

ELLIOTT - THE BARKLY

COMMUNITY WORKFORCE PLAN – EVIDENCE BASE AND WORKFORCE PLANNING OPPORTUNITIES



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Executive Summary

Overview

This report provides an evidence base to support workforce development in Elliott and identify practical opportunities to strengthen employment, training participation and workforce outcomes. The report draws on demographic, economic, education, training and employment data, stakeholder consultations and existing regional planning documents.

Elliott is a small remote community of 287 residents, 85% of whom are Aboriginal. The community has a relatively young age profile, with 44.5% of residents aged under 25 years. While the community is situated in a region experiencing investment across resources, energy, infrastructure and agriculture, local employment opportunities remain limited and concentrated in a small number of sectors.

Key Findings

The analysis found that workforce challenges in Elliott are not solely related to skills, qualifications or employability. They are also influenced by the limited number and diversity of local employment opportunities.

Key findings include:

- Aboriginal residents make a significant contribution to Elliott's workforce and local economy, accounting for 59% of employed residents. Once employed, Aboriginal workers contribute strongly to local economic activity, generating 58% of Elliott's employed resident economic output, broadly reflecting their share of employment.
- Employment opportunities are concentrated in public administration, health, education, construction and community services. Many industries that contribute significantly to employment elsewhere in the Barkly region have little or no local employment presence in Elliott.
- Education and training do not consistently translate into employment. Stakeholders reported limited pathways from boarding school, training and employment programs into local jobs.
- Access to training remains challenging due to the lack of dedicated training infrastructure and the need for residents to travel to regional centres for some training opportunities.
- Language, literacy, numeracy and digital capability (LLND) remain barriers for some residents and can affect participation in training and employment.
- Workforce readiness, mentoring, coaching and ongoing support were identified as important factors in improving employment participation and retention.
- Stakeholders identified ongoing shortages in trade and maintenance occupations and highlighted opportunities to develop local pathways into these roles.
- Community involvement in decision making was identified as an important enabler of long-term workforce and community development.

Community Strengths

Despite the challenges identified, Elliott has significant strengths on which future workforce development can build:

- A strong Aboriginal workforce currently contributing to local industries and services.
- A young population with future workforce potential.
- Established boarding school pathways supporting access to secondary education.
- Existing engagement in vocational education and training.
- Strong stakeholder commitment to creating better opportunities for young people and future generations.

Workforce Planning Opportunities

The report identified ten workforce planning opportunities for Elliott:

1. Expand local employment opportunities and economic activity.
2. Strengthen connections between training and employment.
3. Improve local training infrastructure and foundational skills development.
4. Build workforce readiness and ongoing support.
5. Develop trade and maintenance pathways.
6. Strengthen community participation in workforce planning.
7. Re-establish community-based employment and purposeful participation.
8. Use youth and community activities to support workforce engagement.
9. Strengthen support for families and carers to increase workforce participation.
10. Improve accommodation to support training delivery and workforce development.

Implementation Requirements

The report notes that implementation should occur through future phases of community validation, implementation planning, governance arrangements and ongoing monitoring and review. Key requirements include:

- Community validation of findings and priorities.
- Establishment of a Stakeholder Working Group to provide coordinated governance and guide implementation.
- Dedicated coordination to support delivery, accountability and stakeholder engagement.
- Clear identification of actions, responsibilities and accountabilities.
- Ongoing monitoring and periodic review using workforce data, stakeholder feedback and agreed performance measures.

Conclusion

The report concludes that workforce development in Elliott cannot be addressed through training alone. Improving workforce outcomes will require a coordinated approach that combines workforce development, economic development, education and youth pathways, community leadership and industry engagement. Building on the community's existing strengths provides a foundation for improving workforce participation, strengthening local capability and supporting Elliott's long-term social and economic development.

Introduction

Purpose of the Report

Commissioned by the Northern Territory Department of Trade, Business, and Asian Relations (DTBAR), this report is one of three reports that seek to support workforce development in the Barkly region.

Focusing on the Elliott community, this report identifies opportunities to support community-led Vocational Education and Training (VET) pathway projects and VET-related initiatives that contribute to achieving employment outcomes utilising existing training infrastructure and resources.

Through stakeholder consultations, desktop research and analysis, sourcing public data and existing relevant information such as surveys, consultations, plans, the *Barkly Economic Growth Strategy 2030*, and the *Barkly Regional Workforce Strategy 2030*, it provides an analysis of the current demographic and economic landscape and supports the development of an Elliott Workforce Plan. The consolidated data contained in this report will enable both community stakeholders and government agencies to pursue the following objectives:

- Enhance community awareness and understanding of the current and future industry, business, and workforce opportunities within both the community and the broader regional cluster.
- Accelerate progress of already identified key initiatives through the *Barkly Regional Workforce Strategy 2030* aimed at creating employment opportunities and pathways through targeted training and industry development.
- Strengthen coordination and alignment across existing initiatives to achieve improved training and employment outcomes.
- Facilitate increased engagement in apprenticeships, traineeships, and school-to-work pathways, particularly focusing on youth.
- Optimise the use of existing training facilities and identify future training needs.
- Identify soft and foundational skills requirements, as well as literacy and numeracy, and pre-employment training gaps and needs.

This report acknowledges the substantial work of the Barkly Backbone Team in progressing the Barkly Regional Deal's 28 initiatives, the *Barkly Economic Growth Strategy 2030*, and the *Barkly Regional Workforce Strategy 2030*, and is intended to align the Elliott Workforce Plan with these established priorities and community-led directions.

Report Format

The structure of this report follows the seven-step planning framework developed by Informed Solutions (Informed Solutions (NT) Pty Ltd, 2014), mapping the key steps identified in the planning method flowchart outlined in Figure 1.

This report focuses on Steps 1 to 4 of the framework only. These steps are designed to build an evidence base by describing the community context, workforce landscape, identified needs, and key issues. Steps 5 to 7 have not been completed as part of this report and represent a subsequent phase requiring community validation, implementation planning, governance arrangements, and ongoing monitoring and review.

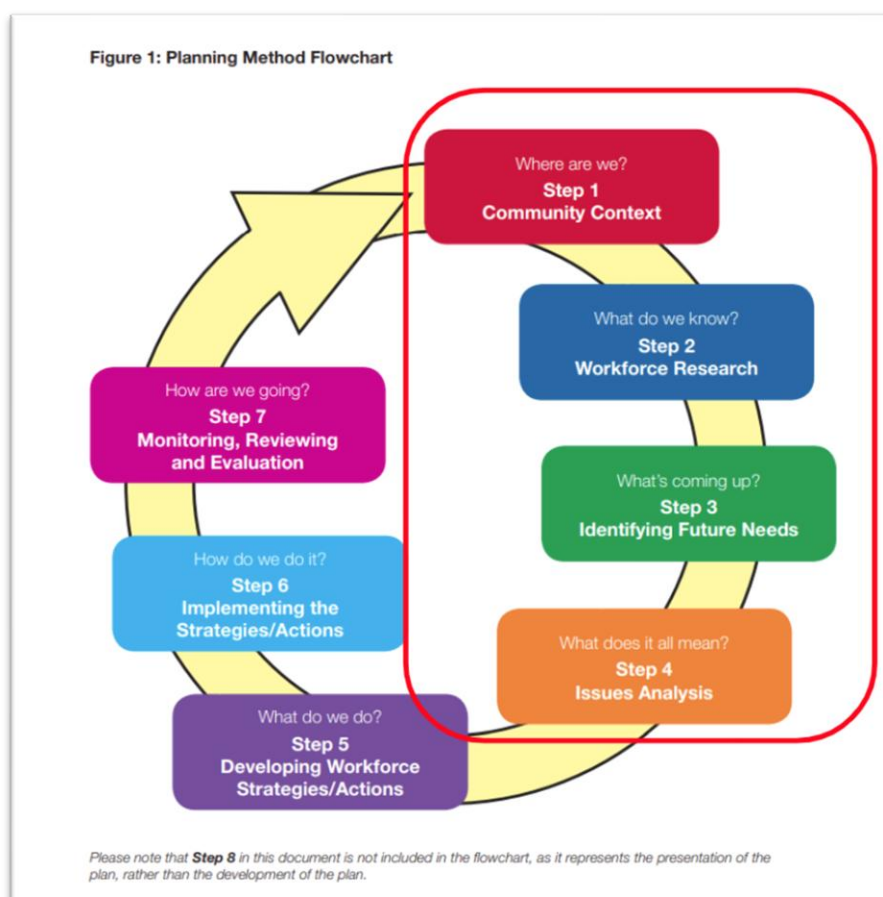


Figure 1: Planning Method Flowchart

Source: Informed Solutions (NT) Pty Ltd, 2014

Steps 1 and 2 of the framework focus on providing a comprehensive understanding of the community context and workforce landscape, identifying community demographics, existing infrastructure and services, education and training opportunities and outcomes, key local industries and employers, workforce demand, and economic indicators.

Steps 3 and 4 are informed by community consultation activities conducted throughout the course of the project, or through secondary sources such as previous consultation notes. These steps identify the future needs of community members, undertake an issues analysis, and assess barriers, opportunities, and limitations. Additionally, they focus on determining the leadership and coordination required to implement recommendations arising from community input. In cases where direct consultation has not yet taken place, it is essential that future engagement be undertaken to validate community issues and barriers, and to prioritise aspirations based on the insights gathered from stakeholder consultations.

Steps 5 to 7 constitute the community validation, implementation, and monitoring phase of the framework. These steps are intended to occur after the evidence and issues identified in Steps 1 to 4 have been reviewed and validated by the community and key stakeholders.

Steps 5 and 6 outline the implementation strategies and recommendations developed by the community to drive this work. These steps will identify actions, responsibilities and accountabilities, in order that stakeholders collaborate effectively to deliver the community workforce plan. This stage requires the establishment of a coordinated governance approach to workforce planning and implementation, led by a Stakeholder Working

Group to guide decision-making and oversee delivery. This should be supported by a dedicated Regional Coordinator responsible for driving implementation, ensuring actions are delivered on time, and maintaining accountability.

Step 7 establishes the mechanism and timeframe to review the data and issues identified in Steps 1 to 4, and to monitor the strategies and actions from Step 5. This process ensures that the Workforce Plan remains responsive to changing conditions, allowing for necessary adaptations. It involves both quantitative and qualitative analysis such as workforce participation data, stakeholder feedback, evaluations and key performance indicator (KPI) measures, and should be guided by the nature of the strategies developed. Existing targets, including the *National Agreement on Closing the Gap* and Northern Territory Government (NTG) employment goals, should be incorporated and reviewed in collaboration with governance groups, Local Decision Makers (LDMs), and other key stakeholders. This process should be ongoing, with plans to be reviewed annually or biannually, as scheduled by the relevant governance group.

Data Collection Framework

Consistent with the project's scope, this report utilises the framework as a guide and focuses on completing Steps 1 to 4 only. The findings are intended to inform the future completion of Steps 5 to 7 through community validation, implementation planning, governance arrangements, and ongoing monitoring and review.

The data has been organised into the following categories:

1. Community Demographics and Skills

- a. Population statistics and trends - Australian Bureau of Statistics (ABS)
- b. Workforce participation rates
- c. Educational attainment levels
- d. Existing skill sets and qualifications
- e. Training program completion rates
- f. Skills gaps analysis

2. Organisational Mapping

- a. Employers and service providers
- b. Employment capacity
- c. Service delivery frameworks
- d. Organisational growth potential

3. Economic Analysis

- a. Gross Regional Product data
- b. Employment statistics
- c. Major industry presence
- d. Economic drivers and barriers
- e. Market opportunities

4. Infrastructure and Development

- a. Planned infrastructure projects
- b. Funded Project timelines and phases
- c. Required workforce capabilities
- d. Employment pathways
- e. Skills development requirements

Data Collection and Review

Data has been collected from the following avenues:

1. Publicly available data (e.g. Australian Bureau of Statistics (ABS) demographics, Department of Social Services (DSS) data, Australian Curriculum, Assessment and Reporting Authority (ACARA), BushTel).
2. Requests for not publicly available data (e.g. Community Development Program (CDP) and Remote Australia Employment Service (RAES) stats from National Indigenous Australians Agency (NIAA), VET data from Department of Education, Gross Regional Product (GRP) data from Informed Decisions Consulting).
3. Review of internal NTG documents and workshop outputs (e.g., Future Projects Scoping in Barkly August 2025, Rebuilding the Tennant Creek and Barkly Region Economy Strategic Initiatives Workshop, Barkly Training Needs workshop).
4. Review of Barkly Regional Deal documents (e.g. Barkly Economic Growth Strategy 2030, Barkly Regional Workforce Strategy 2030, Barkly Regional Deal, Action mapping).
5. Stakeholder consultations (with community members, employers, training organisations, and relevant government departments).

Methodological Limitations

To ensure appropriate interpretation of findings, several methodological and data limitations are acknowledged:

1. Data Currency and Geographic Limitations

Census data provides an important baseline; however, it may not fully reflect local conditions. In remote contexts, data accuracy can be affected by undercounting, incomplete responses, and misclassification, including where individuals do not disclose information or are recorded in incorrect categories. Additionally, 2021 Census data does not fully reflect current demographic and employment conditions in 2026.

2. Data Perturbation

The Australian Bureau of Statistics (ABS) applies data perturbation to census data to protect individual privacy, particularly in small communities. This involves small random adjustments, which can cause totals from disaggregated data to differ slightly from published totals. While these adjustments do not significantly impact broader analyses, minor inconsistencies may arise in smaller datasets. These discrepancies are a deliberate feature of the data and have been considered in this report.

3. Consultation Limitations

Due to the short timeframe for this report, community engagement was limited and not representative of the entire community. Engagement was conducted with some community members, employers, training providers, and government stakeholders, and supplemented by existing consultation findings, including those informing the Barkly Regional Deal initiatives. There was no formal stakeholder validation of the data or findings presented in this report.

4. Data Gaps

Several important data points are unavailable, including:

- Qualification levels of current job holders
- Industry-specific employment data that aligns with VET training categories
- Positions held in Industry categories. For example, in industries that hired the highest number of Aboriginal workers in the region. It would be insightful to know the positions they filled within the

industry.

- Where data refers to jobs filled by Aboriginal people, it would be valuable to distinguish between local Mudburra and Jingili residents and Aboriginal employees from outside the region. This distinction is important for developing targeted workforce strategies that build capacity within the local community.

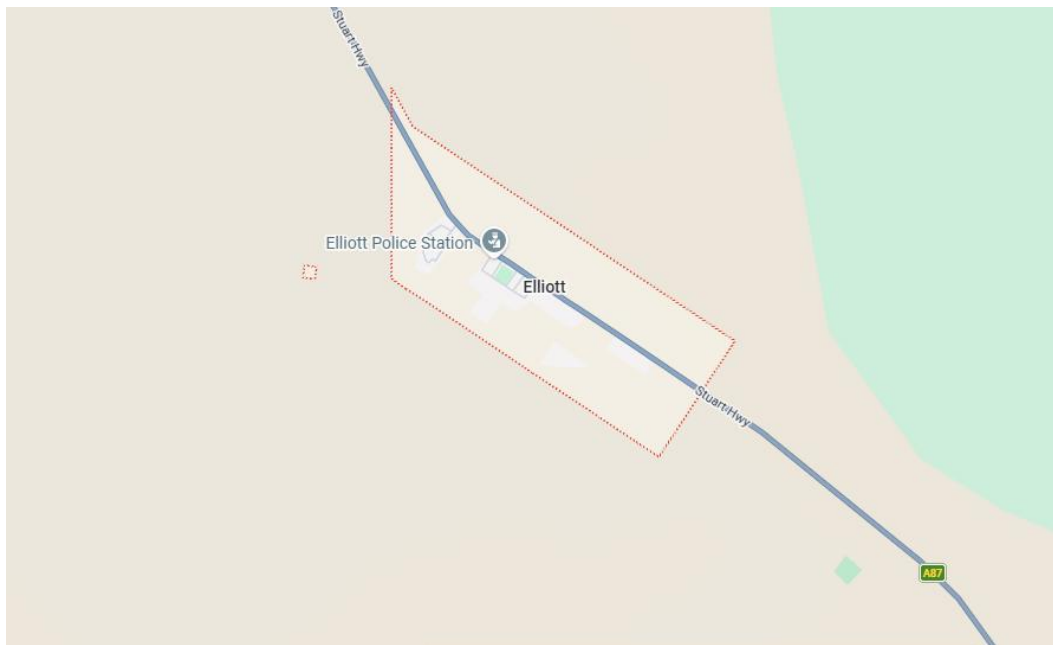
These gaps constrain the ability to precisely match training needs with employment opportunities across all communities.

5. Implementation Planning Limitations

While the report identifies strategic opportunities for workforce planning, it does not include detailed implementation planning elements such as cost estimates, prioritisation frameworks, or assessment of past workforce initiative effectiveness in these specific communities. As such, it is important to view this report as a foundation for community-led consultation to validate findings and collaboratively develop implementation strategies that are responsive to local priorities and capabilities.

Step 1: Community Context

Elliott Community Profile and Demographics

Languages spoken in the community/region	The primary language spoken in Elliott is English. The main Aboriginal languages spoken are Mudburra, Jingili, Wambaya and Warumungu. Other languages spoken in the Barkly region include Kriol, Warlmanpa, Garawa, Mayali, Anmatyerre, Arrente, Pitjantjatjara, and Luritja.																																																																																								
Traditional owners	The traditional owners of Elliott are the Mudburra and Jingili people.																																																																																								
Population	Table 1: Population of Elliott <table><tr><th rowspan="2">Age</th><th colspan="2">Aboriginal</th><th colspan="2">Non-Aboriginal</th><th colspan="2">Aboriginal status not stated</th><th colspan="2">Total Population by Sex</th><th rowspan="2">Total Population by Age Bracket</th></tr><tr><th>Male</th><th>Female</th><th>Male</th><th>Female</th><th>Male</th><th>Female</th><th>Male</th><th>Female</th></tr><tr><td>0-14</td><td>42</td><td>37</td><td>0</td><td>0</td><td>0</td><td>0</td><td>47</td><td>42</td><td>84*</td></tr><tr><td>15-24</td><td>25</td><td>21</td><td>0</td><td>0</td><td>0</td><td>6</td><td>20</td><td>22</td><td>44*</td></tr><tr><td>25-44</td><td>32</td><td>40</td><td>6</td><td>5</td><td>3</td><td>0</td><td>41</td><td>50</td><td>95*</td></tr><tr><td>45-64</td><td>12</td><td>24</td><td>3</td><td>5</td><td>0</td><td>0</td><td>17</td><td>28</td><td>51*</td></tr><tr><td>65+</td><td>4</td><td>9</td><td>4</td><td>3</td><td>0</td><td>0</td><td>8</td><td>8</td><td>20*</td></tr><tr><td>Total</td><td>117*</td><td>128*</td><td>12*</td><td>18*</td><td>7*</td><td>5*</td><td>142*</td><td>152*</td><td></td></tr><tr><td>Total Population</td><td colspan="2">244* (85%)</td><td colspan="2">35* (12%)</td><td colspan="2">11* (3%)</td><td></td><td></td><td>287*</td></tr></table> Source: Australian Bureau of Statistics (2021a), 2021 Census of Population and Housing: Elliott, table I01. * Note: Totals do not equal the sum of individual figures due to data perturbation applied to Census data for confidentiality purposes.	Age	Aboriginal		Non-Aboriginal		Aboriginal status not stated		Total Population by Sex		Total Population by Age Bracket	Male	Female	Male	Female	Male	Female	Male	Female	0-14	42	37	0	0	0	0	47	42	84*	15-24	25	21	0	0	0	6	20	22	44*	25-44	32	40	6	5	3	0	41	50	95*	45-64	12	24	3	5	0	0	17	28	51*	65+	4	9	4	3	0	0	8	8	20*	Total	117*	128*	12*	18*	7*	5*	142*	152*		Total Population	244* (85%)		35* (12%)		11* (3%)				287*
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Location	 Figure 2: Map of Elliott Source: Google (n.d.).																																																																																								

Elliott is located 250 km north of Tennant Creek on the Stuart Highway (A87).



Figure 3: Map of Elliott in the Northern Territory

Source: Department of Industry, Science, Energy and Resources. (2021.)

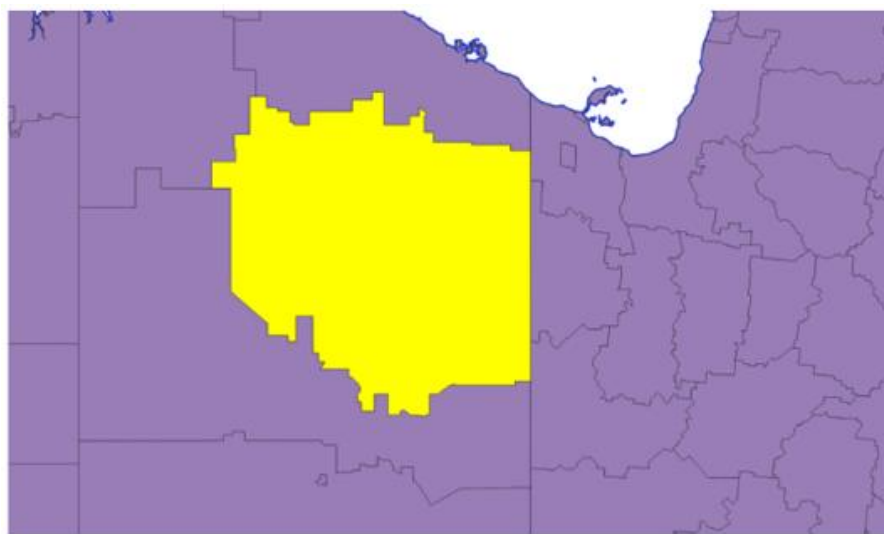


Figure 4: Map of Barkly Local Government Area (LGA)

Source: ID Consulting Pty Ltd (2026.)

Access	Elliott is accessible via the Stuart Highway. The entire road to the community is sealed, and there is good road access all year round.
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Infrastructure, Services and Events

Internet Access	Elliott has NBN coverage. WiFi is available in the vicinity of the library from 9am-4pm Monday - Friday.
Freight Services	Many freight services pass through Elliott providing road transport for goods along the Stuart Highway. Major freight and logistics providers servicing Elliott and the wider Barkly region include Northern Territory Freight Services (NTFS), Northline, and Greyhound Freight that offers regular connections from Darwin to Adelaide Greyhound Australia offers a bus service to and from Elliott.
Health Services	Elliott Community Health Centre
Children's and Youth Services	Children's Services - Katherine Isolated Children's Service (visiting service) (mobile playgroup) Youth Services - Barkly Regional Council
Education and Training	Education Elliott School
Local Businesses	☒ The Elliott Store ☒ BP Service Station Elliott ☒ Triple P Contracting Pty Ltd ☒ Murlran Pty Ltd

Regional Businesses and Projects	Mineral Resources • Tennant Mines (Nobles Nob, Juno, Mauretania, and Chariot) – 250 km south of Elliott • Northern Iron Ltd (Warrego) – 250 km southwest of Elliott • Castile Resources Pty Ltd (Rover 1) – 340 km southwest of Elliott • Avenira Ltd (Wonarah) – southeast of Elliott Onshore Natural Gas • Tamboran Resources (Integrated Beetaloo Development) • Empire Energy (Carpentaria Pilot - Beetaloo Sub-basin) Renewable Energy • Australia-Asia Power Link (SunCable)- near Elliott Renewable Hydrogen • Aqua Aerem/Axcentium (Desert Bloom Hydrogen) - Tennant Creek/ Darwin Horticulture • Aboriginal Land Economic Development Agency (ALEDA) (Work Experience Pilot Project) - Ali Curung • PMG Agriculture (Desert Springs Melon Farm) – Ali Curung Cattle Stations (Barkly) • Newcastle Waters Station – 30 km north of Elliott • Beetaloo Station – 65 km northeast of Elliott • Helen Springs Station – 114 km southeast of Elliott • Banka Banka West Station and Tourist Park– 150 km southeast of Elliott • Kalala Station – 162 km north of Elliott • Anthony Lagoon Station – 215 km east of Elliott • Rockhampton Downs Station – 368 km southeast of Elliott • Murray Downs Station – 460 km south of Elliott • Neutral Junction Station – 485 km south of Elliott										
Community Services, Facilities and Amenities	<table border="0"> <tr> <td>☒ Aged care service</td><td>☒ School</td></tr> <tr> <td>☒ Employment services</td><td>☒ Library</td></tr> <tr> <td>☒ Basketball court</td><td>☒ Safe House</td></tr> <tr> <td>☒ Football Oval</td><td>☒ Night Patrol</td></tr> <tr> <td>☒ Church services</td><td>☒ Police station</td></tr> </table>	☒ Aged care service	☒ School	☒ Employment services	☒ Library	☒ Basketball court	☒ Safe House	☒ Football Oval	☒ Night Patrol	☒ Church services	☒ Police station
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☒ Basketball court	☒ Safe House										
☒ Football Oval	☒ Night Patrol										
☒ Church services	☒ Police station										

Aboriginal Organisations	• Kulumindini Aboriginal Corporation • Barkly Region Alcohol and Drug Abuse Advisory Group (BRADAAG) Aboriginal Corporation (visiting outreach service) • Anyinginyi Health Aboriginal Corporation (visiting outreach service) • Central Australian Aboriginal Family Legal Unit (CAAFLU) Aboriginal Corporation (visiting outreach service) • Julalikari Council Aboriginal Corporation (visiting outreach service)
Non-Government Organisations (NGOs)	• CatholicCareNT
Other Community Service Organisations	• RN Employment Services
Government Agencies	Local Government • Barkly Regional Council Northern Territory (NT) Government • NT Police, Fire and Emergency Services • NT Department of Education • NT Department of Housing, Local Government and Community Development • NT Department of Children and Families • NT Department of Logistics and Infrastructure • NT Health Australian Federal Government • Centrelink (Services Australia) • National Indigenous Australians Agency • Department of the Prime Minister and Cabinet (PM&C) Commonwealth Statutory Authority • Northern Land Council
Visitor Accommodation	• Barkly Regional Council offers visitor accommodation in the community for \$220 per person per day • Midland Caravan Park offers an unpowered site for \$20 and a powered site for \$30 per night for 2 adults.
Power/Water	Electricity and water supply are provided directly by the Power and Water Corporation. Houses and buildings are fitted with private septic tanks.

Community Events	Elliott events • Football season is from May-September with games most weekends. • NAIDOC Week Celebrations (held in July) Barkly events • Tennant Creek Cup (held in May) • Barkly May Day Muster (held in May) • Barkly Races (held in June) • Tennant Creek Show (held in August) • Desert Harmony Festival (held in August) • Barkly Rodeo (Tennant Creek) (held in October) • Bridgestone World Solar Challenge (held every two years from Darwin to Adelaide and runs through Elliott)
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Step 2: Workforce Research

This section presents workforce data for Elliott, examining both workforce supply and workforce demand. Workforce supply includes workforce demographics (employed, unemployed and not in the labour force), skills in the community, education characteristics, and labour force participation rates. Workforce demand considers the economic context, the jobs available in the community, and the skills required to take up the roles.

Focus Cohort

For the purposes of this report, the focus cohort includes unemployed people actively seeking work, participants in the Remote Australia Employment Service (RAES) (formerly the Community Development Program (CDP)), and people of working age who are not currently participating in the labour force but may have the potential to engage in employment with appropriate support. This includes RAES participants who are either unemployed and actively seeking work, or eligible to work but not actively looking for work¹. The cohort does not assume that all people who are not in the labour force are available for or seeking employment.

