



**Government
of South Australia**

Minister for Human Services

Level 12 South
1 King William Street
Adelaide SA 5000
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Tel 08 8463 6560
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Our ref: A19125238

Ms Nat Cook
Member for Hurtle Vale
PO Box 158
WOODCROFT SA 5162

Sent by email: tristan.rust@parliament.sa.gov.au

Dear Ms Cook

Freedom of information application

I refer to your application under the *Freedom of Information Act 1991* (the Act), received by the Office of the Minister for Human Services on 22 June 2018 seeking access to:

Since 17 March 2018, copies of any and all advice and documents (including but not limited to physical, electronic or written briefs, minutes, emails, and any other correspondence) regarding Southern and Northern Connections.

The purpose of this letter is to advise you of my determination.

Six documents have been located that fall within the scope of your application, and I have determined to release two documents in full, two in part, and refuse access to two documents in full. Section 20(4) of the Act provides that if it is practicable to give access to a copy of a document with exempt matter deleted, and it appears that the applicant would wish to be given such a copy, the agency must give access to a copy of the document to this limited extent.

Document 2 contains an extract from a document that has been specifically prepared for submission to Cabinet, information which is exempt pursuant to clause 1(1)(c) of Schedule 1 of the Act. I have therefore determined to release this document in part, with exempt information removed.

Document 3 contains the mobile phone number of a third party, the release of which would be an unreasonable disclosure of personal information. I have therefore determined it to be exempt pursuant to clause 6(1) of Schedule 1 of the Act, and am releasing this document to you in part.

I have determined that documents 5 and 6 are exempt in full pursuant to clause 17(c) of Schedule 1 of the Act, as to release the documents would infringe the privilege of Parliament.

Please find enclosed a copy of the documents, and a document schedule containing a brief description of the documents.

If you are dissatisfied with my determination, you can seek an internal review by writing to the Minister for Human Services as the Principal Officer of the agency. Your request should be sent within 30 days of your receipt of this letter.

In accordance with the requirements of Premier and Cabinet Circular PC045, details of your FOI application, and the documents to which you are given access, will be published on the agency's disclosure log. A copy of PC045 can be found at <http://dpc.sa.gov.au/what-we-do/services-for-government/premier-and-cabinet-circulars>.

If you have any questions in relation to this matter, please contact Amanda Hockings, Office Manager, on telephone 8463 3388 or by email at amanda.hockings2@sa.gov.au. If you disagree with publication, you will need to advise the Office Manager within two weeks of the date of this determination.

Yours sincerely



Amanda Hockings
ACCREDITED FOI OFFICER

23 / 7 / 2018

SCHEDULE OF DOCUMENTS –A19125238

Freedom of information application from Nat Cook MP seeking access to *Copies of any and all documents (including but not limited to physical, electronic, or written briefs, minutes, emails and any other correspondence) regarding Southern and Northern Connections.*

No	Author	Addressee	Date	Description of document	Determination	Reason
1.	Department of Human Services	Minister for Human Services		Northern and Southern Connections current initiatives	Released in full	
2.	Department of Human Services	Minister for Human Services	14 May 2018	Briefing – Northern and Southern Connections closure	Released in part	Exempt clause 1(1)(c) – Cabinet documents
3.	Nancy Rogers	Minister Lensink, Selena Maddeford, Greg Charter	28 May 2018	Email – closure of Northern and Southern Connections	Released in part	Exempt clause 6(1) – Personal affairs
4.	Department of Human Services	Minister for Human Services	24 May 2018	Media Talking Points	Released in full	
5.	Department of Human Services	Minister for Human Services		Parliamentary Briefing Note	Refused in full	Exempt clause 17(c) – Parliamentary privilege
6.	Department of Human Services	Minister for Human Services		Attachment to Parliamentary Briefing Note	Refused in full	Exempt clause 17(c) – Parliamentary privilege

ATTACHMENT 1

Northern and Southern Connections current initiatives

Northern and Southern Connections (NCSC) have acted as a convenor, facilitator and resource to support community initiatives drawing upon the resources of the Department of Human Services (DHS). NCSC acts as a conduit linking community to the appropriate parts of government, NGO sector and the private business and industry.

