



# Northern Land Council

## Jobs and Careers

Bridging the gap between Indigenous jobseekers and Industry for the long-term benefit of all

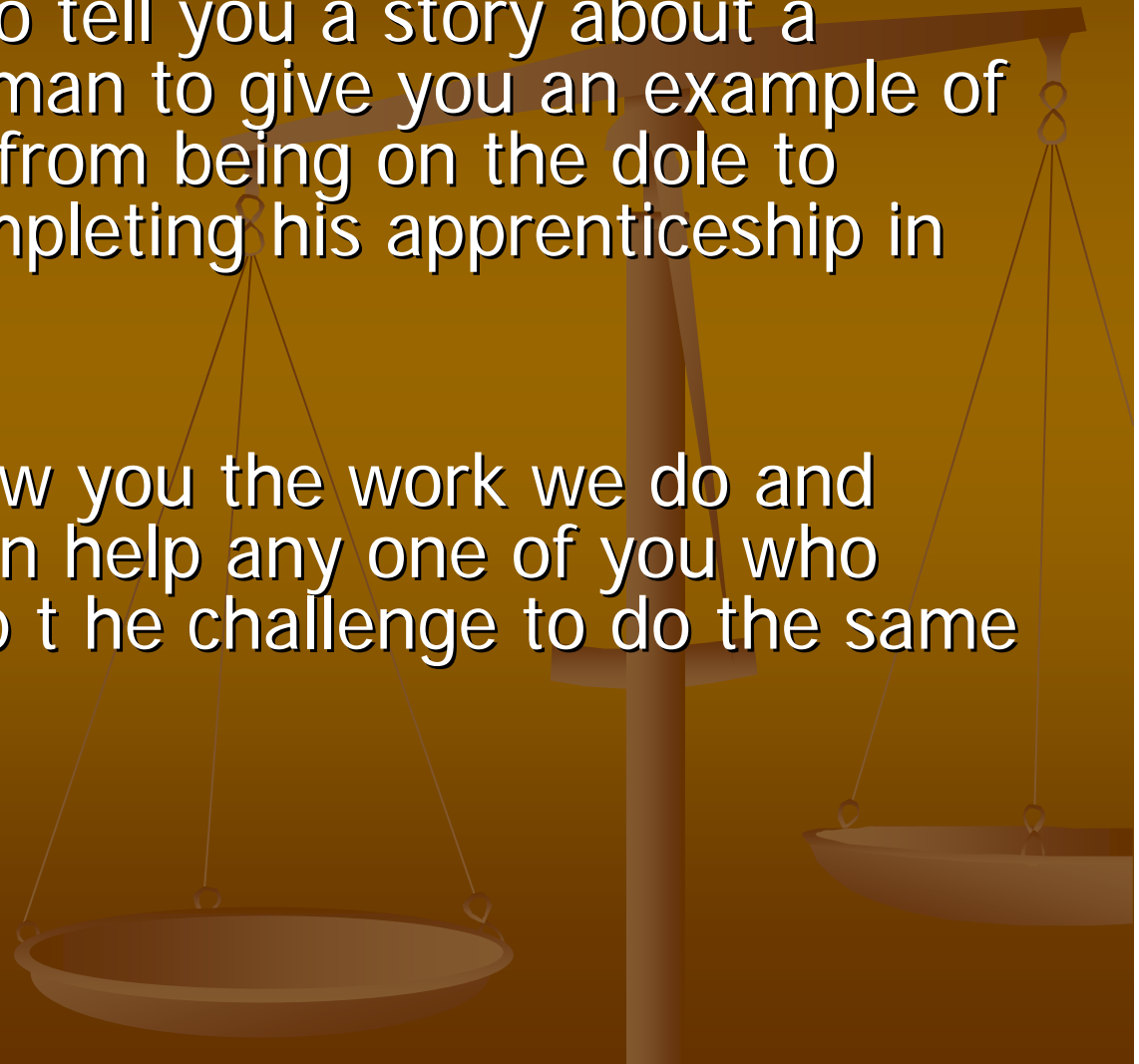
The 5P model for success – sharing our experience