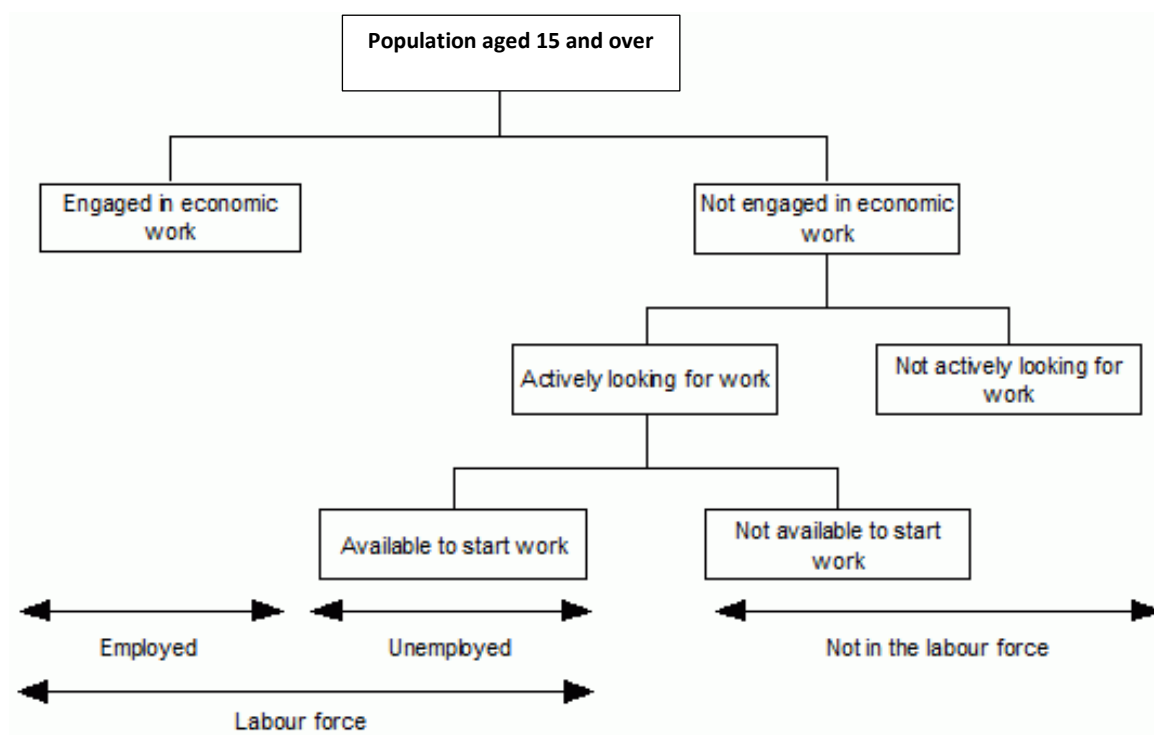


Figure 5: The Labour Force Framework

Source: Australian Bureau of Statistics (2022a).

This includes individuals who are currently registered under the Remote Australia Employment Service (RAES) (formerly Community Development Program (CDP)) and are either unemployed and actively looking for work, or eligible to work but not actively looking for work.

¹Australian Bureau of Statistics (2023).

RAES is the Australian Government's remote employment service which commenced in November 2025, replacing the CDP. The service supports job seekers in remote Australia to build work-ready skills, address employment barriers and contribute to their communities through a range of flexible activities.²

Under the Remote Australia Employment Service (RAES), participants are expected to meet mutual obligation requirements to maintain eligibility for income support payments. These are activities that participants agree to undertake, such as engaging with their employment service provider, maintaining a job plan, searching for work where appropriate, and accepting suitable employment, to support their pathway into work.

At the time of this report, mutual obligation requirements were suspended nationally until 31 August 2026 to support the transition from the CDP to RAES. Mutual obligations are scheduled to recommence from 1 September 2026.

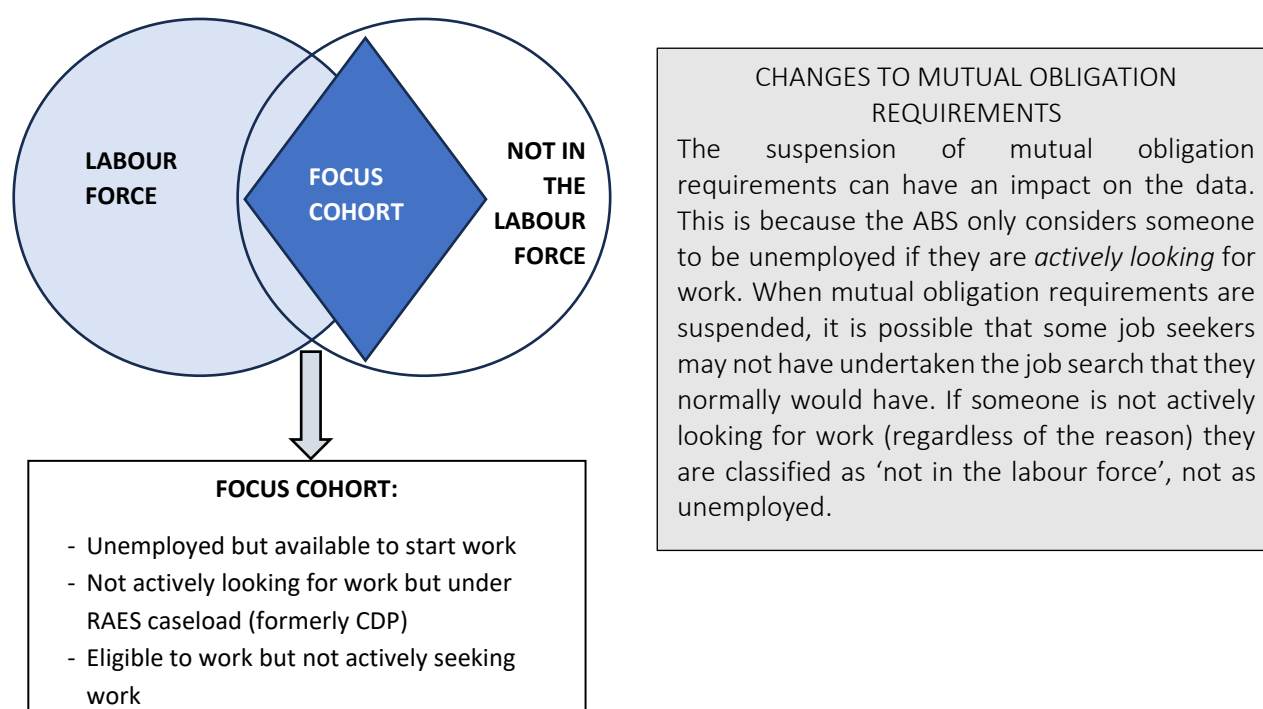


Figure 6: Focus Cohort

Source: Prepared by Author

Labour Force

The labour force comprises people aged 15 years and over who are either employed or unemployed. Unemployed persons are those who are not employed but are actively seeking and available to start work.

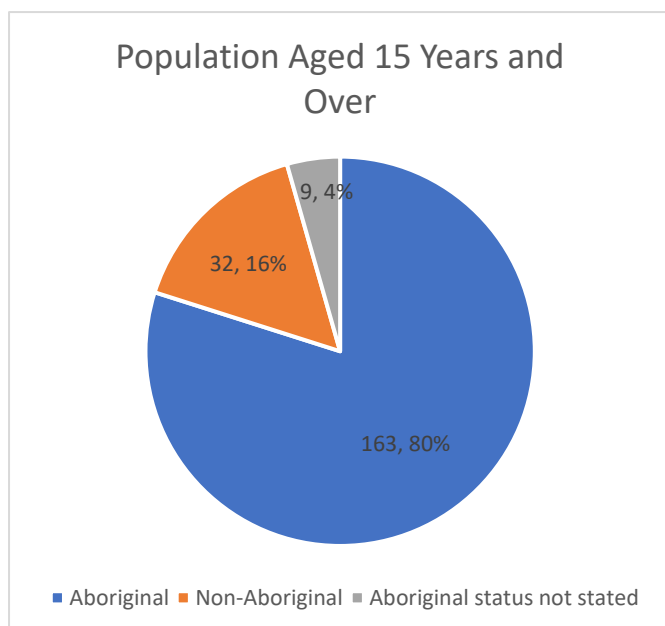
Not in the Labour Force

People who are not in the labour force are those who are 15 years and over that are neither employed nor unemployed. This includes people who are not working and are not actively seeking and available for work, such as those who are retired, studying, undertaking caring responsibilities, living with disability or illness, or voluntarily economically inactive. (ABS, 2022)

²National Indigenous Australians Agency (2025).

2.1 Workforce Demographics

Population Aged 15 Years and Over



This report explores the factors and conditions shaping workforce participation among Aboriginal residents aged 15 years and over of Elliott

In ABS labour force statistics, all persons aged 15 years and over are classified according to their labour force status. Individuals are categorised as employed, unemployed, or not in the labour force. These classifications apply to all persons aged 15 years and over, with no upper age limit (ABS, 2022a)

Figure 7: Population Aged 15 Years and Over

Source: Australian Bureau of Statistics (2021a), 2021 Census of Population and Housing: Elliott, table I19.

Of the 204 total residents aged 15 years and over in Elliott, 163 people (80%) are Aboriginal while 32 (16%) are non-Aboriginal.

Table 2: Aboriginal Labour Force Status (Employed and Unemployed Seeking Work) by Age and Gender

Age	Employed			Unemployed (Seeking Work)			Total in Labour Force*		
	Male	Female	Total*	Male	Female	Total*	Male	Female	Total*
15-24	4	3	7*	0	0	0*	4	3	7*
25-34	4	4	13*	0	0	0*	4	4	13*
35-44	9	12	16*	0	0	0*	9	12	16*
45-54	0	8	9*	0	0	0*	0	8	9*
55-64	3	3	6*	0	0	0*	3	3	6*
65+	0	0	0*	0	0	0*	0	0	0*
Total*	16*	28*	45*	0*	0*	0*	16*	28*	45*

Source: Compiled from Australian Bureau of Statistics (2021a), 2021 Census of Population and Housing: Elliott, table I21.

* Note: Totals do not equal the sum of individual figures due to data perturbation applied to Census data for confidentiality purposes.

Table 3: Aboriginal Persons Not in the Labour Force by Age and Gender

Age	Not Seeking Work		Total Not in Labour Force*
	Male	Female	
15-24	13	12	28*
25-34	10	18	32*
35-44	9	8	20*
45-54	9	9	15*
55-64	0	9	9*
65+	3	3	6*
Total*	49*	61*	110*

Source: Compiled from Australian Bureau of Statistics (2021a), 2021 Census of Population and Housing: Elliott, table I21.

* Note: Totals do not equal the sum of individual figures due to data perturbation applied to Census data for confidentiality purposes.

The data indicates that Aboriginal labour force participation in Elliott is low, with substantially more people recorded as not in the labour force than employed or actively seeking work. 45 Aboriginal people were recorded as being in the labour force, and all were recorded as employed. No Aboriginal people were recorded as unemployed and seeking work in the 2021 Census. This does not mean there is an absence of employment need but rather the data suggests that residents are not currently engaged in actively seeking work in the formal labour market.

Labour Force Participation

Labour force participation is the proportion of people who are either employed or actively seeking work within a given population.

The participation rates are 27.6% ($45/163 \times 100$) for the Aboriginal labour force and 87.5% ($28/32 \times 100$) for the non-Aboriginal labour force.

Labour force participation numbers have been drawn from the 2021 Census data of respondents who indicated that they were either 'in the labour force' or 'not in the labour force.' The participation rates were calculated as a percentage of the total number of persons aged 15 years and over.

Note: The displayed Aboriginal labour force categories sum to 155 people, while the ABS reports 163 Aboriginal people aged 15 years and over. Similarly, the displayed non-Aboriginal labour force categories sum to 28 people, while the ABS reports 32 non-Aboriginal people aged 15 years and over. These discrepancies reflect the small random adjustments applied by the ABS to Census data to protect confidentiality, which can result in component figures not summing to published totals. For this report, the published totals of 163 Aboriginal people and 32 non-Aboriginal people aged 15 years and over have been used as the respective denominators for calculating the labour force participation rates.

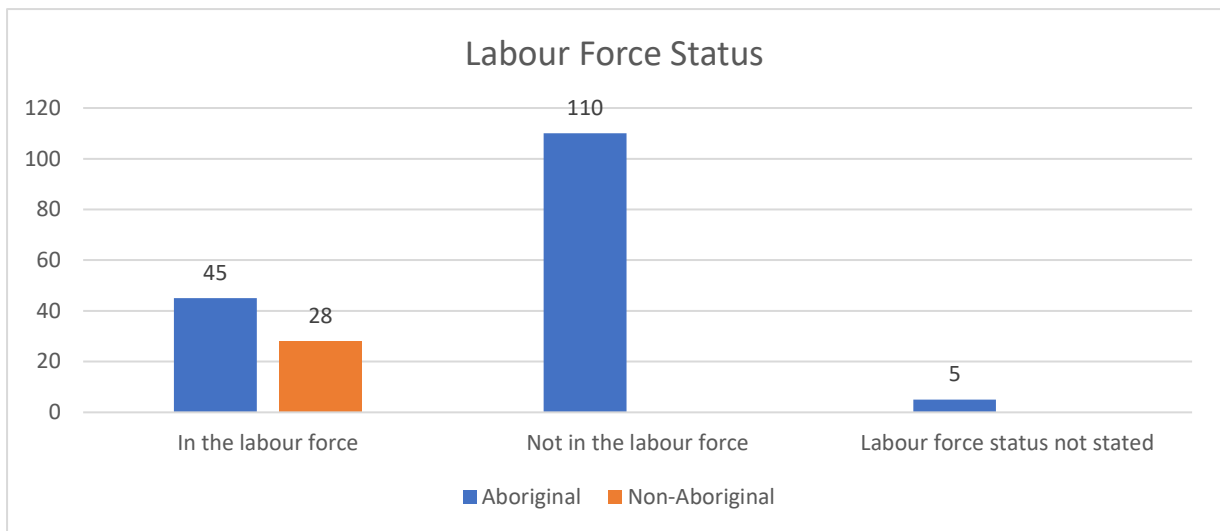


Figure 8: Labour Force Numbers

Source: Compiled from Australian Bureau of Statistics (2021). 2021 Census of Population and Housing: Elliott, table I19 Selected Labour Force, Education and Migration Characteristics by Indigenous Status by Sex.

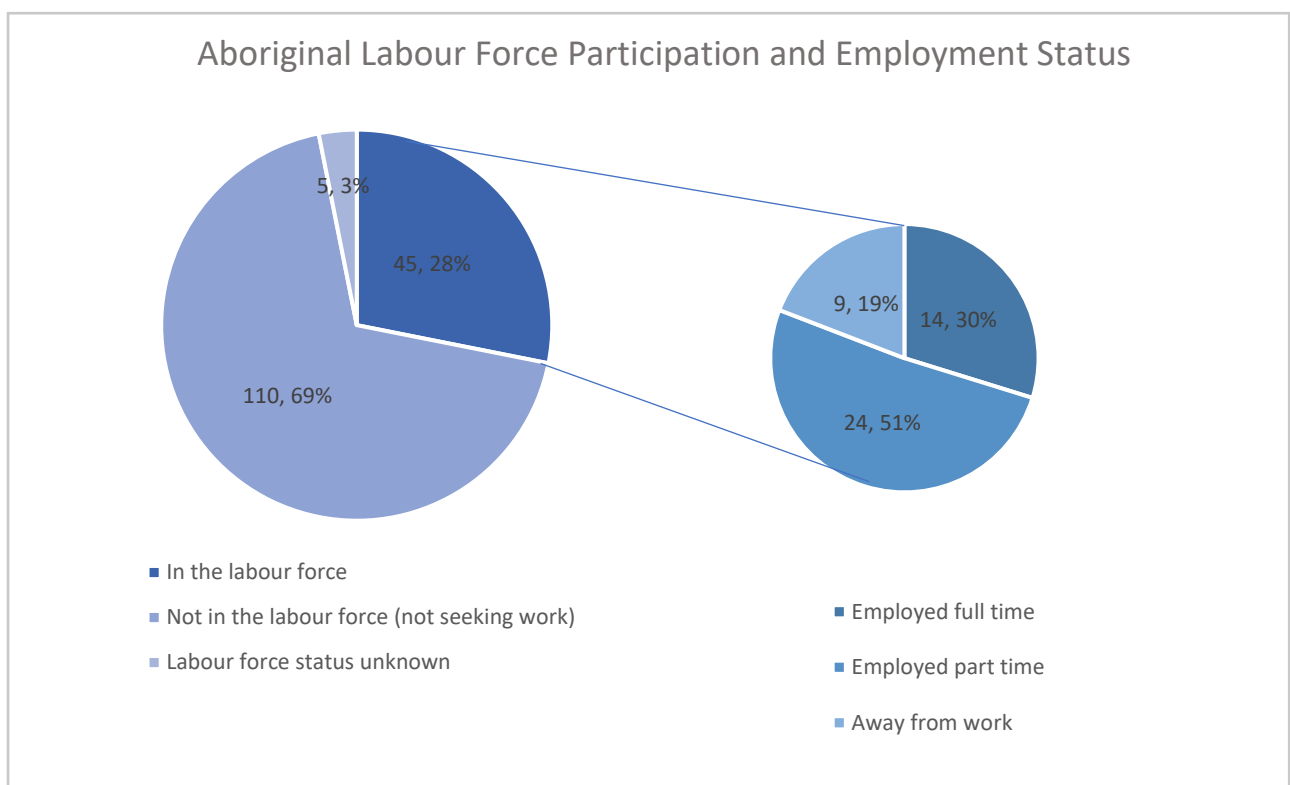


Figure 9: Aboriginal Labour Force Participation and Employment Status

Source: Compiled from Australian Bureau of Statistics (2021a), 2021 Census of Population and Housing: Elliott, tables I19 and I21.

Figure 9 shows 28% (45) of Aboriginal residents aged 15 years and over were in the labour force, while 69% (110) were not participating. Among those participating in the labour force, 30% were employed full-time, 51% part-time and 19% away from work. According to the 2021 census data there were no people unemployed actively seeking work.

Employment Status



Figure 10: Aboriginal Employment Status

Source: Compiled from Australian Bureau of Statistics (2021). 2021 Census of Population and Housing: Elliott, table I21

*The male and female totals in Figure 10 do not equal the overall category sums in Figure 9 due to data perturbation applied to census data for confidentiality purposes.

‘Employed- Away from work’ refers to people who had a job in the week before the Census but were away from work on holidays, on paid leave, on strike, or were temporarily stood down during the Census week. It also includes people who stated they worked in the previous week but did not provide the number of hours worked. These individuals are classified as employed by the ABS. (ABS, 2021)

Community Development Program (CDP) / Remote Australia Employment Services (RAES) Participants

CDP formally ended in October 2025, and RAES commenced 1 November 2025.

Table 4 CDP and RAES Flow Caseload

Flow Caseload*							
Community Cluster	CDP						RAES
	2024-2025				2025-2026		
	Jul-Sep 2024	Oct-Dec 2024	Jan-Mar 2025	Apr-Jun 2025	Jul-Sep 2025	1 - 31 Oct 2025	1 Nov-31 Jan 2026
North Barkly Region including Elliott ³	145	120	130	120	120	114	128
Barkly LGA ⁴	1,924	1,954	1,904	1,917	1,950	1,760	1,859

*Flow caseload – a unique count of participants during each quarter (i.e. those who entered and/or exited the program were counted once within the quarter).

Table 5 CDP Participants Placed in Employment[^]

Participants Placed in Employment**						
Community Cluster	2024-2025				2025-2026	
	Jul-Sep 2024	Oct-Dec 2024	Jan-Mar 2025	Apr-Jun 2025	Jul-Sep 2025	1 - 31 Oct 2025
North Barkly Region including Elliott	0	<20	<20	<20	0	0
Barkly LGA	67	79	64	57	44	<20

[^] Employment placement and participant outcomes data is not available yet for RAES.

**This is a distinct count of participants placed into a job based on the community where they were residing at the time.

Table 6: CDP Participants Achieving Outcomes[^]

Participants Achieving Outcomes***						
Community Cluster	2024-2025				2025-2026	
	Jul-Sep 2024	Oct-Dec 2024	Jan-Mar 2025	Apr-Jun 2025	Jul-Sep 2025	1 - 31 Oct 2025
North Barkly Region including Elliott	0	0	<20	0	0	<20
Barkly LGA	28	23	35	28	74	<20

Data Source for Tables 4, 5 and 6: National Indigenous Australians Agency (NIAA) Community Development Program (CDP) data request, prepared for Desert Knowledge Australia and Charles Darwin University on behalf of DTBAR, NTG, April 2026.

³Elliott data are captured within CDP Region 28—North Barkly (NT) (National Indigenous Australians Agency, 2026).

⁴The Barkly LGA includes the following communities: Ali Curung, Canteen Creek, Wutunugurra, Imangara, Mungkarta, Tara, Davenport, Kurntapurra, 10 Mile, Wakurlpu, Barrow Creek, Jemelke, Ngayarramini, Kurundi, Tennant Creek, Elliott, Elliott North Camp, Ngalsa Ngalsa, Wuppa, Kargaru, Village Camp, Tinkarli, Marlinja, Marla Marla, Elliott South Camp, Wogyala, Likkaparta, Munglawurru, Corella Creek, Hingstons Place, Newcastle Waters, Helen Springs, Kalumpurlpa, Munji-marla, Nicholson, Pakulki, Warumungu, Arlparra, Ampilatwatja and Alpururulum (National Indigenous Australians Agency, 2026).

[^] Employment placement and participant outcomes data is not available yet for RAES.

*****Data in this table includes participants achieving 13- and 26-week outcomes. As the number of participants achieving 13- and 26-week outcomes was too low to release individually, results were aggregated to report a combined total of <20.**

To protect individual privacy, cells with a value between 1 and 19 are suppressed and reported as '<20'. Any other data that may enable derivation of these small counts is withheld and marked as 'n.p.'

Mutual obligations are suspended for all participants from 1 October 2025 to 31 August 2026 while the system transitions. During the pause:

- There were no payment suspensions or penalties for non-compliance
- Activities (like appointments or training) were effectively voluntary

Mutual obligations are expected to resume on 1 September 2026.

The transition from the CDP to the RAES represents a shift in the design of remote employment services, from a compliance-driven model to one intended to prioritise engagement and progression toward employment. Under CDP, participation was largely structured around mandatory activities and mutual obligation requirements, with a strong emphasis on attendance and compliance. In contrast, RAES is designed around a case management approach, where participants are supported through more individualised pathways that consider personal circumstances, local labour market conditions, and readiness for work.

While mutual obligations remain a feature under RAES, they are intended to be applied with greater flexibility, supported by a stronger focus on addressing barriers and connecting participants to employment and training opportunities.

The effectiveness of this shift will depend on how it is implemented in practice, the capability and quality of service delivery by providers moving from a program manager / compliance officer role to a case manager / employment broker role, the availability of local employment opportunities, and whether engagement can be sustained without reverting to compliance-led participation.

The data reflects CDP Region 28 – North Barkly Region (NT), which includes Elliott, and as such represents a broad regional service area. Across the reporting periods, the North Barkly Region maintained a relatively stable CDP/RAES participant caseload ranging between 114 and 145 participants, indicating consistent demand for employment services across the region. Similarly, the broader Barkly LGA recorded a consistently high caseload of around 1,900 participants, highlighting the employment service demand across the Barkly region.

Employment placement and participant outcome figures within the North Barkly Region are low, with most reporting periods recording zero placements /outcomes or suppressed figures of <20. This suggests limited transitions into employment and program outcomes relative to overall participant numbers.

The data for the North Barkly Region indicates challenges in converting participation into sustained employment outcomes.

Stakeholder consultation in Elliott revealed there is a lack of jobs for people to transition into. Most roles are filled and are often closely held due to concerns about losing secure employment when there are few alternative opportunities available.

Consultation in Elliott also revealed that continuous training is used as an ongoing engagement tool to keep RAES participants engaged with the system. However, this is only viable in the short term, as participants get demotivated and lose hope when training does not lead to meaningful employment outcomes.

There is potential to continue delivering training focused on improving LLND skills, but this would require dedicated funding and access to a suitably qualified trainer.

JobSeeker Recipients

In Table 7 below the Barkly Statistical Area 2 (SA2) includes Elliott, Ali Curung and other surrounding communities within the region. Recipient counts for the Tennant Creek SA2 are not included in the Barkly SA2, as Tennant Creek and Barkly are classified as separate and mutually exclusive SA2 regions by the Department of Social Services.

Table 7: Total JobSeeker Payment and Youth Allowance (other) Recipients by Statistical Area 2: April 2025 - March 2026

SA2 Number: 702021055 SA2 Name: Barkly			
Year	Month	JobSeeker Payment	Youth Allowance (other)*
2025	April	560	125
	May	575	115
	June	595	170
	July	590	120
	August	570	115
	September	560	120
	October	570	120
	November	575	125
	December	590	125
	January	590	130
	February	585	125
	March	590	115

Data Source⁵: Australian Government Department of Social Services. Expanded DSS JobSeeker Payment and Youth Allowance recipients - monthly profile - April 2025 - March 2026

⁵Australian Government Department of Social Services (2026).

Table 8: JobSeeker and Youth Allowance Recipients in the Barkly

JobSeeker export reset

Current month	March 2026		March 2020		
Region - LGA/SA2	Job Seeker and youth allowance recipients	% of 15-64 age population	Job Seeker and Youth allowance recipients	% of 15-64 age population	Change
Northern Territory	25,185	15.5	19,925	12.2	+5,260
Alice Springs	2,100	11.6	2,378	13.2	-278
Barkly	1,568	36.4	1,162	27.0	+406
Belyuen	24	22.6	18	17.0	+6
Central Desert	1,288	53.5	908	37.7	+380

Source Data from the Department of Social Services (DSS) Regional Development Australia (RDA) NT JobSeeker and Youth Allowance Recipients. Compiled and presented by .id Informed decisions

JobSeeker and Youth Allowance recipients in the Barkly Local Government Area (LGA) increased from 1,162 (27% of population aged 15-64) in March 2020 to 1,568 (36.4%) in March 2026.⁶

Individual Incomes

2021 Census data of Aboriginal residents weekly personal income indicates that incomes are concentrated within the lower income brackets with most individuals reporting weekly personal incomes of less than \$299 per week.

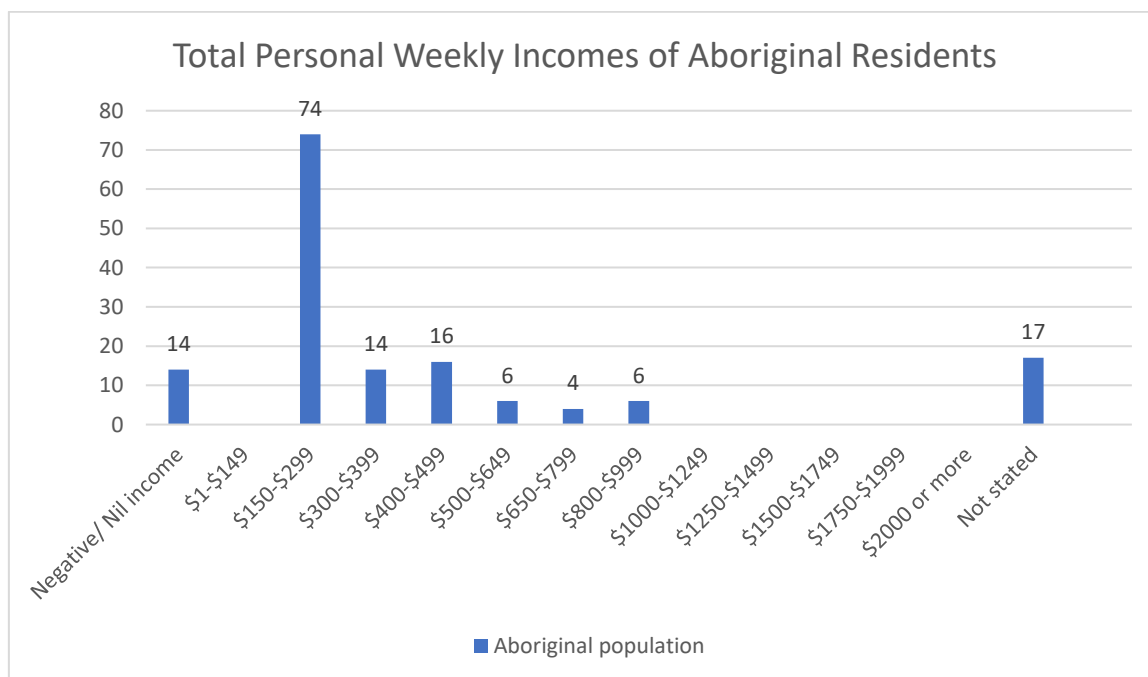


Figure 11: Total Personal Weekly Incomes of Aboriginal Residents in Elliott

Source: Compiled from Australian Bureau of Statistics (2021a), 2021 Census of Population and Housing: Elliott, table I08.