Beyond Auto

A collaboration with Department of State Development (DSD) / Automotive Transformation Taskforce (ATT), DHS, Department of Employment (DoE), Holden and supply chain companies, local councils and NGOs, to provide a tailored referral service for automotive workers in career transition. A budget of \$150k per year for four years (2014/15 – 17/18) funded 1.5 fte to deliver Beyond Auto.

Beyond Auto addresses issues that affect workers' ability to transition into other areas of employment. These issues (provided by DSD/ATT) include mental health, literacy and numeracy, learning difficulties, family relationship difficulties, financial difficulties, risk of homelessness, CALD special needs and legal requirements. Beyond Auto works closely with NGOs to identify service gaps and deliver flexible services to suit automotive workers' needs. To date, progress includes improving literacy and numeracy support and enhancing mental health awareness in the wake of the imminent closure of the automotive manufacturing industry.

Beyond Auto has a strategic partnership with the ATT, GM Holden, DHS, DoE, City of Playford, City of Salisbury, City of Port Adelaide/Enfield and NGO community service providers in the metropolitan area. Beyond Auto convenes with the Strategic Partnership Group on a regular basis to share information on issues affecting automotive workers making their career transition.

To date, Beyond Auto has assisted 245 automotive workers and their families with referrals to services, counselling and mentoring to new employment.

Beyond Auto Employment Mentoring Program

In addition to the referral service, Beyond Auto has run two Employment Mentoring Pilot Programs. KiikStart delivers this program for an 8 to 12 week duration for workers from Holden or supply chain companies. These workers have complex issues affecting their career transition, and were disengaged from the career transition process. This program has delivered employment and/or training outcomes for 85% of participants to date.

Automotive Community Services Executive Group

Northern Connections chairs a high-level strategic partnership group with Adelaide metro-based NGOs that provide community services, in order to respond the closure of the automotive industry.

Members include CEOs of Anglicare SA, Uniting Communities, Salvation Army, Baptist Care SA, and Volunteering SA/NT.

African Youth Inclusion

Northern Connections was approached separately by the City of Playford, City of Salisbury and City of Port Adelaide/Enfield around anti-social behaviour taking place by what they determined were a group of African youth. After consultation with SAPOL Community Liaison Officers, DoE multicultural liaison officers, African Community leaders, Multicultural Communities Council SA (MCCSA), Multicultural Youth SA (MYSA) and the African Communities Council SA (ACCSA) it was determined that the latter would set up a focus group to deal specifically with this issue.

Northern Connections has linked various programs that provide opportunities for disengaged youth with the councils and assisted in setting up others, with Hoops4Life now well established the Port Adelaide/Enfield. MCCSA Soccer program which operates in Western Adelaide was connected to the Hoops4Life Basketball program operating in Northern Adelaide. Northern Connections also linked Hoops4Life with the Habitat for Humanity Construction program in Davoren Park.

Hoops for Life

Northern and Southern Connections have had a priority to engage participants from refugee and migrant backgrounds, as well as disengaged young people and young people under the care of the state to diversionary activities. Hoops 4 Life (H4L) is an initiative using basketball to teach life skills to disengaged youth and young offenders. NCSC have engaged with Hoops4Life to establish programs in both regions.

H4L was trialled as a pilot in December 2016 at Adelaide Youth Training Centre. Twelve young people re-engaged with the program after their release, including three from Aboriginal or Torres Strait Islander backgrounds. Since its relocation to the City of Playford, H4L has created an Aboriginal/Sudanese team to reduce the barriers and tension between the two groups.

