



National Landcare Program Project 4-60BHBOG:

Saline Bush Tucker Integrating Traditional Knowledge with Modern Systems to Restore

Degraded Land at Badgebup WA 2019 - 2022

**Badgebup
Aboriginal
Corporation**





NATIONAL LANDCARE PROGRAM PROJECT 4-60BHBOG

Saline Bush Tucker

**Integrating Traditional Knowledge with Modern Systems
to Restore Degraded Land at Badgebup WA**

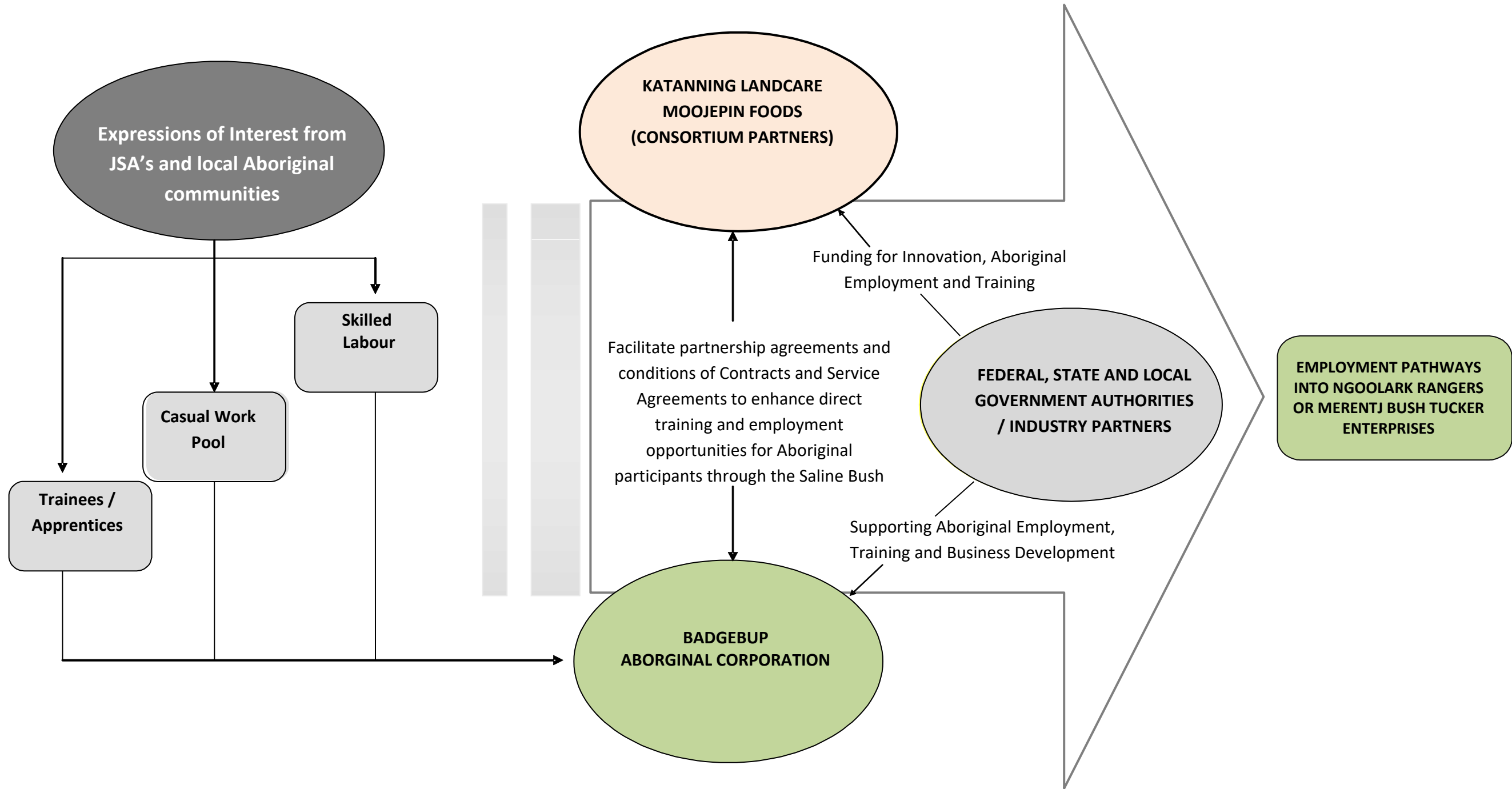
ABORIGINAL TRAINING & EMPLOYMENT STRATEGY

2019-2022

NATIONAL LANDCARE PROGRAM PROJECT 4-60BHB – SALINE BUSH TUCKER – BADGEBUP ABORIGINAL CORPORATION ABORIGINAL TRAINING AND EMPLOYMENT STRATEGY 2019 -2022

The Training and Employment Strategy flowchart diagrammatically explains the processes of community engagement for the Saline Bush Tucker Project.

FLOWCHART



1.1 ACTIONS AND RESPONSIBILITIES

The following table outlines the action plan for developing and implementing the BADGEBUP ABORIGINAL CORPORATION's Aboriginal Employment and Training Strategy for the Saline Bush Tucker Project 2019 - 2022.

