



INDIGENOUS SKILLS AND EMPLOYMENT

DARWIN

This month, we proudly launched the Indigenous Skills and Employment Program in Darwin, welcoming our first cohort of 15 participants. Our goal is to create meaningful employment opportunities and provide tailored support to help each individual succeed in their career journey.

These practical learning opportunities will equip them with valuable insights and essential skills, preparing them for real-world job roles.

Over the next 20 weeks, we look forward to supporting and celebrating the growth of each participant as they take important steps toward long-term employment.

If you are an employer with the capacity to offer meaningful employment opportunities or share some industry insights, we would love to connect with you. Please reach out to our Employment Services Program Manager, Bill Hearne on 0467 047 692 or email bill@saltbushnt.org.au to explore ways to get involved.



The ISEP program is built on person-centred and culturally supportive practices, ensuring Aboriginal job seekers receive the specialised engagement, employment and career development assistance they need. Through this initiative, our dedicated team of mentors and trainers will guide participants in developing self-care, confidence and work-readiness while facilitating hands-on experiences across various industries.

BUILDING SKILLS THROUGH MENTORING

A huge congratulations to four dedicated Wurrumiyanga locals (three pictured) for their hard work and commitment to upskilling themselves with successful completion of the 11055NAT Course in Mentoring for Aboriginal and Torres Strait Islander Workforce Mentors.

This program, facilitated by Saltbush trainer John Leeder, has equipped them with valuable skills and knowledge to support their future career opportunities.

We commend Marie F Tipiloura, Lonita Alimankinni, Betty Warlampini and Tristian Dixon on their achievement and wish them all the best in their future employment prospects!



LOUISA'S INSPIRING JOURNEY



Congratulations to Louisa who engaged with our Darwin Employment Services team through the 'Making Tracks' program, facilitated in partnership with Wilson Security.

Having been out of the workforce for some time, Louisa was ready to take on a new challenge and create a better future for herself and her family. Louisa faced several barriers, including a lack of confidence and the challenge of balancing family commitments. While starting a new career felt overwhelming at first, she remained determined to succeed with the right support.

Through the program, Louisa successfully completed a Certificate II in Security Operations, obtained her security licence, and achieved a First Aid certification. With guidance from her mentors she stayed focused on her goals. Her perseverance paid off when she officially secured employment with Wilson Security, marking a significant milestone in her goals.

Louisa proudly shared her experiences at the program's graduation ceremony in December 2024, inspiring others with her resilience and determination. Her success has also motivated those around her - including her partner, who has now connected with our mentors to join the next cohort of this program.

Louisa's journey highlights what can be achieved with commitment, support and the willingness to step outside one's comfort zone.

Congratulations, Louisa! Your hard work and persistence are truly inspiring, and we celebrate this exciting new chapter in your career!

VISIT FROM MINISTER SELENA UIBO MLA

We were honored to welcome Minister Selena Uibo MLA, Leader of the Opposition to Saltbush in January this year, where she met with some of our dedicated Darwin team.

We appreciate the Minister taking the time to visit, learn more about the important work being done across the Territory, and engage with our team. Her support and interest in our initiatives means a great deal to us.

After the visit, Minister Uibo noted, "Saltbush has always been a leader in helping Aboriginal Territorians find their greatest potential and I am excited to see the direction Saltbush is going when it comes to its growth and future initiatives."

Thank you, Minister for your kind words and continued support. We look forward to welcoming you back in the near future!



CELEBRATING MILESTONES AND ACHIEVEMENTS

This month, Christopher Button a participant of the Back on Track program in Alice Springs reached a significant milestone, celebrating his Year 9 Graduation with a celebratory dinner at Hanuman's Restaurant. This special evening was not just a recognition of academic achievement but also confirmation of hard work, perseverance, and dedication throughout his studies.

For Christopher, his family, and his mentors, this event was a moment of immense pride and joy. Graduation is more than just a ceremony - it represents personal growth, resilience, and the beginning of new opportunities. Seeing Christopher dressed up, beaming with pride, and surrounded by those who have supported him along the way was a true reflection of his journey and points to a bright future.

Congratulations, Christopher!



A BITTERSWEET FAREWELL

On Tuesday, 17th December, we said farewell to Caleb Simpson, one of our Alice Springs Back on Track participants, returning to Melbourne. It was a bittersweet moment, marking the completion of Caleb's engagement with the Saltbush Foundation to Future and Stronger and Resilient Communities programs - a significant milestone in his personal growth and development.

