.

**Successes to date:** 430 businesses have accessed the program.

### **Aquaculture Business Development Program**

**Brief Description:** Provides targeted and strategic funding to assist in the expansion or establishment of non-tuna aquaculture businesses. 100 jobs \$2.0 million investment outcomes over the two-year period 1999-2000 to 2000-01.

**Successes to date:** Outcomes to be achieved during 2000-01.

### **Self Starter**

**Brief Description:** Assists people enhance their self-employment prospects by equipping them with appropriate business skills and providing “start up” financial assistance. Targeted the provision of 60 grants.

**Successes to date:** 41 grants provided

### **Business Management Training For Apprentices**

**Brief Description:** Designed to improve small businesses with their succession planning and to increase the future employment options of apprentices by providing business management training. Targeted 100 employment or self employment outcomes.

**Successes to date:** 39 placements. The program will continue over 2000-01.

### **Young Persons Employment Incentive**

**Brief Description:** A 3-year initiative introduced in January 1997, to encourage employers to hire young people. A payroll tax rebate applies for wages paid for the first 12 months for eligible *new* employees under 21 or 6 months for eligible new employees aged 21-25. Program concluded as at 31 December 1999.

**Successes to date:** 644 employers for 3849 workers which reflect numbers over the 3-year period January 1997 to December 1999. Figures are likely to change due to employers’ claiming the rebate retrospectively.

### **Payroll Tax Trainee Wages Rebate Scheme**

**Brief Description:** Where eligible trainees were recruited, employers attracted a 98 per cent rebate on payroll tax. Trainees to be engaged under contracts of training and meet specific criteria.

**Successes to date:** 374 employers for 10 759 workers. The corresponding rebate paid to employers by the State Government amounted to approximately \$7 883 230. These outcomes reflect the 6-month period January 1999 to June 1999.

### **WorkCover Levy Subsidy Scheme**

**Brief Description:** A 3-year initiative, introduced in January 1997, which subsidised the WorkCover levy costs of eligible employers who employ a young person. Program concluded as at 31 December 1999.

**Successes to date:** 2 056 employers for 5 004 workers. The corresponding subsidy paid to employers by the State Government to 31 December 1999 amounted to \$2 436 890. Outcomes reflect the 3-year

period January 1997 to December 1999, however are likely to change due to employers claiming the levy retrospectively.

## **PROGRAMS ASSISTING PEOPLE**

### **Mature Age Employer Incentive Scheme**

**Brief Description:** Provides a financial incentive of up to \$2 000 to businesses to employ an unemployed person aged 40 years and over. The target outcome over the 3-year period 1999-2002 is to assist 2 000 jobseekers.

**Successes to date:** 125 incentives provided.

### **Mature Age Support Programs**

**Brief Description:** These three activities are components of a comprehensive strategy aimed at improving opportunities and outcomes for unemployed people over 40 and employers.

- *Labour Market Forums*—provide information and advice on employment issues.
- *Training Grants*—up to \$500 per person to provide training in growth and/or skill shortage occupations.
- *Awareness Campaign*—targeted at employers to highlight the advantages of employing a mature age worker.

2500 job seekers will be assisted over three years

**Successes to date:** 1633 job seekers assisted.

### **Aboriginal Apprenticeship Program**

**Brief Description:** Funds will be provided to subsidise wages on a sliding scale, to support 60 Aboriginal apprenticeships across South Australia.

**Successes to date:** Announced in 1999-2000, the initiative will commence in 2000-01.

### **Pilot Projects**

**Brief Description:** Funds provided for projects which demonstrate innovative opportunities by assisting business and community development activities, the result of which can influence existing programs or trigger the development of new programs that increase employment opportunities. Target of 100 jobs and/or training outcomes. Program concludes as at 30 June 2000.

**Successes to date:** 10 employment and/or training outcomes.

### **Special Employment Initiatives (Equity)**

**Brief Description:** Funds a range of special projects for women, Aborigines and other disadvantaged groups. There is a focus on introductory training and pre-employment courses. Targeted 200 jobs and/or training outcomes.

**Successes to date:** 553 participants, with 211 FTE job outcomes. 1x FTE is 35 hours per week for 48 weeks.

### **Traineeship Support Program**

**Brief Description:** Provides funding to support the placement of public sector trainees in regional South Australia. Organisations such as Regional Development Boards receive trainees under this initiative.