Garma Festival 4-6 August 2006

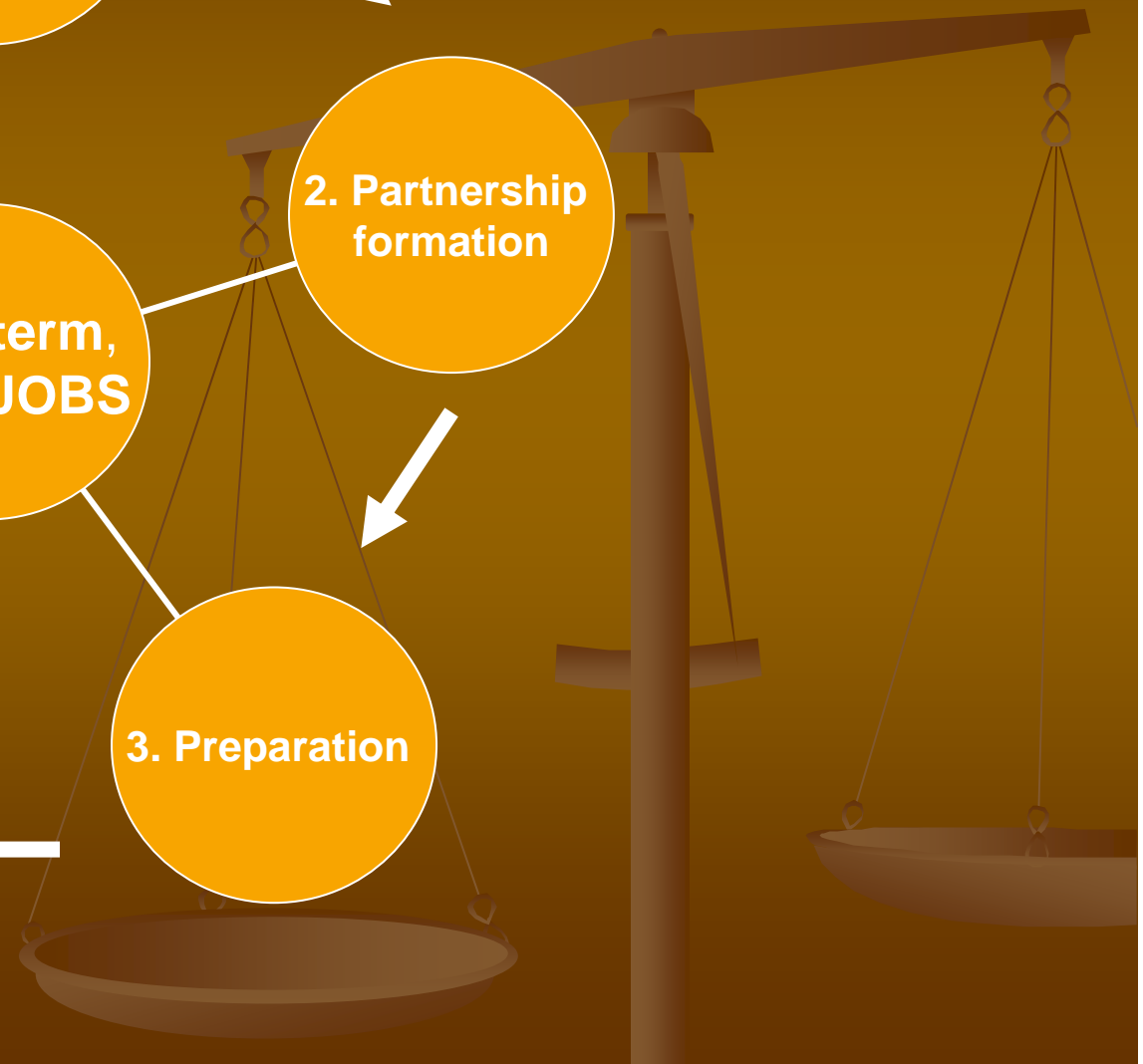