The program's move from Angle Vale to Playford, with the assistance of Northern Connections, has seen the program grow from around 60 participants to over 300. This has also allowed the growth of auxiliary programs such as homework and cooking clubs.

In April 2018, the Earl of Wessex attended a Hoops4Life event to recognise the programs achievements in his capacity representing the Duke of Edinburgh Awards.

Habitat for Humanity

Northern Connections, in collaboration with Habitat for Humanity, is currently delivering a pilot Home Construction program utilising Habitat for Humanity's existing structure for disengaged multicultural youth, people on long-term unemployment, and potentially ex-auto workers as an engagement and capacity-building tool.

The program is providing skills development and training/employment pathways for 10 African youth who, through Northern Connections links with the Hoops4Life program, were

selected to participate. They are gaining experience in the workshop and building site environments.

Northern Street Beautification Partnership

Initially established as a collaboration with Housing SA and three councils on the Street Beautification Project linked to the Northern Economic Plan. Housing SA Maintenance allocated \$35,000 of its budget to the Street Beautification Project. Landscape and building improvement works commenced in May 2017 at sixteen properties in the City of Salisbury. This pilot delivered a successful outcome to the residents of Millighan Drive, Para Vista.

The second Street Beautification Partnership comprised Northern Connections, Housing SA, the City of Playford and Anglicare SA. This project, currently underway, has focussed on two precincts in Elizabeth Grove, Seacombe and Virgo Streets. Based on learnings from the pilot program, community engagement in the early stages achieved increased resident participation in the project and six traineeship opportunities with the landscaping company, with some leading to employment outcomes.

Learning to Work (WorkConnectED)

Northern Connections is collaborating with the 11 schools in the Northern Adelaide State Secondary Schools Alliance (NASSSA), Northern Adelaide Senior College (NASC) and Northern Futures in this program. Northern Connections is identifying a platform for NASSSA schools to connect with business and industry. The partnership is also investigating the ways NASSSA students (including ATSI, CALD, and students with disability) currently connect to the world of work, including their experiences of the workplace.

As part of its role on the WorkConnectED steering committee, Northern Connections is helping design a consistent interface for NASSSA to engage with business and industry. National and international research outcomes are being used to identify best practice, construct a framework to capture NASSSA practice and identify gaps.

The WorkConnectED Steering Committee, as part of its efforts to get schools to better engage with industry, developed an Industry Engagement Brokerage model. Northern Connections engaged the DoE, DSD. DoE approved funding an Industry Engagement Broker for two years from 2018.

Wheels in Motion Program

In partnership with the City of Salisbury, City of Playford, and Rotary (Salisbury and Elizabeth), Northern Connections has established the Wheels in Motion program, which provides subsidised driving lessons to disadvantaged youth in the northern region. These lessons can otherwise be cost prohibitive to young people.

Northern Connections contributed \$15,000 towards two new vehicles - one to replace the Playford Youth program vehicle and another for the new Multicultural Women's program developed by the Australian Refugee Association (ARA) and Bagster House in the City of Salisbury. Partners including ARA, Rotary and the City of Playford is contributed additional funding.

Wheels in Motion, with the help of a Northern Connections grant of \$3,000, provides a cost-subsidy to the program for ATSI youth. Support for the Wheels in Motion program is seen as lowering barriers to employment for the youth of Northern Adelaide.

Northern Councils Collaboration on NDIS and Aged Care

In 2016 Northern Connections established a partnership with the City of Playford, City of Salisbury and the City of Port Adelaide/Enfield to work collaboratively on a number of issues relating to the NDIS transition in the north, and the aged care reform. Work has included development of a wellbeing framework, multicultural engagement strategy, and a joint multi-jurisdictional application for the Information, Linkages and Capacity grant from NDIA and Try, Test and Learn grants around engaging multicultural communities and improving employment opportunities.