**Successes to date:** 23 commencements

**It Skills Advantage****Brief Description:**

Provided funds to assist unemployed people become more competitive in the job market by providing them with IT related skills in industries which are likely to be major users of these technologies. 350 people to be assisted.

**Successes to date:**

349 participants upskilled with 34.7 FTE outcomes. 1x FTE is 35 hours per week for 48 weeks.

**Youth in Depressed Areas Program****Brief Description:**

This initiative aimed to promote a pilot project that had been tested in Whyalla, where employers shared one full-time position with several young people. Five projects aimed to commence.

**Successes to date:**

The model is specifically suited to depressed areas where there are a limited number of jobs for young people. The model was promoted to regions, however has not been adopted elsewhere.



## **APPENDIX 2**

### **CONTACT DETAILS**

**AS AT 30 APRIL 2000**

## **OFFICE OF EMPLOYMENT AND YOUTH (OEY)**

GPO Box 1152  
ADELAIDE SA 5001  
Telephone: 8463 5574  
Facsimile: 8463 5507

## **TRAINEE PAYROLL TAX REBATE SCHEME**

Revenue SA  
Department of Treasury and Finance  
GPO Box 1353  
Telephone: 8226 3803  
Facsimile: 8226 3737

## **THE BUSINESS CENTRE**

145 South Terrace  
ADELAIDE SA 5000  
Telephone: 8233 4600  
Facsimile: 8233 4640  
E-mail: [business.info@saugov.sa.gov.au](mailto:business.info@saugov.sa.gov.au)

## **SOUTH AUSTRALIAN EMPLOYERS CHAMBER OF COMMERCE AND INDUSTRY**

Enterprise House  
136 Greenhill Road  
UNLEY SA 5061  
Telephone: 8300 0000  
Facsimile: 8300 0001

## **DEPARTMENT OF THE PREMIER AND CABINET**

(For copies of the Government's Statement of Economic Directions):  
GPO Box 2343  
ADELAIDE SA 5001  
(08) 8226 3500  
[www.premcab.sa.gov.au](http://www.premcab.sa.gov.au)

## REGIONAL DEVELOPMENT BOARDS

|  |  |  |
|--|--|--|
| <b>ADELAIDE METRO</b>  | City of Onkaparinga<br>PO Box 1<br>NOARLUNGA CENTRE SA 5168                            | Telephone: 8384 0621<br>Facsimile: 8382 8744<br>vickyp@onkaparinga.sa.gov.au |
|  | Northern Adelaide Development Board<br>PO Box 270<br>SALISBURY SA 5108                 | Telephone: 8250 8606<br>Facsimile: 8258 1767<br>admin@nadb.org.au            |
| <b>ADELAIDE HILLS<br/>FLEURIEU REGION<br/>KANGAROO<br/>ISLAND</b>  | Adelaide Hills Regional<br>Development Board<br>PO Box 372<br>STIRLING SA 5152         | Telephone: 8370 8808<br>Facsimile: 8370 8872<br>ahrdb@adelaide-hills.com.au  |
|  | Fleurieu Regional Development<br>Corporation Inc<br>10 Dawson Street<br>GOOLWA SA 5214 | Telephone: 8555 5555<br>Facsimile: 8555 5566<br>frdc@fleurieu.com.au         |
| <b>MURRAYLANDS<br/>SOUTH EAST</b>                                  | Kangaroo Island Development Board<br>Inc<br>PO Box 471<br>KINGSCOTE SA 5223            | Telephone: 8553 3211<br>Facsimile: 8553 3158<br>kidb@kin.on.net              |
|  | Murraylands Regional Development<br>Board<br>PO Box 134<br>MURRAY BRIDGE SA 5253       | Telephone: 8532 1202<br>Facsimile: 8532 1768<br>mrdbi@lm.net.au              |
| <b>MID NORTH<br/>PORT PIRIE<br/>REGION<br/>YORKE<br/>PENINSULA</b> | South East Economic Development<br>Board Inc<br>PO Box 1445<br>MT GAMBIER SA 5290      | Telephone: 8723 1057<br>Facsimile: 8723 1286<br>info@seedb.org.au            |
|  | Mid North Regional Development<br>Board<br>6 Gleeson Street<br>CLARE SA 5453           | Telephone: 8842 3115<br>Facsimile: 8842 1275<br>mnrdb@capri.net.au           |
|  | Port Pirie Regional Development<br>Board Inc<br>85 Ellen Street<br>PORT PIRIE SA 5540  | Telephone: 8632 5633<br>Facsimile: 8632 5724<br>pprdb@al.com.au              |
|  | Yorke Regional Development Board<br>PO Box 396<br>KADINA SA 5554                       | Telephone: 8821 3177<br>Facsimile: 8821 3649<br>yrdb@yp-connect.net          |

