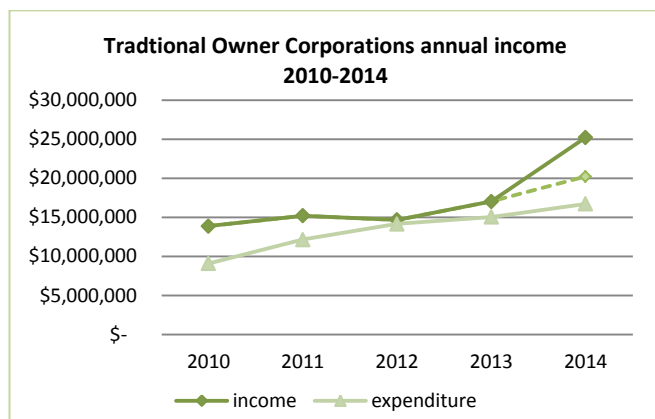


Traditional Owner Corporations income and expenditure

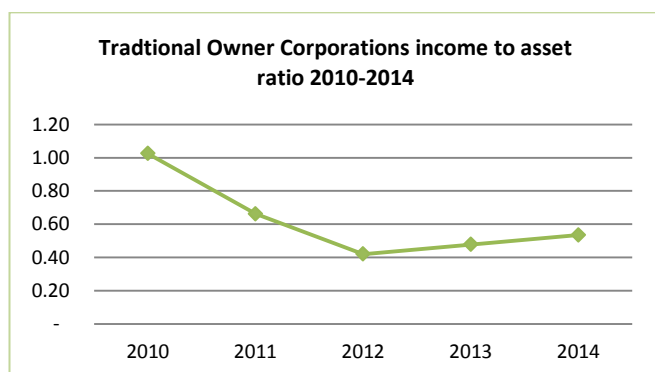
Income earned by the Traditional Owner Corporations as a whole has climbed over the last four years.¹ While some of this is due to settlement assets, there was an average increase of around 12% p.a. (even when excluding the \$5m settlement for Dja Dja Wurrung recognised as income in the Victorian Traditional Owners Trust in 2013/14, which is shown as the dotted line in the graph below).



Alongside the increasing income, across the total collective of Traditional Owner Corporations, there is steadily increasing expenditure, which makes up on average in any year around 85% of the income earned (although this ranged from 66% to 97% between 2010 and 2014).

A significant proportion of this expenditure is personnel costs, as income is largely driven by service delivery rather than investment and interest income.

Not unexpectedly, the income to asset ratio has trended downwards over the last five years, in part due to the rapid pace of asset growth, while income growth has grown more steadily over the same period.

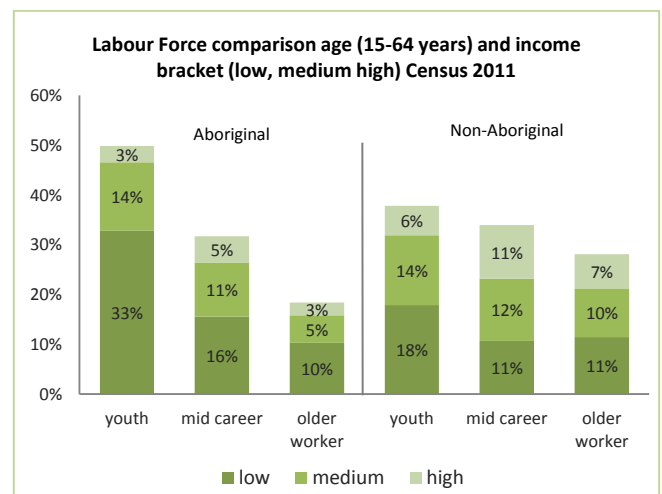


Workforce and income distribution

Employment and income distribution are key elements for economic development outcomes. The Victorian age and income profile for Aboriginal people of working age (15-65 years) is quite different from the Non-Aboriginal population, particularly in respect of the youthful population.²

The graph below highlights the **high proportion of youth (15-34 year olds) for Aboriginal working age people (50%) compared to Non-Aboriginal youth (38%).**

It also highlights that in medium income brackets, Aboriginal and Non-Aboriginal are relatively similar (30% and 35% respectively) while in higher income brackets there is a relative disparity (11% to 24%).³



It would be expected that younger workers would tend to be in lower income brackets (due to being employed part time or studying). However, other factors include: qualifications and skills accumulated over time, labour force participation, employment opportunities and regional variations.