⁶Profile.id (n.d.).

2.2 Skills in the Community

This section analyses education and training levels across Elliott and the Barkly which directly impacts workforce capacity and employment opportunities.

Education

The data below in Table 9 indicates a substantial drop-off in educational participation following compulsory school age years. While enrolment among children aged 5–14 years is very high, participation decreases sharply among young adults aged 15–24 years and is absent among those aged 25 years and over.

This may reflect limited access to post-school education and training pathways, early disengagement from education, or barriers to adult learning participation.

It is important to note that enrolment in an educational institute does not necessarily indicate meaningful engagement with learning.

Table 9: Elliott Residents Enrolled in an Education Institute

Population	Age groups:	Total people in age bracket	Total no. enrolled in an educational institution	% of age group enrolled
Aboriginal	0-4 years	28	10	35%
	5-14 years	54	53	98%
	15-24 years	39	8	20%
	25 and over	127	0	0%

Source: Compiled from Australian Bureau of Statistics (2021a), 2021 Census of Population and Housing: Elliott, table I01.

Table 10: School Profile Data 2025

Metric	Elliott School
Year Range	T-10
Total Enrolment Numbers	70
Aboriginal Students	100%
Total males enrolled	29 (41.5%)
Total females enrolled	41 (58.5%)
Non-English Language Background	99%
Teaching staff	8
Non-Teaching staff	0
Student-to-Teacher Ratio	8.75:1
Student Attendance Rate (Semester 1, 2025)	56%
Proportion of Students Attending 90% or More of the Time	5%
ICSEA Value (National Average)	611 (1000)
School ICSEA Percentile	0

Source: Australian Curriculum, Assessment and Reporting Authority (n.d.). © ACARA 2009 to present. Material downloaded from My School on 23 March 2026 and used under CC BY 4.0.

The **student-to-teacher ratio** is the number of students divided by the number of teachers. It is a measure of how many students there are for each teacher in a school or education system.

ICSEA (Index of Community Socio-Educational Advantage) is a scale of socio-educational advantage that is calculated for each school. It is based on student background information, including parental occupation and education, together with school remoteness and the proportion of Aboriginal and Torres Strait Islander student enrolments. ICSEA enables comparisons between a selected school and students with similar backgrounds, supporting fair and meaningful comparisons of NAPLAN literacy and numeracy results. It does not measure parents' wealth, school resources, teaching quality or the school's overall performance. ICSEA values are calculated on a scale with a median of 1,000 and a standard deviation of 100. (Australian Curriculum, Assessment and Reporting Authority (ACARA), 2024).

Elliott School's ICSEA value of 611 is below the national median of 1,000, indicating that its student population has a comparatively low level of socio-educational advantage. ICSEA is a contextual measure and is not a rating of the school, its staff, teaching programs or student performance. It also does not establish the circumstances of individual students. As Elliott School has a small student population, its school level ICSEA value should be interpreted cautiously.

Literacy and Numeracy

National Assessment Program - Literacy and Numeracy (NAPLAN) performance data indicates that scores at the community school are below the national average. National averages are provided in brackets alongside the NAPLAN scores in Table 11.

Table 11: NAPLAN Scores for 2025

Subject	Year Level	Elliott School
Reading	3	221 (402)
	5	285 (492)
	7	332 (538)
	9	<i>No Scores Provided</i>
Writing	3	273 (414)
	5	237 (480)
	7	340 (538)
	9	<i>No Scores Provided</i>
Spelling	3	205 (405)
	5	254 (487)
	7	364 (542)
	9	<i>No Scores Provided</i>
Grammar	3	181 (408)
	5	214 (497)
	7	295 (539)
	9	<i>No Scores Provided</i>
Numeracy	3	240 (405)
	5	309 (492)
	7	329 (545)
	9	<i>No Scores Provided</i>
Participation Rate		86% (95%)

NAPLAN data may be incomplete due to student absences, exemptions, small cohort sizes, or data suppression for privacy. "No scores provided" indicates unavailable data for that specific subject and year level. "N/A" indicates that the school does not cater to those year levels.

Scores are presented alongside the average score for all Australian students, shown in brackets.

Source: Australian Curriculum, Assessment and Reporting Authority (n.d.). © ACARA 2009 to present. Material downloaded from My School on 23 March 2026 and used under CC BY 4.0.

The data shows:

- NAPLAN results across all assessed domains are below the national average for all Australian students at each reported year level.
- Reading, spelling, and numeracy scores are below national averages across all year levels, indicating broad learning gaps across both literacy and numeracy domains.

The School Profile Data in Table 10 indicates that 99%⁷ of students for Elliott School come from a language background other than English. This provides important context when interpreting the school's NAPLAN results; however, the available data does not establish the extent to which language background influenced performance.

Given the school's small student cohort, the results should be interpreted cautiously.

Engagement in Tertiary Education

According to the 2021 Census, 5 (3%⁸) Aboriginal residents in Elliott were recorded as attending vocational education training (VET), university, or other higher education institutions in 2021.

Table 12: Tertiary Educational Institute Attendance in 2021

Educational Institution Type	Aboriginal
Vocational education (including TAFE and private training providers)	5
University or other higher education	0
Other types of educational institutions	0
Total attended tertiary educational institute	5
Type of educational institution not stated	12

Source: Compiled from Australian Bureau of Statistics (2021a), 2021 Census of Population and Housing: Elliott, table I06.

The data indicates very low levels of participation in tertiary education among Aboriginal residents within Elliott in 2021.

Stakeholder consultation revealed that Elliott has a history of sending young people to boarding school. Once students reach Year 8, many transition to boarding schools in Victoria, Queensland, or the Northern Territory, often with strong support from their families. The decision is often initiated by families themselves, as one or both parents, uncles, or aunts have previously attended boarding school, and recognise the value of pursuing broader educational opportunities.

While a few students have successfully progressed from boarding school and gone on to tertiary or higher education, others complete Year 10 or Year 12 and return to the community to be with family but have few clear employment pathway options in Elliott. Some students have trouble adjusting to the transition of boarding school and subsequently return to the community without completing school.

Stakeholders noted that these young people often fall through service and support gaps, frequently disengaging from education and training pathways altogether upon their return. This is exacerbated by the limited entry-level jobs and work experience opportunities available within the community.

⁷Australian Curriculum, Assessment and Reporting Authority (n.d.).

⁸Calculated as a percentage of the total Aboriginal working-age population (15 years and over) of 163.

Qualifications

55 (33%) Aboriginal residents in Elliott were recorded as having non-school qualifications at the 2021 Census.

Table 13: Highest Qualification (Non-School)

Non-School Qualification	Aboriginal
Postgraduate Degree, Postgraduate Diploma or Postgraduate Certificate	0
Bachelor's degree	0
Advanced Diploma or Diploma	3
Certificate III & IV	30
Certificate I & II	14
Certificate Level, not further defined (nfd)	8
Total Aboriginal residents with a non-school qualification	55
Level of education not stated	14

Source: Compiled from Australian Bureau of Statistics (2021a), 2021 Census of Population and Housing: Elliott, table I20c.

The qualification profile is strongly oriented toward vocational education, with most qualifications at Certificate III and IV level, followed by Certificate I and II. Qualifications reduce significantly at the diploma stage with no reported qualifications beyond this level, indicating a drop-off beyond mid-level training.

This suggests workforce pathways are primarily focused on practical, and entry-to-mid level vocational skills rather than university education.

Qualification attainment is concentrated among the 25–54 age cohorts⁹, particularly at Certificate III and IV level. However, the data does not indicate when qualifications were obtained, so it is unclear whether this reflects stronger current workforce engagement among these age groups or the cumulative effect of qualifications acquired earlier in life particularly given the history of Elliott community members attending boarding school.

⁹Australian Bureau of Statistics (2021a), I20c Highest Non-School Qualification: Level of Education (A) by Indigenous Status by Age by Sex.

Vocational Education and Training (VET)

Table 14: Funded VET Program Delivery Enrolments and Completions in Elliott (2023-2025)

Program Name	2023		2024		2025	
	Program Enrolments	Program Completions	Program Enrolments	Program Completions	Program Enrolments	Program Completions
Certificate I in Automotive Vocational Preparation					3	0
Certificate II in Conservation and Ecosystem Management			10	0		
Certificate II in Maritime Operations (Coxswain Grade 1 Near Coastal)					1	0
Certificate II in Rural Operations					17	0
Certificate III in Civil Construction Plant Operations	2	1	3	1	3	0
Certificate III in Conservation and Ecosystem Management			12	0		
Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice					1	0
Food Safety Supervision Skill Set					12	11
Learner Support					3	0
Unit Only					3	0

Source: Department of Education and Training (2026).

**Programs that had completions have been highlighted in yellow to make them easier to identify within the dataset.*

Table 15: Apprenticeship and Traineeship (A/T) Commencement and Completions of Qualifications in Elliott (2023-2025)

Program Name	2023		2024		2025	
	Count of A/T	A/T Completion	Count of A/T	A/T Completion	Count of A/T	A/T Completion
Certificate III in Business	0	0	0	0	1	0

Source: Department of Education and Training (2026).

The VET Funding Group data in Table 14 shows:

- Funded VET activity in Elliott between 2023 and 2025 was relatively limited with low enrolments across most programs.
- Training delivery was weighted toward entry-level vocational preparation and practical skills-based programs in areas such as rural operations, conservation and ecosystem management, civil construction, food safety, and automotive preparation.
- Enrolments were recorded across several programs, while recorded completions were low or absent in the years examined. Enrolments and completions are separate measures of activity and should not be interpreted as a direct completion rate, as participants may enrol in one year and complete their program in a subsequent year.
- Across the period examined, enrolments were recorded in a range of qualification and skill set programs, while completions were recorded in only a small number of programs. The Food Safety Supervision Skill Set

recorded 12 enrolments and 11 completions in 2025, demonstrating completion activity within a short, targeted training program. Certificate III in Civil Construction Plant Operations also recorded completion activity, with one completion reported in both 2023 and 2024.

Apprenticeship and traineeship activity in Elliott is limited. The apprenticeships and traineeships data in Table 15 indicates A/T activity in Elliott had one commencement recorded across a three-year period (Certificate III in Business in 2025), with no recorded completions in the period.

The data suggests that traditional apprenticeship models are currently not operating at a meaningful scale in Elliott. This reflects the extremely limited local employer base and workplace opportunities within the community, with very few businesses operating locally beyond the two shops, the Council Office, and Triple P Contracting Pty Ltd. The absence of a private sector and skilled trades base significantly limits the capacity to host apprentices or provide the workplace supervision and on-the-job training required to sustain apprenticeship pathways. In addition, the challenges associated with delivering training in remote contexts, including access to training providers, learner support, transport, and long-term pathway continuity, constrains apprenticeship participation and completions.

Overall, the data indicates a workforce development system characterised by small-scale training activity across a range of programs. Training activity appears to be more concentrated in short-form and practical training opportunities, while apprenticeship and qualification pathways remain limited.

Table 16: Charles Darwin University VET Program Enrolments in Elliott (2023-2025)

	2023		2024		2025	
Total enrolments	2		1		33	
Program Name	Aboriginal	Non-Aboriginal	Aboriginal	Non-Aboriginal	Aboriginal	Non-Aboriginal
Certificate III in Civil Construction Plant Operations		2		1	1	
Certificate II in Rural Operations					20	
Food Safety Supervision Skill Set					12	

Source: Charles Darwin University (2026b).

The data above reflects enrolments only and does not show participant completion outcomes.

Appendix 1 presents remote training organisation (RTO) delivery in the remote Barkly region including Elliott during 2024, categorised by provider, qualification or program type, and funding source. The data relates to training activity in the remote Barkly only and does not include Barkly regional data from centres such as Tennant Creek.

The data shows how reported training activity was distributed across government, not-for-profit and private providers and identifies the funding sources supporting each type of delivery. The totals represent the sum of reported distinct student counts and should not be interpreted as the number of unique students, as a student may be counted in more than one qualification/ program type or funding-source category.

The data indicates:

- Training delivery across remote Barkly was heavily concentrated among a small number of providers. BIITE (152 student counts) and CDU (225 student counts) together accounted for 377 of the 538 total student counts in 2024, 70% of all reported training participation. This highlights the region's strong reliance on a small number of public and Aboriginal-focused training providers.
- Government-funded training overwhelmingly drives participation across remote Barkly, with General Recurrent funding (277 student counts) and User Choice (141 student counts) accounting for most activity. This indicates participation is largely occurring through publicly funded VET systems and apprenticeship / traineeship pathways. Notably, no participation was recorded under either the Territory Workforce Program or the Aboriginal Responsive Skilling Grant in the remote Barkly, suggesting targeted Aboriginal skilling programs were either not active, had limited reach, or were not captured in the dataset during the reporting period.
- The training system is heavily dominated by lower level and foundational training activity, with Unit Only delivery (140 student counts), Certificate III (132), and Certificate II (114) representing the largest participation categories. The strong concentration in the above categories, and short-course delivery suggests the training system is operating at a foundational engagement level, focused on modular, compliance, ticketing, employability, LLN support, re-engagement, and early-stage workforce readiness rather than full qualification pathways. This indicates significant effort is being directed toward helping participants become 'training ready' before progressing into sustained employment or higher-level vocational outcomes, while also highlighting limited progression into advanced qualifications and long-term workforce pathways.
- Participation in higher level qualifications is low, with only 36 student counts enrolled in Certificate IV qualifications and 4 in Diploma-level training. This suggests a significant thinning of the training pipeline at advanced skill levels, potentially reflecting limited local access to higher-level training, barriers to progression such as limited LLND skills, or workforce demand concentrated in entry-level roles.
- Training delivery also appears fragmented across many small providers, with several RTOs servicing a handful of participants in the remote Barkly. This suggests some remote training activity may be opportunistic, contract-based, or linked to isolated short-term delivery, rather than forming part of a structured and connected training pathway. People can enter training but not necessarily progress through it.

Overall, the data suggests a training system that prioritises accessibility and short-term skill acquisition, but with limited integration into sustained qualification pathways or broader workforce development outcomes. These findings relate to training activity in the remote Barkly region only including Elliott and does not include Barkly regional data such as Tennant Creek. As a result, the findings should not be assumed to directly represent participation patterns in Elliott.

2.3 Employment

This section examines current employment patterns, key industries, and job vacancies.

Understanding where jobs currently exist and where demand is growing provides context for aligning training opportunities with employment pathways.

Key Employment Industries

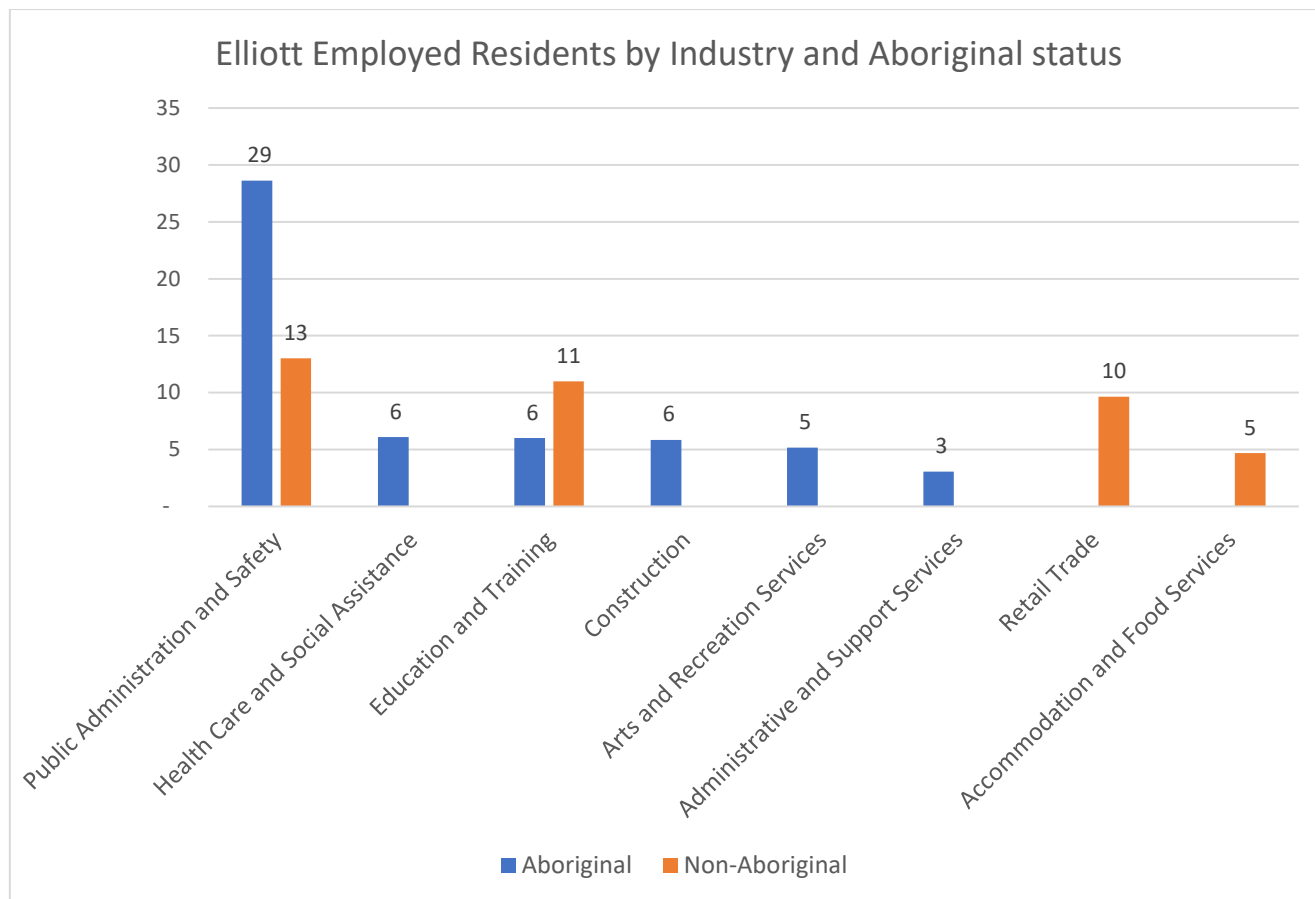


Figure 12: Elliott Employed Residents by Industry and Aboriginal Status (Modelled from ABS Census 2021 and NIEIR 2024 data)

Data source: ID Consulting Pty Ltd. (2026). Elliott and Barkly Profile Data. Unpublished report prepared for Desert Knowledge Australia, 2026

Note: Industries with no recorded employed residents have been omitted from the chart to improve readability. The industries with no recorded employment were as follows:

- Wholesale Trade
- Agriculture, Forestry and Fishing
- Mining
- Manufacturing
- Electricity, Gas, Water and Waste Services
- Transport, Postal and Warehousing
- Information Media and Telecommunications
- Financial and Insurance Services
- Rental, Hiring and Real Estate Services
- Professional, Scientific and Technical Services
- Other Services

Employment estimates presented in Figure 12 are modelled and should be interpreted with caution, particularly where employment counts are small. Zero values may reflect modelling or data limitations and should not be interpreted as confirming the absence of workers within an industry.

The modelled data indicates:

- Public Administration and Safety is the dominant employer for both Aboriginal (29) and non-Aboriginal residents (13). This indicates that government-related roles, local services, municipal functions, policing, community administration, and related programs are the primary source of formal employment in Elliott.
- Aboriginal employment is concentrated in Public Administration and Safety, Construction, Education and Training, Health Care and Social Assistance, Arts and Recreation Services, and Administrative and Support Services. The modelled data records Aboriginal residents as accounting for all employment in Construction, Health Care and Social Assistance, Arts and Recreation Services, and Administrative and Support Services. This suggests that Aboriginal residents are making a significant contribution to locally based service delivery, community functions and practical work roles. However, these results are derived from small, modelled employment estimates and should be interpreted with caution, as zero values for non-Aboriginal employment may reflect modelling or data limitations rather than a confirmed absence of non-Aboriginal workers.
- Education and Training employs 17 residents overall, including 6 Aboriginal residents and 11 non-Aboriginal residents. This may indicate an opportunity to strengthen local pathways into teaching, education support, early childhood education, training support and school-based roles.
- There is limited private sector activity, with no recorded employment in:
 - Mining
 - Agriculture
 - Manufacturing
 - Transport
 - Professional services
 - Telecommunications
 - Financial services

This suggests Elliott has a narrow economic base and limited industry diversity, which reduces employment choice and makes the local economy highly dependent on government expenditure and externally funded services.

- The absence of mining and agriculture employment is notable, given the broader Barkly region's association with pastoralism and emerging resource development. This indicates that nearby industries are not yet translating into local resident employment opportunities for Elliott.
- Stakeholder consultation undertaken by DKA in Elliott in May 2026 revealed that Tracks Integrated Services visited the community in April 2026 to undertake a skills assessment of Bamarrgganja, Warrananku and Kinbiniggy Estate Groups Native Title Holder families connected to the Beetaloo Appraisal Area. The assessment was commissioned by Tamboran B2 on behalf of the Beetaloo Project Joint Negotiation Working Group.

Community members mentioned that some residents had received training and taken up work opportunities offered by Tamboran Resources, mostly as gatekeepers and utility workers on site.

- The modelled data indicates that Retail Trade and Accommodation and Food Services employ a combined 15 residents, with no Aboriginal residents recorded in either industry. Consultation with the Elliott Shop owner in May 2026 indicated that one local resident was employed by the business at the time of consultation.

Table 17: Employed Residents by Industry in Elliott (Modelled from ABS Census 2021 and NIEIR 2024 data)

Industry	Aboriginal	%	Non-Aboriginal	%	Total
Public Administration and Safety	29	69%	13	31%	42
Health Care and Social Assistance	6	100%			6
Education and Training	6	35%	11	65%	17
Construction	6	100%			6
Arts and Recreation Services	5	100%			5
Administrative and Support Services	3	100%			3
Retail Trade	0	0%	10	100%	10
Accommodation and Food Services	0	0%	5	100%	5
Wholesale Trade	-		-		
Agriculture, Forestry and Fishing	-		-		
Mining	-		-		
Manufacturing	-		-		
Electricity, Gas, Water and Waste Services	-		-		
Transport, Postal and Warehousing	-		-		
Information Media and Telecommunications	-		-		
Financial and Insurance Services	-		-		
Rental, Hiring and Real Estate Services	-		-		
Professional, Scientific and Technical Services	-		-		
Other Services	-		-		
Total	55	59%	39	41%	94

Data source: ID Consulting Pty Ltd. (2026). Elliott and Barkly Profile Data. Unpublished report prepared for Desert Knowledge Australia, 2026.

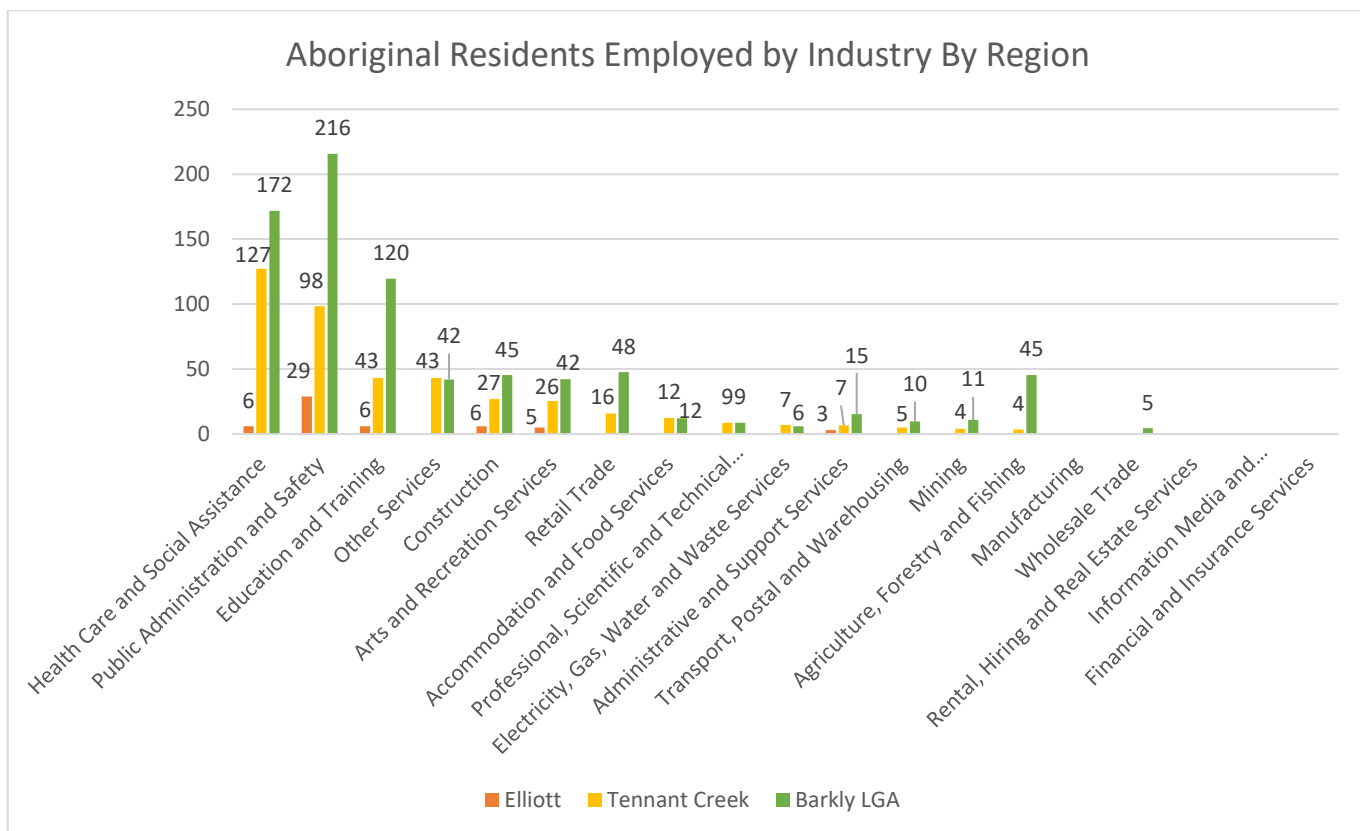


Figure 13: Aboriginal Residents Employed by Industry in Elliott, Tennant Creek, and Barkly LGA
(Modelled from ABS Census 2021 and NIEIR 2024 data)

Data source: ID Consulting Pty Ltd. (2026). Elliott, Tennant Creek and Barkly Profile Data. Unpublished report prepared for Desert Knowledge Australia, 2026

Employment estimates presented in Figure 13 are modelled and should be interpreted with caution, particularly where employment counts are small. Zero values may reflect modelling or data limitations and should not be interpreted as confirming the absence of workers within an industry.

Table 18: Employed Residents by Industry by Region (Modelled from ABS Census 2021 and NIEIR 2024 data)

	Elliott			Tennant Creek			Barkly LGA		
	Total	Aboriginal	%	Total	Aboriginal	%	Total	Aboriginal	%
Public Administration and Safety	42	29	69%	344	98	28%	503	216	43%
Health Care and Social Assistance	6	6	100%	453	127	28%	503	172	34%
Education and Training	17	6	35%	153	43	28%	290	120	41%
Construction	6	6	100%	172	27	16%	193	45	23%
Arts and Recreation Services	5	5	100%	49	26	53%	69	42	61%
Administrative and Support Services	3	3	100%	22	7	32%	43	15	35%
Retail Trade	10	0	0%	116	16	14%	179	48	27%
Accommodation and Food Services	5	0	0%	68	12	18%	101	12	12%
Professional, Scientific and Technical Services	-			36	9	25%	36	9	25%
Other Services ¹⁰	-			75	43	57%	82	42	51%
Transport, Postal and Warehousing	-			25	5	20%	30	10	33%
Manufacturing	-			0	0	-	3	0	0%
Mining	-			9	4	44%	49	11	22%
Agriculture, Forestry and Fishing	-			11	4	36%	417	45	11%
Electricity, Gas, Water and Waste Services	-			22	7	32%	22	6	27%
Wholesale Trade	-			5	0	0%	12	5	42%
Rental, Hiring and Real Estate Services	-			5	0	0%	5	0	0%
Information Media and Telecommunications	-			1	0	0%	1	0	0%
Financial and Insurance Services	-			9	0	0%	9	0	0%
Totals	94	55	59%	1575	428	27%	2547	798	31%

Data source: ID Consulting Pty Ltd. (2026). Elliott and Barkly Profile Data. Unpublished report prepared for Desert Knowledge Australia, 2026

	Industry with the highest number of total employed residents in the location
	Industry with the highest number of Aboriginal employed residents in the location
	Industry with highest Aboriginal employee representation in the location

Data limitations: The employment data reflects filled jobs only and does not capture total labour demand or job vacancies within each industry.