## REGIONAL DEVELOPMENT BOARDS (CONT)

### **BAROSSA RIVERLAND**

Barossa Light Development Inc  
6/109 Murray Street  
TANUNDA SA 5352

Telephone: 8563 3603  
Facsimile: 8563 3584  
bld@dove.net.au

Riverland Development Corporation  
PO Box 839  
BERRI SA 5343

Telephone: 8582 2155  
Facsimile: 8582 2513  
rdcpam@riverland.net.au

### **SPENCER**

Eyre Regional Development Board  
PO Box 2010  
PORT LINCOLN SA 5606

Telephone: 8682 6588  
Facsimile: 8682 5081  
erdb@pl.camtech.net.au

Northern Regional Development  
Board  
PO Box 1762  
PORT AUGUSTA SA 5700

Telephone: 8641 1444  
Facsimile: 8642 6951  
nrdb@pa.camtech.net.au

Whyalla Economic Development  
Board  
PO Box 804  
WHYALLA SA 5600

Telephone: 8645 7811  
Facsimile: 8645 1278  
wedb@wedb.com.au



## REGIONAL LABOUR EXCHANGE OFFICES

|                            |   |  |
|----------------------------|---|--|
| <b>YORKE<br/>PENINSULA</b> | Yorke Personnel<br>73 Taylor Street<br>KADINA SA 5554                                   | Telephone: 8821 3355<br>Facsimile: 8821 3848 |
| <b>MID NORTH</b>           | Mid State Regional Labour<br>Exchange<br>103 South Terrace<br>BLYTH SA 5462             | Telephone: 8844 5055<br>Facsimile: 8844 5044 |
| <b>PORT PIRIE</b>          | Flinders Personnel<br>Shop 10, Flinders Arcade<br>72 Ellen Street<br>PORT PIRIE SA 5540 | Telephone: 8633 4990<br>Facsimile: 8633 4991 |
| <b>SOUTH EAST</b>          | SERDE Inc<br>19 Penola Road<br>MT GAMBIER SA 5290                                       | Telephone: 8723 1050<br>Facsimile: 8723 9668 |

## TRAINEE AND APPRENTICESHIP SERVICING CENTRES

|   |   |  |  |
|---|---|--|--|
| <b>ADELAIDE REGION</b>  | SA Employers Chamber<br>Enterprise House<br>136 Greenhill Road<br>UNLEY SA 5061                 | Telephone: 8300 0255<br>Facsimile: 8179 0500                           |  |
|   | Employment National<br>Level 2, 25 Grenfell Street<br>ADELAIDE SA 5000                          | Telephone: 1300 304 302<br>Facsimile: 8410 6319                        |  |
|   | Port Adelaide Training and<br>Development Centre<br>12 Todd Street<br>PORT ADELAIDE SA 5015     | Telephone: 8447 4411<br>Facsimile: 8447 4311                           |  |
|   | Adelaide New Apprenticeship Centre<br>132 Henley Beach Road<br>TORRENSVILLE SA 5031             | Telephone: 8351 7933<br>Freecall: 1800 804 242<br>Facsimile: 8351 9608 |  |
|   | Employment National<br>455 Morphett Road<br>OAKLANDS PARK SA 5046                               | Telephone: 8306 6701<br>8306 6700<br>Facsimile: 8296 7501              |  |
|   | Employment National<br>Shop 4, 2 James Street<br>SALISBURY SA 5108                              | Telephone: 8307 5906<br>Facsimile: 8307 5919                           |  |
|   | Employment National<br>388 Torrens Road<br>KILKENNY SA 5009                                     | Telephone: 1300 304 202<br>8308 8985<br>Facsimile: 8308 8940           |  |
|   | State Government Apprenticeship<br>Management Office<br>100 Waymouth Street<br>ADELAIDE SA 5000 | Telephone: 1800 673 097<br>Facsimile: 8463 5654                        |  |
|   | <b>NORTH AND WEST<br/>SA REGION</b>   | SA Employers Chamber<br>2 MacKay Street<br>PORT AUGUSTA SA 5700        | Telephone: 8642 6273<br>Facsimile: 8642 6951                 |
|   |   | Employment National<br>60 Florence Street<br>PORT AUGUSTA SA 5700      | Telephone: 1300 304 302<br>8643 0321<br>Facsimile: 8641 2386 |
| Career Employment Group<br>80 Cartledge Avenue<br>WHYALLA SA 5600 |   | Telephone: 8645 3033<br>Facsimile: 8645 3718                           |  |

