



Community Engagement Report
Community Engagement Report Badgebup Training and Cultural Hub.
May 2017

**Badgebup
Aboriginal
Corporation**





BADGEBUP ABORIGINAL CORPORATION

A Training & Cultural Hub for the Central Great Southern Region of
Western Australia

Community Engagement Report

May 2017

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BADGEBUP TRAINING AND CULTURAL HUB COMMUNITY ENGAGEMENT FINAL REPORT

INTRODUCTION

The Badgebup Aboriginal Corporation (BAC) has developed a vision and plan to develop a Training and Cultural Hub to address the training, employment, social and cultural needs of local Aboriginal families and communities in the Central Great Southern Region of Western Australia.

In 2016, the Indigenous Land Corporation (ILC) and the Great Southern Community Chest Fund, a Royalty for Regions initiative, funded the development of a detailed business plan and community engagement process to achieve this vision.

The funding from these two organisations enabled BAC to engage suitably qualified consultants to develop a business plan in accordance with selected terms of reference. The BAC and ILC agreed on the selection of the preferred Consultants based on the proposals that were sought from the community. The Consultants selected to develop the business plan were:

- RPS Australia East Pty Ltd (RPS) - Consultant to undertake the Business Plan; and;
- Shawn Boyle & Associates - Consultant to undertake the Aboriginal and wider community stakeholder engagement to achieve local partnerships and provide input to the Business plan.

An Interim community engagement report was provided in December 2016 which outlined the key stakeholders who were engaged in the early stages of the development of the business plan. This report also outlined the agreed directions for the Cultural and Training Hub as advised by the local Aboriginal communities. Additionally, service stakeholders helped identify the key issues and resources necessary to establish programs in the proposed Hub. This information is contained in the final Business Plan.

In this Final Community Engagement Report, Shawn Boyle & Associates outlines the priority agreed strategies for the Cultural and Training Hub gained from the ongoing Aboriginal community and other stakeholder engagement from January to May 2017. The final report focusses on:

- Key community stakeholders who will work in partnership with Badgebup;
- Agreed community priority program areas of the Training and Cultural Hub; and
- Next steps to implement the business plan and secure funding and program support

Read together with the Business Plan, the Badgebup Training and Cultural Hub provides an exciting social investment proposal for much needed services for the communities of the Central Great Southern Region in Western Australia.

ABORIGINAL COMMUNITY ENGAGEMENT

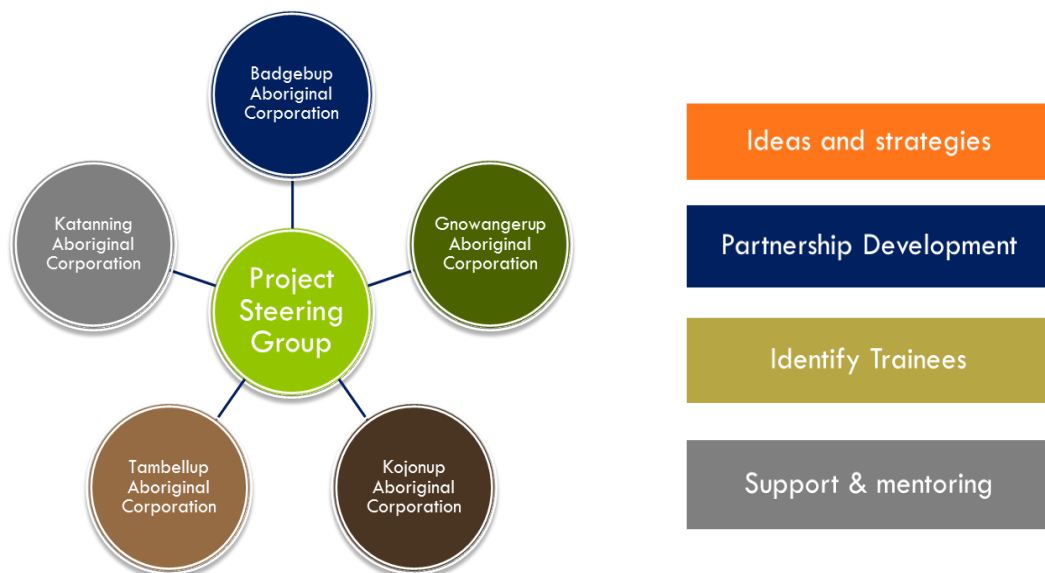
The Interim Community Engagement Report outlined the key Aboriginal organisations identified through the Katanning Community Engagement Governance and Leadership Project for the Central Great Southern region to be consulted in the development of the Business Plan. They are:

