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From around the tracks...

Indigenous youth training with DIPE

Six new Indigenous apprentices, training in areas including ranger duties, tour guiding and horticulture, have been placed with the Conservation and Natural Resources Division within the Department of Infrastructure, Planning and Environment (DIPE).

The apprentices are school-based apprentices, which involve the students undertaking Years 11 or 12 at school and spending one day per week in the workplace for on-the-job training.

The apprentices come from Palmerston High School; Jilkminggan School/Community Education Centre in the Katherine Region and Batchelor Area School, and will be undertaking certificate level 2 training in Conservation and Land Management, Horticulture and Tourism (Tour Guide).

The Group Training NT program has provided an exciting opportunity for DIPE to achieve practical and real outcomes for Indigenous youth in the NT.

For further information regarding Indigenous employment and training programs in DIPE contact Maureen McGregor, Project Officer, Wildlife Management, Conservation and Natural Resources, Department of Infrastructure, Planning and Environment on 8999 3479.



"I don't know the key to success, but the key to failure is trying to please everybody."

Bill Crosby, Actor and Comedian

Alice Springs Correctional Centre – Certificate in Spoken and Written English

BIITE (Batchelor Institute of Indigenous Tertiary Education) delivered education training in CSWE (Certificate in Spoken and Written English) at Alice Springs Correctional Centre in the second semester 2002, with five prisoners participating in the course.

This supported prisoners who were undertaking trade training in the industry section of the prison.

This course was delivered in the industry area's classroom attached to the automotive workshop.

So far, three officers have passed the full certificate, with another two who will be receiving Statements of Attainment for the modules they have completed. The course runs over 16 weeks.

A presentation of Certificates for this course will take place in the prison education centre on Tuesday 20 May 2003.

A large proportion of prisoners who attend education and training in the prison are Indigenous males and prisoners are encouraged to continue education post release.

Engaging with Institutions like BIITE is one way to foster relationships with external providers to create links to further education and training.

At the same ceremony, students enrolled in the prison art and craft course will also receive certificates.

The curriculum for the art and craft course is a BIITE program and it may be continued at a BIITE campus post release.

For further information, please contact Neville Field, Senior Education Officer, Alice Springs Correctional Centre on 8951 8961.

Quality of Life

Objective:

Simultaneously address a range of issues in a co-ordinated fashion to bring about a real and perceived sense of well-being across the community for both the present and the future.

The **Alice in Ten** project is a NT Government initiative designed to build confidence in the future of the Alice Springs and the region and encourage the community, business and government to work together to plan for the development of the Alice Springs region during the next decade and beyond. The vision for the Alice in Ten Project is to *increase prosperity and improve the lifestyle of the people in Alice Springs and Central Australia, through innovative development.*

The **Quality of Life** project is one of Alice in Ten's projects. The vision for the Quality of Life Project is in *partnership, grow community well-being and confidence to improve the lifestyle of all people living in Central Australia.* The Project coordinates all sectors of the community to work in partnership to focus energy on identified priority social issues in order to make lasting change within our community.

- ♦ establishing an Indigenous Secondary Student Hostel,
- ♦ developing a Housing, Shelter and Support Framework for Alice Springs and identify actions for implementation in 2003,
- ♦ establishing School Bus Service for students living in Town Camps,
- ♦ developing a Child and Youth Safety Strategy for the Central Australian Region which will lead into a Whole of Government Safer Community Strategy, and
- ♦ monitoring the implementation of Complementary Measure to support and strengthen Alcohol Restrictions.

Past Quality of Life successes include:

- ♦ developing an Indigenous Employment Challenge for Alice Springs and initiating a funding partnership



The Project aims to improve the quality of life of the community through:

- ♦ working in partnership across sectors and disciplines,
- ♦ adopting an inclusive, consultative and participatory approach with those upon whom decisions may impact,
- ♦ empowering the community to be active in its own development and well-being, and
- ♦ applying a strengths based approach to address issues and work within the community.

The Quality of Life project receives strong support from the NT Government and in particular from the Chief Minister and the Minister for Central Australia.