¹⁰Other Services, as defined by the Australian Bureau of Statistics (2006), includes personal services; religious, civic, professional and other interest-group services; selected repair and maintenance activities; and private households employing staff. Units in this division mainly provide personal care services, death care services, religious activities, or services that promote and defend members' interests.

A key similarity across all geographies is that modelled employment is concentrated in government and essential service sectors, which also tends to record higher levels of Aboriginal participation. In contrast, Aboriginal participation is lower across private sector industries, particularly in retail, accommodation, and hospitality sectors.

Elliott, being a small remote community compared with Tennant Creek, which is a regional service hub, has a less diverse employment base, with employment largely limited to essential local services, whereas Tennant Creek has a much broader employment base across retail, hospitality, professional services, transport, mining, utilities, finance, and other industries.

At the same time most industries in Elliott record relatively higher percentages of Aboriginal representation:

- Construction (100%)
- Health Care and Social Assistance (100%)
- Administrative and Support Services (100%)
- Public Administration and Safety (69%)

Aboriginal participation in all the industries in Elliott is higher than in Tennant Creek, despite Elliott's much smaller labour market. This indicates that where jobs do exist locally, Aboriginal residents are actively participating.

Workforce challenges in Elliott cannot be understood through a lens of skills shortages or individual employability alone but rather is also constrained by the limited depth and diversity of the local economy itself. Many industries are either absent from the local economy entirely or operate at a very limited scale, resulting in a lack of local jobs.

Workforce Demand

A vacancy scan undertaken in April and May 2026 identified a small number of employment opportunities potentially accessible to Elliott residents. This should be regarded as a point in time vacancy snapshot rather than a measure of overall workforce demand, as vacancy numbers in small remote communities can fluctuate significantly over time.

Vacancies were identified through a review of online job platforms including SEEK, LinkedIn, Jora and Ethical Jobs, supplemented by searches of local employers and organisations operating within Elliott and the surrounding area (approximately 30 km radius). This search area included Newcastle Waters Cattle Station, operated by Consolidated Pastoral Company, which is located approximately 27 km from Elliott. A total of three vacancies were identified in April 2026 and nine vacancies in May 2026. Three of the vacancies identified in May 2026 (Cleaner, Gardener and Driver at the Elliott Clinic) were sourced through stakeholder consultation and local word of mouth reporting during DKA's visit to Elliott, rather than through online job advertisements.

The vacancies include a mix of Elliott based roles and positions located outside the community that may require commuting, relocation, drive-in drive-out arrangements, or employer-supported accommodation. They are presented as an indication of employment opportunities available at the time of data collection rather than as evidence of ongoing workforce demand.

Table 19: Employment Opportunities in Elliott (April-May 2026)

Role	No. of Roles	Key Requirements	VET Pathway	Employment Type	Organisation
Elliott based opportunities					
Community Services					
Safe House Officers	Several	Criminal History Check (CHC), Ochre Card, Cert IV AOD (or willing), an understanding of domestic and family violence (DFV) and mandatory reporting legislation	Community services, health and education	Casual	Barkly Regional Council
Arts and Recreation Services					
Library Officer	1	IT Skills, Criminal History Check (CHC), Ochre Card	Library Officer	Casual (up to 20 hours)	Barkly Regional Council
Health					
Remote Area Nurse	1	AHPRA RN, Bachelor Nursing, Criminal History Check (CHC), Ochre Card	N/A (University pathway)	FT	Healthcare link (based at Elliott Clinic)
Other Services: Cleaning					
Cleaner	1	CHC, Ochre Card	General education and training	PT	Elliott Clinic
Gardener	1	CHC, Ochre Card	General education and training	Casual	Elliott Clinic
Driver	1	CHC, Ochre, DL	General education and training	Casual	Elliott Clinic
Public Administration and Safety					
Liaison Officer-Animal Management	1	Communication skills, Criminal History Check (CHC)	General education and training	Casual	Barkly Regional Council
Administrative and Support Services					
Receptionist	1	IT skills, CHC, Ochre Card, Admin capability, Customer Service	Business and clerical	PT	Elliott Clinic
Opportunities outside Elliott / requiring travel, relocation or accommodation					
Primary					
Ranger Coordinator - Kulumindini	1	CHC, Ochre, DL, Minimum 2 years' experience in conservation, land management and team supervision	Primary industry	FT	Northern Land Council
Bore Runner (Water maintenance)	1	DL, Communication skills, Ability to work independently	Primary industry	FT	Consolidated Pastoral Company – Newcastle Waters Cattle station
Transport					
Road Train Driver	1	Multi Combination (MC) Licence, DL, written and verbal communication skills, experience working with livestock	Transport and storage	FT	Consolidated Pastoral Company - Newcastle Waters Cattle station
Community Development					
Implementation Officer	1	Qualification in Business, Community Planning & Development, or Project Management, IT Skills, Drivers Licence (DL), Knowledge of the Aboriginal Land Rights Act 1976	Business and clerical	FT	Northern Land Council

Source: Desert Knowledge Australia review of LinkedIn, SEEK, EthicalJobs and Jora vacancies (April and May 2026).

-  Clear entry-level roles (5)
-  Entry-level role/ Trainable pathway (3)

Note: The vacancies presented in Table 19 represent a point-in-time snapshot of advertised and locally identified employment opportunities during April-May 2026. Opportunities were sourced from SEEK, LinkedIn, Jora, Ethical Jobs, stakeholder consultations, and searches of employers operating within Elliott and the surrounding area. Some positions were based in Elliott, while others were located outside the community and may require commuting, relocation, or employer-provided accommodation.

Appendix 2 presents the qualifications required and relevant VET pathways associated with the above role vacancies identified in and around Elliott during an April-May 2026 vacancy scan. The appendix provides a point-in-time overview of the skills, qualifications and training pathways linked to occupations identified during the vacancy scan.

2.4 Economic Context

Economic factors significantly shape workforce participation. This section examines cost-of-living pressures, income levels, and investment opportunities that influence employment. Understanding this economic context provides key insights for developing strategies that address barriers while leveraging available resources.

Dataset disclaimer - Data Sources

1. Demographic data is sourced from ABS Census of Population and Housing, 2021, and ABS Regional Population Growth.
2. Economic data is sourced from NIEIR, 2024; and .id modelling of NIEIR and ABS Census data.
3. Estimates of employment in small areas are highly challenging due to inabilities to access timely and accurate employment information in Australia. NIEIR make attempts to model annual employment estimates. These will differ from publicly available Census counts due to a number of reasons including:
 - the Census is a snapshot at a point in time (August 2021) and does not highlight if someone was employed throughout the year at another time.
 - the Census contains an undercount of the population due to people being absent or not filling out the form on Census Day. See more at <https://www.abs.gov.au/statistics/people/population/2021-census-overcount-and-undercount/latest-release>;
 - the Census estimate of 'employed' is based on people correctly filling in the form. This is not always the case as people often fill in their employment status, industry of employment, and/or place of work wrong.

These reasons lead to varying employment estimates. For example, the ABS Labour Force original estimate of employment in the Northern Territory in August 2021 is 131,000, however, the 2021 census estimate of employed residents is only 107,000.

Gross Regional Product (GRP)

The economic profile of Elliott provides important context for understanding local economic activity and workforce opportunities.

The region's economic output can be measured in two complementary ways:

- Total **Place of Work (POW) Gross Regional Product (GRP)**: \$19.39 million¹¹ - which represents all economic value generated within a region, produced by workers who are employed in the region, regardless of where those workers reside.
- **Employed Resident GRP**: \$9.15 million¹² – measures the economic value generated by residents of a particular region through their employment, regardless of where they work (even if it is outside the region).

The 53% difference between Place of Work GRP and Employed Resident GRP suggests substantial workforce movement and a disconnect between economic activity occurring in Elliott and the employment of Elliott residents. This indicates that a portion of the economic activity occurring in Elliott is likely generated by workers who reside elsewhere, while some Elliott residents may generate economic activity through employment outside the community. As a result, the difference between these measures should not be interpreted as a direct estimate of economic value generated by non-residents or flowing out of the community.

Economic activity is largely concentrated in public administration and safety, and education and training (see Table 17).

Table 20: Total Regional versus Aboriginal GRP Data for Elliott

Category	POW Workforce Size	Workforce Size (Employed Residents)	POW GRP (\$)	Employed Resident GRP (\$)	POW GRP Per Worker (\$)	Employed Resident GRP Per Worker (\$)
All Workers	145	94	19,395,929	9,157,369	133,765	97,418
Aboriginal	54	55	5,401,975	5,341,629	100,036	97,413

Data source: ID Consulting Pty Ltd. (2026). Elliott and Barkly Profile Data. Unpublished report prepared for Desert Knowledge Australia, 2026.

The data shows:

- A substantial share of economic activity is generated by non-resident workers, suggesting economic value created in Elliott flows outside the community and may not translate directly into local employment and income outcomes.
- Aboriginal residents make up 58% of employed Elliott residents. The modelled data indicates that the estimated number of Aboriginal employed residents slightly exceeds the number of Aboriginal workers recorded in Elliott's POW workforce. While the difference is minimal, it may suggest that some Aboriginal residents are employed outside the community. This also aligns with stakeholder consultation findings, which indicated that some residents were travelling to Katherine for work, reflecting the limited number and diversity of employment opportunities available within Elliott.
- Aboriginal employed residents generated approximately \$5.34 million of Elliott's \$9.15 million employed resident GRP, representing around 58% of total employed resident economic output. This aligns with their 58% share of employed residents, indicating that Aboriginal workers are contributing proportionately to

¹¹ID Consulting Pty Ltd (2026) reports that the demographic data draws on ABS Census and regional population data, while the economic data draws on NIEIR and ABS Census data.

¹²ID Consulting Pty Ltd. (2026).

local economic activity rather than being concentrated in lower-value employment.

- Per-worker productivity is almost identical between Aboriginal residents and total employed residents at \$97,413 and \$97,418. This indicates that Aboriginal employed residents are contributing economic value at the same level as the total employed resident workforce, thus suggesting workforce challenges may be more closely associated with factors influencing workforce participation, access to employment opportunities, and the limited size and diversity of the local economy.

Table 21: Total Regional versus Aboriginal GRP Data for Barkly Regional Council LGA

Category	POW Workforce Size	Workforce Size (Employed Residents)	POW GRP (\$)	Employed Resident GRP (\$)	POW GRP Per Worker (\$)	Employed Resident GRP Per Worker (\$)
All Workers	2672	2547	517,000,000	468,248,094	193,488	183,842
Aboriginal	767	797	97,865,434	105,425,691	127,595	132,278

Data source: ID Consulting Pty Ltd. (2026). Elliott and Barkly Profile Data. Unpublished report prepared for Desert Knowledge Australia, 2026.

The data shows:

- Aboriginal people account for 58% of employed residents in Elliott, nearly double the proportion recorded across the Barkly region (31%), indicating a substantially higher level of Aboriginal representation within Elliott's employed resident workforce than across the region.
- Elliott is a small community with an enumerated population of 309 people¹³, representing only 4% of the Barkly region's population (7,629¹⁴). Despite its relatively small population base, Elliott accounts for approximately 6–7% of both the Barkly region's place-of-work (POW) workforce and employed resident workforce. This indicates that Elliott contributes a larger share of the Barkly workforce relative to its share of the regional population.

¹³ID Consulting Pty Ltd. (2026).

¹⁴ID Consulting Pty Ltd. (2026).

Table 22: GRP Value Added and Employed Residents by Industry for Elliott

Industry	Total Employed Residents Value Added (\$)	Aboriginal Employed Residents Value Added (\$)	Aboriginal % of Employed Residents Value Added	Total Employed Residents	Aboriginal Employed Residents	Aboriginal % of Employed Residents
Public Administration and Safety	3,532,258	2,392,820	68%	42	29	68%
Education and Training	1,785,187	637,567	36%	17	6	36%
Construction	708,550	708,550	100%	6	6	100%
Retail Trade	698,181	0	0%	10	0	0%
Health Care and Social Assistance	541,399	541,399	100%	6	6	100%
Accommodation and Food Services	430,828	0	0%	5	0	0%
Arts and Recreation Services	356,532	356,532		5	5	100%
Administrative and Support Services	145,263	145,263	100%	3	3	100%

Data source: ID Consulting Pty Ltd. (2026). Elliott and Barkly Profile Data. Unpublished report prepared for Desert Knowledge Australia, 2026. Economic data is modelled from ABS Census 2021 and NIEIR 2024 data.

The data shows that Aboriginal residents are central to Elliott's economic contribution. Public sector and community service roles dominate local economic activity, while Aboriginal representation is notably lower or absent in Education, Retail, and Accommodation and Food Services.

Despite being the second-largest industry by value added (\$1.79 million), Education and Training has relatively lower Aboriginal representation than many other industries in Elliott, with Aboriginal residents accounting for 36% of employed residents. This may indicate opportunities to increase Aboriginal pathways into education and training occupations.

The data also reinforces the importance of government and community-sector employment as key sources of Aboriginal economic participation in Elliott.

Table 23: Employed Residents Value Added for Elliott and the Barkly Regional Council LGA

Industry	Elliott		Barkly Regional Council LGA	
	Total Employed Residents Value Added (\$)	Aboriginal Employed Residents Value Added (\$)	Total Employed Residents Value Added (\$)	Aboriginal Employed Residents Value Added (\$)
Agriculture, Forestry and Fishing	-	-	195,418,293	21,295,583
Health Care and Social Assistance	541,399	541,399	44,665,394	15,251,598
Public Administration and Safety	3,532,258	2,392,820	42,045,267	18,036,131
Education and Training	1,785,187	637,567	30,730,720	12,668,583
Mining	-	-	30,463,300	6,769,622
Construction	708,550	708,550	23,382,143	5,501,681
Retail Trade	698,181	0	12,966,223	3,450,688
Accommodation and Food Services	430,828	0	9,262,811	1,116,001
Electricity, Gas, Water and Waste Services	-	-	4,823,544	1,339,873
Arts and Recreation Services	356,532	356,532	4,753,755	2,910,462
Transport, Postal and Warehousing	-	-	4,646,130	1,486,762
Other Services	-	-	4,105,166	2,100,317
Financial and Insurance Services	-	-	3,570,714	0
Wholesale Trade	-	-	3,148,572	1,210,989
Professional, Scientific and Technical Services	-	-	2,133,504	514,984
Administrative and Support Services	145,263	145,263	2,033,685	730,041
Rental, Hiring and Real Estate Services	-	-	1,053,105	0
Manufacturing	-	-	-	-
Information Media and Telecommunications	-	-	-	-
GST Registered Businesses (June 2025)	-	-	178	14

Data source: ID Consulting Pty Ltd. (2026). Elliott and Barkly Profile Data. Unpublished report prepared for Desert Knowledge Australia, 2026. Economic data is modelled from ABS Census 2021 and NIEIR 2024 data.

- Unlike the broader Barkly economy, Elliott has no recorded value added from major regional industries such as Agriculture, Forestry and Fishing, Mining, Transport, Utilities, Professional Services, or Wholesale Trade. In contrast, Elliott's economic activity is largely concentrated in essential service sectors that support the local community.
- The modelled data indicates that Aboriginal residents contribute all estimated value added in Health Care and Social Assistance, Construction, Arts and Recreation Services, and Administrative and Support Services, and a substantial share in Public Administration and Safety. Given the small size of some industries and the modelled nature of the data, these results should be interpreted with caution.
- The absence of value added in many industries within Elliott suggests that local employment opportunities are constrained not only by workforce factors but also by the limited diversity of the local economy, reinforcing the importance of connecting residents to opportunities both within and beyond the community.

Workforce development in Elliott needs to move beyond service-sector alignment and focus on creating accessible pathways into higher-value regional industries.

Implications for workforce planning:

- ✓ **Participation gap, not productivity gap:** Aboriginal workers contribute at similar levels to non-Aboriginal workers once employed, suggesting that the key issue is access to employment, not capability or performance.
- ✓ **Aboriginal workforce participation should be built on existing strengths.** Aboriginal residents already make a significant contribution to local economic activity, particularly in government and community service sectors. Workforce initiatives should focus on supporting progression into higher-skilled, supervisory and professional roles within these industries, rather than solely targeting entry-level employment.
- ✓ **Education represents a key opportunity area.** The Education and Training industry is a significant contributor to local economic activity but has lower Aboriginal representation than many other industries in Elliott. There may be opportunities to strengthen pathways into teaching, education support, training and early childhood roles.
- ✓ **Regional employment pathways will remain important.** The absence of local employment opportunities in several industries suggests that some residents may need to access employment, training and career progression opportunities elsewhere in the Barkly region or Northern Territory. Workforce planning should therefore consider mobility, away-from-community employment models, and pathways into regional industries.
- ✓ **Foundational skills gap:** Lower levels of language, literacy, numeracy and digital (LLND) skills remain a significant barrier to both training participation and employment, limiting access to formal pathways and higher-value industries.

Cost of Living in Remote Communities

Remote towns in the Northern Territory face substantial cost-of-living pressures that directly impact workforce participation and economic wellbeing. The data presented in this section draws on a mix of Elliott-specific, Barkly regional, and Northern Territory-wide sources. Where community level data is unavailable, regional and Territory data is provided as contextual information and should not be interpreted as a direct measure of living costs in Elliott.

Food Security and Affordability

The most recent Market Basket Survey data is from 2023. The survey includes price, availability, variety and quality of foods in remote NT stores, including costs in NT urban supermarkets and corner stores for comparison. The data presented below is based on remote Northern Territory store pricing and is provided as an indicator of food affordability in remote communities. Unless otherwise stated, the results should not be interpreted as representing food prices in Elliott specifically.

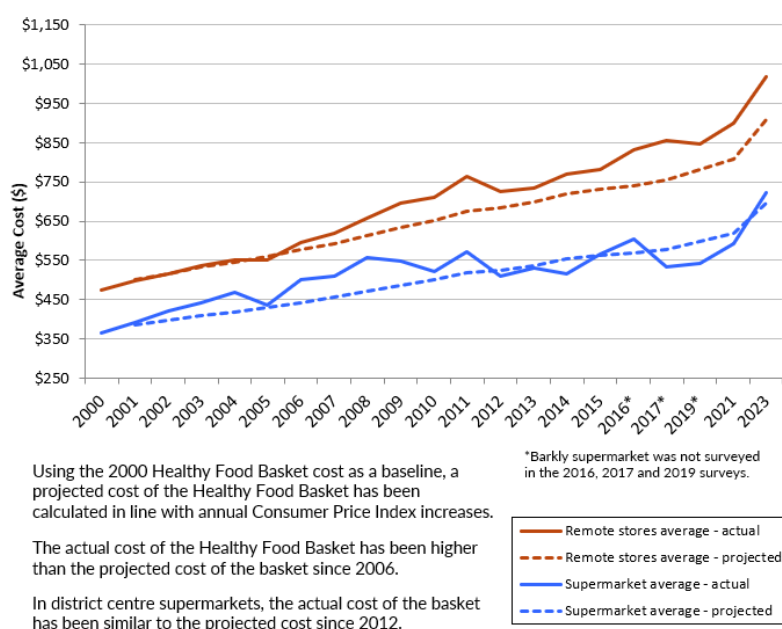


Figure 14: Market Basket Survey - Cost of a Food Basket from 2000-2023

Source: Northern Territory Government, NT Market Basket Survey 2023

The 2023 data shows:

- The "Healthy Food Basket" (represents the cost of a diet that aligns with national dietary guidelines designed to feed a family of six for two weeks) costs an average of \$909 across surveyed remote NT stores, compared with \$698 in Alice Springs supermarkets.¹⁵

¹⁵NT Health (2023b).

- The "Current Diet Basket" sometimes called the 'unhealthy' diet basket reflects the actual purchasing and consumption patterns of the population, based on national dietary intake surveys. It costs \$1083 across surveyed remote NT stores compared to \$890 in Alice Springs and \$880 in the Tennant Creek supermarket.¹⁶
- From 2021 to 2023, the cost of the Healthy Food Basket rose by 13% in remote stores and was 40% higher than the average district centre supermarket.¹⁷

These figures are provided as an indication of food affordability pressures across remote Northern Territory communities and should not be interpreted as representing food costs in Elliott specifically.

In 2025 the government announced the introduction of a Low-Cost Essentials Subsidy Scheme which would reduce the prices on 30 essential grocery items along with everyday necessities such as nappies, soap and toilet paper across 113 remote stores¹⁸ nationwide by lifting the subsidy cap. The Elliott Store is one of the stores to benefit from this scheme.

Transportation Costs

Transportation costs are another significant cost-of-living factor that affects household budgets and workforce participation. The information presented below is specific to Elliott and reflects local fuel prices and transport connections available at the time of data collection in June 2026.

Elliott is located 735 km from Darwin and 762 km from Alice Springs.

As at 1 June 2026, the price of Unleaded 91 at the Elliott Store was 243 cents per litre, while diesel was priced at 265 cents per litre¹⁹.

Greyhound Australia offers daily services connecting Darwin and Alice Springs to Elliott. A one-way fare from Elliott to Darwin is \$275 and from Elliott to Alice Springs is \$315.

Utilities

Energy costs make up a significant portion of a household budget.

Community level utility cost data for Elliott was not available. The following information uses Northern Territory-wide Consumer Price Index and utility cost data to provide broader context regarding utility cost pressures.

As of June 2025, the Consumer Price Index (CPI) for electricity decreased by 4.6% in the Northern Territory, compared to a 6.2% decrease nationally²⁰. This indicates that electricity costs declined in both jurisdictions, although the reduction experienced by Northern Territory households was smaller than the national average.

At the same time, CPI for water and sewerage costs increased by 4.3% which was more than the national increase of 2.7%.²¹

¹⁶NT Health (2023b).

¹⁷NT Health (2023a).

¹⁸As at March 2026, the scheme covered 113 stores and was expected to expand to an estimated 225 remote stores nationwide (National Indigenous Times, 2026).

¹⁹Petrol Spy (n.d.). Prices retrieved June 1, 2026.

²⁰NTCOSS (2025b).

²¹NTCOSS (2025b).

CPI for gas and other household fuels decreased by 1.9% compared to a national increase of 5.7%.²² Although gas and other fuel price rises were lower than nationally, overall utility costs continued to place relatively higher pressure on NT households.

Territorians have some of the highest electricity bills in the country due to the extreme temperatures, poor quality housing and the effect of climate change.²³

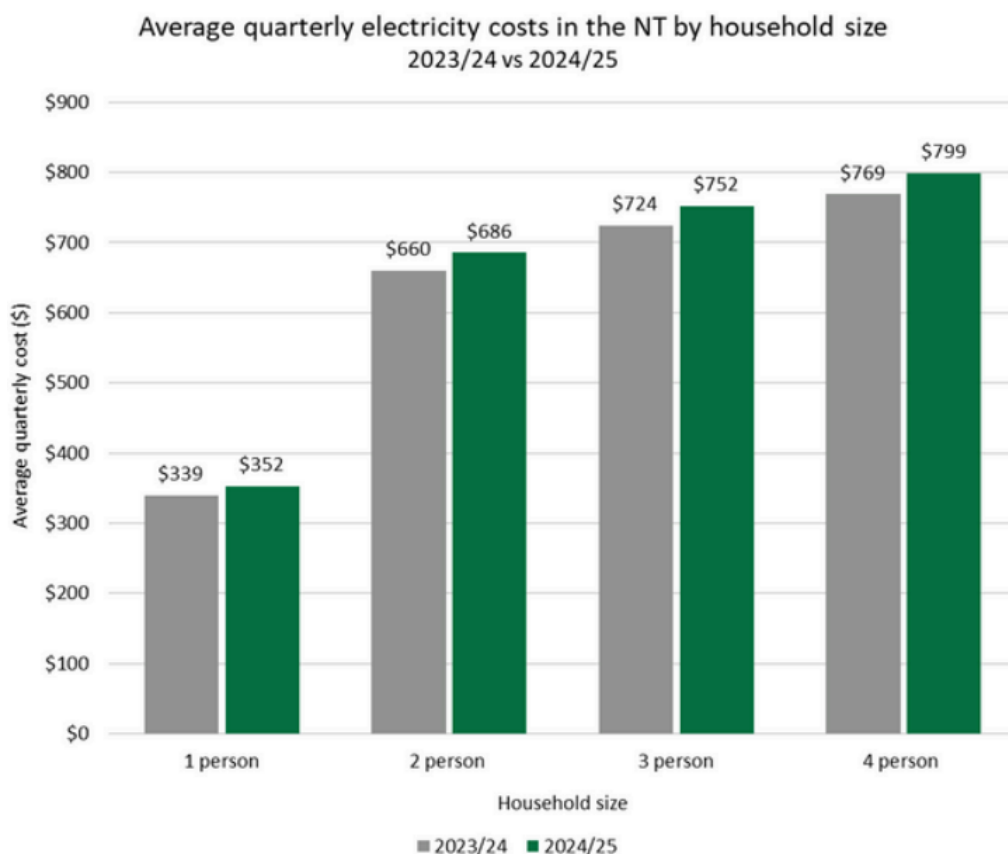


Figure 15: Average quarterly electricity costs in the NT by household size (2023/24, 2024/25)

Source: NTCOSS (2025b).

The average quarterly electricity costs in the NT increased between \$14-\$30 between 2023-24 and 2024-25 depending on the size of the household²⁴. These figures are Territory-wide averages and may not reflect actual household electricity costs in Elliott.

In Elliott, prepayment meters are widely used in many public dwellings. When prepayment meters are not sufficiently topped up, electricity supply is disconnected.

Between 1 July 2024 and 30 June 2025 Elliott did not record any electricity disconnections for community members on credit meters.²⁵

²²NTCOSS (2025b).

²³NTCOSS (2025a).

²⁴NTCOSS (2025b).

²⁵Northern Territory Government (2025).

Housing

The housing information presented below relates specifically to public housing arrangements operating in Elliott.

The public housing remote rent framework applies to tenants living in the Elliott Community and is calculated at \$70 per bedroom per week. Houses with more than 4 bedrooms are capped at \$280 per week²⁶.

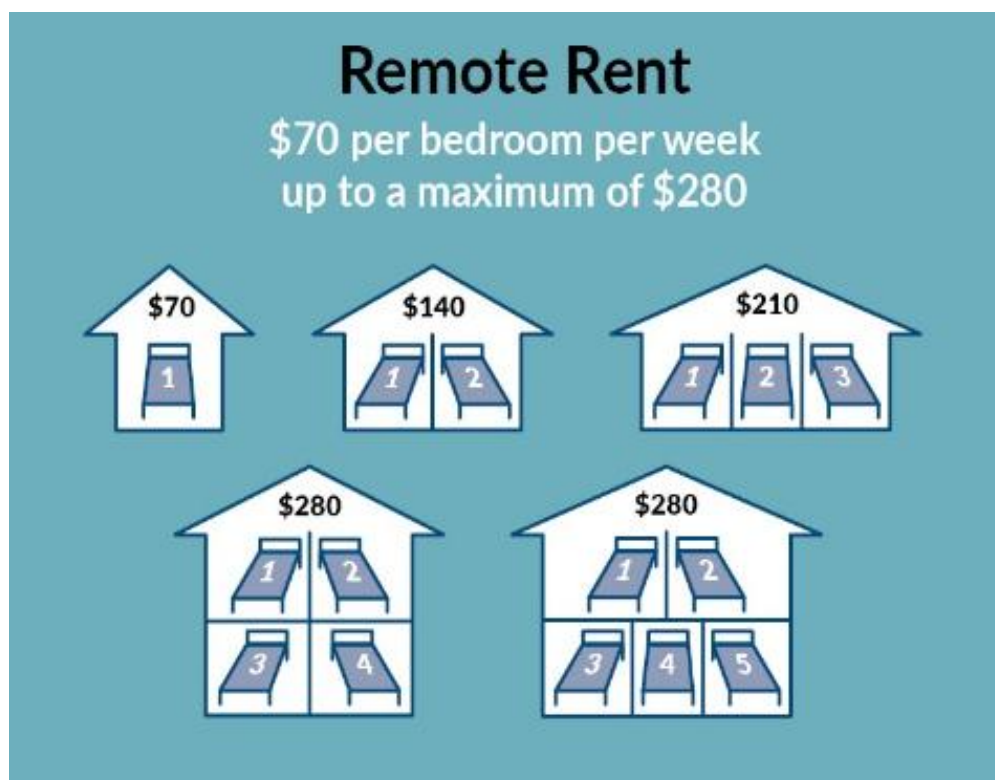


Figure 16: Remote Rent Model

Source: Northern Territory Government (2026), Remote rent, Department of Housing, Local Government and Community Development²⁷

The current maximum fortnightly JobSeeker payment for a sole parent with a dependent child or children is \$866²⁸. Before any rental safety net adjustment, a sole parent renting a three-bedroom house would pay \$420 per fortnight, equivalent to approximately 48% of that payment, leaving \$446 for other essential needs such as food, utilities and transport. Renting a two-bedroom house would cost \$280 per fortnight, equivalent to approximately 32% of the same payment.

