

Frequently Asked Questions

1. Does the NLC Jobs and Careers service just look after Aboriginal people?

No. Our service is about “bridging the gap” between business and local Aboriginal people. To do this we listen to, and work for, both sides to improve two-way understanding.

2. OK. So how do you support the employer?

We listen to the specific needs for each job and explain the reality to interested jobseekers including shifts, type of work, career prospects. We prepare and train all candidates properly so they are “job ready” for your workplace when we refer them. We explain requirements for performance, punctuality and reliability, so expectations are the same on both sides from the beginning.

3. What if something goes wrong in the workplace?

We are pro-active, not just reactive. Our philosophy is prevention with good preparation and mentoring. However, we also provide hands-on support for both sides for as long as it takes.

4. What evidence is there your model works?

Testimonials from previous employers; higher-than-national-average rates in three key areas: % participation in workforce, retention of trainees and workers, and conversion of training into a “real” job (see website).

5. What if we need someone immediately?

We do have a skills database and may be able to “match” a worker, but our long-term aim is to upskill a majority of the workforce through structured, accredited training. To do this we need to know your requirements well in advance (see 5Ps) so in the future there will be a pool of qualified workers to draw on.

6. Why should we bother?

The benefits to the employer are manifold: saving time and costs on recruiting staff, with no relocation costs and less movement; satisfying some legal requirements on land access issues; “make a difference” – improve the future for ALL Australians by giving opportunities for economic independence.

What we do....

Bridging the gap

What we are *not* is an agency which simply places Indigenous people in jobs.

What we *are* is a service with people who listen to, and understand, both the commercial imperatives and needs of industry and the aspirations, needs and cultural imperatives of Indigenous jobseekers.

From this perspective we can prepare the right local people for **YOUR** job.

It costs nothing to find out more so

CALL US on: (08) 89205100

email: jobsandcareers@nlc.org.au

website: www.nlc.org.au and click on “jobs” icon



NLC Chairman John Daly

“Aboriginal people in the NT have more to give than access to land. We have land and we have labour. Both are important economic assets and both are under-used.

“The NLC is increasingly working with businesses which are genuine about employing Indigenous people in real jobs.

“Aboriginal people are keen to gain the skills necessary to take up those jobs and careers and to improve their futures by becoming independent of welfare. We can make a difference if we work together.”

The NLC Jobs and Careers service would like to acknowledge its partners, in particular the Territory Construction Association and the Indigenous Pastoral Project.



Northern
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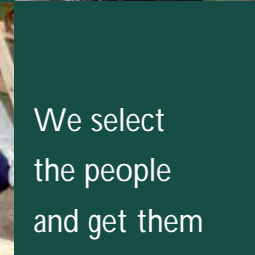


Jobs &
Careers
Service



Northern Land Council

Jobs & Careers
Service



We select
the people
and get them

Job Ready to
do **YOUR** jobs

Call us today

Don't just take our word for it - testimonials



< Duncan Beggs: Top industry consultant (ADrail, OM Manganese, Territory Iron) who has been working with us for over six years on major projects is more than happy with the service provided by the "Jobs and Careers" service.

"The NLC service has relieved the project management from the difficult task of identifying and locating appropriately-skilled Aboriginal personnel. It has meant that management do not have to resolve cultural issues - that is done by the NLC - which leaves management free to concentrate on their project responsibilities."

From little things BIG things grow

NLC and Territory Construction Association received the Prime Minister's Award for Excellence in Community Business Partnerships in 2005.

> From left TCA's Jon Baker, NLC's Natasha Jeffrey and John Berto



How do we do it?

The 5Ps model



P1: PROVISION OF JOBS

There must be a substantial number of "real" jobs. These will usually be specified in the legally-binding Indigenous Land Use Agreement (ILUA) for developments on Aboriginal land.

P2: PARTNERSHIPS

We form and nurture genuine partnerships with individuals representing the employer, industry bodies, training organizations, governments and the community.

P3: PREPARATION

We need to know from you, the employer, the number, type and specifications of your jobs, so we can inform candidates of the realities, enabling them to make the right career choices.

P4: PLANNING

A job, training and mentoring (JTM) plan is designed. This guards against irrelevant training and starts well before staff are needed in the workplace, so you receive a "job ready" candidate. This is followed up with ongoing support for both employer and employee to make things work.

P5: PROJECT MANAGEMENT of JTM Plan.

We manage the implementation of the JTM plan to the end. It may range from basic pre-employment training and mentoring to studying up to trade level (AQF 3). We do "whatever it takes" to achieve a successful outcome for both sides.

Making a difference

...from dole queue to a trade (up to AQF3) via an NLC/TCA course, a major project (with Bechtel at the LNG gas plant) and local Darwin engineering businesses. Raymond Shields reflects on his experience.

Why did you decide to sign up for this, Raymond?

"I think the reason we all did the training was because we could deal with people we knew at the NLC for everything..... if we'd had to go direct to Bechtel for an interview we would have had Buckley's of getting a job to start with."

Did you have the skills you needed for the job?

"No-one did. Bechtel wanted year-three welding apprentices and no-one had that in the beginning, so before we were referred for the job we were all in a class together at uni and everyone helped each other. The NLC would help with things like transport, paperwork and work clothes and they came out and talked to people when they felt like giving up which helped them to keep going. We also knew there was a definite job at the end of it, which also kept us going."

Was it intimidating in the workplace?

"When we got on-the-job at Bechtel after our two months training we made friends with the tradesmen. The blokes there didn't mind showing us all the tricks of the trade once they could see we were keen."

Has this job changed your life?

"Yeh. It's heaps better. No money worries for the family and I have a car and a boat."



< Local Larrakia man, Raymond Shields, receives his Certificate II in Engineering from Charles Darwin University presented by Minister for Employment, Education and Training, the Honourable Syd Stirling MLA.