- Badgebup Aboriginal Corporation;
- Tambellup Aboriginal Corporation;
- Katanning Aboriginal Corporation;
- Gnowangerup Aboriginal Corporation; and;
- Kojonup Aboriginal Corporation.

In addition, two other key Aboriginal groups have been identified as important to be consulted in the process are:

- Stolen Generations Committee responsible for Carrolup Mission; and;
- South West Land and Sea Council (SWLASC) Wagyl Kiap governance body.

ABORIGINAL COMMUNITY ENGAGEMENT IN THE TRAINING AND CULTURAL HUB



Representatives of the Aboriginal corporations have been engaged over 2016/2017 in the proposal for a Training and Cultural Hub through one-on-one meetings, community workshops and through the operations of the Katanning Noongar Leadership Group. From these stakeholder meetings, the key strengths of each corporation were identified and formed the foundations of the business plan. The strengths are outlined in the table below:

CORPORATION	STRENGTHS
Badgebup	<i>Training and Culture, Land Management, Trades.</i>
Tambellup	<i>Horticulture & Bush Foods, Farm asset, Art</i>
Gnowangerup	<i>Youth, Agriculture, Training, Trades, Art & Sport.</i>
Kojonup	<i>Cultural Tourism, link with Kodja Place.</i>
Katanning	<i>Links with social services networks, health issues</i>

COMMUNITY PRIORITIES

The community engagement workshop identified four priority areas of training important to the local Aboriginal communities for the Business Plan. Four key areas were Conservation and Land Management, Horticulture and Bush Foods, Cultural Tourism, and, Trades as depicted in the diagram below.

Conservation and Land Management was identified and agreed upon as the foundation or “gateway” qualification required to achieve the vision for the whole project. Through providing qualifications and skills for elders (Men and Women) to care for country, the cultural and spiritual connections of the region will be strengthened and become the foundation to support social, economic and environmental projects for the local communities.

Conservation and Land Management also creates the seamless gateway for training and employment opportunities in Horticulture (Bush foods) and Cultural Tourism. These are discussed in more detail later in the report.

Trades (e.g. building, electrical, carpentry) was identified as a priority in response to a strong desire from Aboriginal communities gain the skills to help restore and rebuild some of the local landmarks of cultural significance. Trade skills also provide local people with the ability and opportunity to take advantage of the potential housing and development projects that will be made possible with the land and program resources flowing from the Noongar Native Title Agreement.

The local Aboriginal community consultations also discussed the many social problems interlinked with the high unemployment rates in the region. The work of the Katanning Noongar Leadership Group, Katanning Interagency forum, local shires and community representatives was considered crucial to supporting the training and employment outcomes of the Badgebup Training and Cultural Hub. Continue close collaboration on social issues is important for the next phase of the business plan.

Following the December 2016 community workshop, the Consultant and representatives from Badgebup Aboriginal Corporation followed through with meetings and conversations with the Aboriginal Corporations, key leaders, government and community organisations on the agreed priorities of the business plan. The priority program strategies as outlined below will form the next implementation phase of the Badgebup Training and Cultural Hub.

Key Training and Job Creation Focus Areas for the Training and Cultural Hub



Priority 1: *Ngoolark Stepping Stones Program* Conservation and Land Management

The engagement process established the key partnerships and opportunities available to support a training program, and, what potential work and enterprise opportunities will there be for local people after they are trained.

Through this engagement and consultative approach, the Business plan proposes as the top priority, the ***Ngoolark Stepping Stone Program***, aimed at providing accredited training for local Aboriginal community members to enable the establishment of a dedicated Noongar Ranger Program. Noongar Rangers will be able to protect areas of significance, enhance natural assets and manage threats posed by bush fires, invasive species, agriculture and mining operations and species extinction.