These comparisons are based on the JobSeeker payment alone and do not account for other household income or rental safety net adjustments. Under the Northern Territory's remote public housing arrangements, households may be eligible for a rental safety net where rent exceeds 25%²⁹ of total assessable household income. This 25% threshold is a policy-specific assessable-income measure and differs from the broader housing-stress benchmark, which commonly refers to lower-income households spending more than 30% of gross household income on housing costs.

²⁶Northern Territory Government (2026a).

²⁷Northern Territory Government (2026a).

²⁸Services Australia (2026).

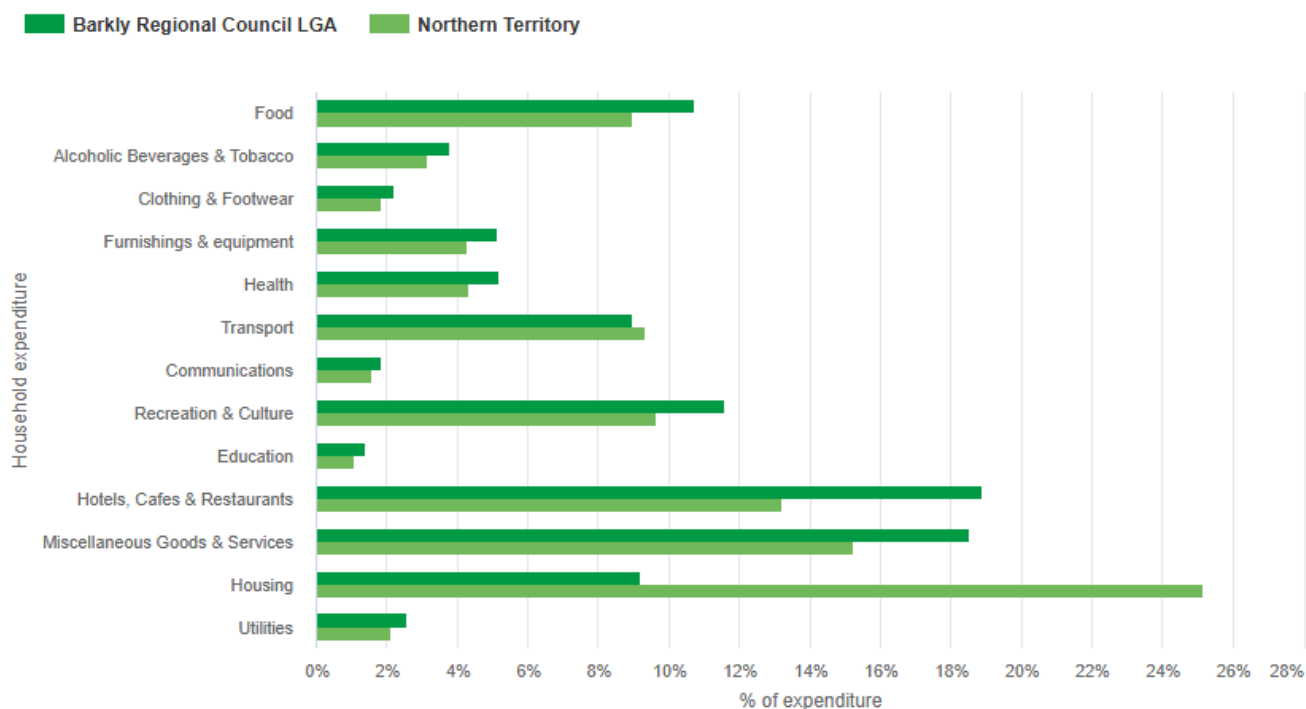
²⁹Northern Territory Government (2026a).

Regional Household Expenditure

Community-specific household expenditure data is not available for Elliott. The following analysis uses expenditure data for the broader Barkly Regional Council LGA and should be interpreted as regional context rather than an Elliott household expenditure profile.

Household expenditure 2023/24

export



Source: National Institute of Economic and Industry Research (NIEIR) ©2025. Compiled and presented in economy.id by .id (informed decisions).

Figure 17: Household Expenditure 2023-24 Barkly Regional Council LGA and Northern Territory

Source: National Institute of Economic and Industry Research (NIEIR) 2025. Compiled and presented in economy.id by .id (informed decisions)³⁰

- Households in this region allocate significantly more of their budget to hotels, cafes and restaurants (18.9%) compared to the Northern Territory average (13.2%), which is likely to reflect travel costs required for accessing essential services in regional centers and outside the Barkly region.
- Household spending on food in Barkly is higher (10.7%) than the NT average (9%), suggesting higher costs in remote areas and/or limited access to affordable alternatives.
- Health expenditure is higher at 5.2% versus the Territory spending of 4.3%, suggesting increased healthcare costs or increased healthcare needs in these remote areas.
- Spending patterns across clothing and footwear, furnishing and equipment and even education suggest elevated costs and limited access to alternatives in a remote context.
- Household expenditure in Barkly is higher across 11 of the 13 household expenditures, particularly across food, recreation, and discretionary categories.

These expenditure patterns indicate that residents in the Barkly region face additional financial pressures related to their geographic location, which directly impacts household economic stability. As this data is reported at the Barkly LGA level, it should not be assumed to directly represent expenditure patterns for Elliott households.

³⁰National Institute of Economic and Industry Research (2025).

Household Income

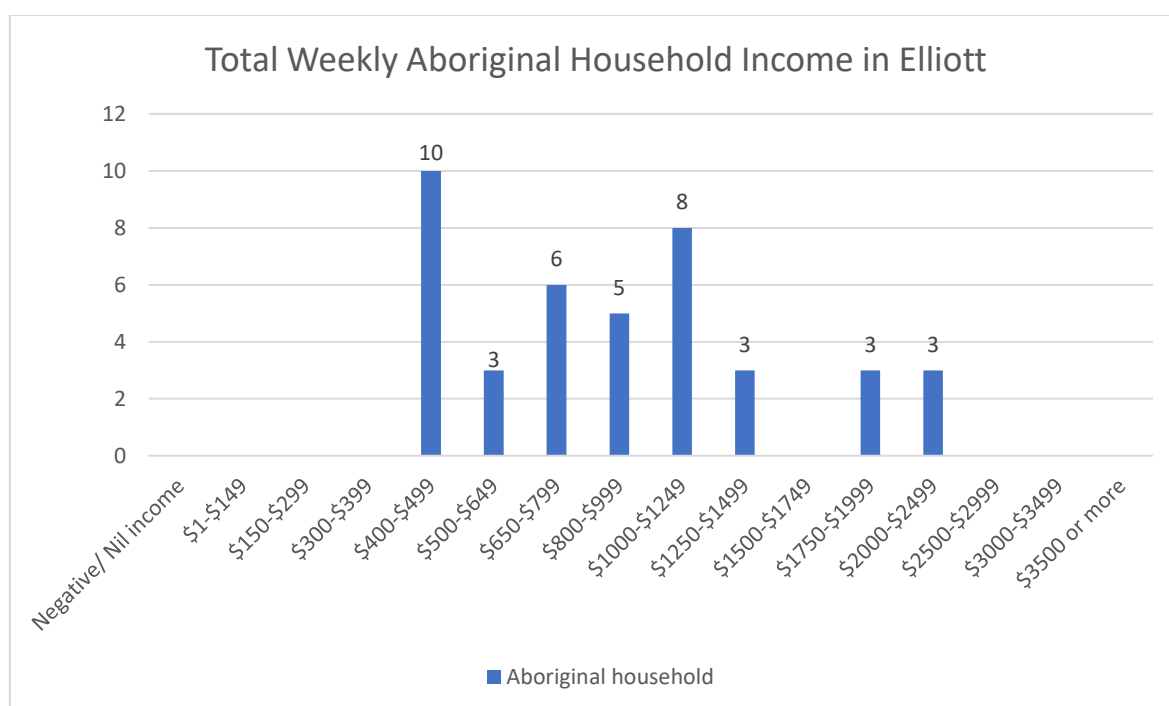


Figure 18: Weekly Reported Aboriginal Household Income in Elliott

Source: Compiled from Australian Bureau of Statistics (2021a), 2021 Census of Population and Housing: Elliott, table I17.

The income data presented in Figure 18 relates specifically to Elliott and is derived from 2021 Census data.

The household income distribution in Elliott is concentrated in the lower to middle income ranges, with most households reporting weekly incomes between \$400 and \$1,249. While a small number of households report incomes above \$1,750 per week, no households are recorded in the income brackets above \$2,500 per week. The data suggests that household incomes are generally modest, reflecting the limited range of higher-paying employment opportunities available locally and the concentration of employment in essential service and community-based occupations.

The median weekly household income in Elliott is \$939³¹. The average size per household as at the 2021 census was 4.4 persons per home³².

Socio-Economic Disadvantage

The Socio-Economic Indexes for Areas (SEIFA) ranks locations according to their relative socio-economic advantage and disadvantage using 2021 Census data. The Socio-Economic Indexes for Areas (SEIFA) presented below relate to the Barkly Regional Council LGA rather than Elliott specifically and are included to provide regional socio-economic context.

³¹ID Consulting Pty Ltd. (2026).

³²ID Consulting Pty Ltd. (2026).

Barkly is ranked 10th³³ out of 19 LGAs in the Northern Territory on the Index of Relative Socio-economic Disadvantage. Lower SEIFA ranks indicate greater relative disadvantage, placing Barkly approximately in the middle of the Northern Territory ranking³⁴. However, this position should be interpreted alongside its national ranking.

Nationally, Barkly is ranked in the 6th³⁵ percentile among local government areas, placing it among the most disadvantaged areas in Australia and within the bottom 10% across key measures of disadvantage, overall advantage and disadvantage, and economic resources. Education and occupation outcomes are comparatively higher; they remain within the lowest 20% nationally³⁶.

These results reflect disadvantage across income, employment, education and access to economic resources, including³⁷:

- Low household incomes
- Limited access to stable employment
- Lower educational attainment
- Reduced financial resilience

These factors influence quality of life, access to services, and long-term opportunities for people living in the region.

Table 24: SEIFA Indexes for the Barkly LGA

Index	Score	Ranking within Australia	
		Decile	Percentile
Index of Relative Socio-economic Disadvantage (IRSD)	670	1	6
Index of Relative Socio-economic Advantage and Disadvantage (IRSAD)	790	1	6
Index of Economic Resources (IER)	698	1	6
Index of Education and Occupation (IEO)	887	2	13

Source: Australian Bureau of Statistics (2021b) *Socio-Economic Indexes for Australia (SEIFA)*, 2021. <https://www.abs.gov.au/statistics/people/people-and-communities/socio-economic-indexes-areas-seifa-australia/2021>

³³Australian Bureau of Statistics (2021b).

³⁴Australian Bureau of Statistics (2021b).

³⁵ Australian Bureau of Statistics (2021b).

³⁶ Australian Bureau of Statistics (2021b).

³⁷ Australian Bureau of Statistics (2021b).

Note: The SEIFA 2021 data presented in Table 24 is aggregated for the Barkly LGA which includes Elliott. This means that the scores reflect the combined socio-economic conditions across the entire Barkly LGA. While this data provides valuable insights into the overall socio-economic landscape, it is important to interpret it with an understanding that variations may exist between the individual communities within the region.

Investment and Opportunity: Current Funding Allocations

Government investments in the region present significant opportunities for workforce planning and economic participation. An analysis of unfinished projects and grants listed on the BushTel Elliott community profile as at 18 May 2026 identified approximately \$94³⁸ million in regional grant program funding. These programs include Elliott among the communities that may benefit; however, the funding is shared across multiple communities and the amount attributable to Elliott cannot be determined.

Regional Grant Programs Potentially Benefiting Elliott (\$94 million face value)

The total face value of regional grant programs that list Elliott as a potentially benefiting community is approximately \$94 million. These programs support multiple communities across the Northern Territory, and in some cases, a single funded program operates across as many as 162 communities. As funding is reported at the program level rather than the community level, the amount attributable to Elliott cannot be determined.

Table 25: Regional Grant Program Funding Potentially Benefiting Elliott by Program Category

Program Category	Amount* (\$)	No. of communities shared across	% of Total Regional Funding	Primary Initiatives	Timeframes*
Public Health Services	\$66,650,830	162	70.65%	To establish and operate 1800MEDICARE, providing nationally consistent, free health information and advice via a 24/7 nurse triage helpline, after-hours GP helpline and digital services.	03/2026-06/2026
Indigenous Employment and Business	\$26,792,556	12	28.40%	Activities that focus on getting Indigenous Australians into work	2021-2028
Local Government	\$740,259	15	0.78%	Benefit communities through improved roads and infrastructure	2021-2026
Indigenous Arts and Culture	\$149,799	12	0.16%	Support Indigenous Australians to maintain their culture	2025-2026

Source: Compiled from Northern Territory Government (2026b), BushTel community profile: Elliott (retrieved May 18, 2026).

*Each program category includes multiple grants awarded to different organisations. These have been aggregated, with the total value reported above. The timeframes shown reflect the earliest start date and latest end date across all active grants within each category.

³⁸Northern Territory Government (2026b).

There are no recorded community-specific grants for Elliott.

This analysis is based on funding data published through BushTel and recognises that other funding sources may exist that are not captured within the scope of this research. The regional nature of BushTel's reporting also limits the ability to identify, quantify, and attribute funding investment at the individual community level.

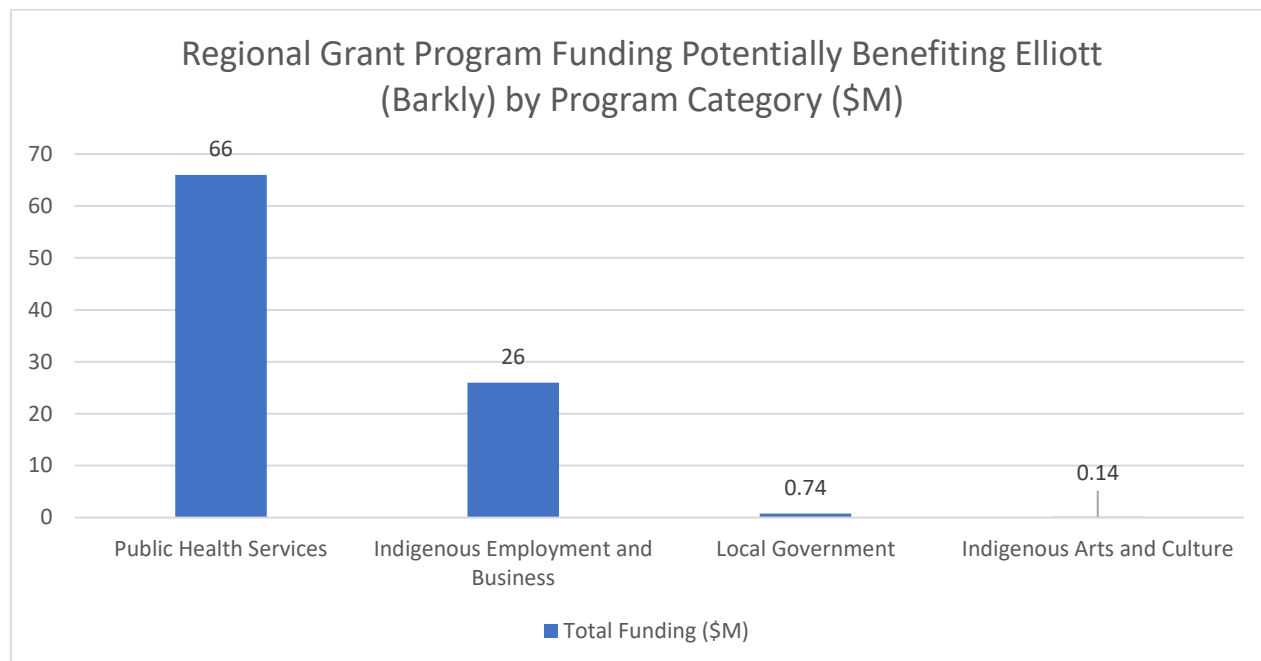


Figure 19: Regional Grant Program Funding Potentially Benefiting Elliott (Barkly) by Program Category (\$M)

Source: Compiled from Northern Territory Government (2026b), BushTel community profile: Elliott (retrieved May 18, 2026).

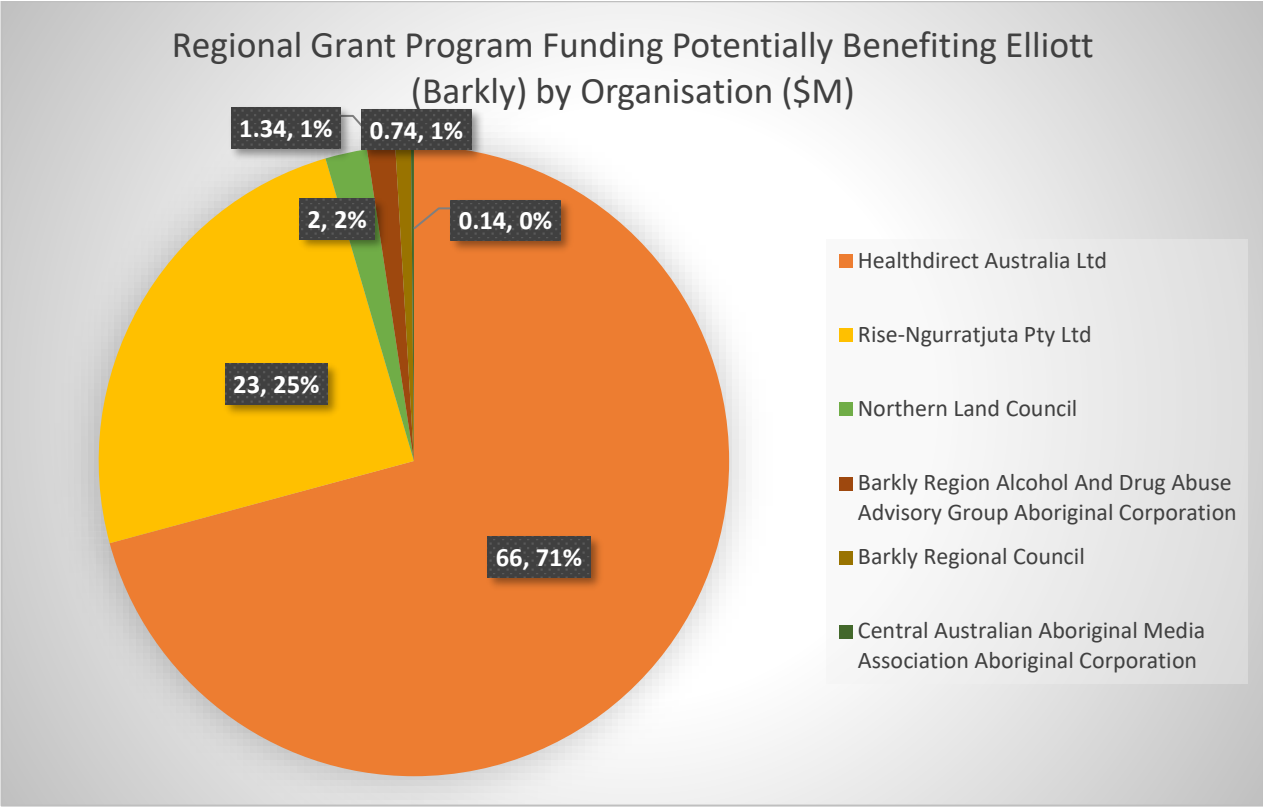


Figure 20: Regional Grant Program Funding Potentially Benefiting Elliott (Barkly) by Organisation (\$M)

Source: Compiled from Northern Territory Government (2026b), BushTel community profile: Elliott (retrieved May 18, 2026).

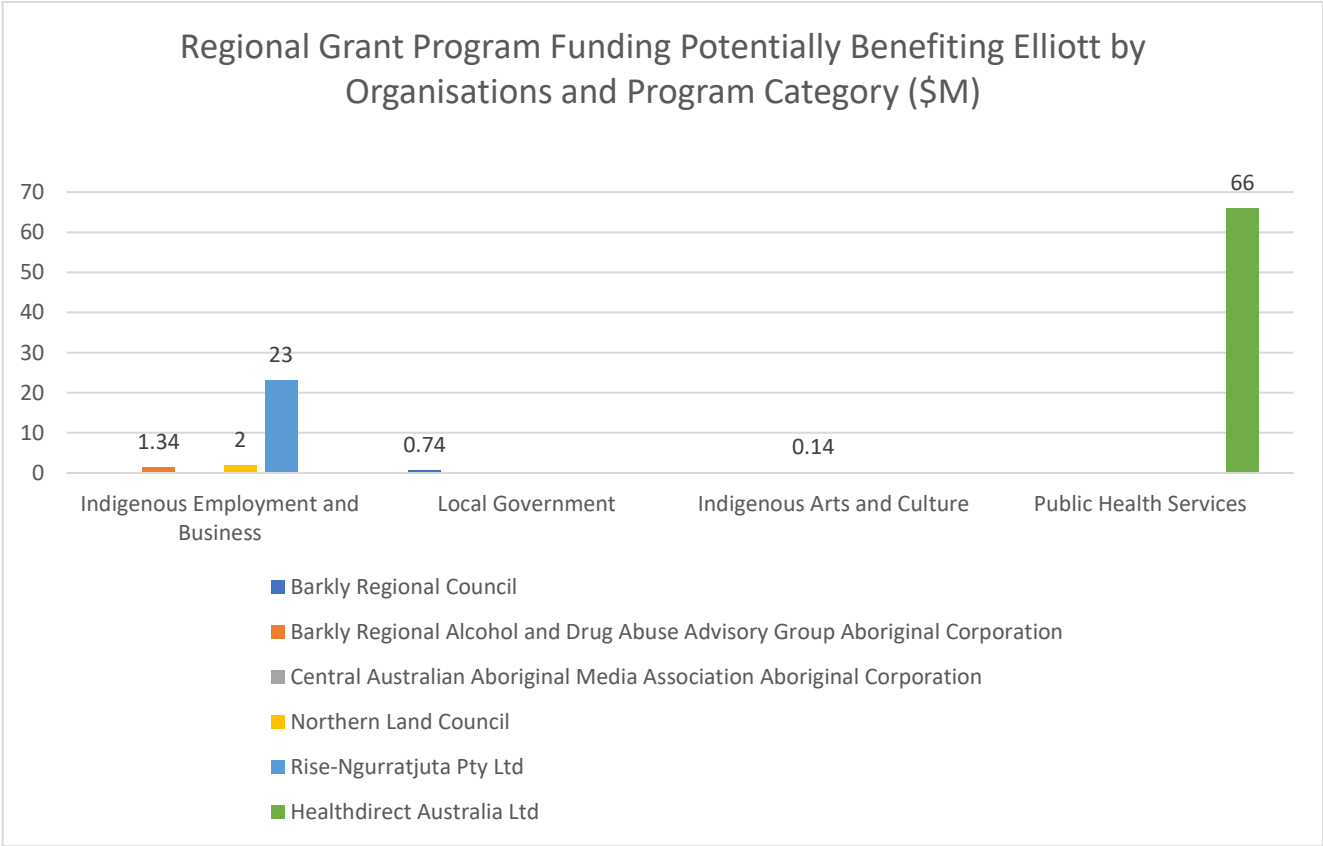


Figure 21: Regional Grant Program Funding Potentially Benefiting Elliott by Organisation and Program Category (\$M)

Source: Compiled from Northern Territory Government (2026b), BushTel community profile: Elliott (retrieved May 18, 2026).

Funding is reported at the program level rather than the community level, meaning the amount attributable to Elliott cannot be determined. The figures presented therefore represent the total value of regional programs that include Elliott among the communities that may benefit. The data suggests that government investment is primarily delivered through a relatively small number of large organisations with broad regional responsibilities, with funding heavily focused on improving Aboriginal economic participation and delivering health services.

While these sectors will remain important sources of employment, the findings also highlight the need to diversify employment opportunities, strengthen pathways into regional industries, and support broader economic development initiatives capable of generating additional jobs and career pathways for Elliott residents including leveraging Elliott's strategic location on the Stuart Highway.

Workforce development in Elliott cannot be considered separately from economic development. This may require a dual focus on preparing residents for employment while simultaneously growing local industries and improving access to regional employment opportunities.

Step 3: Stakeholders Identified Needs and Priorities

The workforce planning landscape is strengthened when aligned with the needs and priorities of the community.

Elliott Stakeholder Consultations

DKA undertook in-person community consultation in Elliott over two weeks in May 2026, engaging with nine stakeholders in the community. Additional stakeholder engagement was conducted by phone and video conference after the visit and continued into mid-July 2026. This brought the total engagement to 18 participants representing 12 organisations, businesses and community perspectives.

Stakeholders included representatives from local government, training providers, education, health services, local business, employment services, the gas industry, community organisations, and community members.

Some participants consulted in their professional capacities, including representatives from local government and employment services, were also long-term Elliott community members. Their contributions therefore reflected both their organisational roles and their knowledge and experience of their community.

This consultation is complemented by the extensive community consultation already undertaken through the development of the Barkly Regional Deal, Barkly Regional Workforce Strategy 2030, and Barkly Economic Growth Strategy 2030.

Accordingly, this analysis draws on and aligns with the community priorities, needs, and aspirations identified through these existing processes, building on prior engagement rather than duplicating consultation activity.

Table 26: Elliott Stakeholders Consulted

Stakeholder category	Organisations represented	Participants
Community representation	Local Voices—Empowering Community and Country Community member and former councillor	2
Government and local government	Barkly Regional Council Elliott office (included a community resident)	2
Health services	Elliott Clinic	3
Employment and workforce services	RN Employment	1
Education and training	Elliott School Central Desert Training St Philip's College boarding school Melbourne Indigenous Transition School (MITS)	5

Industry and business	Elliott Store Banka Banka West Station and Tourist Park Tamboran Resources	5
Total	12 organisations, businesses or community perspectives	18

Note: Participant numbers include only those who participated in the consultation. A further seven organisations and sector representatives were invited to participate, including one representative who confirmed but did not attend; another who cancelled, and others did not respond.

Listed below are the key issues and community priorities that were identified in the consultations.

Key Issues and Priorities:

➤ Limited Employment Opportunities and Economic Activity

A dominant theme was the lack of local employment opportunities and the limited diversity of the Elliott economy. Stakeholders repeatedly noted that there are few jobs available within the community, with existing positions often remaining occupied for long periods and limited opportunities for new entrants. Young people who return from boarding school struggle to find employment pathways in the community, resulting in disengagement or outmigration. Many stakeholders identified the need for industry investment and economic development in Elliott to create employment opportunities and broaden the local labour market.

➤ Lack of Clear Pathways from Education and Training into Employment

Stakeholders highlighted a disconnect between education, training, and employment outcomes. While some training opportunities are available, there was concern that participants often complete training without progressing into employment, reflecting both the limited availability of local jobs and the lack of structured pathways connecting training to work. Young people returning from boarding school, individuals undertaking vocational training, and participants in employment programs frequently face limited pathways into meaningful work. There is a need for structured school-to-work transitions, apprenticeships, internships, work experience opportunities, and employment-linked training programs.