## TRAINEE AND APPRENTICESHIP SERVICING CENTRES (CONT)

|                                     |  |  |
|-------------------------------------|--|--|
|                                     | Employment National<br>169 Nicholson Avenue<br>WHYALLA NORRIE SA 5608                                  | Telephone: 1300 304 302<br>8644 9304<br>Facsimile: 8644 9310 |
|                                     | State Government Apprenticeship<br>Management Office<br>141 Nicholson Avenue<br>WHYALLA NORRIE SA 5608 | Telephone: 8648 8838<br>Facsimile: 8645 3204                 |
| <b>SOUTH AND EAST<br/>SA REGION</b> | SA Employers Chamber<br>39 Bay Road<br>MOUNT GAMBIER SA 5290   | Telephone: 8723 4444<br>Facsimile: 8723 4455                 |
|                                     | Employment National<br>40 Helen Street<br>MOUNT GAMBIER SA 5290  | Telephone: 1300 304 302<br>8726 0607<br>Facsimile: 8724 8315 |
|                                     | Employment National<br>3 Riverview Drive<br>BERRI SA 5354  | Telephone: 1300 304 302<br>8580 0702<br>Facsimile: 8582 3125 |
|                                     | Employment National<br>Unit 6, 28 Gawler Street<br>MOUNT BARKER SA 5251                                | Telephone: 1300 304 302<br>8726 0607<br>Facsimile: 8724 8315 |
|                                     | State Government Apprenticeship<br>Management Office<br>23 Gray Street<br>MOUNT GAMBIER SA 5290        | Telephone: 8735 1160<br>Facsimile: 8735 1164                 |
|                                     | SA Employers Chamber<br>5 Kealley Street<br>BERRI SA 5343  | Telephone: 8582 2188<br>Facsimile: 8582 4038                 |

## **BUSINESS ENTERPRISE CENTRES**

Eastside Business Enterprise Centre  
Level 1, 75 Magill Road  
STEPNEY SA 5069  
Telephone: 8363 3177  
Mobile: 0416 044 033  
Facsimile: 8363 7268  
ebec@senet.com.au  
Web: www.beceastside.net

Northern Adelaide Business Enterprise  
Centre  
59 Commercial Road  
SALISBURY SA 5108  
Telephone: 8250 8606  
Facsimile: 8258 1767  
admin@nadb.org.au

Southern Success Business Enterprise  
Centre  
128 Main South Road  
MORPHETT VALE SA 5162  
Telephone: 8326 6511  
Facsimile: 8326 6922

Inner West Business Enterprise Centre  
49a Orsmond Street (cnr of Milner and  
Orsmond Street)  
HINDMARSH SA 5007  
Telephone: 8346 8499  
Mobile: 0417 832 878  
Facsimile: 8346 8655  
iwbec@webmedia.com.au

Tea Tree Gully Business Enterprise  
Centre  
999 North East Road (between City of  
Tea Tree Gully Council & McLeod  
Tyres)  
MODBURY SA 5092  
Telephone: 8396 6169  
Mobile: 0411 514 557  
Facsimile: 8396 6165  
becttg@becttg.sa.gov.au  
Web: www.becttg.sa.gov.au

Western Area Business Enterprise  
Centre  
6 Todd Street  
PORT ADELAIDE SA 5015  
Telephone: 8440 2440  
Mobile: 0419 862 726  
Facsimile: 8440 2442  
wabec@senet.com.au