The proposed training qualification negotiated with Great Southern TAFE and other partners for this priority is the Certificate II in Conservation and Land Management (see below).

AHC21016/BDF0

CERTIFICATE II IN CONSERVATION AND LAND MANAGEMENT

Term One					
	40	BAT00	AHCWHS201	Participate in workplace health and safety processes	Core
	40	BAP14	AHCFAU201	Recognise fauna	Elective
	40	BAO74	AHCILM201	Maintain Cultural places	Elective
	35	BAT73	AHCILM202	Observe and report plants and/or animals	Elective
	35	BAO55	AHCILM203	Record Information about Country	Elective
	40	BAN79	AHCNAR201	Carry out natural area restoration works	Elective
	24	BAS68	AHCPCM202	Collect, prepare and preserve plant specimens	Elective
Term Two					
	20	BAM98	AHCWRK209	Participate in environmentally sustainable work practices	Core
	30	BAR03	AHCPMG307	Apply animal trapping techniques	Elective
	50	BAS71	AHSWRK203	Operate in isolated and remote situations	Elective
	30	BAL59	AHCINF202	Install, maintain and repair farm fencing	Elective
	35	BAU05	AHCMOM203	Operate basic machinery and equipment	Elective
	35	BAR65	AHCPMG201	Treat weeds	Elective
	40	BAN65	AHCCHM303	Prepare and apply chemicals	Elective
	20	BAN70	AHCCHM304	Transport, handle and store chemicals	Elective
	514 hrs				

Additional certificates (III) in Indigenous Land Management (AHC31510) and Aboriginal Sites Work (AHC32513) are further training pathways from the foundation certificate II in Conservation and Land Management. The expert advice of the Department for Parks and Wildlife (now part of the Department of Biodiversity, Conservation and Attractions) was invaluable to this planning.

ENGAGEMENT & PARTNERSHIPS Conservation & Land Management
<i>South Regional TAFE</i>
<i>Department of Biodiversity, Conservation and Attractions (incorporates former Department of Parks and Wildlife)</i>
<i>Katanning Landcare</i>
<i>Wheatbelt Natural Resource Management Group</i>
<i>Wheatbelt Natural Resource Management Aboriginal Program</i>
<i>Great Southern Natural Resource Management Group</i>
<i>South West Aboriginal Land and Sea Council</i>
<i>All Central Great Southern Aboriginal Corporations</i>

The project team has subsequently worked closely with South Regional TAFE (including Katanning TAFE) to explore the delivery of certificate-level training in Badgebup to skill local people in land management which can lead to local employment opportunities with local government, business and community organisations. Courses have been estimated to be delivered to approximately 10-12 trainees per intake and be delivered over a five-month semester. Courses have been planned to be run once per annum each, with the first intake planned for February 2018.

Through the partnership with Parks and Wildlife, the Badgebup Aboriginal Corporation has collaborated to co-designed the ***Ngoolark Stepping Stones Program***, a conservation management framework for community projects that can be carried out with project or program funding. Ngoolark Stepping Stones Program covers areas of great importance and significance to the culture of the Aboriginal groups of the Central Great Southern covering the Lake Coryecup to Lake Dumbleyung through the Cobline flats and pools byway (hereafter called the Cobline flats) ecosystem. As projects become funded and resourced they can work independently with the aim to achieve broader natural (ecosystem resilience) and social (cultural, spiritual and philosophical) outcomes.

The partnership with Katanning Landcare and the local Natural Resource Management groups also provide opportunities for work on local land and conservation projects funded from Federal and State programs. Badgebup Aboriginal Corporation is already working in partnership with Katanning Landcare on the Lake Ewlyamartup Restoration Project.

The local Aboriginal communities agreed that the elders from each of the key communities should play a significant role in identifying key people for the first intake of the certificate course in Conservation and Land Management. This will likely have majority men enrolled (though not exclusively) and these graduated will become mentors for future intake of younger generations of the local Noongar community.

Contact has been made with other wheatbelt Noongar groups linked with the Wheatbelt Natural Resource Management (NRM) Aboriginal Program. This NRM program focusses predominantly around the Avon Districts. Partnerships other Aboriginal groups supportive of a Noongar Rangers programs will be pursued especially in light of the recent State Labor Government election commitment to fund a WA Indigenous Ranger Program. The Ngoolark Stepping Stones Program provides the ideal foundation to build the first sustainable Noongar Rangers Program in this state.