Boarding school consultation demonstrates that positive outcomes are achievable where structured pathways exist. Examples were provided of students progressing into apprenticeships, trade careers, university study, nursing, teaching and defence force careers through a combination of career planning, mentoring, pathway programs and ongoing support. These examples highlight the importance of connecting education and training directly to employment opportunities through structured transition programs and clear progression pathways.

➤ Need for Local Training Delivery and Training Infrastructure

The need for dedicated training infrastructure in Elliott was identified as a challenge to workforce development as well as a priority for community. Stakeholders noted that the community currently relies on the Barkly Regional Council board room that serves as a meeting room, training space and workspace for visiting service providers. The facility is dated and not designed to function as a dedicated training centre, with its multiple

uses limiting availability and flexibility for workforce development activities. As a result, training opportunities can be challenging to coordinate.

Some training programs also require participants to travel to Tennant Creek or other regional centres, incurring additional costs, logistical challenges and barriers to participation. One stakeholder reported an instance where organisations in Tennant Creek were unable to provide workplace shadowing or training opportunities due to capacity constraints. There is a need for a dedicated training space in Elliott, alongside more regular delivery of accredited training by registered training organisations. Stakeholders also identified a need for a dedicated computer and learning space where community members can access computers, develop digital skills, complete online training, prepare resumes and job applications, and receive support to build confidence using technology.

Even where immediate employment opportunities are unavailable, training remains an important mechanism for building skills, maintaining engagement, and supporting RAES participants to remain job-ready until opportunities arise.

➤ Need for Language, Literacy, Numeracy and Digital (LLND) Training Skills

Stakeholders highlighted that some community members possess practical skills and experience but lack the formal qualifications needed to access employment opportunities or progress into higher-skilled roles. This challenge is sometimes compounded by lower levels of language, literacy, numeracy and digital (LLND) capability across the community, which can limit individuals' ability to engage successfully with higher-level qualifications, apprenticeship pathways and other vocational training opportunities.

Consultation highlighted that LLND challenges often emerge well before individuals engage with workforce development programs. Young people arrive at secondary boarding school with literacy, numeracy and foundational learning gaps, requiring bridging programs before they can participate effectively in mainstream education. Depending on the individual, this support may be required for six months or longer before students are able to engage at the expected academic level. Stakeholders noted that many students also transition from primary schooling with limited experience of regular attendance, structured learning environments and established study habits.

These findings reinforce the importance of addressing LLND challenges early in the education journey through improved school attendance, stronger engagement in primary education and targeted foundation skills development. Without early intervention, LLND barriers can persist into adolescence and adulthood, limiting participation in vocational training, apprenticeships, higher-level qualifications and employment opportunities. Workforce development efforts therefore need to recognise the importance of strengthening foundation skills pathways from an early age, alongside adult training and employment initiatives.

Central Desert Training (CDT) reported that, across participants in its Barkly program, 54% were assessed at pre-level 1 under the Australian Core Skills Framework (ACSF), 38% at Level 1, 7% at Level 2 and only 1% at Level 3. No one was identified at levels 4 and 5. These results reflect outcomes across the Barkly region, including Elliott, and is skewed lower by ACSF performance in some of the region's more remote communities. It was noted that ACSF performance in Elliott is typically higher than the more remote Barkly communities, possibly due to Elliott's history of young people attending boarding school from Years 7 or 8 onwards. Nevertheless, the data highlights the importance of embedding language, literacy, numeracy and digital (LLND)

support within workforce development initiatives, as foundation skills remain a barrier to undertaking and completing vocational training, apprenticeships and higher-level qualifications for many participants across the region.

As a result, workforce development efforts need to combine accredited training with embedded LLND support, mentoring and pathways that recognise existing skills while building the capabilities required to complete qualifications and sustain employment.

➤ **Workforce Readiness, Foundational Skills and Ongoing Support**

There was a recognition of the need for support in foundational employability skills, including communication, confidence, punctuality, and workplace expectations. Stakeholders observed that some people require assistance understanding workplace culture and maintaining employment.

Boarding School consultation also highlighted the successful transitions into secondary education required support beyond academic learning. It was noted that students needed assistance developing routines, personal responsibility, hygiene, and the ability to function within structured environments. These findings reinforce the importance of workforce development initiatives that build foundational life skills and employability capabilities alongside technical and vocational skills, recognising that workforce readiness extends beyond workplace-specific competencies.

Ongoing mentoring, coaching, confidence-building programs, and post-placement support were viewed as critical to improving employment outcomes, particularly for young people and those entering the workforce for the first time.

➤ **Shortages in Trade and Maintenance Occupations**

A recurring workforce need identified across consultations was the shortage of skilled tradespeople and maintenance workers. Stakeholders consistently raised the need for local workers in areas such as plumbing, refrigeration, air conditioning, housing maintenance, fencing, mechanical trades, and general repairs. The reliance on workers travelling from outside the community was viewed as costly, inefficient, and a missed opportunity for local employment. Many stakeholders suggested that trade pathways and apprenticeships aligned with these workforce needs could provide practical employment opportunities for residents.

➤ **Need for Work Experience and Early Exposure to Employment**

Stakeholders highlighted the need for and importance of exposing young people to work and work environments before they enter the workforce. Several participants reflected on past experiences where young people gained practical work skills through station work, or shadowing opportunities of community roles, which no longer exist. There is strong support and need for structured work experience, exposure visits, internships, student stipends, and opportunities to learn workplace skills in real settings. These experiences were viewed as important mechanisms for building confidence, career awareness, and readiness for employment. Stakeholders noted that career aspirations are often limited during the early years of secondary education and tend to develop through exposure to career pathways.

Boarding School consultation highlighted the importance of structured career planning from Year 10 onwards, supported by school-based apprenticeships, vocational education pathways, university preparation programs and industry partnerships. Emerging initiatives, such as a planned Year 13 hospitality program at Kings Canyon,

a partnership between St Phillips Boarding School and Discovery Parks that combines accommodation, employment and training, were identified as examples of how supported transition pathways can help young people move successfully from education into employment.

➤ Local Representation, Governance and Community Decision-Making

Stakeholder consultations identified opportunities to strengthen formal, locally based arrangements through which Elliott residents can collectively communicate community priorities and participate in discussions with government, service providers and other organisations. This finding does not suggest an absence of local leadership. Elliott has Traditional Owners and cultural authorities, community leaders, local government representation and emerging community-led groups, each of which has a distinct role and should not be treated as interchangeable.

Some stakeholders reported that Elliott does not currently have a formal, locally based incorporated body with an agreed community-wide mandate to coordinate priorities or represent the range of community perspectives. They also reported that some administrative and organisational decisions affecting local resources and community assets are made or approved outside Elliott, including in Tennant Creek or Darwin, which can affect the timeliness of local responses to community needs and opportunities.

➤ Emerging Community-Led Initiative and Opportunities for Support

Local Voices—Empowering Communities and Country (Kulaja) are an emerging initiative through which a group of local women have begun meeting to discuss community issues, support young people and explore responses to local priorities. The initiative reflects an interest among participating women in strengthening community engagement and contributing to positive outcomes for Elliott.

The members consulted expressed concern about the lack of employment opportunities, limited pathways for young people, and the absence of structural bodies to represent community interests. These views represent those of the members consulted and should not be interpreted as demonstrating an absence of existing cultural authority, community leadership or local government representation.

The group is still at an early stage of development. Its intended role, governance arrangements and representative mandate are still emerging and will be determined by its members. The group reflects a desire within the community to build a local voice on issues affecting Elliott and take a more active role in shaping community outcomes. The members spoken with noted that the group would benefit from support, capacity building and resources to help strengthen its role and long-term sustainability.

➤ Decline in Community-Based Employment Opportunities

Stakeholders highlighted the closure of the former ranger program as an example of the limited employment opportunities available within Elliott. Stakeholders highlighted the former ranger program as an example of a successful initiative that provided work for local women and was described as a source of pride, purpose and achievement for participants. The program offered meaningful work, routine, opportunities to contribute to the community, and positive social connections. Stakeholders expressed disappointment that the program was discontinued following the loss of funding, with no clear explanation for its closure or prospects for continuation. The loss of the program was viewed as more than the loss of employment opportunities; but as removing an important source of engagement, confidence and community participation for many women.

➤ Limited Community Spaces and Recreational Opportunities

Workforce participation is frequently linked to broader social and community wellbeing factors. Concerns were raised about limited recreational opportunities, deteriorating youth facilities, and the lack of informal community social gathering places. These types of programs and community spaces play an important role in fostering social connection, wellbeing, confidence and readiness for employment. As a result, workforce participation was viewed not only as an employment issue, but also as being closely linked to opportunities for community engagement, purpose and social inclusion.

➤ Barriers to Workforce Participation for Families and Carers

Some stakeholders identified caring responsibilities as a significant barrier to workforce participation, particularly for parents and carers of children with disability or complex needs. Concerns were raised about the lack of childcare and support services capable of meeting the needs of children requiring additional care and supervision. One stakeholder described the experience of a mother who was unable to participate in employment because she had no one available to care for her two children with complex needs, including one child with autism who would not stay with other carers. Addressing these barriers was seen as important to enabling greater workforce participation among parents and carers within the community.

➤ Accommodation

Housing and accommodation emerged as a workforce-related issue. Concerns were raised about the condition and maintenance of both visiting workforce accommodation and housing within the community, including reports of poor amenity and infrastructure issues. These conditions affect the attractiveness of Elliott for visiting trainers, while also influencing broader community wellbeing and workforce participation. One stakeholder questioned the perceived inconsistencies in housing and accommodation support provided across different occupations, as well as non-resident and resident staff. Improving the quality, maintenance and equitable provision of housing and accommodation was identified as a factor in supporting workforce attraction, retention and participation.

➤ Gas Industry - Beetaloo Basin

Tamboran Resources is an Australian natural gas exploration and production company progressing the development of gas resources in the Beetaloo Basin, located approximately 90 kilometres east of Elliott. The company's exploration, appraisal and future development activities have the potential to generate significant employment, contracting and supply chain opportunities across the Barkly region. As a major emerging industry in the region, Tamboran was consulted to understand its current and future workforce requirements, skill needs, employment pathways and opportunities for local workforce participation.

Consultation with Tamboran revealed that the company has spent the past two years assessing the skills, work readiness and employment interests of Aboriginal people in communities near its operations. Tamboran operates as a relatively small direct employer, with much of its project activity delivered through contractors and labour hire providers. The company works with its contractors to identify locally accessible positions and seeks to offer opportunities first to Traditional Owners and people connected to the Country where project activity is occurring. Approximately 20 Aboriginal people have been employed in project-related roles to date.

They emphasised the importance of providing Aboriginal employees with meaningful roles that offer genuine responsibilities and development opportunities, rather than creating positions solely to meet participation targets.

Tamboran advised that first gas production is expected to commence in September 2026, followed by ongoing project activity. The initial development phase is expected to create substantial workforce demand over approximately three years, followed by a smaller operational workforce and continued development over the following 10 to 15 years. Future employment opportunities are expected across construction, production, health and safety, environmental management, electrical trades, welding and heavy machinery operation. However, workforce demand will fluctuate across different stages of project development. Drilling, hydraulic fracturing, and fencing and construction, which will occur in separate blocks and require different skills, creating challenges in maintaining continuous employment unless workers can transition between activities or projects.

Some highly specialised drilling roles are currently filled by overseas workers with expertise in operating these drilling rigs. Tamboran acknowledged that continued reliance on overseas specialist labour is not sustainable and identified the need to progressively develop a local and regional workforce with the technical skills and experience required to undertake these roles over time.

Tamboran noted that while some local people have participated in considerable training, training should be linked directly to identified jobs and workplace requirements. Potential training areas currently being explored include four-wheel-drive operation and first aid.

Language, literacy, numeracy and digital (LLND) capabilities vary across the potential workforce; however, workers must have sufficient literacy to understand safety signage, workplace instructions and health and safety procedures.

Transport to and from project sites was identified as a barrier to local employment. Tamboran is exploring opportunities for government support to address this issue. Transport and other supporting service requirements generated by Beetaloo activity create opportunities for local small business development, including the establishment of a locally operated minibus service to transport workers between communities and project sites.

Driver licensing was also identified as an employment barrier. While Workforce Australia will cover costs associated with obtaining a licence, delays in accessing assistance through the local employment service can prevent candidates from progressing quickly into available positions. Delays in obtaining employment related documentation and information, including Unique Student Identifier (USI) and Tax File Number (TFN) details, were also reported. More proactive coordination between employment service providers, employers and prospective workers would assist potential candidates to transition into employment.

A lack of confidence and familiarity with workplace expectations can also affect workforce participation. Tamboran identified a need for mentoring that supports confidence and other workplace soft skills. Additionally, a trusted community-based contact could assist with identifying potential workers, communicating available opportunities and supporting candidates through recruitment and commencement. Tamboran is exploring the establishment of an Aboriginal workplace mentor position as the number of Aboriginal employees increases; however, the current workforce is not large enough to support a dedicated role.

Roster design, short notice leave and time away from home were identified as important workforce retention considerations. Tamboran initially used two-weeks-on, two-weeks-off rosters but found that some workers experienced difficulties being away from their families and communities for that length of time. A one-week-on, one-week-off roster has since been more successful. Employment arrangements must be able to balance

operational requirements with family responsibilities, cultural obligations and the potential need for leave at short notice, while recognising that this level of flexibility may not be operationally feasible in all roles. Workers are accommodated at the project camp while on shift.

Tamboran advised that random alcohol and other drug testing is undertaken across the workforce but has not emerged as an employment issue. The more substantial barriers relate to transport, driver licensing, soft skills, workforce coordination and ensuring that employment arrangements are compatible with family and cultural responsibilities.

Tamboran is also exploring opportunities to strengthen school and youth engagement. Existing engagement has included support for sporting activities, basketball facilities and clean drinking water initiatives. Future activities could include industry exposure activities that explain the range of occupations available, the qualifications required and potential career pathways. Early development of the local workforce pipeline is considered important given the anticipated long-term duration of activity in the Beetaloo, which could be up to 50 years.

Table 27: Indicative Elliott Initiatives Identified through Stakeholder Consultations, May 2026

Issue Category	Issue Sub-category	Details
Economic Development	Industry development	Attract investment and industry activity that creates sustainable employment opportunities in Elliott, including leveraging opportunities associated with mining, civil construction, tourism, pastoral industries and regional service delivery.
	Local employment creation	Identify opportunities to expand the number and diversity of local jobs, particularly for young people returning from boarding school and residents seeking entry-level employment.
Training and Skills Development	Training infrastructure	Establish a dedicated training space in Elliott to support workforce development, training delivery, community learning and visiting providers.
	Digital learning facilities	Develop a computer and learning space where residents can access computers, complete online training, prepare resumes, apply for jobs and build digital literacy skills.
	Local training delivery	Increase the frequency of training delivery in Elliott and reduce reliance on travel to Tennant Creek and other regional centres.
	LLND support	Embed language, literacy, numeracy and digital (LLND) support within vocational training and employment programs.
	Recognition of existing skills	Create pathways that recognise practical skills and experience and support participants to gain formal qualifications.
	Industry-aligned training	Align training delivery with identified workforce needs, including trades, maintenance, civil construction, pastoral industries and mining-related occupations.
Education and Youth Pathways	School-to-work transitions	Develop structured pathways for young people transitioning from school into employment, training and further education including mentoring, supported work placements, school-based apprenticeships, industry partnerships and transition programs that combine accommodation, training and employment.
	Work experience	Expand access to work experience, workplace shadowing, internships and exposure visits, career planning activities and industry engagement opportunities to build career awareness, aspirations and workplace readiness.

	Apprenticeships and traineeships	Develop local apprenticeship and traineeship pathways, particularly in occupations experiencing workforce shortages.
	Student support	Explore student stipends, mentoring, attendance initiatives, LLND support and other interventions that strengthen educational engagement and readiness for secondary education, training and employment pathways.
Workforce Readiness	Employability skills	Deliver programs focused on communication, confidence, punctuality, workplace expectations, digital literacy and professional behaviour.
	Mentoring and coaching	Provide pre-employment and post-placement mentoring, coaching and confidence-building support to improve employment retention.
Trades and Essential Services Workforce	Trade pathways	Develop pathways into plumbing, refrigeration, air conditioning, carpentry, electrical, mechanical and housing maintenance occupations.
	Local maintenance workforce	Establish local maintenance teams to undertake housing repairs, fencing, grounds maintenance and minor infrastructure works, reducing reliance on external contractors.
Community Leadership and Representation	Leadership and governance capability	Support capacity building for existing and emerging leaders and groups, while recognising cultural authority, Aboriginal corporations and local government representation.
	Community voice and local decision-making	Strengthen inclusive mechanisms for residents to communicate priorities and participate in decisions affecting Elliott, while respecting existing roles and representative mandates.
Community Participation and Wellbeing	Community employment programs	Explore opportunities to re-establish community-based employment programs that provide meaningful work, skills development and community participation opportunities.
	Recreation and youth engagement	Improve access to recreational activities, youth programs and community gathering places that support social connection and engagement.
	Youth facilities	Upgrade and activate deteriorating youth facilities to support participation and positive youth outcomes.
Family and Carer Support	Childcare and care services	Improve access to childcare and support services for families caring for children with disability or complex needs.
	Family engagement	Strengthen family engagement in education, career planning and school-to-work transitions to improve student retention, educational outcomes and long-term workforce participation.
	Workforce participation support	Develop flexible supports that enable parents and carers to engage in training and employment.
Accommodation and Infrastructure	Workforce accommodation	Upgrade and maintain accommodation used by visiting trainers, service providers and workers.
	Housing maintenance	Improve housing maintenance and asset management to support community wellbeing and workforce participation.
Access and Enabling Services	Driver licensing	Increase local access to driver licensing programs, testing and support services.
	Employment access supports	Address practical barriers that limit participation in training and employment, including access to services, support and pathways into work.

Data source: Desert Knowledge Australia stakeholder consultations (May 2026).

Barkly Regional Deal (2019-2029 and beyond)

The Barkly Regional Deal is a place-based partnership between the Australian Government, Northern Territory Government, and Barkly Regional Council, established in 2019 to improve economic and social outcomes across the region. The Deal includes over \$100 million in investment delivered through 28 initiatives spanning economic development, social development, and culture and place-making, with implementation extending through to 2029.

This report sits alongside the extensive consultation and priorities identified through the Barkly Regional Deal, Barkly Economic Growth Strategy 2030 and Barkly Workforce Strategy 2030 and aligns with their focus areas, particularly in relation to workforce development, housing, and economic growth. The priorities most directly relevant to workforce development are summarised below.

Table 28: Workforce Development Priorities in Key Barkly Regional Strategies

Strategy	Directly Relevant Priorities
Barkly Regional Deal	• Implement the Regional Workforce Strategy. • Maximise Aboriginal employment. • Improve employment-service delivery. • Develop youth infrastructure and student boarding accommodation. • Support childcare, housing and trauma-informed services. • Strengthen local business development and mining and energy service capability. • Strengthen local community governance.
Barkly Economic Growth Strategy 2030	• Increase local employment, skills and workforce capability in human services. • Grow service industries and support local business development. • Develop culturally safe and responsive workplaces. • Create employment and enterprise opportunities arising from land management, renewable energy, agriculture, mining and major projects. • Improve coordination between employers, training providers, Aboriginal organisations and government.
Barkly Workforce Strategy 2030	• Coordinate foundation skills, language, literacy and numeracy, and work-readiness support. • Improve education, training and school-to-work pathways. • Align accredited, non-accredited and work-based training with regional needs. • Provide coordinated mentoring and support for students, job seekers, employees and employers. • Strengthening culturally safe workplaces and appropriate workforce flexibility. • Expand business development and Aboriginal enterprise opportunities.

Data Source: Barkly Regional Deal (2023), *Barkly Regional Workforce Strategy 2030*; Barkly Regional Deal (2025), *Barkly Regional Deal Implementation Snapshot* (Version July 2025); Department of Infrastructure, Transport, Regional Development, Communications and the Arts (2022), *Barkly Economic Growth Strategy 2030* (pp. 58–63).

Several initiatives specifically reference Elliott, including:

- Elliott Visitor Park (Social Development Initiative 13).
- Arts Centre in Elliott Feasibility Study (Culture and Place-Making Initiative 26).
- Elliott quality accommodation options for tourists and business travellers identified under Target 2 of the *Barkly Economic Growth Strategy 2030*.

- Elliott visitor experiences, including gold rush and ore mining interpretive displays, identified under Target 2 of the *Barkly Economic Growth Strategy 2030*.
- Elliott –Lake Mary Ann visitor amenities, identified under Target 2 of the *Barkly Economic Growth Strategy 2030*.
- Elliott Ranger Hub (CLC), identified under Target 4 of the *Barkly Economic Growth Strategy 2030*.
- Elliott Multi-Modal Facility, identified under Target 5 of the *Barkly Economic Growth Strategy 2030*.

The full Barkly Regional Deal Implementation Snapshot, Barkly Economic Growth Strategy 2030 Targets, and Barkly Workforce Strategy 2030 Targets are provided in Appendices 3, 4 and 5.

The Barkly Workforce Strategy 2030 provides the broader regional framework for workforce development across the Barkly region, including priorities relating to foundation skills and work readiness, education and training pathways, mentoring and support programs, culturally safe workplaces, and business development.

These regional workforce priorities provide strategic context for workforce planning in Elliott.

Barkly Regional Council - Regional Plan

The Barkly Regional Council (BRC) 2025–26 Draft Regional Plan outlines the Council’s strategic focus for the year, as summarised below:

1. Our Communities: Deliver sustainable services that meet the needs of the community.
2. Our Employees: Become an employer of choice within the Barkly region.
3. Strong Relationships: Sustain high levels of stakeholder engagement.
4. Regional Growth: Create opportunities for economic development and growth.
5. Good Governance: Provide effective leadership & good governance.
6. Our Assets: Maintain quality facilities, infrastructure and fleet.

Strategic Priorities 2 (Our Employees) and 4 (Regional Growth) are outlined below as they are most relevant to workforce development outcomes.

Our Employees		
GOAL	OBJECTIVE	OUTCOMES
Become an employer of choice within the Barkly region	2.1 Create an innovative work culture that listens to all employees and provides a platform for feedback	Conduct annual staff survey and identify areas for improvement and implement initiatives
	2.2 Create a training continuum that supports the needs of the business and provides professional development opportunities for all staff	Create a training framework including training needs analysis and an annual training performance management plan
	2.3 Review organisational structures and position descriptions to ensure Council has a fit for purpose work force	Annual classification review against Enterprise Agreement in conjunction with budgets
	2.4 Improve attraction, retention, and motivation of staff	Create a rewards and recognition program that promotes personnel achievements and milestones.
	2.5 Develop a detailed employee induction package that offers a holistic view of all operations	Create Cultural Awareness training, and corporate training video modules

Figure 22: Barkly Regional Council Draft Plan: Strategic Priority 2

Source: Barkly Regional Council (2025), Draft Barkly Regional Council Regional Plan 2025–2026³⁹

³⁹Barkly Regional Council (2025).

Regional Growth		
GOAL	OBJECTIVE	OUTCOMES
Create opportunities for Economic Development and growth	4.1 Advocate for natural resources and agriculture development	Create a Barkly prospectus
	4.2 Council to continually promote Barkly's significant cultural and geographical uniqueness to support tourism campaigns	Collaborate with tourism partners to promote and support Barkly events
	4.3 Council to investigate initiatives to promote economic advancement and growth of the region	Creating an environment for stakeholders to connect and collaborate on opportunities within the Barkly region
	4.4 Council to explore opportunities to develop properties in conjunction with key stakeholders	Identify BRC properties for further development
	4.5 Identify opportunities to hold/develop a major events for the region	Work with stakeholders to bring major events to the Barkly region

Figure 23: Barkly Regional Council Draft Plan: Strategic Priority 4

Source: Barkly Regional Council (2025), Draft Barkly Regional Council Regional Plan 2025–2026⁴⁰

Strategic Priorities 2 (Our Employees) and 4 (Regional Growth) address workforce capability and the economic conditions that drive job creation. They reinforce the need for a coordinated approach to workforce development that supports both the supply of a skilled local workforce and the demand generated through regional growth.

⁴⁰Barkly Regional Council (2025).

Future Projects Pipeline and Workforce Demand

The identified pipeline of future projects in the Barkly region provides a view of industry demand, investment timing, and potential job creation. The projects span key sectors including mining, energy, onshore natural gas, and agribusiness, and collectively indicate the scale and type of workforce required over the life of the projects, including roles in construction, operations, and supporting services.

Table 29a: Project Information in Barkly as at 30 July 2026

Project	Sector and proponent	Reported project value/CAPEX or financing	Location	Status as at 30 July 2026	Timing/ Project life
Operational Phase					
Nobles Gold Project, including Juno, Mauretania and Chariot	Gold and copper — Tennant Mines, a subsidiary of Pan African Resources	Not available	Tennant Creek mineral field	The initial Nobles operation commenced in May 2025. Other deposits, including Juno, Chariot and Mauretania, remain at feasibility or future-development stages.	Continued ramp-up and assessment of additional deposits. Project life unavailable
Construction Phase					
Carpentaria Pilot Project	Onshore natural gas — Empire Energy	Not available	Eastern Beetaloo Sub-basin	Pilot project committed: Final Investment Decision (FID) reached in December 2025. Construction of the Carpentaria Gas Plant and associated infrastructure is underway.	Commissioning and first appraisal gas are targeted for 2026
Integrated Beetaloo Development	Onshore natural gas — Tamboran Resources and joint-venture partners	Total pilot-project CAPEX not available. Financing of up to A\$179.8 million was secured for the Sturt Plateau Compression Facility and associated costs.	Beetaloo Basin	Pilot project committed: FID reached in September 2025. Well completion and compression-facility construction are progressing.	First gas sales targeted for the third quarter of 2026.
Planning Phase					

Project	Sector and proponent	Reported project value/CAPEX or financing	Location	Status as at 30 July 2026	Timing/ Project life
Warrego Rehabilitation Project	Magnetite recovery — Northern Iron Ltd	Previously reported project value: \$300m. Current estimate not verified	Approximately 50 km north-west of Tennant Creek	Operator entered administration in April 2025; project in care and maintenance since July 2025. NT Government states it has been purchased, with plans to return to production in 2026.	Return to production planned for 2026; no precise date or current mine life stated
Wonarah Phosphate Project	Phosphate — Avenira Ltd	Initial direct-shipping ore (DSO) development CAPEX: \$11.5m	Approximately 245 km east of Tennant Creek	Approvals are in place. Avenira is progressing procurement, logistics and other preparatory activities. Pre-stripping is proposed to commence by the end of 2026	Construction proposed for Q4 2026; production proposed for 2027; reported mine life of 30+ years.
Australia–Asia PowerLink	Renewable energy — SunCable	Previously estimated whole-project capital cost: A\$35 billion in 2022	Powell Creek/Elliott region to Darwin	Environmental approval announced in 2024; and an Indigenous Land Use Agreement with Powell Creek TOs was signed in 2025. Pre-FID development stage	FID expected in 2027; electricity supply expected in the early 2030s.
Ammaroo Phosphate Project	Phosphate — Verdant Minerals Pty Ltd	\$900m estimated CAPEX for full capacity	Approximately 200 km south-east of Tennant Creek	Approvals in place	Construction 2027/28; production 2028/29; mine life 25+ years
Rover 1	Copper, gold and critical minerals — Castile Resources Pty Ltd	2022 Pre-production estimated CAPEX \$279.5m	Approximately 80 km south-west of Tennant Creek	Environmental approvals process; updated Environmental Impact Study accepted in December 2024. Bankable feasibility study (BFS) work continues	Construction and production: TBA, awaiting updated studies and BFS
Singleton Horticulture Project	Agribusiness — Fortune Agribusiness Funds Management Pty Ltd	A\$250 million proposed investment over nine years	Western Davenport Region, near Ali Curung	Environmental assessment remains in progress; open for investment. The granted water extraction licence remains subject to legal proceedings.	Four-stage, nine-year development. 30-year term granted for water extraction license. Current delivery dates are not verified. Draft Environmental Impact Statement due October 2028.
Orlando and Gecko	Copper, gold, silver and bismuth - CuFe Ltd (55%, operator) and Gecko Mining Pty Ltd (45%)	No current project CAPEX available	Approximately 30 km north-west of Tennant Creek	Advanced feasibility stage. CuFe expanded the Orlando scoping study in 2026 to examine underground mining and additional bismuth and silver revenue. A feasibility study for shared processing infrastructure is also progressing.	No verified construction, production or mine-life dates

Project	Sector and proponent	Reported project value/CAPEX or financing	Location	Status as at 30 July 2026	Timing/ Project life
White Devil	Gold - Tennant Mines, a subsidiary of Pan African Resources (formerly the Tennant-Emmerson Joint Venture)	\$11.8 million pre-production CAPEX; \$32.8 million peak funding requirement	Approximately 37 km north-west of Tennant Creek	Approvals are in place. The Mining Management Plan was authorised in July 2026. A feasibility study was underway, with completion expected in 2026. Pan African Resources completed its acquisition of Emmerson Resources in July 2026, consolidating ownership of the project through Tennant Mines.	Construction scheduled for Q3 2026 and production for Q4 2026. Reported mine life: seven years
Concept or Exploration Phase					
Barkly and Babbler projects	Copper and Gold - Tennant Minerals Ltd	Not available	Barkly Project near Tennant Creek; Babbler target within the project area	Exploration. Drilling planned for 2026 at Bluebird and nearby targets.	Further drilling during 2026; no construction, production or investment-decision date available
Desert Bloom Hydrogen	Renewable hydrogen — Aqua Aerem/Axcentium; previously associated with Sanguine Impact Investment	Potential full-scale value of \$15bn stated in 2021	Proposed Central Australian production, linked to Darwin/export markets	Status unclear.	No current Final Investment Decision (FID) or construction date confirmed.
Work Experience Pathway Project	Agribusiness/workforce development — Aboriginal Land Economic Development Agency (ALED A)	Not available	Ali Curung	2023 information describes this as part of an ALED A horticulture and work-experience pilot. No information available to confirm present status.	No current decision or delivery date
Explorer 108	Lead, zinc and silver - Castile Resources Ltd	Not available	Rover mineral field, approximately 95 km west-south-west of Tennant Creek	Mineral-resource-stage deposit within Castile's wider Rover Project. No separate development study, approval application or committed mining project was publicly available for Explorer 108.	No construction, production or mine-life dates available

Source: Department of Trade, Business and Asian Relations (2026); Alekarenge Horticulture Pty Ltd (2023); Australian Mining (2025); Beetaloo Energy Australia Limited (2026); CuFe Ltd (2025); Emmerson Resources Ltd (n.d.); Northern Territory Environment Protection Authority (2024); Northern Territory Geological Survey (2026); SunCable (n.d.); Tamboran Resources Corporation (2025); Tennant Minerals Ltd (n.d.); and Verdant Minerals (n.d.).