On 30 April NDIA advised the multi-jurisdictional application for an NDIA Information, Linkages and Capacity building grant worth \$364,000 was successful. DHS (Northern Connections), City of Playford and City of Salisbury will now determine how to most effectively engage with multicultural communities around the NDIS rollout.

Growth Lab

Growth Lab, an initiative supported by Northern and Southern Connections and delivered by Business Models Inc. aims to drive the growth of the health, ageing, and disability sectors. Its approach is to build awareness of the new value propositions in the markets that require collaboration, to educate and inspire the sectors on new ways of working for their growth, and to provide support and guidance on implementing new business models. Over 120 people from the Disability and Aged Care sectors participated in Growth Lab and reported a better understanding of the challenges and opportunities presented by the transition to the NDIS.

Northern and Southern Connections contributed \$20,000 to support this initiative in partnership with the Northern Economic Plan.

NDIS –Disability Transformation Program

This initiative linked Disability SA; National Disability Australia (NDA) and the Department for State Development (DSD) to assist providers to plan for the changes to client service delivery with a focus on the opportunity for the sectors growing need for new employees taking a place based approach.

Southern Connections have brokered partnerships to connect providers to development opportunities leading to increased opportunities for residents of southern Adelaide. Discussions with NDIS have been instigated regarding the potential for a Disability Hub to be established in southern Adelaide and a proposal has been co-developed for ten organisations across Adelaide to participate.

Playford 10 Youth Initiative

Playford Data Observatory has operated for five years as a multi-sectoral group of individuals representing organisations across Federal, State and Local Government as well as the not-for-profit sector. The central values of the group have been to bring together expertise and influence across the organisations in order to facilitate systemic change to the lives of young people in the northern suburbs.

A Playford Youth Report has been completed on how young people have successfully transitioned to positive social and economic outcomes in northern Adelaide.

Playford 10 is a project aiming to test, validate, and implement the findings of the report by targeting 45 students in year 4 and 5 at Elizabeth Grove Primary School.

Northern Connections is a key member of Playford Data Observatory and will be contributing \$15,000 to fund the Playford 10 Project.

Mend the Cycle

The Mend the Cycle project was established by Uniting Communities in the CBD with a former client, aiming to assist people in gaining independence and life skills through repairing donated bicycles and gifting them to those in need. With support of Northern Connections, the program is being expanded to northern Adelaide. Northern Connections identified this expansion of the program as an opportunity to engage disadvantaged youth, former automotive workers, and an alternative to the Men's Shed in the north. Northern Connections has contributed \$10,000 to the project to set up the Mend the Cycle workshop in Smithfield Plains.

The ultimate goal for Mend the Cycle is to transform it into a Social Enterprise.

Connected to YOUTH – Be a Job Maker

The *Connected to YOUTH* – Be a Job Maker program engages young people with the entrepreneurial ecosystem in northern and southern Adelaide, current start-ups and experienced mentors to turn their innovative ideas into businesses or assist them to embark on an 'entrepreneurial' journey within the dynamic SME sector where digital and Science, Technology, Engineering and Maths (STEM) skills are critical, and an entrepreneurial mindset is vital.

The program provides real-world, hands-on experience working with start-ups, entrepreneurs, business, governments, Flinders New Ventures Institute (NVI) and researchers.

HIPHUB – Youth focussed employment and entrepreneurial skills development collective

HIPHUB, facilitated by Southern Collections, is a collective of private enterprise, government services and employment partners based in southern Adelaide, focussed on creating opportunities for youth employment and business creation in 21 century jobs. The alliance works with employers to identify opportunities for work experience, mentoring and skill development. Importantly the alliance identifies gaps and creates programs to address skill gaps for young people.

Works SA Employment Inclusion program

This initiative has been run in a number of iterations in southern Adelaide. Housing SA clients are linked with training opportunities linked directly to employment opportunities.

