Skilling up our mob

Strengthening vocational education and training in Aboriginal communities in NSW
The NSW Department of Industry is committed to supporting Aboriginal and Torres Strait Islander communities across NSW.

We are committed to increasing the engagement of Aboriginal and Torres Strait Islander people in vocational education and training in NSW.

To do this, we provide a range of culturally appropriate programs designed to support vocational education and training to create business and employment opportunities.

With an emphasis on vocational training, job placement and enterprise development, our Aboriginal staff provide specialist advice and support so individuals can achieve their full potential.

They work closely with employers, training organisations, government agencies and communities to deliver four key programs:

- **The Way Ahead for Aboriginal People** – providing mentors for our apprentices and trainees
- **New Careers for Aboriginal People** – creating employment or training opportunities as a pathway to permanent employment
- **Aboriginal Enterprise Development Officer** – supporting the development of sustainable Aboriginal businesses
- **The Elsa Dixon Aboriginal Employment Program** – subsidising the salaries of Aboriginal employees in public services or local councils and funding innovative projects that create education, training and employment opportunities.

ACKNOWLEDGEMENT OF COUNTRY

The Department of Industry, Training Services NSW, respects Aboriginal peoples as the first peoples and custodians of NSW. Our offices are located on Aboriginal land and we acknowledge the Traditional Owners; their history, culture and Elders. Importantly, we acknowledge the youth who are our future.
Nurturing and inspiring our apprentices and trainees to achieve their best

Established in 2004, The Way Ahead for Aboriginal People mentoring program provides a free service that pursues the best possible employment and training outcomes for individuals and organisations.

We aim to keep Aboriginal learners in the workplace so they can complete their formal accredited training.

We recognise that many Aboriginal people live and work between cross-cultural lifestyles and may sometimes want culturally appropriate mentoring.

Mentoring is a great way to guide and develop learners so they can excel in their professional lives. Our mentors also assist learners in coping with the personal, social and cultural pressures that can occur during an apprenticeship or traineeship.

Through the sharing of skills, knowledge and experience, our mentors build relationships that help learners make better decisions.

When our learners know who they are, understand where they come from and feel better about themselves, there are positive impacts in all other areas of their lives.

Our mentors are chosen because of their involvement and acceptance within Aboriginal communities.

If needed, our mentors can provide additional workplace support to employers, supervisors and other team members, particularly in the early stages of a learner’s employment and training.

Way Ahead mentors:
• assist learners to become aware of their strengths and weaknesses
• ensure learners identify challenges that could impact their training or employment and identify solutions
• dissolve barriers between learners, their employer, supervisors, trainers and workplace
• enable learners to identify development and career progression opportunities
• increase the learner’s confidence, happiness, self-esteem, and commitment
• maintain regular contact until the learner no longer needs assistance.

Tarni’s ‘just in time’ mentoring support

Six months into her traineeship, Tarni was struggling. Travelling from Ballina to Lismore every day was exhausting and after a number of staff changes at work, Tarni was isolated, anxious and lacking in self-esteem.

“It was the support my Way Ahead mentor provided that turned my traineeship into a positive experience,” said Tarni. “Leanne gave me the confidence and interpersonal skills to succeed. If my supervisor hadn’t engaged Leanne, I would’ve quit. My mentoring support came just in time.”

Need a Way Ahead mentor? Call us on 13 28 11

Skinning up our Mob 3
New Careers for Aboriginal People

Aboriginal employment advisory support services: building a pipeline of deadly talent

Looking for a new and deadly career opportunity?

The New Careers for Aboriginal People program is a free service that identifies and creates opportunities for sustainable education, training and employment at a local level.

With 13 projects operating across NSW, our Aboriginal employment advisors work with individuals to increase their access to education and training and enhance their prospects of long-term employment.

Daniel gets a second chance

With no work and nothing to do in Walgett, Daniel found himself getting into trouble, so he decided to move to Maitland to create a better life.

Darren, the New Careers for Aboriginal People officer at Ungooroo, Maitland, helped Daniel enter a training program through Clubs NSW and the Barrington Group.

“It’s the best thing I’ve done. I’ve gained invaluable skills and experience as well as making new friends. My trainer Michael, along with Darren, provided tremendous support. They’re my ongoing mentors. I’m now employed in a job I love. My life has changed for the better.”