Priority 2: Merentj Bush Tucker Program

Horticulture & Food

While Conservation and Land Management is proposed to be the major engagement project for local Aboriginal men, the Aboriginal women consulted in the community engagement process, saw Horticulture and Bush Foods as their key priority focus area. The **Merentj Bush Tucker Program** has been proposed in the business plan as a vehicle to provide training in horticulture production and management for local Noongar food products linked to the strengthening of culture.

Through working in partnerships, the Merentj Bush Tucker Program will look at employment opportunities for the graduates in existing businesses and community projects and potential social enterprises. Culture and food are increasingly being used to promote tourism destinations and enhance their competitiveness and attractiveness, so cultural tourism opportunities will flow from this priority training area. Against this backdrop, the native food industry has been undergoing significant growth in demand through both tourism and export markets.

The project team has worked with South Regional TAFE to tailor a training program to provide opportunities for community members in horticulture employment. Courses have been estimated to be delivered to approximately 10-12 trainees per intake and be delivered over a five-month semester. The course has been planned to be run once per annum, with the first intake, subject to funding planned for February 2018. Two course options are being considered as outlined below.

AHC20416 – Option 1 Certificate II in Horticulture

Job roles and titles vary across different industry sectors. Possible job titles relevant to this qualification include: Horticulture worker, Horticulture assistant.

Cores				
1.	AHCWHS201	Participate in work health and safety processes	40	
2.	AHCPCM201	Recognise plants	40	
3.	AHCPMG201	Treat weeds	35	
4.	AHCPMG202	Treat plant pests, diseases and disorders	35	
5.	AHCSOL202	Assist with soil or growing media sampling and testing	25	
Electives				
6.	AHCCHM201	Apply chemicals under supervision	35	
7.	AHCINF203	Maintain properties and structures	30	
8.	AHCIRG217	Assist with pressurised irrigation operations	35	
9.	AHCMOM203	Operate basic machinery and equipment	35	
10.	AHCNSY203	Undertake propagation activities	35	
11.	AHCPGD201	Plant trees and shrubs	30	
12.	AHCPGD203	Prune shrubs and small trees	30	
13.	AHCNSY202	Care for nursery plants	25	
14.	AHCPHT201	Plant horticultural crops	20	
15.	AHCPHT203	Support horticultural crop harvesting	24	
			474	

AHC20316 – Option 2 Certificate II in Production Horticulture

The qualification enables individuals to select a tree cropping, vegetable or berry production, grape growing or mushroom production context as a job focus, or a mixture in the case of mixed enterprises.

Cores			
1.	AHCWHS201	Participate in work health and safety processes	40
Electives			
2.	AHCCHM201	Apply chemicals under supervision	35
3.	AHCMOM203	Operate basic machinery and equipment	35
4.	AHCPHT201	Plant horticultural crops	20
5.	AHCPHT203	Support horticultural crop harvesting	24
6.	AHCPHT205	Carry out post-harvest operations	25
7.	AHCPMG201	Treat weeds	35
8.	AHCPMG202	Treat plant pests, diseases and disorders	35
9.	AHCSOL202	Assist with soil or growing media sampling and testing	25
10.	AHCIRG217	Assist with pressurised irrigation operations	35
11.	AHCNSY202	Care for nursery plants	25
12.	AHCNSY203	Undertake propagation activities	35
13.	AHCWRK201	Observe and report on weather	24
14.	AHCWRK207	Collect and record production data	24
15.	AHCINF203	Maintain properties and structures	30
			447

Tambellup Aboriginal Corporation has a significant asset in the Tambellup Farm which has been assessed by Great Southern TAFE for its suitability for horticultural production and is currently underutilised. Elders from Tambellup have contributed greatly to the conceptual discussions and this corporation will be a major partner in establishing the Merentj Bush Food Program.

Additional contact has been made with Noongar Land Enterprises (NLE), a collective of Noongar farmers with their own farm assets in the South West of WA to look at partnerships in training community members and obtaining expert advice in farming, production and distribution strategies. These partnerships will be crucial to give the trainees opportunities to use their skills in enterprises that support local Aboriginal businesses and community groups.