Southern Connections has facilitated partnerships between training organizations, Housing SA and Industry to realise up to 30 employment outcomes across three programs.

Training has included both off the job and on the job training. On the job training has allowed employers to take a first-hand look at participants as part of the training and recruitment process. Industries have included construction, aged care and child care.

DISCUSSION

Northern and Southern Connections were established in 2009 to contribute to improving economic and social outcomes for citizens in northern and southern Adelaide. The region covered by Northern Connections includes the local government areas of Salisbury, Playford and Port Adelaide Enfield. Southern Connections engages primarily with the Onkaparinga, Mitcham and Marion council areas.

Northern and southern Adelaide have pockets of entrenched intergenerational unemployment, and both areas have been impacted by the contraction of the automotive industry. These regions also have highest concentrations of new and emerging communities and humanitarian refugees.

A consequence of the longstanding high levels of disadvantage evident in the two regions is the disproportionate State and Commonwealth Government welfare and community services funding allocated to these areas (for services such as public housing, welfare services, family counselling, financial counselling and emergency relief funding, domestic violence).

The Units have facilitated and contributed to efforts to align the activities and funding of the three levels of government targeting complex social and economic issues to achieve best outcomes for these communities. In the past 18 months the Units have played an increasing role in responding to issues related to high concentrations of humanitarian refugees and new and emerging communities.

Over the past nine years Northern and Southern Connections have facilitated and contributed to specific State and Commonwealth initiatives to mitigate the impact of the contraction and closure of the automotive industry. More recently this has attracted additional funding through the Automotive Transformation Taskforce with a four-year commitment of funding from 2014/15 of \$150,000 pa to provide one-on-one support to workers affected by the closure of Holden (the Beyond Auto program). The program has supported workers from Holden and automotive component companies located in northern, western and southern Adelaide.

A summary of current initiatives is attached (Attachment 1).

Impact of the closure of Northern and Southern Connections

Northern and southern Adelaide consistently record some of the highest rates of disadvantage for indicators such as unemployment, domestic violence, criminal convictions and disengaged young adults.

Northern and Southern Connections have facilitated integrated responses through regional networks, partnerships and collaboration with the community at large, local, state and Australian government agencies, not-for-profit organisations and the local business community. They chair a number of regional forums and are participants in others.

It is anticipated government, not for profit and community organisations and business stakeholders will regard the closure of the Units as a significant loss for their regions.

Next steps if savings measure applied from 2018/19

If funding is to cease in 30 June 2018 there is some urgency to:

- confirm with DTF the actual savings that could be achieved through this measure;

- develop a transition plan to support the staff of the two offices and to make alternative arrangements to manage current initiatives in the wind-up process;
- advise the Public Service Association prior to commencing discussion with affected staff;
- develop a communication plan to inform stakeholders.

BUDGET

Are there financial implications

Yes

This has been identified as a savings measure to achieve \$830,000 pa. This figure appears to reflect the Beyond Auto budget of \$150k per annum which ceases in June 2018. The budget available for Northern and Southern Connections in 2018-19 is \$707,000.

Clause 1(1)(c) - Cabinet

The five FTEs who will be unassigned following the closure of the units will be managed through standard Human Resource processes, however there will be costs incurred in this process.

Is there a budget impact

Yes

The combined budget available for Northern and Southern Connections is contained in the table below. The budget impact will occur if this budget were to be given up as a saving prior to costs ceasing, for example, during the time it will take to redeploy staff impacted by the closure.

Budget available	2018-2019 \$000	2019-2020 \$000	2020-2021 \$000	2021-2022 & ongoing \$000
Operating Expenses	707	719	719	720
Operating Revenue				
Net Operating Cost	707	719	719	720
Capital Expenditure				

The budget is relatively flat from 2019-20 to 2021-22 due to the cessation of depreciation charges as assets reach the end of their useful life. This reduced depreciation budget offsets the effect of indexation during this period.