Table 29b: Project Workforce Implications and Local Relevance as at 30 July 2026

Project	Construction employment	Operational employment	Likely occupations (indicative only)	Employment status as at 30 July 2026	Relevance to Elliott
Operation Phase					
Nobles Gold Project, including Juno, Mauretania and Chariot	Approximately 80 jobs during construction. Construction completed April 2025	Approximately 160 current jobs for the Nobles Gold Operation	Mining and processing operators; mechanical and electrical trades; geology; maintenance; transport; administration; environmental and safety roles.	Nobles has operated since May 2025. The approximate 160 jobs are reported against the operating Nobles Gold Operation.	The operation is located near Tennant Creek. The number of employees who are locals is not available.
Construction Phase					
Carpentaria Pilot Project	Not available	Not available	Drilling and completions; gas-plant construction and operation; mechanical and electrical trades; heavy vehicles; maintenance; environment and safety	FID was reached in December 2025 and construction is underway. No project-specific construction or operational employment total available.	The project is located at Exploration Permit 187 (EP187), approximately 135 km south-west of Borroloola in the eastern Beetaloo Sub-basin. No Elliott-specific employment numbers or workforce commitments were identified.
Integrated Beetaloo Development	300	300	Drilling; well servicing; construction; mechanical and electrical trades; gas-plant operation; heavy vehicles; maintenance; logistics; environment and safety	The pilot project committed. FID reached, and construction is progressing.	The proposed development is located within the Beetaloo Sub-basin. Proponent states an intention to create NT jobs. The number of employees who are locals is not available.
Planning Phase					
Warrego Rehabilitation Project	Approximately 70	Not available	Plant and heavy-equipment operators; maintenance trades; laboratory and quality control; transport; site support	Existing jobs became uncertain after external administration; the 70-job figure was a forecast	The project is located near Tennant Creek. No information on allocated positions for residents.
Wonarah Phosphate Project	Approximately 50	Approximately 100	Open-cut mining; mobile-plant operation; road transport; maintenance; geology; environmental monitoring; administration and site services.	Not current employment or guaranteed positions. Construction and production remain proposed.	Within the wider Barkly region. No allocation specifically for Elliott or Barkly residents available.

Project	Construction employment	Operational employment	Likely occupations (indicative only)	Employment status as at 30 July 2026	Relevance to Elliott
Australia–Asia PowerLink	1750 direct and indirect jobs for each year of the construction phase	Approximately 350 long-term direct jobs	Civil and electrical construction; transmission crews; solar and battery technicians; engineers; environment and heritage; logistics; maintenance	Announced potential employment; not current or committed until FID	The project footprint passes through the Barkly region near Elliott. This gives the project direct geographic relevance to Elliott. Employment figures apply across the Northern Territory and are not Elliott specific.
Ammaroo Phosphate Project	400	250	Civil construction; mining and processing operations; drill and blast; mechanical and electrical trades; maintenance; transport; administration; environmental and safety roles.	Approvals are in place, but construction has not commenced; these are not current or committed jobs.	The project is located approximately 200 km south-east of Tennant Creek in the Barkly region, and is not near Elliott. There is no information on how many jobs will be filled locally.
Rover 1	200	140	Underground mining; plant operation; process engineering; electrical and mechanical trades; geology; heavy equipment; transport; environment and safety	Project estimates reported while Rover 1 remains in development and approvals. They are not committed or current jobs.	The project is located in the Tennant Creek mineral field. No information on allocated positions for local residents.
Singleton Horticulture Project	117	122	Farm work; irrigation; machinery operation; horticultural supervision; packing and logistics; maintenance; administration	Potential employment only; project has not reached construction or operation.	The project is near Ali Curung and approximately 430 km south of Elliott. No available information on allocated positions for locals.
Orlando and Gecko	Not available	Not available	Geology and resource definition; drilling; mining engineering; metallurgy; environmental assessment; project management. If developed: mining, processing, trades, maintenance and logistics.	Potential future employment only.	The projects are located near Tennant Creek. No positions have been specifically allocated to residents.
White Devil	Up to 25	Up to 50	Open-pit and potentially underground mining; mobile-plant operation; geology; grade control; drilling and blasting; haulage; trades; maintenance; environmental management and safety.	Announced future employment associated with an approved project. The 'up to' figures are project forecasts, not confirmed current workforce numbers.	The project is approximately 37 km from Tennant Creek, with proposed processing at the Nobles facility approximately 48 km from White Devil. It is approximately 240 km from Elliott and therefore outside the immediate Elliott area. No information on how many positions will be filled by residents.

Project	Construction employment	Operational employment	Likely occupations (indicative only)	Employment status as at 30 July 2026	Relevance to Elliott
Concept or Exploration Phase					
Barkly and Babbler projects	Not available	Not available	Geologists; field technicians; drilling crews; surveyors; environmental personnel; machinery operators; camp-support roles.	Exploration employment only. No construction or operational employment figure published	The projects are located near Tennant Creek. No specific local employment numbers available.
Desert Bloom Hydrogen	Up to 1,000 previously announced	More than 120 previously announced	Renewable-energy construction; electrical trades; engineering; plant operation; water systems; maintenance; logistics	Historical projections only; not committed and not current employment	The 2021 announcement states construction would occur in Darwin and at multiple on-site locations
Work Experience Pathway Project	Not applicable	Not available	Horticultural work experience; farm operations; irrigation; machinery use; work-readiness roles	Training and work-experience participation only, not committed project employment. Training and work-experience initiative rather than a construction project.	The initiative relates to Ali Curung.
Explorer 108	Not available	Not available	Geologists; drilling and field technicians; resource-modelling specialists; metallurgists and environmental personnel.	No committed construction or operational employment available for Explorer 108 as a standalone project.	The project is located in the Rover Mineral Field, approximately 95 km west southwest of Tennant Creek and an estimated 270 km from Elliott. No local employment allocation available.

Source: Department of Trade, Business and Asian Relations (2026); Alekarenge Horticulture Pty Ltd (2023); Australian Mining (2025); Beetaloo Energy Australia Limited (2026); CuFe Ltd (2025); Emmerson Resources Ltd (n.d.); Northern Territory Environment Protection Authority (2024); Northern Territory Geological Survey (2026); SunCable (n.d.); Tamboran Resources Corporation (2025); Tennant Minerals Ltd (n.d.); and Verdant Minerals (n.d.).

 Projects most relevant to Elliott due to their proximity to the community

Understanding the project pipeline enables workforce planning to support the development of targeted training pathways, align skills with industry demand, and plan for workforce attraction, retention, and accommodation. It ensures training and employment pathways are aligned to major project opportunities across the region.

Step 4: Workforce Planning Opportunities

The analysis of community demographics, education and training, the local employment landscape, economic context, and stakeholder consultations in Elliott presents the following opportunities for workforce planning:

Table 30: Workforce Planning Opportunities

1. Expand Local Employment Opportunities and Economic Activity	
Gap/ Barrier Identified:	- Limited number and diversity of local jobs, including entry-level opportunities for young people. - Limited industry and enterprise activity within Elliott. - Limited access to business development support for residents seeking to start or grow an enterprise.
Opportunity:	Expand local employment and enterprise activity by supporting industry development, community-based enterprises and locally owned businesses that respond to community and regional demand.
Action:	- Investigate opportunities for local enterprises in maintenance, trades, transport, tourism, cultural activities and other services. - Support residents and existing businesses with business planning, mentoring, licensing, registration and access to grants and finance. - Connect Elliott-based businesses with procurement and contracting opportunities arising from government, regional projects, pastoral operations and visiting services. - Strengthen employment pathways into mining, civil construction, transport and pastoral operations. - Promote local procurement and employment targets where appropriate.
2. Strengthen Connections Between Training and Employment	
Gap/ Barrier Identified:	- Training often occurs without a clear pathway into employment. - Participants can cycle through training without progressing into jobs. - Training is frequently used to maintain engagement in the absence of employment opportunities. - Many young people enter secondary education without clear career aspirations or understanding of employment pathways. - Limited exposure to occupations, industries and career opportunities prior to entering the workforce. - Successful pathways often rely on intensive mentoring, career planning and transition support.
Opportunity:	Improve employment outcomes by strengthening links between training, work experience, apprenticeships and available job opportunities.
Action:	- Develop structured school-to-work pathways. - Increase access to apprenticeships, traineeships and internships. - Expand work experience and workplace exposure opportunities. - Align training delivery with identified workforce demand.

	• Introduce career awareness and pathway planning from an earlier age. • Partner with boarding schools, industry and training providers to strengthen school-to-work transition pathways. • Explore supported transition models that combine employment, training, accommodation and mentoring.
3. Improve Local Training Infrastructure and LLND Delivery	
Gap/ Barrier Identified:	• Elliott lacks a dedicated training facility. • Training delivery relies on a dated multi-purpose meeting room. • Participants need to travel to Tennant Creek to access some training. • Foundation skills remain a barrier to qualification completion and workforce participation. • Limited access to computers and digital learning opportunities. • LLND challenges often emerge well before individuals engage with workforce development programs. • Young people require significant bridging support to engage successfully in secondary education, vocational training and employment pathways. • Educational disengagement and poor attendance during primary schooling can contribute to ongoing foundation skills challenges.
Opportunity:	Strengthen local workforce capability through improved training infrastructure, digital access and embedded LLND support.
Action:	• Establish a dedicated training and learning hub. • Create a community computer and digital learning space. • Increase local delivery of accredited training. • Embed LLND support into vocational training and employment programs. • Strengthen early LLND intervention and support programs. • Improve school attendance and educational engagement in primary school years. • Develop stronger links between schools, training providers and workforce development initiatives.
4. Build Workforce Readiness and Ongoing Support	
Gap/ Barrier Identified:	• Some job seekers require support with confidence, communication and workplace expectations. • Workforce readiness challenges can include routine, personal responsibility, self-management, hygiene, behavioural regulation and adapting to structured environments. • Some young people have limited exposure to workplace expectations, professional behaviours and structured routines prior to entering employment. • Limited understanding of workplace culture and employer expectations. • Ongoing support is often required to maintain employment.
Opportunity:	Improve workforce participation and retention through work readiness and mentoring programs.

Action:	• Deliver workplace readiness programs focused on communication, punctuality, workplace expectations, self-management, and professional behaviours. • Incorporate life skills development into workforce readiness programs. • Provide intensive mentoring and transition support for young people entering employment for the first time. • Expand mentoring and post-placement support. • Develop confidence-building and leadership programs for young people.
5. Develop Trade and Maintenance Pathways	
Gap/ Barrier Identified:	• Shortages of plumbers, refrigeration technicians, carpenters, air conditioning technicians, mechanics and maintenance workers. • Reliance on workers travelling from outside the community. • Existing practical skills are not always recognised through qualifications.
Opportunity:	Develop local workforce pathways into trades and maintenance occupations that address community needs while creating local jobs.
Action:	• Establish local trade and apprenticeship pathways. • Support recognition of prior learning and skills recognition. • Develop community-based maintenance teams. • Partner with industry to create practical training opportunities.
6. Strengthen Community Participation in Workforce Planning	
Gap/ Barrier Identified:	• Limited formal mechanisms for residents to contribute to workforce planning. • Some workforce-related decisions and services are coordinated outside Elliott. • Emerging community-led groups may require support to participate effectively.
Opportunity:	Strengthen community participation in workforce planning while recognising existing cultural authority, local government representation and formal and informal community leadership.
Action:	• Enable community participation in the design, delivery and review of workforce initiatives. • Support emerging groups to build relevant governance, leadership and organisational capability. • Explore a locally appropriate workforce advisory or coordination mechanism, subject to community support and validation with Traditional Owners and relevant local groups.
7. Re-establish Community-Based Employment and Purposeful Participation	
Gap/ Barrier Identified:	• Closure of the ranger program removed a valued source of employment, purpose and community participation.
Opportunity:	Create community-based employment and participation pathways that provide local jobs, routine, purpose and practical skills development.

Action:	• Explore opportunities for community-based employment programs. • Investigate options for re-establishing land management, ranger or similar programs. • Identify practical local roles linked to community maintenance, land management, cultural activities and environmental work.
8. Use Youth and Community Activities to Support Workforce Engagement	
Gap/ Barrier Identified:	• Limited activities and suitable spaces for young people to develop transferable skills, explore careers and engage with employers and training providers. • Some youth facilities require improvement to support workforce-related activities.
Opportunity:	Use youth, recreation, cultural and community activities to build skills, career awareness and pathways into education, training and employment.
Action:	• Use suitable facilities for career information, digital learning, mentoring and work-readiness activities. • Embed teamwork, communication, leadership, career exposure, mentoring and career-planning activities into youth programs where appropriate. • Link facility upgrades to local training, work experience, procurement and employment opportunities where possible. • Support community-led activities that provide an engagement pathway into education, training or employment.
9. Strengthening Support for Family and Carer Responsibilities	
Gap/ Barrier Identified:	• Caring responsibilities limit workforce participation for some parents and carers. • Limited childcare options. • Limited support services for children with disability and complex needs.
Opportunity:	Increase workforce participation by improving support for families and carers.
Action:	• Explore childcare and respite care options. • Improve support services for families caring for children with disabilities and complex needs. • Consider flexible training and employment arrangements for carers.
10. Improve Accommodation for Visiting Services and Workers	
Gap/ Barrier Identified:	• Upgrade existing visiting-workforce accommodation to support the reliable delivery of training, employment services and other workforce-related programs. • Accommodation shortages affect visiting trainers and service providers. • Housing conditions impact workforce participation.
Opportunity:	Improve accommodation quality and availability to support workforce participation, training delivery and service provision.

Action:	• Upgrade existing visiting workforce accommodation. • Improve housing maintenance and management. • Explore accommodation models that support visiting trainers.
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The consultation findings and workforce analysis indicate that workforce development in Elliott cannot be considered solely through the lens of skills development or employment services. While improving access to training, qualifications and employment pathways remains important, stakeholders consistently highlighted that workforce participation is influenced by a broader set of interconnected factors, including the limited diversity of the local economy, education and school engagement, language, literacy, numeracy and digital skills, health and wellbeing, family support, housing, community leadership and access to local opportunities.

The findings suggest that there is no single intervention that will address Elliott's workforce challenges. Rather, a coordinated and place-based approach is required that combines economic development, industry partnerships, workforce capability building, education and youth pathways, community development and support services. Importantly, workforce planning must recognise that increasing workforce participation requires not only preparing people for work, but also creating pathways into employment and ensuring that individuals have the support needed to succeed and remain engaged.

Despite the challenges identified, consultations also highlighted significant strengths and opportunities within the community. Aboriginal residents already represent a substantial proportion of Elliott's workforce, young people are successfully progressing through boarding school, and there is strong community interest in creating better opportunities for future generations. Building on these strengths, while addressing the barriers identified throughout this report, provides a foundation for improving workforce participation, strengthening local capability and supporting the long-term social and economic development of Elliott.

Elliott Workforce Action and Implementation Plan

The Elliott Workforce Action and Implementation Plan consolidates the identified workforce opportunities and consultation findings into 13 implementation strategies. Each strategy and its actions are classified as either a:

- Direct workforce action
- Workforce-enabling action, or
- Community development action with a defined workforce link.

The plan identifies the strategy and actions, suggested lead organisation, potential partners, potential first steps, indicative timeframe, measures and key risks.

Coordinated workforce governance is identified as the first strategic action, followed by immediate attention to:

- Verifying workforce demand and aligning training and procurement
- Strengthening supported youth school to work and training pathways
- Developing local maintenance, trade and infrastructure workforce pathways

Regional employer engagement is recommended alongside these priorities, with workforce readiness assistance and accessible local training identified as supporting strategic actions.

The complete implementation plan is provided in Appendix 6: Elliott Workforce Action and Implementation Plan.

Table 31 below presents the foundational first action and three immediate implementation priorities from the 13 implementation strategies. The first action required is establishing the Elliott Workforce Working Group and confirming the lead, responsibilities, implementation schedule and participation arrangements, which will provide the coordinated approach needed to progress the plan.

Once these arrangements are in place, Strategic Actions 2, 3 and 6 are the next three immediate priorities. The following two rows are complementary implementation recommendations for consideration by the Working Group.

Table 31: Top Implementation Priorities (See Appendix 6 for the Complete Workforce Action and Implementation Plan)

Priority	Related implementation strategic action	Purpose	Immediate first steps
First Action	Strategic Action 1 – Coordinated workforce governance and implementation arrangements	Establishes the coordinated structure, responsibility, reporting and community participation required to progress and oversee the remaining actions.	a. Confirm the lead agency and officer b. Develop terms of reference c. Identify community and industry representatives d. Convene the first meeting e. Prepare the implementation schedule f. Align implementation with regional initiatives
Then 1	Strategic Action 2 – Workforce demand, training alignment and procurement	Confirms actual jobs, employment requirements and upcoming opportunities so training and workforce initiatives respond to verified demand.	a. Prepare an employer demand template b. Meet priority employers and proponents. c. Identify upcoming vacancies and contracts d. Document the roles, skills, licences, tickets, qualifications and experience required e. Map requirements against training f. Produce an initial demand and training schedule.
Then 2	Strategic Action 3 – Supported youth school to work and further education pathways	Creates supported training and employment pathways and transition arrangements for youth, boarding students returning to Elliott, and recent school leavers.	a. Identify current students, boarding students and recent school leavers b. Establish transition contacts c. Document pathway interests d. Identify employers, mentors and workplace-exposure opportunities e. Schedule an employer session or regional job expo with follow-up f. Assess grant options for exposure trips and suitable interstate placements g. Pilot supported placements.
Then 3	Strategic Action 6 – Local maintenance, trade and infrastructure workforce pathways	Provides a practical local pathway into training, work experience, apprenticeships and employment while addressing identified repairs and maintenance needs.	a. Assess the work pipeline b. Identify an employer or host c. Determine supervision, equipment and accreditation needs d. Identify participants e. Develop a staged pilot and procurement model.

Recommended alongside	Strategic Action 8 – Industry linked pathways into regional sectors	Employer engagement should commence with Action 2. Separate pathway delivery should proceed when employers confirm suitable roles, entry requirements and supported placement opportunities.	a. Identify relevant regional employers and contractors b. Confirm roles and entry requirements c. Identify entry-level, traineeship, and supported placement opportunities d. Select potential pathway pilots e. Establish employer agreements where viable.
Recommended supporting	Strategic Actions 5 and 7 – Workforce readiness and the local training and learning hub	Provide the readiness, mentoring, retention and locally accessible training support required by the employment pathways.	a. Map existing workplace readiness and mentoring support b. Identify gaps c. Align local accredited training, LLND and recognised prior learning (RPL) delivery with the demand and pathways confirmed through Actions 2, 3, 6 and 8.

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Appendix 1: RTO Qualification/Program Type by Funding Source

Barkly remote delivery region | Collection year 2024

Note: Data relates to the Barkly remote region (including Elliott). Regional data (i.e. Tennant Creek) is not included.

RTO	Qualification/program type	Fee for Service	Fee Free TAFE	General Recurrent	NTG-DoE Funding	Territory Workforce Program	Aboriginal Responsive Skilling Grant	Other Government Funded	User Choice	Build Skills	JobTrainer	TOTAL distinct student count by RTO qualification/program type
Government/Public Providers												
Batchelor Institute of Indigenous Tertiary Education	Certificate I	–	–	31	–	–	–	–	–	–	–	31
	Certificate II	–	–	30	–	–	–	–	–	–	–	30
	Certificate III	–	–	26	–	–	–	–	–	–	–	26
	Unit Only	17	–	48	–	–	–	–	–	–	–	65
Batchelor Institute of Indigenous Tertiary Education Total		17	–	135	–	–	–	–	–	–	–	152
Charles Darwin University	Certificate II	–	–	24	–	–	–	–	43	–	–	67
	Certificate III	–	–	21	–	–	–	–	32	–	–	53
	Certificate IV	–	–	10	–	–	–	–	8	–	–	18
	Diploma	–	–	2	–	–	–	–	–	–	–	2
	Unit Only	–	–	6	–	–	–	–	–	–	–	6
	Short Course and Skill Set	–	–	59	–	–	–	–	–	–	–	59
	Learner Support	–	–	4	–	–	–	–	–	–	–	4
	Ticket/Licence/Compliance	–	–	16	–	–	–	–	–	–	–	16
Charles Darwin University Total		–	–	142	–	–	–	–	83	–	–	225
Northern Territory Police, Fire and Emergency Services	Unit Only	–	–	–	–	–	–	8	–	–	–	8
Northern Territory Police, Fire and Emergency Services Total		–	–	–	–	–	–	8	–	–	–	8
Not-for-Profit Providers												

RTO	Qualification/program type	Fee for Service	Fee Free TAFE	General Recurrent	NTG-DoE Funding	Territory Workforce Program	Aboriginal Responsive Skilling Grant	Other Government Funded	User Choice	Build Skills	JobTrainer	TOTAL distinct student count by RTO qualification/program type
Royal Life Saving Society Australia NT Branch Inc	Unit Only	9	–	–	–	–	–	–	–	–	–	9
Royal Life Saving Society Australia NT Branch Inc Total		9	–	–	–	–	–	–	–	–	–	9
SJT Training Aboriginal Corporation	Certificate III	–	–	–	–	–	–	–	1	–	–	1
	Unit Only	6	–	–	–	–	–	–	–	–	–	6
SJT Training Aboriginal Corporation Total		6	–	–	–	–	–	–	1	–	–	7
The Arnhem Land Progress Aboriginal Corporation	Certificate I	–	–	–	2	–	–	–	–	–	–	2
	Certificate II	2	–	–	–	–	–	–	3	–	–	5
	Certificate III	–	–	–	–	–	–	–	2	–	–	2
	Unit Only	–	2	–	–	–	–	–	–	–	–	2
The Arnhem Land Progress Aboriginal Corporation Total		2	2	–	2	–	–	–	5	–	–	11
Private-for-Profit Providers												
Coastal & Rural Training Pty Ltd	Certificate III	–	–	–	–	–	–	–	27	–	–	27
	Certificate IV	–	–	–	–	–	–	–	15	–	–	15
Coastal & Rural Training Pty Ltd Total		–	–	–	–	–	–	–	42	–	–	42
Eagle Training Services NT Pty Ltd	Unit Only	5	–	–	–	–	–	–	–	–	–	5
Eagle Training Services NT Pty Ltd Total		5	–	–	–	–	–	–	–	–	–	5
Gisborne Services Pty Ltd	Unit Only	7	–	–	–	–	–	–	–	–	–	7
Gisborne Services Pty Ltd Total		7	–	–	–	–	–	–	–	–	–	7
Jenagar Pty Ltd	Unit Only	8	–	–	–	–	–	–	–	–	–	8
Jenagar Pty Ltd Total		8	–	–	–	–	–	–	–	–	–	8
Learning Knowing Achieving Pty Ltd	Certificate II	–	4	–	–	–	–	–	–	–	1	5
	Certificate III	1	–	–	–	–	–	–	2	–	–	3

RTO	Qualification/program type	Fee for Service	Fee Free TAFE	General Recurrent	NTG-DoE Funding	Territory Workforce Program	Aboriginal Responsive Skilling Grant	Other Government Funded	User Choice	Build Skills	JobTrainer	TOTAL distinct student count by RTO qualification/program type
	Diploma	–	–	–	–	–	–	–	–	–	2	2
Learning Knowing Achieving Pty Ltd Total		1	4	–	–	–	–	–	2	–	3	10
Outback Stores Pty Ltd	Certificate II	–	–	–	–	–	–	–	7	–	–	7
	Certificate III	1	–	–	–	–	–	–	–	–	–	1
	Certificate IV	1	–	–	–	–	–	–	1	–	–	2
Outback Stores Pty Ltd Total		2	–	–	–	–	–	–	8	–	–	10
Response Services Employment & Training Pty Ltd	Certificate III	4	–	–	–	–	–	–	–	–	–	4
	Certificate IV	1	–	–	–	–	–	–	–	–	–	1
Response Services Employment & Training Pty Ltd Total		5	–	–	–	–	–	–	–	–	–	5
Star College Australia Pty Ltd	Certificate III	–	15	–	–	–	–	–	–	–	–	15
	Unit Only	–	–	–	–	–	–	–	–	17	–	17
Star College Australia Pty Ltd Total		–	15	–	–	–	–	–	–	17	–	32
Train Safe NT Pty Ltd	Unit Only	7	–	–	–	–	–	–	–	–	–	7
Train Safe NT Pty Ltd Total		7	–	–	–	–	–	–	–	–	–	7
TOTAL distinct student count by funding source		69	21	277	2	–	–	8	141	17	3	538

Source: Department of Trade, Business and Asian Relations (2026). Unpublished raw data provided to Desert Knowledge Australia.

Notes:

- 1.The total distinct student count is the sum of the reported distinct student count for each qualification/ program and funding source type. A student may be counted more than once if they participated in multiple programs or received training through different funding sources.
- 2.Qualification/programs funded through International-Other Revenue are excluded.