ENGAGEMENT & PARTNERSHIPS Horticulture & Bush Foods
<i>South Regional TAFE</i>
<i>Tambellup Aboriginal Corporation</i>
<i>PEEDAC Kaarta-Moorda Aboriginal Corporation owner of Kuditj Kitchen</i>
<i>Prepare Produce Provide (community food projects with high schools)</i>
<i>Noongar Land Enterprises</i>
<i>WAITOC (Western Australian Indigenous Tourism Operators Council)</i>

Through working in partnership with organisations like NLE who have excellent links and relationships with agricultural departments, suppliers and commercial and retail wholesalers, the Merentj Program can evolve beyond training and lead to sustainable economic opportunities in the region.

At the time of this report a whole new potential group of commercial stakeholders have been identified who have expressed a great interest in gaining sustainable supply of bush food to commercial retail and hospitality outlets in Katanning and the South West. These business-community partnerships can be harnessed to established real job pathways and economic enterprises after the training phase.

The Consultants also looked at innovative partnerships to engage youth in the Merentj Bush Tucker Program. The Katanning high school and local primary schools have expressed a strong interest in bringing children and youth out to Badgebup to learn about bush food and culture. These schools understand the potential to strengthen identity and self-esteem in youth and the employment and training opportunities that the program can potentially provide. Ongoing liaison with the schools will be an important part of the implementation phase.

Engagement with the Perth-based community group *Prepare Produce Provide* who support WA home economics teachers in high schools engage students in food related subjects which in turn leads to food and hospitality industry employment and training pathways, is another exciting potential partnership. This group organised the successful Kambarang Bush Foods component of the Margaret River Food Festival for the last two years bringing Aboriginal students from around the state to showcase their talents and get invaluable experience and motivation. Discussions to develop such a program in the region have commenced.

Additionally, the consultant approached PEEDAC Kaarta-Moordda Aboriginal Corporation who is an Aboriginal job training provider that owns Kuditj Kitchen. Kuditj Kitchen is a Noongar initiative working in a partnership with Sodexo Corporate Catering in Perth providing training through their extensive corporate catering business. Badgebup is exploring opportunities for traineeship and employment pathways for local Aboriginal people through collaboration with PEEDAC and Prepare, Produce Provide. Significant opportunities are available to ensure that future training of young Aboriginal people can lead to meaningful job opportunities in the growing hospitality industry. PEEDAC as a Registered Training Provider, additionally has extensive experience and runs many programs in the job and training industry. A partnership with this organisation provides the expertise and qualifications to jointly apply for projects in employment and training.

Cultural Tourism

Partnerships in Cultural Tourism were explored as the local Aboriginal people raised the logical connection and opportunities in this area flowing from an upskilling of people through the Conservation and Land Management and Horticulture training programs.

ENGAGEMENT & PARTNERSHIPS Cultural Tourism
<i>Kojonup Aboriginal Corporation</i>
<i>Kojonup Visitors Centre – Kodja Place</i>
<i>WAITOC West Australian Indigenous Tourism Operators Council</i>
<i>South West Aboriginal Land and Sea Council</i>

In recent years, the Kojonup Aboriginal Corporation has gained experience and capability in the area of Cultural Tourism through collaborating with Kodja Place linked with the Kojonup Visitor Centre, which in turn is supported by the Shire of Kojonup. Kodja Place provides information and tours around Kojonup linked to local Kojonup Noongar stories and culture. While activity in this area in recent years has reduced to a small program of events and services focussed only in Kojonup, the experience and learnings of the corporation will be invaluable to the regional partnerships and potential projects.

The community engagement process raised the possibility of a wider regional collaboration between the various Aboriginal corporations to look at cultural tourism opportunities across the region inclusive of Kojonup. The Shire of Kojonup representatives outlined recent regional and Tourism WA initiatives focussed on supporting more wheatbelt, great southern and southwest tourism strategies. Cultural tourism is a growing area of demand from international tourists and the Central Great Southern is very accessible from Perth where most tourists disembark. Links to appropriate cultural sites of significance and bush foods across the region will be pursued in the next phase.