The four current priority working areas for Quality of Life are:

- ♦ Employment Education and Training (Chair: Peter Strachan – Tangentyere Job Shop),
- ♦ Housing and Shelter; (Chair: Jim Holland – Anglicare),
- ♦ Alcohol and Substance Misuse (Nick Gill – DASA), and
- ♦ Crime Prevention (Chair: Peter Vaughan – Alice Springs High School).

Projects and activities within those priority areas include:

- ♦ implementing the Indigenous Employment Challenge through a central point of contact for Indigenous employment to be called “Footprints Forward”,

between NT and Commonwealth Governments for implementation of the strategy (\$227,000 for establishment phase and approx \$560,000 per annum on-going operations),

- ♦ coordinating the development of Complementary Measures across all relevant agencies to Support Alcohol Restrictions,
- ♦ securing a funding partnership between Alice Springs Community and the NT Government and Alcohol Education and Rehabilitation Foundation (\$2.1 million over three years) to implement some of the Complementary Measures across a range of agencies,
- ♦ development of a formal partnership with Office of Crime Prevention to act as the Regional Crime Prevention Council for Central Australia,
- ♦ establishing a “Learning to Work Project” at Anzac Hill High School, and
- ♦ establishing a Transitional Housing Support Project at Bill Braitling Flats.

If you would like to be involved and contribute to Alice Springs becoming an even greater place to live and work, please contact:

Sue Korner, Project Chair sue.korner@nt.gov.au
Jill Totham, Project Manager jill.totham@nt.gov.au
Larissa Ellis, Project Officer larissa.ellis@nt.gov.au
Phone: 08 8951 5153 **or Fax:** 08 8951 5150
Website: www.alicein10.com.au

What is an Employee Assistance Program?

The Employee Assistance Program (EAP) is a confidential and professional short-term support service for you and your immediate family members. The program is provided to assist in the resolution of work-related or personal issues, any of which could impact on your work performance.

The EAP assists in addressing issues, which may be affecting you such as:

- ◆ Work-related concerns.
- ◆ Emotional difficulties.
- ◆ Stress.
- ◆ Grief.
- ◆ Career issues.
- ◆ Relationship and family issues.
- ◆ Anxiety and depression.
- ◆ Alcohol and other drug issues.
- ◆ Interpersonal conflict.

If you are a Manager or Supervisor you also have access to Management Coaching under EAP. Management Coaching:

- ◆ Provides assistance to help you to reach your full potential as a Manager or Supervisor.
- ◆ Focuses on what you do every day in your job and practises new approaches.
- ◆ Offers a sounding board for you to try out new ideas.

Employee Assistant Service (EAS) has offices in Alice Springs, Darwin and Katherine, and provides a visiting service to Jabiru, Nhulunbuy and Tennant Creek. You can access the EAP through EAS's toll free number if you are located in other remote regions of the Territory.

Give us a call if you would like any further information:

Phone: 1800 193 123

Fax: 8941 0746

Email: eas@easnt.org.au

Website: www.easnt.org.au



When we see problems as opportunities for growth, we tap a source of knowledge within ourselves which carries us through.

Marsha Sinetar, Writer



“Formulate and stamp indelibly on your mind a mental picture of yourself as succeeding. Hold this picture tenaciously and never permit it to fade. Your mind will seek to develop this picture!”

*Dr Norman Vincent Peale, 1898-1993,
Author of “The Power of Positive Thinking”*



Kigaruk Indigenous Men's Leadership Development Program

The Kigaruk Indigenous Men's Leadership Development Program was developed as a career enhancing initiative for Indigenous males employed within the Northern Territory Public Sector (NTPS).

The word “Kigaruk”, which means “adult male”, has been adopted from the Kungarakan language.

As an initiative under the *NTPS Indigenous Employment and Career Development Strategy 2002-2006*, the Kigaruk Indigenous Men's Leadership Development Program has two primary objectives:

1. to redress the very low numbers of Aboriginal and Torres Strait Islander men in senior positions in the NTPS; and
2. to improve access to government services by having a workforce profile that matches the population profile of the Northern Territory.