No.	Timeframe	Actions	Responsibility
		STAKEHOLDER RELATIONSHIPS	
1	2018	Meet with Consortium Partners and contractors to discuss job roles for project. Highlight any issues relating to the BAC's successful delivery of role in project.	BAC
2	2019	Negotiate better outcomes for BAC service delivery, provide a copy of BAC's training and employment strategy to KALC and sign contract.	Hayden / Rodd
3	2020	Work with key stakeholders to determine the most appropriate size, design, location and timing for a facility to be used to process and pack bush tucker produce.	MF/BAC/KALC
4	2019-21	Fit-out the resultant structure with suitable equipment for a packing and processing operation with a vision of future expansion of product volumes and range. Manage and maintain the packing shed for the duration of the Project	MF/BAC/KALC
5	2019-20	Work with WAGOGA and DW & SE Thompson (Moojepin Foods) to create a branding strategy for produce, produced and packed during and after the project.	WAGOGA/MF/BAC/KALC
6	2019	Develop new brand, or co-branding of the existing Moojepin and Merentj names. Determine ownership and usage rights for the brand(s) developed.	WAGOGA/MF/BAC/KALC
		TRAINING	
7	2019	Contact Registered Training Organisations (RTO) in the region and negotiate delivery on-country for Certificate II Horticulture (or similar) training courses in 2019, 2020 and 2021. Discuss estimated costs associated with training fees and schedules for courses and provide details to consortium partners.	Hayden / SRTAFE /GA
8	May 2019	Contact Job Seeker Agencies in the region to identify potential Aboriginal candidates for training program. Discuss Social Return on Investment strategy with JSA's.	BAC, KALC, MF

9	May 2019	Interview candidates who have been referred by JSA's and gauge if suitable for Project. Interview panel can be made up of 1 member each of consortium partners.	Hayden
10	May 2019	Selected candidates screened for drugs and alcohol in collaboration with JSA's. Provide list of Personal Protective Equipment (PPE) for the project.	RTO / Hayden
11	July 2019	Engage bus driver and organise travel to and from site at Badgebup to ensure trainees arrive on time every day. Sight F Class Endorsement qualifications.	BAC
12	July 2019	First Intake of 5 trainees to commence Certificate II Horticulture on-the-job Training – at Badgebup in collaboration with David Thompson. Monitor ongoing interest in project and assess retention rates in collaboration with Mentors and SRTAFE.	Hayden / Thompson
13	July 2019	Liaise with David Thompson regarding access to site, start times and work plans for trainees.	BAC
		MENTORING	
14	July 2019	Engage on-site Mentor to monitor and evaluate participant's active involvement in practical activities on site in collaboration with Trainers and consortium partners.	SRFAFE /GA
15	July 2019	Provide mentoring support, monitor and evaluate trainee's attendance, learning abilities, communication skills and attitudes on and off-site. Provide information about pathways to employment post project.	BAC Mentors
16	July 2019	Set up a Koorda (buddy) system between Trainees to provide better communication channels and moral support for individuals during life of project.	Hayden
17	2019-2022	Arrange complementary activities for the trainees to participate in, which add value to the Project and assist their engagement and learning, including identifying local species of bush tucker and bush medicines during bush walks.	BAC
18	2019-2022	Identify job roles for trainees during construction phase and maintenance of the shade-house and hydroponic systems and installation of collateral infrastructure, such as signage or fencing on Thompson Farm.	BAC/DT
19	2019-2022	Identify job roles for trainees during construction and maintenance of the packing shed, and installation of collateral infrastructure, such as signage or fencing on BAC property.	BAC/DT

KATANNING SENIOR HIGH SCHOOL STUDENT WORK EXPERIENCE			
20	2018	Deliver cultural awareness program and create awareness of Saline Bush Tucker Project with students at KSHS and encourage participation through work experiences.	Hayden/Flowers
21	2020	Gauge interest from Aboriginal students from KSHS in developing an app to identify local species of bush foods and medicines by their Noongar names for use by local community including farmers.	BAC/KSHS/GA/WF
CULTURAL ADVICE			
22	2019	Create awareness and education of the guiding principles and practical actions for bush foods researchers, enterprise leaders, workers and professionals engaging with Aboriginal groups in the bush tucker industry.	BAC /Flowers
23	2019	Develop cultural exchange programme for farmers, including decoding Aboriginal names of local farms, introduction to Noongar names for local plant species and medicines and telling dreamtime stories.	BAC /Flowers
24	2018	Liaise with Katanning Shire Council regarding the joint management of the Badgebup Reserve to develop as part of the ongoing activities for trainees and to gain access to local species of bush foods and medicines for project in collaboration with Department of Conservation, Biodiversity and Attractions and Greening Australia (capability partners).	BAC/GA/DCBA
25	2019-22	Provide regular updates about project and progress of trainees to all levels of government and consortium partners, Noongar community.	KALC/BAC
GOVERNMENT SUPPORT FOR PROJECT			
26	2018	National Landcare Program project 4-60BHBOG Saline Bush Tucker – Integrating Traditional Knowledge with Modern Systems to Restore Degraded Land, Badgebup WA – successful funding application.	KALC /BAC /DTMF
27	2019	Apply for State Government Regional Economic Development (RED) and Aboriginal Ranger Program funding to enhance BAC’s role in Saline Bush Tucker Project.	BAC
INKIND SUPPORT			
28	2018	Equity Trustees (Noongar Charitable Trust funding application – successfully funding of 50% of grant for Business Development Manager role for 12 months.	BAC
29	2019	Ngoolark Rangers mobile ground-force - provision of labour as required during the life of project.	BAC