

Resource 7.3 Ideas That Work – Staff Capacity Building

[Muru Mittigar Aboriginal Cultural and Education Centre](#) commits to spend the equivalent of 10 per cent of its wages costs on training for its Koori staff to ensure they can actively progress through the organisation and be represented strongly at all levels of management. Twelve of their 27 staff have recently completed Frontline Business Management training and six have commenced Workplace Trainer and Assessor Training in OHS&E qualifications.

[Yarrabah Shire Council's](#) central objective is to build the skills and capacity of its Indigenous staff to eventually assume full responsibility for managing the community's affairs. Towards this aim the Council has provided financial support (e.g. paid leave, HECS fees and travel expenses) for employees to achieve formal qualifications at university and TAFE. It has attracted apprenticeships in the trade and outdoor workforce and employed a number of high school students on school-based traineeships. Completed qualifications or apprenticeships are recognised through its staff appraisals, which may lead to an increase in salary. To maximise external training opportunities the Council has entered into arrangements with James Cook University, the Batchelor Institute of Indigenous Tertiary Education and Cairns TAFE.

[Goldfields Land and Sea Council \(GLSC\)](#) sees building staff capacities as an essential part of its operations. All staff are encouraged to develop their skills through training opportunities provided within the organisation or, given its limited budget for training, through partnerships it has developed with other agencies such as TAFE and WA Department of Conservation and Land management. Under an employer-sponsored block-release program, staff may apply for tertiary study, as five did in 2005. GLSC also provides work experience for secondary school students.

[Central Australian Aboriginal Congress](#) has in place a staff development program of four levels:

1. Induction and orientation
2. Ensures staff meet industry standard competencies for their job, including OH&S, and support is offered to enable them to gain accreditation at those standards
3. Training for updating skills and knowledge
4. Relates to career development, including leadership.

This approach clearly works, as the current Aboriginal Director and Deputy Director had both risen through the ranks into their leadership positions.

[Tiwi Island Local Government](#) aims to fill all its staff positions with Tiwi people by 2010 (in 2005, 28 of the 62 full-time positions are held by Tiwi people). It has a comprehensive training policy in place backed by budgets, management commitment to facilitate training opportunities for those they supervise and in-house training and time allocations for all staff (5 days a year training or further education leave).

Anyinginyi Health Aboriginal Corporation has completed job evaluations to match the organisation's required skills with its current staff skills. It endeavours to up-skill staff through formalised training, and encourages skilled staff to further their careers in positions within or outside the organisation. It also sees that non-Indigenous staff has a responsibility to mentor and train Aboriginal staff to fill their positions in the future.