Learning outcomes

- ◆ Enhancing capacity for analytical and strategic thinking and leadership as a personal skill.
- ◆ Managing the business of government.
- ◆ Raising self confidence and developing career management skills.
- ◆ Developing inter-agency networks and a deeper understanding of organisational dynamics and realities.

Participants will be equipped with a broad overview of the theory, language and practices of managerial leadership as a productive foundation for furthering their study and expanding their knowledge and skills of the management discipline.

They will also be provided with an opportunity to gain the additional knowledge and skills necessary to win promotions based on merit, and to increase their effectiveness in their current positions.

This pilot program is specifically customised to provide a high level, significant learning experience for Indigenous males in the NTPS and will commence in June 2003.

On successful completion of the program participants will graduate with a Diploma in Frontline Management through the Northern Territory University.

For further information please contact Roz Angeles, Office of the Commissioner for Public Employment on 8999 4118.



“Social Infrastructure Development in Indigenous Communities” Conference

While based in Alice Springs for a couple of months earlier in the year, Wendy Ah Chin presented a paper at the Social Infrastructure Development in Indigenous Communities Conference held in Alice Springs held on 1-2 April 2003.

The response was very positive and provided for some excellent networks with people involved in Indigenous affairs in other jurisdictions.

The presentation gave an overview of the NTPS Indigenous Employment and Career Development Strategy 2002-2006 that the Office of the Commissioner for Public Employment (OCPE) is currently implementing.

It was a great opportunity to not only share information with other jurisdictions on what we are doing in the NTPS, and to share key emerging issues, but it was also an excellent opportunity for us to learn from the lesson of others regarding Indigenous employment.

Issues such as developing effective reporting frameworks and building in accountability were key discussion points of the Strategy.



Wendy Ah Chin presenting at the recent Conference held in Alice Springs on the 1 & 2 April 2003

The “ABC” of Indigenous Employment

Progress report on the NTPS Indigenous Employment and Career Development Strategy 2002–2006

The Commissioner for Public Employment, John Kirwan, and the Indigenous Employment Consultant, Wendy Ah Chin, have been visiting the regions and Agency executives as part of the intensive roll out of the Strategy.

As part of this implementation stage, powerpoint presentations and Frequently Asked Questions (FAQ) sheet has been developed to provide assistance for agencies in successfully implementing the Strategy.

These have been published on the OCPE website and can be accessed by <http://www.nt.gov.au/ocpe/indigenous.shtml> or by contacting OCPE on 8999 4108.

Postgraduate Research Scholarship



For the study of cardiovascular disease in Aboriginal and Torres Strait Islander People - Supported by Bristol-Myers Squibb Pharmaceuticals with funding commencing in 2004

The National Heart Foundation of Australia is offering a postgraduate scholarship for research on cardiovascular disease and related disorders in Aboriginal and Torres Strait Islander people. Scholarships will only be awarded to postgraduate students (eg studying for PhD, MD or MPH) enrolled at an Australian University or appropriate Institution.

The value of the scholarships will be equivalent to that of the National Heart Foundation Postgraduate Research Scholarships (depending on the candidate's academic qualification) and will be payable for two years with a third year extension, pending performance review (see R8/03 Salary Scales).

Full details, eligibility requirements and application forms are available from www.heartfoundation.com.au or by email: scholarships@heartfoundation.com.au or by calling Kylie Dizane (Project Officer - Research) on (03) 9321 1524.

APPLICATIONS CLOSE: 5pm 22 August 2003

Workplace English Language and Literacy Program (WELL)

Purpose of WELL

The main aim of the WELL program is to provide workers with skills in the English language, literacy and numeracy. Funding is available for language and literacy training that will be integrated with vocational training to enable workers to meet their current and future employment and training needs.

Who's it for?

All workers need adequate English language and literacy skills to make a full contribution to their workplace and to access mainstream workplace training – regardless of birthplace, gender, cultural, social and educational background.

Who can apply?

Groups including government bodies, representatives bodies (including industry training advisory bodies, employer organisations and trade unions), local governments and Registered Training organisations (RTO's).