The Western Australian Indigenous Tourism Operators Council (WAITOC) has recently had a re-energised focus on supporting local indigenous tourism enterprises. With recent state election commitments to increase funding support this area, there could be emerging grant opportunities in the coming years to support local regional initiatives in cultural tourism. This along with the likely benefits of the Noongar Native Title Agreement present an opportunity for innovation community and business partnerships. Badgebup will work closely with WAITOC to explore opportunities in this space.

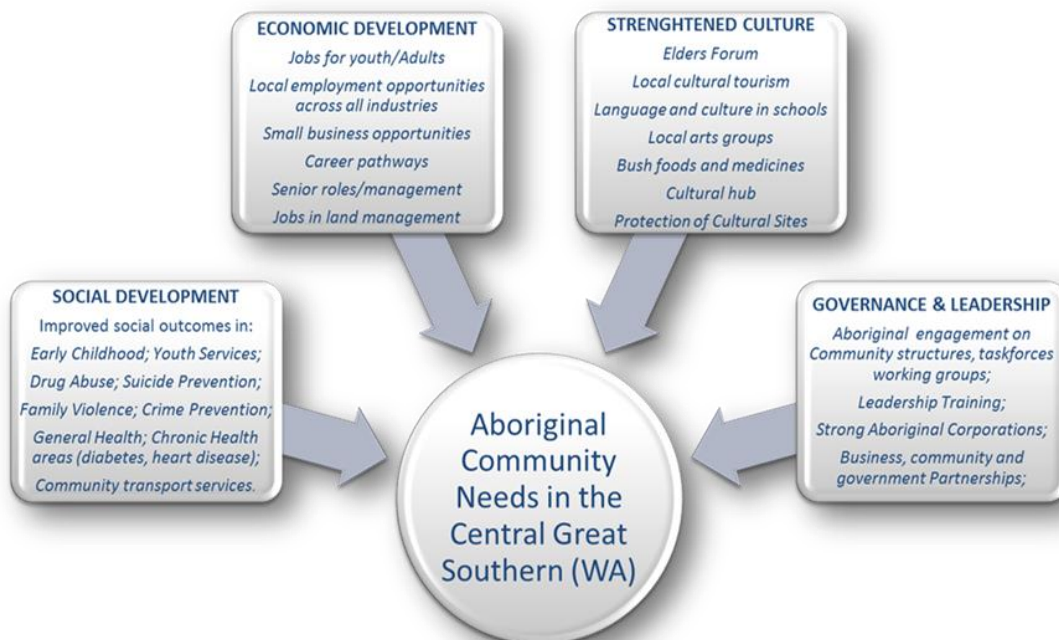
The fundamental building blocks of skilling Aboriginal people in small business development as well as the specific cultural tourism skills can be supported through the Badgebup Training and Cultural Hub. Ongoing business, government and community partnerships will be crucial to drive strategies in this priority area.

Social Issues

Social support of individuals is crucial to ensure that trainees maintain participation in the courses and can handle the many family and individual pressures placed upon them by living in community. The Badgebup proposal doesn't seek to replicate existing social programs but will work with existing local agencies to ensure the availability of support services to complement the training and economic development strategies. The Business Plan by RPS outlines in detail the demographics and social issues in the region. The many indicators of need and disadvantage highlight the importance of social programs to the region.

Numerous reports including the Katanning Community Engagement Governance and Leadership Project Report done by the Shawn Boyle and Associates in 2014, have outlined the breadth of social needs in the region as is depicted in the diagram below.

Social and economic needs of the Central Great Southern



The work of the Noongar Leadership Group and the Katanning Interagency Forum will be crucial to ensuring adequate social support strategies walk alongside the Training and Cultural Hub. The proposed 2017 Yarning Sessions coordinated by the Shire of Katanning and funded by the Department of Prime Minister and Cabinet, provide the vehicle to harness the social services and community members on social issues. Badgebup members and the Consultant have provided strong support and input for this process to occur in the coming months as it provides an opportunity for the diverse community members and representatives of organisations in the region to come together to address difficult social issues such as truancy, unemployment, drug addiction and child welfare.