As Caleb prepared for his departure, his Mentors ensured his final moments in Alice Springs were filled with warmth and care. From helping him say goodbye to family to making sure his travel arrangements at the airport were smooth and stress-free, every effort was made to ensure his transition was as seamless as possible. Watching Caleb take these next steps with confidence and purpose was an emotional time for everyone who has supported him along the way. While we are sad to see him go, we are excited for the opportunities that await him and immensely proud to have played a role in his journey.

Caleb, we wish you all the best - your determination and commitment will take you far!

WELL DONE JARRED

A huge "well done" to Jarred Philomac, who has been actively involved in our Strong and Resilient Communities (SARC) Men's Program in 2024 and started engaging with our Employment Services team this year.

Jarred has been exploring apprenticeship and traineeship opportunities in construction and the mining industry. Through site visits and meaningful conversations with managers from various organisations, he has been taking proactive steps toward securing employment.

With the support of our Tennant Creek Coordinator, Jarred has successfully obtained his 'white card' that will allow him to safely access construction and building sites. While awaiting responses from potential employers, Jarred remains committed to further develop his skills and opportunities.

Congratulations, Jarred, on taking this important first step toward employment. We look forward to continuing to support you on your journey to achieve your career aspirations!



A MEANINGFUL VISIT

We were pleased to welcome Lia Finocchiaro, Chief Minister of the Northern Territory and Josh Burgoyne, Country Liberal Party Member for Braiilting to our Supported Bail Accommodation facility during their recent visit to Alice Springs. This visit held special significance, as our young people were in high spirits, feeling safe, supported, and comfortable in their environment.

The visit came as a pleasant surprise, with our afternoon staff stepping up to guide the Ministers and their team through the facility. They provided an insightful overview of our daily activities and routines, highlighting the structure and support we offer to young people during their bail period.

A particularly meaningful moment of the visit was the group conversation between the Chief Minister and some of the young people who were in good spirits and openly engaging with the surprise guests. They were eager to, openly share their experiences, aspirations, and reflections. Some expressed their desire to remain at Saltbush as they found stability here, while others spoke about their plans to return home for school or continue their education at boarding schools away from home.

These conversations reinforce the positive decisions they are making and their individual commitment to staying on the right path beyond their time with the supported bail facility.

We extend our appreciation to both Ministers for taking the time to visit and connect with our young people.

EXPLORING OPPORTUNITIES FOR COLLABORATION



Earlier this year, our CEO, Nicole and Tennant Creek team members, UV and Claire had a productive meeting with Michael Tennant and Katrina D'Orchimont from Tennant Consolidated Mining to explore opportunities for collaboration. The discussion was generated great enthusiasm and ideas on how we might work together to create meaningful pathways for local employment.

We explored various grants available through both Territory and Federal Government programs that could support these initiatives. With a primary focus of increasing youth participation in the mining sector, we also discussed how our Employment Services team could play a key role in preparing participants for the workforce.



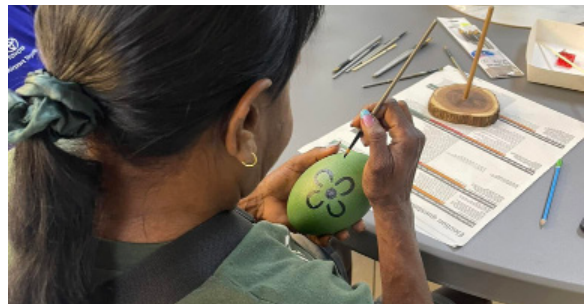
A GRASSROOTS SOLUTION FOR LASTING CHANGE

February marked an exciting milestone for Saltbush as we warmly welcomed our fourth group of Foundation 2 Future (F2F) participants in Alice Springs. This is another step forward in our commitment to supporting individuals on their journey toward meaningful and lasting employment.

The F2F initiative is a holistic, person-centred program designed to provide culturally responsive support, break the cycle of welfare dependence and empower disadvantaged Aboriginal people to pursue sustainable careers.

We have begun offering tailored opportunities to each participant, including industry connections, therapeutic engagement and intensive mentoring support. Our goal is to equip them with the confidence, skills and networks needed to succeed in the workforce.

Our team of mentors is committed to building strong, long-term connections with our participants, supporting their growth and contributing to positive and lasting change within the Central Australian community. We intend to walk alongside them on this journey at their pace.



CONGRATULATIONS LIAM REID

Congratulations to Liam Reid who transitioned from his role of Mentor to Senior Mentor this month and , continues to be a valued member of the Foundation to Future initiative in Alice Springs.

Liam joined Saltbush in September 2024 and has already shown great initiative and dedication, even before being offered this position. He is always quick to assist participants with their daily needs and takes the lead in supporting his fellow mentors.