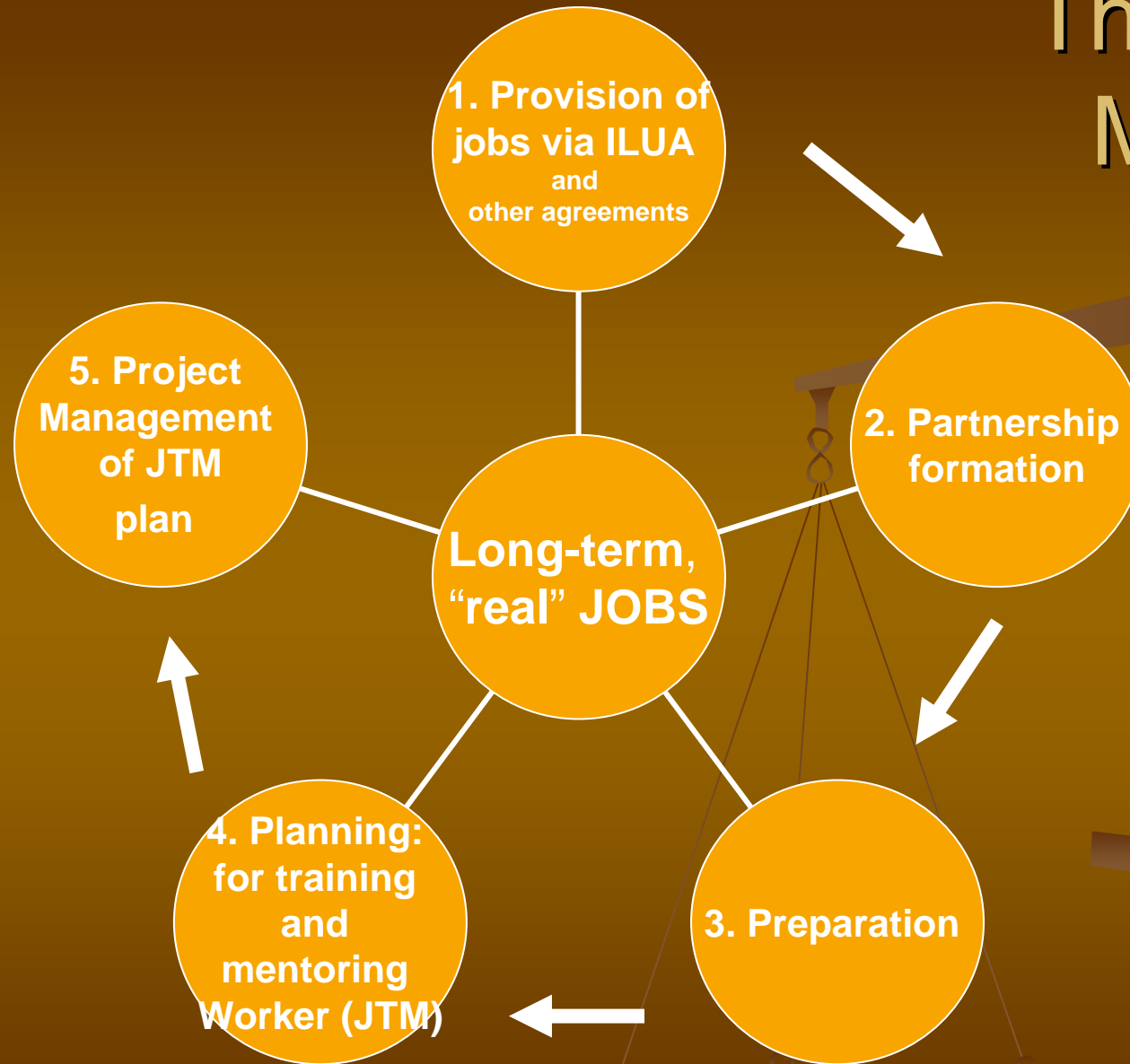
Presentation to be made by Natasha Jeffrey