Is there an FTE impact

Yes

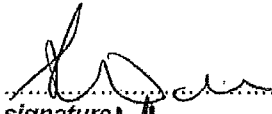
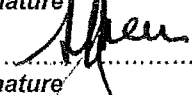
The five FTEs who will be unassigned following the closure of the units may create a cost pressure.

Chief Financial Officer noted:.....

MEDIA/SENSITIVE:

Yes

This decision may attract public and media criticism from stakeholders and the PSA.

Division	Community Services		
Executive Director	Sue Wallace	 signature	31.5.18 date
Chief Executive	Tony Harrison	 signature	4.5.18 date

Contact Officer:	Sue Wallace, Executive Director 0412658254
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Lensink, Michelle (DHS)

From: Rogers, Nancy (DHS)
Sent: Monday, 28 May 2018 4:23 PM
To: Lensink, Michelle (DHS); Maddeford, Selena (DHS); Charter, Greg (DPC)
Cc: Littleton, Richard (DHS); Harrison, Tony (DHS); Boswell, Lois (DHS); Wallace, Sue (DHS); Bowman, Matthew (DHS)
Subject: Closure of Northern and Southern Connections talking points
Attachments: 18.05.24 Closure of Northern and Southern Connections talking points (A1....doc

Dear Minister and others

In addition to the PBN sent this afternoon on Northern and Southern Connections, please find attached 'media talking points', including information on the programs and activities and their future.

Regards

Nancy Rogers
Director, Office of the Chief Executive
Department of Human Services

Phone 841 38125
Mobile Clause 6(1)

Closure of Northern and Southern Connections

Media talking points

Prepared 28 May 2018

- Northern Connections and Southern Connections, part of the Department of Human Services, will cease to operate from 1 July 2018.
- Funded initiatives were generally catalyst projects funded to 30 June 2018 with many designed to be delivered via partners beyond the initial funding period.
- The Department of Human Services will continue to maintain local partnerships, via its Regional Partnerships team, and help resolve local social and economic issues.

Northern initiative status post June 2018

- *Habitat for Humanity* – pilot home construction program providing 10 African young people with construction skills. Home built to be given to a family in May 2018. \$20,000 investment. Natural conclusion of pilot at 30 June 2018.
- *Northern Streets Beautification Partnership* – made improvements to streets in City of Salisbury and City of Playford. Housing SA Maintenance invested \$35,000. Natural conclusion of pilot at 30 June 2018.
- *Wheels in Motion Program* – subsidised driving lessons for disadvantaged youth. \$15,000 investment towards two new vehicles and \$3,000 to subsidise ATSI young people in program. Local councils to continue program.
- *Playford 10 Youth Initiative* – developed the Playford Youth Report with findings being tested by 45 students at Elizabeth Grove Primary School. \$15,000 investment. DHS Youth Policy Officer to continue working on project.
- *Mend the Cycle* – Uniting Communities program where people repair and gift donated bicycles to those in need. \$10,000 investment. Aiming to transition into a social enterprise.
- *Beyond Auto* - assisted 245 automotive workers and their families with referrals to services, counselling and mentoring to new employment. DHS is helping to transition clients out of service by 30 June 2018, with some clients to be referred to specialised services if needed.

- *NDIS Disability Transformation Program* - assisted disability service providers to plan for the changes to client service delivery and grow the need for new employees. The Southern Adelaide Disability Employment Hub will continue this work.
- *Works SA Employment Inclusion Program* - Housing SA clients are provided with training opportunities linked directly to employment opportunities. 30 people were employed as a result of three programs. Natural conclusion of initiative at 30 June 2018.

Other information

- Since 2009, Northern Connections and Southern Connections responded to local issues in northern and southern Adelaide by working with all levels of government, not-for-profits, business and local stakeholders.
- Northern Connections is staffed by two ongoing positions (plus one contract position), and Southern Connections two ongoing positions.