Regional income variations

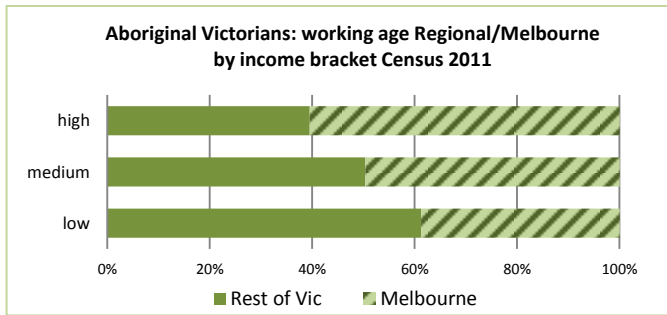
The relative income differences are in part due to the relatively higher regionally-based population of Aboriginal working age people. **Around 56% of the Aboriginal working age population is located outside of Melbourne (compared to 35% of Non-Aboriginal people).**

A higher proportion of all Victorians earn in the lower income brackets in regions outside of Melbourne.

¹ The Traditional Owner Corporations included in this fact sheet are those organisations that are members of the Victorian Federation of Traditional Owner Corporations or which have the potential to be members, and includes those with settlements and determinations, or with claims pending and funds held in trust. Figures are derived from ORIC and NTSV sources.

² Data for this fact sheet has been drawn from Census 2011. It excludes data labelled as not stated, not adequately described, or not applicable. Non-Aboriginal includes data for Torres Strait Island people.

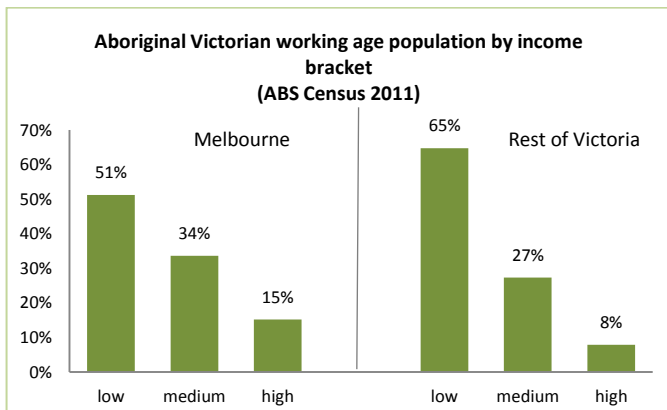
³ Income brackets for this factsheet are based on annual income in the brackets of Low (\$1-\$31,999), Medium (\$32,000-\$64,000) and High (\$65,000 or more).



Almost 2,000 Aboriginal Victorians are represented in the high income earning brackets. As the graph above indicates, around 60% of this group is based in Melbourne. In comparison, Aboriginal Victorians of working age in the Melbourne region make less than half of the Aboriginal working age low income bracket group.