# Introduction

- Today I'm going to tell you a story about a young Aboriginal man to give you an example of how he has gone from being on the dole to being close to completing his apprenticeship in Engineering.
- This story will show you the work we do and how our model can help any one of you who decides to take up the challenge to do the same as Raymond.



# The 5 Ps Model



# Raymond Shields

- Success story: from dole queue to trademan via the NLC ...Raymond shields
- . "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," says Raymond.
- "At the beginning we were all in a class together at CDU 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," remembers Raymond.
- "When we got on-the-job at Bechtel, the blokes were friendly showed us all the tricks of the trade once they could see we were keen."



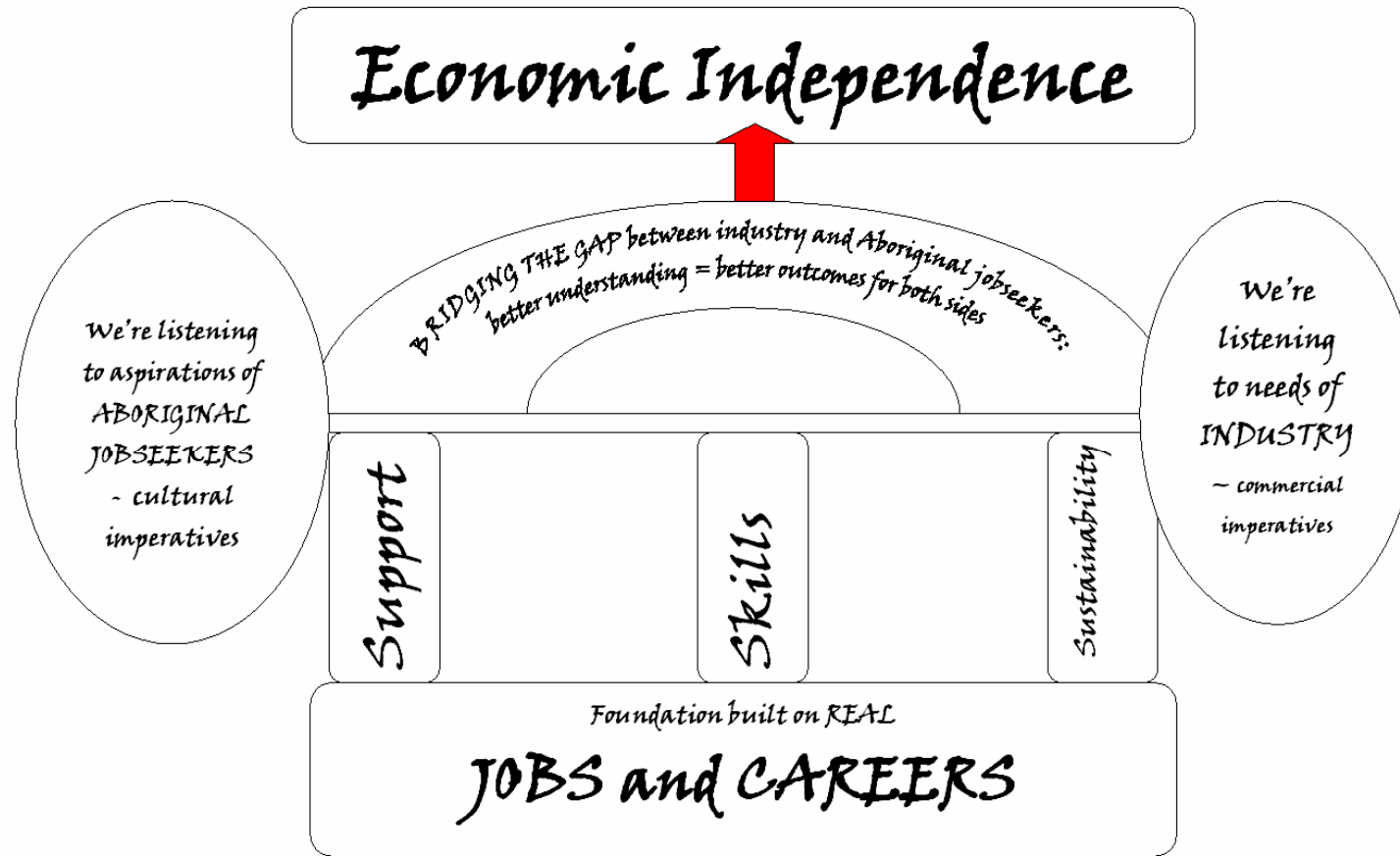
## Our Tip P4: Aim high

We offer our apprentices the chance to get to Australian Qualifications Framework (AQF level 3 is the tradesmen's qualification) if they want.