Our Aboriginal employment advisors:

• refer Aboriginal people to education, training and employment opportunities
• provide coaching through career planning, resume writing, job application writing and job interview techniques
• connect with local employers, Job Services Australia providers and other community resources for employment opportunities
• provide targeted training in areas of employment growth for Aboriginal people in regional and rural areas
• partner with schools, education providers, businesses, and community to develop innovative pathways for students transitioning to post-school learning or work.
Aboriginal Enterprise Development Officer

Aboriginal business advisory support services

How we can assist you

Our Aboriginal Enterprise Development Officers assist with:

- starting and sustaining a small business
- developing a business plan
- arranging accredited small business training
- information and guidance on financial management
- sourcing funding opportunities and supporting the application process
- providing ongoing mentoring once a business is up and running.

Growing Aboriginal-owned and operated businesses in NSW

The Aboriginal Enterprise Development Officer program is a free service that increases the opportunities for Aboriginal people to become self-employed or expand their business.

With seven projects operating across NSW, we’re committed to encouraging an entrepreneurial culture within our communities. We offer business training and support to help establish locally created and viable businesses.
Elsa Dixon Aboriginal Employment Program

Supporting employment in NSW’s public and local government sectors

Innovation in achieving vocational outcomes for Aboriginal people

The Elsa Dixon Aboriginal Employment Program adopts a number of strategies to develop and support Aboriginal people through the creation of training and employment opportunities.

Promoting diversity, innovation and service responsiveness in the NSW workforce, the Elsa Dixon Aboriginal Employment Program subsidises the salary, development and support costs of Aboriginal employees in public service agencies or local councils.

The program also delivers innovative community work experience projects for Aboriginal students.

Who was Elsa Dixon?

Born in 1925, Elsa Dixon was an extraordinary Aboriginal woman who played a key role in improving social outcomes for Aboriginal people in NSW. With Aboriginal people at the heart of her life and work, Elsa knew that to overcome social inequality, they needed education, training and employment—the foundations of an informed and just society. Elsa was one of the founding members of the Foundation for Aboriginal Affairs and the Aboriginal Medical Service in Redfern, remaining a member until her passing in 1993.
**Elsa Dixon Aboriginal Employment Program key grants**

- **Permanent employment** – $40,000 supporting the permanent employment of an Aboriginal person in a NSW public service agency or local government authority.
- **Temporary secondment** – $40,000 supporting a temporary position (up to 12 months) offering significant skill development for an Aboriginal person who is permanently employed in a NSW public service agency or local government authority.
- **Aboriginal community small grants** – Small grants for community-based projects that have the potential to create education, employment and training opportunities for Aboriginal people.
- **School-based traineeships** – $10,000 to support school-based traineeships in a NSW public service agency or local government authority.

In 2017–2018 the program will fund 90 jobs, including positions in Aboriginal health, events management, cultural groups and a range of school-based apprenticeships and traineeships.

**Elsa Dixon—providing pathways to training and employment**

The Elsa Dixon Aboriginal Employment program enabled 20 Aboriginal students to have a school-based traineeship in education support while completing their HSC.

Providing an individual training pathway for each student, the traineeship offered a Way Ahead mentor and tailored support in areas such as literacy and numeracy, disability education and Aboriginal education.

Students studied HSC at their local high school, undertook formal training at TAFE New England and supported teaching staff at their local primary school.

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**Smart and Skilled and Deadly**

**Subsidised training for Aboriginal people in NSW**

Smart and Skilled qualifications are subsidised by the NSW Government. Eligible Aboriginal students are entitled to fee-free, government-subsidised training in priority skills areas, up to and including Certificate III, with approved training providers. Subsidised training is also available for higher qualification levels.

This training provides Aboriginal people with the opportunity to gain the skills needed to get a job and have deadly career opportunities.

The NSW Skills List provides you with further information about qualifications eligible for government funding. Find out more at [smartandskilled.nsw.gov.au](http://smartandskilled.nsw.gov.au)

You are eligible for Smart and Skilled if you:
- are aged 15 years or older
- live or work in NSW
- are no longer at school.
Strengthening services for Aboriginal communities in NSW

We’ve employed Aboriginal staff in all of our offices to help promote more engagement and participation with vocational education and training. Each office has at least three designated Aboriginal staff to provide culturally appropriate support for students, employers and other members of our communities.

Call 13 28 11 to be connected to your nearest Training Services NSW regional office.

Regional offices

Central and Northern Sydney
Level 13, 67 Albert Avenue
Chatswood NSW 2067
T (02) 9242 1700
F (02) 9242 1758
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Southern & South Western Sydney
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For more information

13 28 11
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