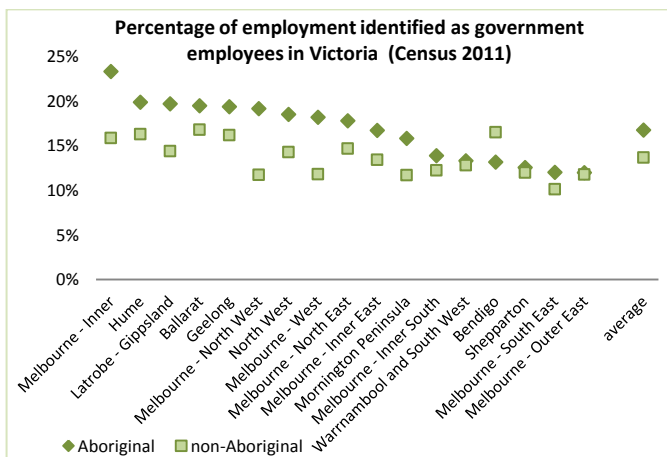
In part this is explained by the significantly higher population of younger working age Aboriginal people represented in low income brackets outside of Melbourne (around 3,400) compared to less than 2,200 in Melbourne.

The following graph indicates the relative proportions for Melbourne and the Rest of Victoria.



Government/private employment

The average number of people identified as employed by government is 17% for Aboriginal and 14% for Non-Aboriginal people. However, there is a variance across the regions, ranging from 12-23%, for Aboriginal employees and 10-17% for Non-Aboriginal employees.



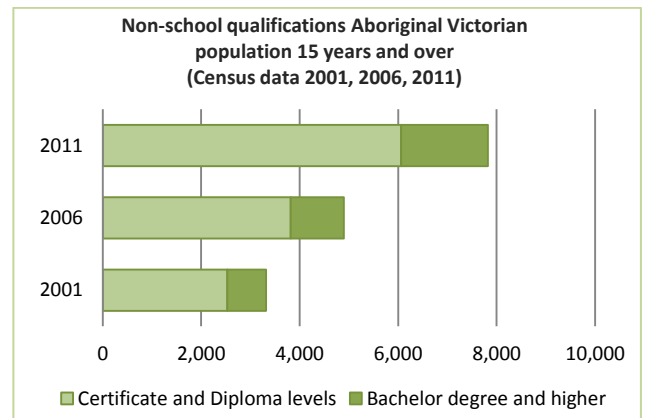
While these figures can be seen as a sizeable difference, the private sector including self-employed, account for 83% and 86% of Aboriginal and Non-Aboriginal employees respectively, indicating a relatively minor difference overall.

Qualifications

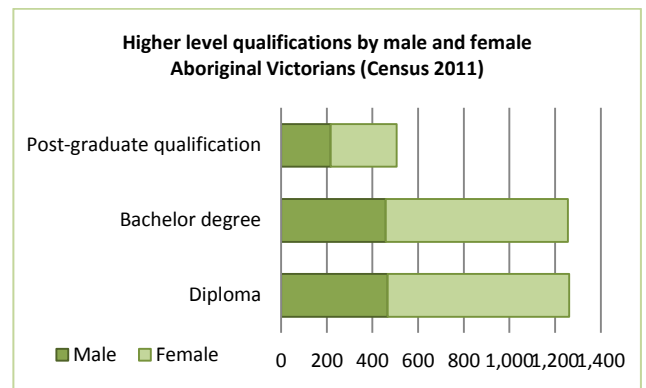
Qualifications are an important signal to employers of skills and are a key indicator of income earning potential.

Aboriginal Victorians over 15 years of age are increasingly achieving positive outcomes from post-school education and training.

Since 2001, the number of people with non-school qualifications has more than doubled from around 3,300 to over 7,800, including about 1,000 more people qualified with degrees.



Aboriginal women in 2011 were more likely to have a non-school qualification than Aboriginal men (around 4,100 and 3,700 respectively), although a slightly higher number of men (2,571) had certificate level qualifications than women (2,226).



Increasingly education outcomes will have a major impact on labour force participation and employment opportunities. Employers not only select employees on qualifications, but expect that employees can adapt and be flexible to a range of situations and changing work requirements over time.

If the current positive education trends continue over the next decades, the growth potential of Aboriginal participation in the labour force will be significant, and lead to increasing income levels and a reduction in unemployment.