They receive tradesmen's wages and could work anywhere in Australia, or the world.

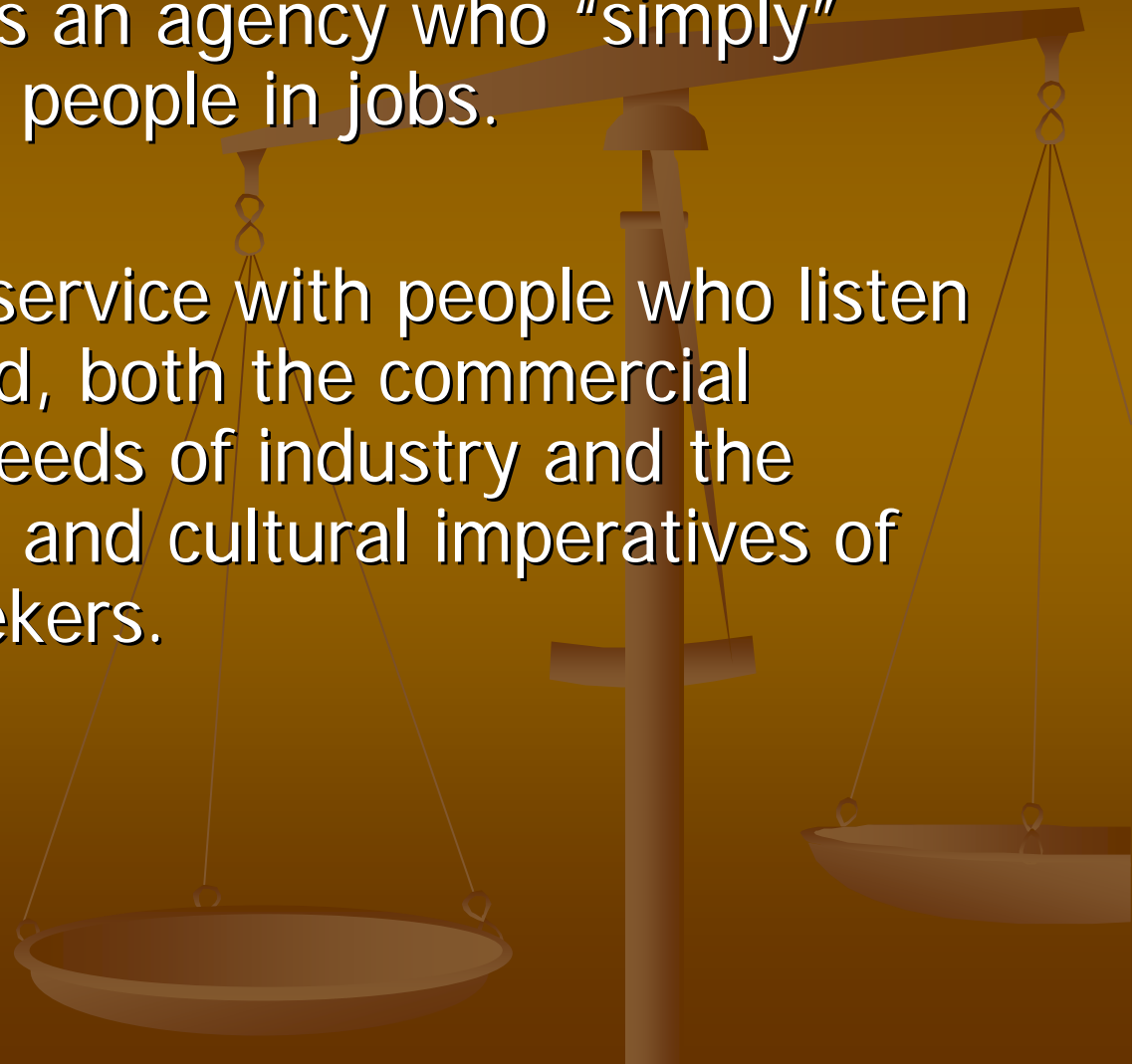
# OUR VISION

2007-2010