Through the Katanning Interagency Forum, government agencies, the Katanning Senior High School, key social service groups such as Palmerston, Wanslea and Amity Health, are engaged to address issues collectively. Badgebup and the Consultant have had many

conversations with these groups conveying the potential of partnership with the Training and Cultural Hub. Opportunities for young people are a priority for the local communities and key organisations such as the Katanning Senior High School, Wirrapunda Foundation and Department of Child Protection (now Community Services) are highly engaged in this process.

PARTNERSHIPS & ENGAGEMENT <i>Social Issues</i>
<i>Katanning Interagency Forum</i> (includes all Federal State and local government agencies, community services such as Palmerston, Wanslea, Amity Health, schools and Aboriginal community representatives)
<i>Noongar Leadership Group</i>
<i>Wirrapunda Foundation</i>
<i>Yorgum Aboriginal Corporation</i>
<i>Department of Child Protection (Community Services)</i>

Yorgum Aboriginal Corporation is also exploring the need for its therapeutic services in the Great Southern region and has engaged with Badgebup to assist with local needs analysis and planning. All the above service agencies will be engaged in the next phase to identify existing and potential new services that can strengthen the social fabric of the community and support individuals to participate and graduate from the proposed training programs in the business plan.

Great Southern TAFE and Katanning TAFE have also offered their student support services to work alongside the Badgebup proposal. Trainees who require social support will be assisted by Aboriginal staff as they participate in the courses on offer.

The ongoing community engagement mechanisms of the Noongar Leadership Group and the Katanning Interagency Forum are in place and are supported by all levels of government. Badgebup as a member of these forums and by working together the proposed programs of the Training and Cultural Hub, can provide energy, hope and focus for proposed social service initiatives to be developed in the region.

Next Steps

Badgebup Aboriginal Corporation will seek to secure funding to implement the business plan for the Training and Cultural Hub in 2017/2018. Strategies being pursued include looking at an *establishment-phase* grant and developing submissions for program funds from government and philanthropic funding bodies in order to get the priority Ngoolark and Merentj programs started. In parallel with these actions, the capital works requirements of the Hub will be pursued in stages.

The community engagement process will be continued in the establishment phase through the following strategies:

- Ongoing liaison with the key organisational stakeholders in each priority area;
- Invitation to new stakeholders to join the programs;
- The establishment of a Community Steering Committee to advise on achieving the key result areas as depicted in Business model in appendix (ii);
- Close collaboration with all layers of government; and;
- Regular community forums to inform the local community of the progress of the project and the achievement of outcomes.

Badgebup will also continue to engage with the regional governance process established by the South West Aboriginal Land and Sea Council (SWALSC). This is to ensure that the needs of the Central Great Southern are covered in plans and strategies developed for the Wagyl Kiap region by SWALSC. The recognition of the unique regional communities needs and culture cannot be lost is a large region that includes both the Central Great Southern and the Lower Great Southern.

Conclusion

The Badgebup Training and Cultural Hub has undertaken extensive community engagement over the last year. This is evident in the establishment of many and diverse partnerships that have been established between community, government and private sector stakeholders in all the priority focus areas as outlined in this report.

The needs of the Aboriginal communities of the Central Great Southern have been documented and the vision for strengthened community and culture is shared across the region. It is only through partnerships and collaboration that this vision for the Training and Cultural Hub will be realised. The downstream benefits for individual, families and communities as outlined in the accompanying business plan will greatly benefit the region socially, economically and environmentally.

Appendix (i) List of Stakeholders Consulted (October 2016 to May 2017)

Local Aboriginal Corporations

- Badgebup Aboriginal Corporation
- Tambellup Aboriginal Corporation
- Katanning Aboriginal Corporation
- Gnowangerup Aboriginal Corporation
- Kojonup Aboriginal Corporation
- Stolen Generations Committee responsible for Carrolup Mission
- South West Aboriginal Land and Sea Council

Key Leadership Groups and Funders

- Shire of Katanning
- Indigenous Land Corporation
- Great Southern Development Commission
- Department of Prime Minister and Cabinet
- Katanning Noongar Leadership Group
- Katanning Inter-Agency Forum

Training

- South Regional TAFE
- Katanning TAFE
- Department of Training and Workforce Development;
- PEEDAC Kaarta-Moorda Aboriginal Corporation

