



Employment and Education Strategy

for

**Alinytjara Wilurara
Natural Resources Management Board**

and

Natural Resources Alinytjara Wilurara

2014 - 2018

Version 0.1



Employment and Education Strategy 2014- 2018

for

Alinytjara Wilurara Natural Resources Management Board

1. Our vision

“A healthy and valued region, managed responsibly now, for the future benefit of people and country” (AW Regional NRM Plan).

‘**People**’ goal – healthy and communities working together to care for country.

‘**Country**’ goal – strong and healthy country, looking after itself with a helping hand.

‘**Water**’ goal – healthy water, used wisely and sustainably for the future.

2. Employment and Education Objectives

Education

Aboriginal people within the region are provided with educational support and pathways towards higher education

Employment

Alinytjara Wilurara (AW) contributes significantly towards the employment aspirations of Aboriginal people within the region

Training

Aboriginal people within the region undertake and successfully complete training courses related to NRM business

Procurement

NR AW Business practice supports the economic advancement of Aboriginal communities and individuals

Outcomes

Outcome 1: People taking responsibility for natural resources and making informed decisions (Goal 1 State NRM Target).

Outcome 2: Increasing Aboriginal employment through NRM ‘Looking after Country’.

Outcome 3: Increasing Aboriginal success and achievement in education and training.

Objective 1: Education

Aboriginal people within the region are provided with educational support and pathways towards employment.

- DEWNR's *School to Work Traineeship* recruits students in Year 10/11 and provide 3 years Traineeships.
- NRM is a vehicle for work experience for Aboriginal students.
- Indigenous '*career pathways*' are developed in collaboration with schools, TAFE, Universities and other partners.
- Pathways to Tertiary Education are developed for Aboriginal staff of NR AW.

See SA Strategic Plan: Education Targets 87, 89, 93 and Community Targets 6, 12, 15, 16, 18, 23, 27, 28

Objective 2: Employment

Alinytjara Wilurara (AW) contributes significantly towards the employment of Aboriginal people within the region.

- Employment outcomes from NRM across the AWNRM Region increases by a minimum 5% per annum over 4 years 2014-2018.
- Certificate 3 in Land Management and Conservation is established as the entry level for full-time work with NR AW.
- Employment of *Minyma tjuta* in AW NR projects is increased through targeted programs linked to training.
- Pathways from casual to full-time employment are developed through training and work experience, coordinated with Labour Market programs.
- Existing relationships with employers in the Region and potential partners are developed, to expand opportunities for employment for Aboriginal people.
- Local supervisors are developed to more effectively support Aboriginal employees.

See SA Strategic Plan – Economic Prosperity Targets 47, 49, 51, 52, 53, 54

Objective 3: Training

Aboriginal people within the region undertake and successfully complete training courses.

- Indigenous skillset in the AW NRM region is audited and a strategy developed to build on this data.
- A Training network is developed with organisations working across the Region to support individual NRAW Aboriginal staff with skills acquisition and accreditation.
- NR AW staff support assessment and training of aboriginal staff to Certificate III and higher.
- All AW NRM staff are provided with project management and leadership training.
- Cultural Competency is a component of all training development and implementation.
- Opportunities are provided for Anangu to lead the discussions on work undertaken by them in the region, in public forums, conferences, etc.

See SA Strategic Plan: Economic Prosperity Target 54 and Education Target 93

Objective 4: Procurement

NR AW business practice supports the economic advancement of Aboriginal communities and individuals

- Employment is a major target identified in all AW NRM and NR AW contracts.
- NR AW supports Aboriginal people to establish small businesses through expanding links to Indigenous Business Australia (IBA), Indigenous Community Volunteers (ICV) and other support agencies.
- NR AW preferences Aboriginal owned or operated businesses in its procurement practices.
- NR AW staff identify and actively support future Aboriginal business.

3. Indicators of Achievement

Develop 'indicators of achievement' to measure and report the success of the four objectives.

- **Education**
 - number of successful Aboriginal School based Traineeships across DEWNR
 - development and implementation of Pathway Programs
 - increase in number of people involved in these programs committing to Tertiary Education
- **Training**
 - an increase in the number of Aboriginal people in the AWNRM Region achieving Cert 3 level
 - Number of Aboriginal people in the AW NRM Region committing to Tertiary education
- **Employment**
 - achieve or exceed 5% employment increase per annum of Aboriginal people in AWNRM projects
- **Procurement**
 - number of community contracts completed to a satisfactory standard
 - percentage of budget committed to Aboriginal owned or controlled businesses
 - increased numbers of Aboriginal people contracting AWNRM business