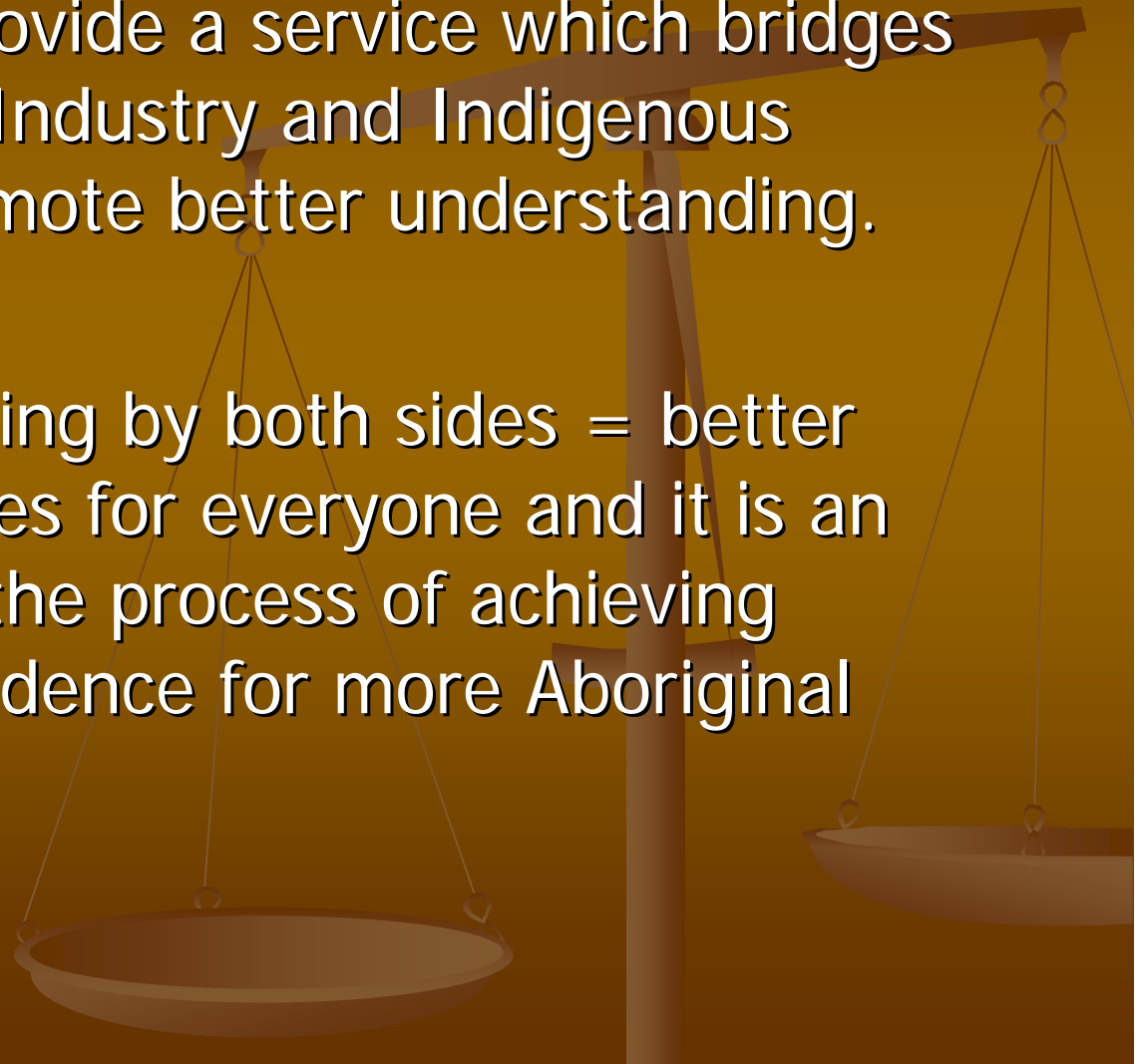
# Bridging the gap

- What we are *not* is an agency who “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.