Who provides the funds?

The WELL program is funded by the Commonwealth Government, through the Department of Education, Science and Training (DEST).

For further information

Contact the WELL Hotline on (02) 6240 7333 or visit the website at www.dest.gov.au/ty/well/.

An Article of Interest

I came across this interesting article from the Harvard Business Review website recently which discusses the challenges facing African-American managers as a minority group in Corporate America.

For many, the parallels between these challenges faced by African-Americans in America to that of Aboriginal and Torres Strait Islander managers in Australia may not appear all that dissimilar.

For a further information visit the Harvard Business Review website at <http://explore.hbr.org>.

“Dear White Boss...”

“It’s easy for white managers to assume that their colleagues of colour face the same basic challenges they do. On one level, that’s true—the work itself is the same.

But on another level, African-American managers often contend with an atmosphere of tension, instability, and distrust that can be so frustrating they lose the desire to contribute fully.

Their white bosses and co-workers are simply unaware of the ‘miasma’ and are often puzzled when African-Americans quit apparently for no reason or seemingly overreact to a minor incident.

This portrayal of what it’s like to be different in the workplace takes the form of a fictional letter from a black manager to a white boss.

The letter, based on interviews and surveys the authors conducted with hundreds of mid- to senior-level African-American managers, is not about the lack of role models or mentors of colour or any of the other barriers that limit opportunities for blacks in corporate America.

Instead, the letter sheds light on the realities that lurk below the surface for black managers – the feeling that they leave some part of their identities at home and the sometimes subtle and often systemic racial biases that inhibit and alienate African-Americans.

“It should be required reading for all white executives who don’t want talent to slip through their fingers.”

Keith A. Caver and Ancella B. Livers (2002)



Some useful www links...

For a copy of the NT Government’s *Building a Better Territory – The Economic Development Strategy for the Northern Territory, 2002*, visit: http://www.otd.nt.gov.au/dcm/otd/publications/major_projects/economic_development_strategy/building_a_better_territory.pdf

For information on scholarships:

<http://abt207592.underdale.unisa.edu.au/scholarships/FMPro?-db=scholarships.fp3&-lay=layout1&-format=scholarships.html&-view>

<http://www.opsme.qld.gov.au/>

<http://www.eeo.nsw.gov.au/>

<http://www.worklifebalance.com.au/>

<http://www.seek.com.au/>

dEadly mOb Internet Café opens

Gap Youth Centre Aboriginal Corporation launched the dEadly mOb Internet Cafe.

The launch of the cafe was part of the dEadly mOb’s vision for “an on-line Indigenous community using Information and Communication Technology (ICT) to provide mentoring, resources and opportunities for young people in the remote areas to participate in the development of their community.”

The ICT project has been funded under the Networking the Nation program and is a “direct response to access and equity issues in the relation to Indigenous people in the region.”



Calendar of Events

27 May-3 June – National Reconciliation Week

National Reconciliation Week offers people across Australia the opportunity to focus on reconciliation, to hear about the culture and history of Australia’s indigenous people and to explore new and better ways of meeting challenges in our communities. This year’s theme is “*Reconciliation: Together we’re doing it*”. This year will mark the eight annual National Reconciliation Week. The Reconciliation Australia website is at <http://www.reconciliationaustralia.org>.

Locally

Reconciliation week activities in Darwin were being integrated within the Arafura Games program. Given the cancellation of the Games, activities are being reconsidered by the Reconciliation Council. For further information, you can contact NT Council members on the following numbers 0408 831 775 (John), 8981 3830 (Ian) or 8941 3373 (Pat).



Pssst!

If you are aware, or know of any Aboriginal and Torres Strait Islander employees who may not have access to an electronic copy of the newsletter, please either:

- ♦ print a copy out and forward it direct to them via internal mail or by fax machine, or
- ♦ contact Wendy Ah Chin on the number below.

Your assistance in circulating the newsletter is appreciated.



Contributions are sought for the newsletter. If you have an interesting article or information on an event or activity please contact Wendy Ah Chin on (ph) 89994108, (fax) 89994148 or via email at wendy.ah_chin@nt.gov.au.