Liam's leadership within the team has not gone unnoticed, with his contributions earning him the respect of his colleagues. Program Manager, Karina, shares, "Liam has shown strong leadership within our team and has earned the respect of his fellow mentors."

This achievement is well-deserved, and we truly appreciate the dedication and hard work Liam brings every day.



CONGRATULATIONS ON 26 WEEKS NATHAN DICKSON



Our Coordinator, UV Basnet in Tennant Creek proudly shares, "Nathan Dickson is one of the hardest-working and most self-driven participants we have ever mentored. His dedication and perseverance have been truly inspiring."

Nathan has successfully completed 26 weeks of participation with the Tennant Creek Employment Services team and has since secured employment as a Support Worker at the Julalikari Aboriginal Council's Aged Care facility. In addition, he has taken on a second job with IGA as part of the fruit and veg team, often working back-to-back hours throughout the week.

Beyond his professional achievements, Nathan is deeply involved in his community, actively participating in both cricket and footy. His passion for giving back is evident in his commitment to supporting his community while also providing for his family and advocating for local opportunities.

We are incredibly proud of Nathan's journey and the dedication he has shown to his personal and professional growth. His story is a true testament to the power of hard work and perseverance. Congratulations, Nathan and we look forward to seeing all that you continue to achieve!

INTRODUCING JANAYA NICKELS



We're thrilled to welcome Janaya Nickels to the team as a Course Coordinator, joining us as part of the Foundation to Future Initiative in Alice Springs. In this role, Janaya will be an essential link between the Mentors and participants, supporting those who have faced multiple and complex barriers to workforce participation. By helping build employability skills, Janaya will empower participants to feel confident in entering or re-entering the workforce.

Janaya's connection to Saltbush began as a participant in one of the NT Government's Aboriginal Employment programs, where she quickly developed a deep interest in becoming part of the team. As a proud First Nations

woman, born and raised in Alice Springs, Janaya brings a unique perspective and strong cultural connection to her work.

Janaya faced several personal challenges that made pursuing employment difficult, but she showed incredible perseverance in overcoming these obstacles. Through her determination and completion of the AEP Program, Janaya was successful in completing the Certificate II in Workplace Skills and went on to secure employment, found her own accommodation and purchased a vehicle. She continued to enrol in the very first First Nations Pre-Law program with Charles Darwin University from her own interests. Her resilience and commitment to improving her circumstances are truly inspiring.

Janaya is very proud of her accomplishments and reflects regularly on her journey, Janaya shares: "Being back in the workforce and helping First Nations people who come into our office—this is why I love working for Saltbush."

With her passion for empowering others to reach their full potential, we are excited to have Janaya on board. We look forward to supporting her as she grows and makes a lasting impact in her new role!



WELCOME TO THE TEAM



KIM MACLEOD

RTO Manager,
Darwin

We are delighted to welcome Kim MacLeod to the Saltbush Training team in Darwin in the role of RTO Manager. Kim will be responsible for overseeing key operational functions that support the success of our Registered Training Organisation.

Having recently relocated to Darwin, Kim brings a wealth of experience in vocational education, with a focus on ensuring a quality learner experience, strategic planning, business development and training delivery.

We look forward to the valuable contributions and leadership he will add to the team.



AMANDA HOLMES

People and Culture Manager,
Darwin

We welcome Amanda Holmes to our leadership team in the role of People and Culture Manager. In this role, Amanda will work closely with all teams to cultivate a positive, inclusive and supportive workplace culture, ensuring that our people remain at the heart of everything we do.

Amanda shares, "I'm thrilled to join Saltbush, bringing with me a broad background across diverse business settings. I'm excited about the growth we can achieve together as a TEAM!"

Amanda has already made a wonderful contribution to the teams and we're delighted to have her onboard.

KAITLYN PETERS

Foundation 2 Future Mentor,
Alice Springs

Welcome Kaitlyn Peters to the Alice Springs Saltbush team in the role of Foundation 2 Future Mentor. In this role, Kaitlyn will provide support to local Aboriginal job seekers, helping them navigate specialist engagement, employment and career development opportunities through our programs.

Kaitlyn brings valuable connections to the Central Australian community from her previous roles and says, "My ability to overcome challenges and strive for excellence will be a great asset to your team."

Thank you, Kaitlyn, for joining choosing to be part of the Saltbush team and sharing your ideas and perspectives with us.

OPPORTUNITIES TO BE A PART OF THE SALTBUSH TEAM!

Darwin

Skills for Education and Employment

Senior Mentor, Mentor,
Senior Art Tutor, Art Tutor

Indigenous Skills and Employment

Mentor

Training Services

Training Support Administrator

Alice Springs

Foundation 2 Future

Mentor

To learn more, visit:

saltbushnt.org.au/careers