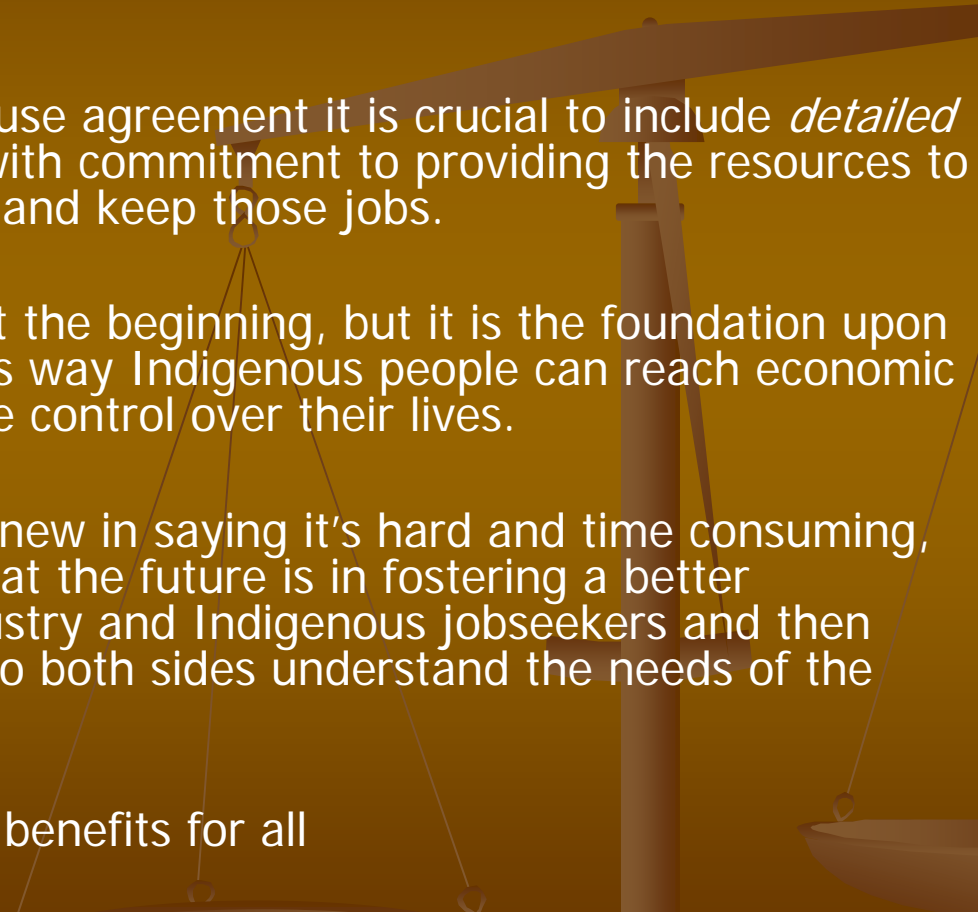


# Bridging the gap

- Our vision is to provide a service which bridges the gap between Industry and Indigenous jobseekers to promote better understanding.
- Better understanding by both sides = better long term outcomes for everyone and it is an essential step in the process of achieving economic independence for more Aboriginal people.



# Conclusion

- In short, the Native Title legislation (and NT Land Rights Act) has given Indigenous people the power to negotiate legally-binding agreements for use of their land.
  - We believe that in any land use agreement it is crucial to include *detailed* provision for jobs, coupled with commitment to providing the resources to support local people to gain and keep those jobs.
  - As we have seen, that is just the beginning, but it is the foundation upon which the 5Ps are built. This way Indigenous people can reach economic independence and gain more control over their lives.
  - I'm not telling you anything new in saying it's hard and time consuming, but our experience shows that the future is in fostering a better understanding between industry and Indigenous jobseekers and then working to bridge the gap, so both sides understand the needs of the other.
  - This way leads to long-term benefits for all
  - Thank you. Any questions?
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# How to contact JACS

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