Seminar Series Contemporary Indigenous Issues in North Australia

An initiative of the Australian National University's Institute for Indigenous Australia, Centre for Aboriginal Economic Policy Research, and the North Australia Research Unit.

In collaboration with the Northern Territory University's Centre for North Australian and Asian Research.

Convenors:

Diane Smith and Will Sanders, ANU and Gary Robinson, NTU.

Time and Venue:

12.30 - 2pm - Seminar Room, North Australia Research Unit, Lot 8688 Ellengowan Drive, Brinkin.

May 29 Thursday - Joe Reser (Centre for North Australian and Asian Research, NTU) - *Roads and Modes of Passage in Aboriginal Cultural Landscapes.*

June 6 Friday - Kate Senior (Institute of Social Change and Critical Inquiry, University of Wollongong) - *Boyfriends, Babies, Basketball! Present Selves and Future Aspirations of Young Women in Ngukurr.*

June 18 Wednesday - Frances Morphy (Centre for Aboriginal Economic Policy Research, ANU) - *Indigenous Household Structures and ABS Definitions of the Family: What Happens When Systems Collide, and Does It Matter?*

July 16 Wednesday - Nicolas Peterson (School of Archaeology and Anthropology, ANU) - *On the Visibility of Indigenous Australian Systems of Marine Tenure.*

July 24 Thursday - Trish Bourke and Lorraine Williams (Centre for Indigenous Natural and Cultural Resource Management, NTU) - *Working on Linking Indigenous Cultural Heritage Management and Indigenous Tourism: the Case of Darwin.*

August 21 Thursday - Joanne Baumgartner (School of Language Studies, ANU) - *Using the Human Rights System to Protect and Preserve Indigenous Language Use.*

September 4 Thursday - Gary Robinson, (Centre for North Australian and Asian Research, NTU) - *Investing in Futures: A Critical View of Options for Early Intervention and Prevention in Indigenous Communities.*

September 10 Wednesday - Sue Roman (Larrakia Language Project) - *Larrakia Language Survival - A Living Culture in a Changing World. A Tribute to Yirra (Amy).*

September 23 Tuesday - Ian Falk (Faculty of Education, Health and Science, NTU) and Inge Kral and Jerry Schwab (Centre for Aboriginal Economic Policy Research, ANU) - *The Realities of Aboriginal Adult Literacy Acquisition and Practice: Implications for Remote Community Capacity Building.*

October 9 Thursday - Sarah Holcombe (Centre for Aboriginal Economic Policy Research, ANU) - *Regionalisation and Service Delivery: Emerging Tribes in Central Australia.*

November 6 Thursday - Will Sanders (Centre for Aboriginal Economic Policy Research, ANU) - *Indigenous Community Governance: Issues of Autonomy, Scale and Representation.*

Up-coming professional development courses

May – June 2003

Course name	Date	Duration	Cost
Effective Communication	22 May	2 days	\$425
Project Management	1-2 May	2 days	\$350
Effective Job Applications	30 May	1/2 day	\$50
Interview Skills	4 June	1/2 day	\$50
Career Management	19 May	1/2 day	\$50
Decision Making and Problem Solving	16 May	1/2 day	\$120
Strategic HR Planning	8-10 May	3 days	\$530
Ministerial Briefings	12-13 May	2 days	\$385
Job Evaluation System	11-13 June	3 days	Nil
Job Evaluation Refresher	12 June	1 day	Nil
Understanding Policy Development	14 May	1 day	\$230

For more information on courses available

Telephone:

Department of Corporate and Information Services (DCIS) on 89993764

Website:

uluru.nt.gov.au/dcis/productlines/training_dev/2002Calendar_new.doc (for NTPS Employees only).



**“Strength does not come from winning.
Your struggles develop your strength.
When you go through hardship and decide not to
surrender, that is strength.”**

Arnold Schwarzeneger, Bodybuilder and Actor



**“Few things help an individual more than to place
responsibility upon them and to let them know that
you trust them.”**

Booker T Washington, 1856-1915, Educator and Writer