Conservation and Land Management

- Department of Biodiversity, Conservation and Attractions (incorporating former Department of Parks and Wildlife)
- Katanning Landcare
- Wheatbelt Natural Resource Management Group
- Wheatbelt Natural Resource Management Aboriginal Program
- Great Southern Natural Resource Management Group
- South West Aboriginal Land and Sea Council

Horticulture

- Tambellup Aboriginal Corporation
- Noongar Land Enterprises
- PEEDAC Kaarta-Moorda Aboriginal Corporation owner of Kuditj Kitchen
- Prepare Produce Provide (community food projects)

Cultural Tourism

- Kojonup Aboriginal Corporation
- Kojonup Visitors Centre – Kodja Place
- WAITOC West Australian Indigenous Tourism Operators Council
- South West Aboriginal Land and Sea Council

Social Issues

- Katanning Interagency Forum (includes all Federal State and local government agencies, community services such as Palmerston, Wanslea, Amity Health, schools and Aboriginal community representatives)
- Noongar Leadership Group
- Wirrapunda Foundation
- Yorgum Aboriginal Corporation
- Department of Community Services

Appendix ii Business Model with Key Result Areas (KRA's)

BADGEBUP TRAINING & CULTURAL HUB

Building strong Aboriginal communities through work in country

KRA 1: IMPROVE REGIONAL COLLABORATION AMONGST ABORIGINAL COMMUNITIES TO IDENTIFY TRAINEES & WORK PROJECTS
FOCUSING ON SENIOR MEN AND WOMEN and ABORIGINAL YOUTH

- Set-up partnerships with local Central Great Southern Aboriginal communities
- Regional Steering Group
- Link with schools, government and community youth services
- Set-up referral pathways and protocols

KRA 5: CREATING & ENHANCING SUSTAINABLE EMPLOYMENT OPPORTUNITIES

- Identify and build a group of potential employers
- Apply for Land Management jobs
- Establish Indigenous Business Enterprise
- Seek projects/grants in Partnership with local NRM/Land Management Groups & businesses.
- Assist employers in overcoming barriers to employing Aboriginal people/Aboriginal youth
- Provide assistance on cultural awareness and respect, culturally inclusive workplace
- Provide information on eligibility and access to relevant employment subsidies

KRA 2: BUILDING CAPACITY OF THE INDIVIDUAL FOR SUCCESSFUL EDUCATION/TRAINING AND EMPLOYMENT

INDIVIDUAL ASSESSMENT

- Overall Suitability for Program
- Literacy and numeracy
- Prior experiences
- Social needs
- Risk issues
- Work readiness
- School relations (if relevant)

ACCREDITED EDUCATION/TRAINING

- Certificate II Conservation & Land Management
- Recognised Prior qualifications

ON-COUNTRY TRAINING

BADGEBUP ON-SITE TRAINING:

- Core and Elective Units
- Expert speakers from DPaW and other groups
- Cultural Knowledge and support from Local Elders
- Social support- Speakers on Dugs, mental health etc

STRUCTURE

- Week Block training
- 2 blocks per term
- 4 terms

WORK EXPERIENCE

PARTNERSHIPS TO WORK ON PROJECTS

- DPaW
- Local Government
- NRM Groups
- Aboriginal community sites

CONNECT TO FURTHER EDUCATION/TRAINING OPPORTUNITIES

- Certificate III Indigenous Land Management
- Certificate III Aboriginal Sites work
- Cultural Tourism
- Horticulture

KRA3: PROVIDE ADEQUATE SUPPORT FOR INDIVIDUALS ONE ON ONE SUPPORT/MENTORING TO ADDRESS BARRIERS TO SUCCESSFUL EDUCATION/TRAINING AND EMPLOYMENT

<ul style="list-style-type: none"> • Health • Housing • Transport 	<ul style="list-style-type: none"> • Family relationships/issues • Life skills • Connecting to other services 	<ul style="list-style-type: none"> • Access to complementary employment services
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KRA4: DEVELOP A PURPOSE BUILT TRAINING & CULTURAL HUB TO SUPPORT DELIVERY OF SERVICES

Option A: site works and Gradual scale up of physical resources

Option B: Purpose built new building