Appendix 2: Qualifications Required and Relevant VET Pathways for Role Vacancies - April-May 2026

Occupation	No. of Roles	Qualification	Details	Education/ Training Provider	Cultural Framework
Safe House Officer	Several	CHC43215 Certificate IV in Alcohol and Other Drugs	Duration:1-year Course fee: NTG supported for eligible NT residents. Student contribution: \$4246.55.	Charles Darwin University (Alice Springs, Casuarina, Online)	Caring for Family and Community 
Implementation Officer	1	BSB40920 Certificate IV in Project Management Practice	Duration: 1-year Course fee: NTG supported for eligible NT residents. Student contribution: \$1,386	Charles Darwin University (Danala - Education and Community Precinct, Online)	Working on Country 
Registered Nurse	1	Bachelor of Nursing	Duration: 3-6 years Course fee: Commonwealth supported places are available for eligible students	Charles Darwin University (Casuarina, Online)	Caring for Family and Community 
Library Officer	1	Does not require a formal qualification. Candidate could be trained in: BSB30120 Certificate III in Business	Duration: 1-2 years Course fee: fee is \$2.20 per nominal hour for enrolment. Students can apply for fee exemption.	Batchelor Institute	Servicing the Community 
Liaison Officer- Animal Management	1	Does not require a formal qualification.			Servicing the Community 
Receptionist	1	Does not require a formal qualification. On the job training. Candidate could be trained in: BSB30120 Certificate III in Business	Duration: 1-2 years Course fee: fee is \$2.20 per nominal hour for enrolment. Students can apply for fee exemption.	Batchelor Institute	Servicing the Community 
Ranger Coordinator - Kulumindini	1	AHC40924 Certificate IV in Conservation and Ecosystem Management	Duration: 1 year Course fee: Fee Free TAFE	Charles Darwin University (Online)	Working on Country 

Occupation	No. of Roles	Qualification	Details	Education/ Training Provider	Cultural Framework
Bore Runner (Water maintenance)	1	Does not require a formal qualification. On the job training, experience. Candidate could be trained in: Certificate III in Rural Operations (AHC32822) Drivers Licence	Duration: 1 – 2-year Course fee: NTG supported for eligible NT residents: Student contribution: \$2425 - \$5082 Licence fee: NTG-subsidised for eligible NT residents: DriveSafe NT enrolment: \$110, including the first theory test and learner licence.	Charles Darwin University (Katherine, Remote) Drive Safe NT RN Employment (15-19 June 2026)	Working on Country 
Road Train Driver	1	VTP442 NT White card Heavy Combination (HC) Licence Multi-Combination (MC) Licence	Duration: 1 day training Course fee: NTG supported for eligible regional and remote NT residents. Student contribution: \$23.10 for eligible regional and remote candidates; \$120 full fee HC Duration: 2-3 days Course fee for HC estimated fee between: \$1600-\$2900 MC Duration: 1-2 days Course fee for MC: estimated fee between \$1200-\$1500	Charles Darwin University (Alice Springs, Casuarina, Katherine, Nhulunbuy, Remote)	Building the Community 
Cleaner	1	Does not require a formal qualification. On the job training, experience.			Servicing the Community 
Gardener	1	Does not require a formal qualification. On the job training, experience.			Servicing the Community 

Occupation	No. of Roles	Qualification	Details	Education/ Training Provider	Cultural Framework
Driver	1	Does not require a formal qualification. On the job training, experience. Drivers Licence	Licence fee: NTG-subsidised for eligible NT residents: DriveSafe NT enrolment: \$110, including the first theory test and learner licence.	Drive Safe NT RN Employment (15-19 June 2026)	Servicing the Community 

Source: Desert Knowledge Australia analysis of employment opportunities identified through SEEK, LinkedIn, Jora and EthicalJobs, supplemented by searches of local employers and stakeholder consultation undertaken in Elliott during April-May 2026. Qualification requirements were drawn from vacancy advertisements and employer information. Related nationally recognised training pathways and course availability were reviewed through training.gov.au and official course information published by Batchelor Institute of Indigenous Tertiary Education and Charles Darwin University between April and May 2026 (Batchelor Institute of Indigenous Tertiary Education, n.d.; Charles Darwin University, n.d.-a, n.d.-b, n.d.-c, n.d.-d, n.d.-e, 2026a; Training.gov.au, n.d.; Northern Territory Government, n.d.-a. Hyperlinks in the table provide direct access to the relevant course or qualification information. Vacancy data includes both publicly advertised positions and opportunities identified through local word-of-mouth reporting.

Note: Qualification pathways are indicative and based on nationally recognised training packages listed on training.gov.au and typical industry requirements. The courses listed are provided as examples only. Other RTOs may offer additional relevant qualifications and training pathways.

Appendix 3: Barkly Regional Deal Implementation Snapshot as of July 2025 (Total Funding \$100.5 Million Investment)

Economic Development		
Initiative	Total Funding/ Expended	Status
1 Regional Workforce Strategy	\$1m/\$1.22m	Ongoing
2 Youth infrastructure	\$7.62m/\$4.56m	Ongoing
3 Barkly Business Hub	\$3.6m/\$2.7m	Ongoing
4 Youth Justice Facility	\$9.38m/\$7.38m	Completed
5 New housing builds	Ongoing	Ongoing
6 Justice infrastructure investments	\$11.5m/\$0.0002m	Ongoing
7 Upgrade Alpururulam airstrip	Ongoing	Completed
8 Economic growth strategy	\$0.3m/\$0.1m	Ongoing
9 Maximising Aboriginal employment	Ongoing	Ongoing
10 Barkly Mining and Energy Services Hub	Ongoing	Ongoing
11 Weather radar	\$17.9m/\$5.9m	Ongoing
12 Improvements to CDP delivery	Ongoing	Ongoing
Social Development		
13 Elliott Visitor Park	\$15.3m/\$0.39m	Ongoing
14 Government investment services reform	\$0.6m/\$0.6m	Ongoing
15 Crisis youth support	\$3m	Ongoing
16 Trauma informed care	\$3m/\$2.89m	Ongoing
17 Multi-purpose accommodation facility	\$0.25m/\$0.25m	Completed
18 Student boarding accommodation	\$19.3m/\$0.74m	Ongoing
19 Social & affordable housing private public partnership	\$2.4m/\$2.4m	Completed
20 Community sports	\$0.8m/\$0.8m	Completed
21 Aged care services	Ongoing	Completed
22 Childcare places	Ongoing	Completed
Culture and Place-Making		
23 Barkly local community projects fund	\$6m/\$4.46m	Ongoing
24 Local community governance	\$2.95m/\$2.35m	Ongoing
25 Community mediation	\$1.65m/\$1.07m	Ongoing
26 Arts Centre in Elliott (Feasibility Study)	Ongoing	Completed

27 Council website update (Aboriginal history)	Ongoing	Ongoing
28 Marketing and promotion	Ongoing	Ongoing

Source: *Barkly Regional Deal (2025)*

Appendix 4: Barkly Economic Growth Strategy 2030: Targets

Target	Objectives	Industries	Major Projects and Investments	Key Stakeholders for Engagement
T1 Attract people into local jobs in human services and support them to perform and excel in service delivery	• Increase job participation and opportunities to develop businesses in human services • Train and upskill the regional labour market to meet current and future demand • Attract skilled workers to the Barkly Region to meet current demand • Improve coordination and performance in the human services sector	• Disability services • Health • Family and community services • Aged Care	• Regional Workforce Strategy (the Deal) • Flexible Workforce Initiative Fund (NT Government) • Skilled Migration Strategy (NT Government) • Trauma Informed Care Training (NT Government) • Youth Justice Centre operations • National Disability Insurance Scheme (NDIS)	• National Disability Insurance Agency (NDIA) • National Indigenous Australians Agency (NIAA) • NT Government • NGOs and Service Providers • Aboriginal Corporations • Aboriginal Health Organisations • Employment Services Providers • Barkly Regional Council • Northern Australia Infrastructure Fund (NAIF)
T2 Grow and expand service industries to meet increasing demand and improve liveability for everyone	• Meet the demands of economic, population and industry growth • A thriving creative industries sector • Support new and existing businesses and organisations to grow	• Creative Industries • Tourism • Hospitality • Local business development • Professional services	• Barkly Business Hub • Upgrade Nyinkka Nyunyu Cultural Centre • Battery Hill Mining Centre and Visitor Information Centre • Elliott - quality accommodation options for both tourists and business travellers • Elliott visitor experiences - gold rush and ore mining interpretive displays • Newcastle Waters - off-highway camping facilities including cultural tourism offer • Elliott – Lake Mary Ann visitor amenities • Karlu Karlu – enhance overnight visitor amenities	• Barkly Regional Deal (NT Government) • Barkly Business Hub • NTIBN Business Hub • Industry Capability Network (ICN) • Creative Ecology (as identified in the Create Barkly report) • NT Department of Education • Registered Training Organisations (RTOs) • Hospitality NT • Tourism NT • Tourism Central Australia (TCA) • Emerging Leaders Program (ELP)

T3 Increase the performance of all employers to create high performing, culturally safe and responsive work environments	• Culturally safe workplaces across the Barkly • High performing workplaces across the Barkly	• Workforce Development • Small and medium-sized enterprises (SMEs) • Aboriginal Corporations • Not-for-profits • All Industry and Private Investment	• Regional Development Strategy (the Deal) • Vocational Education and Training (VET) • Territory Workforce Program (TWP) • Flexible Workforce Initiative Fund • Education Digitisation Celebration and sharing of Barkly Language - Warumungu, Mudburra and Jingili Languages • The Community Development Program (CDP) • Indigenous Skills and Employment Program (ISEP)	• Barkly Regional Deal (All) • Patta Warumungu Aboriginal Corporation • Aboriginal Corporations Leadership Group • Chamber of Commerce NT • Business Enterprise Centre • Central Land Council (CLC) /Northern Land Council (NLC) • Aboriginal Alliance • RTOs • Northern Territory Indigenous Business Network (NTIBN) • Industry Capability Network (ICN) • Many Rivers • ELP
T4 Attract and create opportunities for all through renewable energy technology and environmental management	• Develop a renewable energy industry in the region • Land management opportunities are realised • Environmental sustainability	• Solar • Land Management • Indigenous Rangers • Renewable Hydrogen • Carbon farming	• Elliott Ranger Hub (CLC) • New weather radar • Sun Cable • Desert Bloom Hydrogen • Karantijpa North Savanna Burning Project (example of a carbon abatement project) • Indigenous Ranger Program • Indigenous Protected Areas	• NT Government • NDIA • NIAA • CLC / NLC • Ranger Groups • Land Trusts • NAIF • Barkly Regional Council • Major project owners • Aboriginal Carbon Foundation • Land Care (NT Natural Resources Management Board)
T5 Increase the productivity of food production and the management of supply chains to drive economic outcomes	• Diversify and grow the regional pastoral and plant-based industries, including horticultural and agricultural sectors • Environmental sustainability • Improved enabling infrastructure	• Agribusiness • Pastoralism • Native Bushfoods Industry and Protocols • Transport • Processing • Manufacturing	• Singleton Horticultural Project • Elliott Multi-Modal Facility • Kulainda Farm Trust Horticulture and Forestry Project • Centrefarm	• NIAA • NT Government • Agribusiness owners • Pastoralists • ANFAB • NAIF • Barkly Regional Council • Commonwealth Government • Chamber of Commerce • NT Cattleman's Association • NT Farmers Association • First Nations Bushfoods and Botanicals Alliance

				Australia
T6 Make the most of every opportunity arising from the critical minerals and mining sector	• Targeted regional industry engagement framework to maximise long-term outcomes • Increased community benefit from existing and new mining operations. • Supporting improvements to regulatory processes	• Research projects • Exploration • Mining	• Wonarah Phosphate Mine – Stage 1 • Beetaloo basin to Darwin projects and infrastructure corridor • Rover Project – Castile Resources Ltd • Mount Peake Vanadium Project • Elmore Resource Ltd (Peko Mine) • Ammaroo Phosphate Mine • Emmerson Resources • Empire Energy • Tennant Mining • Nolans – Arafura resources • Northern Iron • Newcrest Mining	• NT Government • Barkly Regional Council • CLC / NLC • Minerals Council Australia (NT) • Mining Companies • Traditional Owners • Business operators • ICN • Energy Club • NAIF

Source: Department of Infrastructure, Transport, Regional Development, Communications and the Arts (2022), *Barkly Economic Growth Strategy 2030*, pp. 58–63.

Appendix 5: Barkly Workforce Strategy 2030: Targets

Target	What we want to see:
T1 Pre-work activities, foundation skills and LLN frameworks are coordinated and tailored to meet the needs of the Barkly region	A regional foundation skills LLN and work readiness framework is in place
	Families and individuals are supported to develop social skills, cognitive, physical and language skills
T2 Education, vocational training and skills development programs are well coordinated and recognise and meet the diverse needs of young people and adults in the Barkly region	Improved education outcomes for children and young people in the Barkly
	Education pathways programs are supporting students into work opportunities in the region
	Accredited work-based training, apprenticeships, and VET-in-school programs support students and adults into skills-based employment
	Tertiary education programs support retention of local workforce and increase the regional skills-base.
	A regional skills and training development plan guides the delivery of all accredited, non-accredited and work-based training
T3 Accessible and coordinated mentoring and support programs are in place to provide meaningful assistance to students, job seekers, employees and employers in the Barkly region	Mentoring supports and professional development programs are in place for students, job seekers, employees and newcomers to the region.
	Leadership development and succession planning
	Coordinated social and emotional wellbeing services supporting employees in need
T4 Employers in the Barkly region offer culturally safe and responsive work environments to increase Aboriginal employment outcomes and retention rates	Culturally safe and responsive workplaces that support Aboriginal people toward long-term careers in the region
	Flexible employment models and approaches are developed by employers to support more Aboriginal people into employment.
T5 Targeted and accessible business startup, growth and development support across all key industries in the Barkly region	Business development and industry growth opportunities are realised in the region
	Existing businesses and employers across all industries can access support to develop across key areas that will support improved workforce development outcomes
	An increase in and strengthening of Indigenous enterprise development and Growth across the Barkly Region

Source: Data extracted from Barkly Regional Deal (2023), pp 32-40

Appendix 6: Elliott Workforce Action and Implementation Plan

This plan consolidates the identified workforce opportunities and consultation findings into 13 implementation actions. Suggested lead organisations, partners, first steps, timeframes, measures and risks are indicative and subject to stakeholder validation.

Strategy and consolidated actions	Action classification	Suggested lead organisation	Potential partners	First steps	Potential timeframe	Measures	Key risks
1. Establish coordinated workforce governance and implementation arrangements to support shared planning, accountability and community-led workforce development a. Establish an Elliott Workforce Working Group. b. Identify a lead coordinating agency or officer. c. Agree responsibilities, timelines, meetings and reporting. d. Align implementation with regional initiatives. e. Strengthen mechanisms for community participation in workforce planning, service delivery and decisions affecting local priorities.	Workforce-enabling action	NT Government – DTBAR	Barkly Regional Council (BRC); Elliott School; Skills NT; Employment Service; Registered Training Organisation (RTO)s;	a. Confirm the lead agency and officer b. Develop terms of reference c. Identify community and industry representatives d. Convene the first meeting e. Prepare the implementation schedule f. Align implementation with regional initiatives.	Immediate: 0–3 months; quarterly thereafter	a. Lead and officer appointed b. Working Group established c. Representation confirmed d. Schedule endorsed e. Meetings held f. Progress reported.	a. Unclear accountability b. Limited community representation c. Stakeholder fatigue d. Duplication e. Insufficient administrative capacity f. Weak follow-through.
2. Workforce demand, training alignment and procurement a. Work with employers and industry to identify current and future workforce demand, including the roles, skills, licences, tickets, qualifications and experience required for employment b. Align training with identified demand c. Advocate for workforce participation outcomes in major regional projects d. Promote local employment and procurement targets where appropriate.	Direct workforce action	NT Government – DTBAR	Skills NT; BRC; Employment Service; RTOs; Employers and project proponents	a. Prepare an employer demand template b. Meet with SunCable, Tamboran and other priority employers and proponents. c. Identify upcoming vacancies and contracts d. Document the roles, skills, licences, tickets, qualifications and experience required e. Map requirements against training f. Produce an initial demand and training schedule.	Immediate: 0–6 months; update six-monthly	a. Employers consulted b. Occupations and employment requirements identified c. Schedule produced and updated d. Training linked to opportunities e. Local applications, placements and contracts recorded.	a. Changing project timelines b. Unreliable forecasts c. Training without jobs d. Targets not feasible for all contracts e. Limited commercial information.
3. Strengthen supported school-to-work and further-education pathways for young people a. Establish partnerships with Elliott School, boarding schools, employers, industry and training providers to strengthen school-to-work pathways for young people returning to Elliott. b. Introduce career planning c. Provide work experience, workplace shadowing, industry exposure, paid placements, apprenticeships, traineeships and internships. d. Support returning boarding students through accommodation, mentoring, training and employment pathways. e. Run regional job expos and employer sessions with structured follow-up. f. Connect young people with Aboriginal role models. g. Investigate grants for exposure trips to capital cities and suitable interstate work placements.	Direct workforce action	Elliott School	Department of Education and Training; Boarding schools; Skills NT; Employers; RTOs	a. Identify current students, boarding students and recent school leavers b. Establish transition contacts c. Document pathway interests d. Identify employers, mentors and workplace exposure opportunities e. Schedule an employer session or regional job expo with follow-up f. Assess grant options for exposure trips and suitable interstate placements g. Pilot supported placements.	Commence: 0–6 months; pilot: 6–12 months; annual thereafter	a. Transition plans completed b. Employers and mentors participating c. Job expos or employer sessions held with follow-up d. Workplace visits, shadowing and paid placements completed e. Exposure trips or interstate placements supported f. Apprenticeships, jobs or study commenced g. 6- and 12-month participation sustained.	a. Loss of contact after school b. Insufficient vacancies c. Accommodation and transport barriers d. Poor-quality placements e. Child safety or supervision gaps.

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4. Improve educational engagement, foundational learning and LLND outcomes to support lifelong participation a. Strengthen LLND in primary and secondary school. b. Support school engagement, attendance and educational attainment during the primary years. c. Embed LLND support within vocational training and employment programs.	Workforce-enabling action	Elliott School	Department of Education and Training; Skills NT; RTOs; LLND providers; Employment Service	a. Review current school and vocational LLND provision b. Identify gaps c. Agree delivery arrangements d. Align LLND support with vocational training and employment programs.	Planning: 0–6 months; delivery: 6–12 months; ongoing	a. Engagement and attendance indicators b. Participants assessed and supported c. LLND embedded in training d. Participation and completion e. Progression to training or work.	a. Practitioner shortages b. Irregular participation c. Stigma d. Insufficient adaptation to language and cultural context e. Delivery is too short to achieve progress.
5. Build workforce readiness, mentoring and retention supports that enable long-term employment success a. Deliver workplace-readiness and life-skills programs covering communication, confidence, punctuality, workplace expectations, digital literacy and personal responsibility. b. Provide mentoring, coaching, leadership and confidence-building programs for job seekers and young people. c. Connect participants with positive role models and pathways into employment, training and community leadership. d. Provide post-placement support to assist employment retention.	Workforce-enabling action	Employment Service	Employers; Skills NT; RTOs; Elliott School	a. Map existing workplace-readiness and mentoring supports b. Identify gaps c. Agree program delivery and referral arrangements d. Identify mentors and employment support contacts e. Agree post-placement check-ins.	Commence: 0–6 months; ongoing	a. Participants completing programs b. Mentoring and coaching delivered c. Applications and interviews completed d. Placements achieved e. Retention at 3, 6 and 12 months.	a. Duplication b. Support unavailable when work begins c. Processing delays d. Mismatched expectations e. Poor consent or confidentiality practices.
6. Develop local maintenance, trade and infrastructure workforce pathways that create sustainable employment opportunities a. Develop a local team for housing repairs, fencing, grounds maintenance and minor works. b. Establish apprenticeships in plumbing, refrigeration and air conditioning, carpentry, mechanical and related occupations. c. Provide supervised practical training. d. Support recognised prior learning (RPL) where appropriate.	Direct workforce action	Barkly Regional Council	Skills NT; Department of Housing, Local Government and Community Development; RTOs; Local contractors; Employment Service	a. Assess the work pipeline b. Identify an employer or host c. Determine supervision, equipment and accreditation needs d. Identify participants e. Develop a staged pilot and procurement model.	Design: 0–6 months; pilot: 6–12 months; expansion: 1–3 years	a. Work pipeline identified b. Pilot established c. Participants recruited d. RPL assessments and apprenticeships commenced e. Qualifications and work completed f. Sustained employment transitions.	a. Irregular work b. Lack of supervisors c. Procurement barriers d. Safety risks e. Short-term work without progression f. Insufficient RPL evidence.
7. Establish a local training and learning hub that improves access to education, skills and qualifications a. Establish a dedicated training and learning space with a community computer and digital learning area. b. Increase local delivery of accredited training. c. Embed LLND support within vocational training and employment programs. d. Develop pathways that recognise existing skills and support formal qualification attainment.	Workforce-enabling action	Skills NT	BRC; Elliott School; RTOs; Employment Service	a. Audit buildings, equipment, internet access and usage b. Identify a preferred site and management model c. Document training and RPL demand d. Confirm providers and delivery requirements e. Prepare a facility plan f. Schedule initial local delivery.	Audit and business case: 0–6 months; interim delivery: 6 months–2 years; permanent facility: 2–3 years	a. Hub site identified b. Computers and connectivity available c. Management arrangements established d. Courses delivered locally e. Enrolments, attendance and completions recorded f. RPL assessments and qualification outcomes recorded g. Provider use recorded.	a. Capital and operating costs b. No facility manager c. Unreliable connectivity d. Insufficient demand e. Equipment maintenance and security.

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8. Industry-linked pathways into regional sectors a. Develop training, work experience and employment pathways into mining, civil construction, transport, pastoral, resources and energy b. Work with employers, contractors and service providers to create entry-level opportunities, traineeships and supported work placements. c. Engage SunCable and its major contractors as the project progresses towards final investment decision (FID) to identify potential employment, training, procurement and Indigenous enterprise opportunities for Elliott residents and businesses, including construction, transport and logistics, land management, environmental and heritage services, site support and maintenance	Direct workforce action	NT Government – DTBAR	Skills NT; SunCable and its major contractors; Regional employers and contractors; RTOs; Employment Services; BRC	a. Identify relevant employers and contractors b. Confirm roles and entry requirements c. Identify entry-level, traineeship and supported-placement opportunities d. Engage SunCable as the project progresses towards FID to identify potential opportunities for Elliott residents and businesses e. Identify the skills, licences, tickets, qualifications and experience required for relevant SunCable and contractor opportunities f. Select one or two pathway pilots g. Establish employer agreements.	Engagement: 0–6 months; pilots: 6–18 months	a. Employer agreements established b. Available and forecast workforce requirements documented c. Participants completing tickets and training d. Entry-level opportunities, traineeships and supported placements established e. Elliott residents recruited and retained f. Employment, training and procurement opportunities identified with SunCable and its major contractors g. Elliott businesses and Indigenous enterprises participating in procurement opportunities	a. Projects or FID decisions are delayed or do not proceed b. Limited employer or contractor participation c. Available roles or placements are unsuitable or inaccessible to Elliott residents d. Training is tied too narrowly to one project e. Employment opportunities are temporary f. Project requirements or timeframes change before pathways are established g. Local businesses do not meet procurement or contractor requirements
9. Expand community-based, ranger and land-management employment that supports local priorities and cultural connections a. Explore community-based employment programs. b. Investigate re-establishing ranger, land management or similar programs. c. Identify practical local roles linked to community maintenance, land management, cultural activities and environmental work. d. Incorporate cultural knowledge and connection to Country. e. Link activities to accredited training and longer-term employment where possible.	Direct workforce action	NT Government – DTBAR	Northern Land Council; BRC; RTOs; Employment Service	a. Consult community and Traditional Owners b. Review previous ranger arrangements c. Identify hosts, work programs and governance needs d. Assess viable employment numbers e. Develop a feasibility proposal.	Feasibility: 0–12 months; establishment: 1–3 years, subject to findings	a. Community and Traditional Owner support b. Host and governance model identified c. Work program and positions developed d. People employed and trained e. Land and community outcomes recorded.	a. No suitable host b. Uncertain ongoing resourcing c. Unresolved governance d. Inadequate recognition of cultural authority e. Unstable short-term projects.
10. Support local enterprise, tourism and business development to strengthen economic participation and community prosperity a. Explore tourism, cultural and community enterprise opportunities that leverage Elliott’s Stuart Highway location and proximity to Lake Woods. b. Increase awareness of business development programs, funding opportunities, support services, mentoring, seed funding, micro-grants and start-up training. c. Provide locally delivered support to develop business ideas, prepare project proposals, access funding and complete grant applications.	Direct workforce action	NT Government – DTBAR	Aboriginal Investment NT; NT Indigenous Business Network; BRC; Business support providers; Tourism bodies	a. Consult community members about tourism, cultural and community enterprise ideas b. Assess opportunities linked to the Stuart Highway and Lake Woods c. Map relevant business development programs, funding and support services d. Arrange locally delivered business development support e. Assist with project proposals and grant applications.	Assessment: 3–12 months; development: 1–3 years	a. Residents supported b. Concepts assessed c. Plans and applications completed d. Enterprises established or expanded e. Contracts secured f. 12- and 24-month continuity.	a. No demonstrated demand b. Cultural authority or benefit-sharing gaps c. Limited administration capacity d. Grant dependence e. High operating costs.

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11. Reduce family and caring barriers to workforce participation through accessible support services a. Explore childcare and respite options that support participation in training and employment. b. Improve support for families caring for children with disabilities and complex needs. c. Promote flexible training and employment arrangements that support carers to participate.	Community development action with a defined workforce link	NT Government – DTBAR	Department of Education and Training; Department of Children and Families; Childcare and disability service providers; Aboriginal organisations; Employment Service; Employers	a. Complete a needs assessment b. Map services and unmet demand c. Document impacts on participation d. Pilot flexible scheduling or care support around a specific training or employment activity.	Assessment: 0–6 months; pilot: 6–18 months; service development: 1–3 years	a. Needs documented b. Additional care or support arrangements c. Carers entering training or work d. Attendance and retention e. Employer and participant feedback.	a. Small population affects viability b. Care workforce shortages c. Flexibility not possible in every role d. Hidden caring responsibilities e. Unstable short-term service.
12. Strengthen local leadership, governance and organisational capability to support community-driven development a. Support representative and governance structures. b. Provide governance, leadership and organisational development training. c. Build the capacity of emerging groups, including Local Voices – Empowering Communities and Country, through mentoring and access to appropriate resources.	Community development action with a defined workforce link	NT Government – DTBAR	Local Voices – Empowering Communities and Country; BRC; Aboriginal organisations; Governance and leadership training providers	a. Confirm community preferences for representation b. Map existing groups and development needs c. Identify governance support d. Develop a staged, community-determined capacity-building plan.	Consultation/planning: 0–6 months; capacity building: 6–24 months; ongoing	a. Community-endorsed arrangements b. Training completed c. Meetings and decisions documented d. Appropriate governance procedures adopted e. Community priorities represented.	a. Imposed structures b. Unclear authority or representation c. Reliance on few leaders d. Excessive governance burden e. Development without practical opportunities.
13. Improve housing, accommodation and community infrastructure that supports education, training and workforce participation a. Establish safe, culturally appropriate accommodation options for young women and men participating in education, training or employment. b. Upgrade and expand accommodation for visiting trainers, workforce development providers and essential service personnel. c. Establish a healthy housing program supporting maintenance reporting and improved living conditions d. Introduce an incentivised pride-in-home program supporting tenant responsibility, housing stability and improved living conditions. e. Upgrade youth and community facilities to support training, recreation, community activities and workforce development initiatives. f. Increase access to recreation, cultural and social activities and spaces that strengthen community wellbeing, engagement and participation.	Community development action with a defined workforce link	Department of Housing, Local Government and Community Development	BRC; Elliott School; Housing providers; Youth and community organisations; Skills NT	a. Audit housing, visiting workforce accommodation and youth and community facilities b. Document demand and service gaps c. Identify immediate repairs and interim options d. Consult young women, young men, families and community representatives e. Prepare staged accommodation, housing and facility proposals.	Audit/repairs: 0–12 months; interim arrangements: 6–18 months; major development: 2–5 years	a. Needs documented b. Repairs completed c. Safe accommodation available d. Visiting trainers accommodated e. Workforce activities hosted f. Maintenance reports addressed g. Facility usage recorded.	a. Capital works and approval delays b. Unresolved operating costs c. Cultural or safeguarding shortcomings d. Land, tenure, infrastructure and planning constraints e. Punitive or inappropriate tenant approaches.