



## A MESSAGE FROM OUR CEO

A belated but sincere Happy New Year to all our clients, collaborators and connectors!

I'm very excited about the year ahead and the plans that Saltbush has to grow our presence and our capacity to support Aboriginal Territorians.

We welcome the Training team who have joined us to provide workforce skilling for Early Childhood Education and Care. This is a collaboration with Karen Sheldon Training as the official Registered Training Organisation. With Early Childhood Education and Care as our starting point, we are planning to extend our reach to provide a range of in-demand skills to support employment outcomes.

Continuing to prioritise learning, Saltbush has signed an agreement with the Top End School of Flexible Learning to support Young People in our care at Darwin's Supported Bail Accommodation. This will reduce the impact of disruption to their daily routines and provide opportunity to stay engaged with education.

In Tennant Creek, we've been busy assisting locals with access to driver's licence training. Another collaboration, this time with Drive Safe NT. Been quite rewarding seeing the smiles as we provide certificates that take people a step towards their own independence.

Late last year I commenced the Growth Ramp Program, funded by the NT Government. Following an initial assessment clinic, the next six months will include a range of activities and study that will explore Leadership, Tactics for Growth, Retaining People, Managing Finances and Marketing of Services. This opportunity allows me to gain and transfer new skills to our Saltbush team at both operational and board level.

In past newsletters, I've spoken about ISEP (Indigenous Skills and Employment Program) which is an initiative of the team at NIAA (National Indigenous Australian's Agency). We are now very invested in the stage of community design; listening and learning to what local voices have to say about their own employment journey. Conversations are 'messy' at times, but they are an authentic source of what might be missing in the current landscape of supporting Territorians into sustainable jobs. If you would like to make a contribution let me know and I will connect you to our team.

Our Employment Services teams have been given the opportunity to extend their mentoring services for a further six months. With a review of current practices, the team are keen to find ways to continuously improve on their person centred approach to supporting Aboriginal workers to settle and thrive in a workplace.

All the best to you and your teams and I hope 2023 is a time we can increase our connections and learn from each other.

**Nicole Shackcloth**  
CEO, Saltbush Social Enterprises

## FROM APPRENTICE TO PROUD INDIGENOUS BUSINESS OWNER IN FOUR YEARS

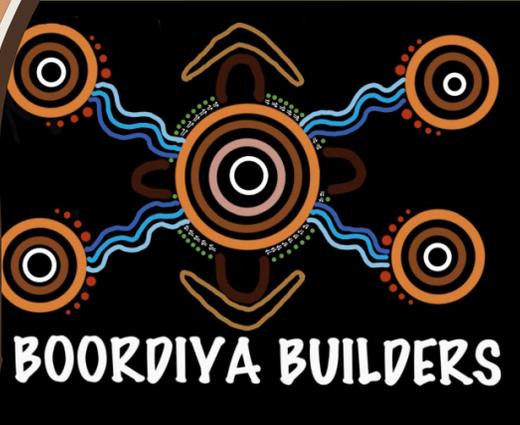
Jayden began his journey with Saltbush in 2018, as a Carpentry Apprentice for TK Constructions NT (TK).

Jayden was an indispensable member of the team who paved the way for other employees and went the extra mile by providing on-site mentoring to young TK trainees that joined throughout the years to follow.

After finishing his studies and becoming a qualified carpenter, while juggling footy commitments and raising three children, Jayden has now partnered with TK Management to start his own construction company known as Boordiya Builders.

Jayden says that 'his company values quality, efficiency, and diversity above all else' and has an all-star team backing it.

Boordiya is the Nyoongar word for "Boss" or "leader" and Jayden hopes that he can empower and up skill more Aboriginal people, to train and work in the construction industry in Darwin.



## SHOUT OUT - CONGRATULATIONS DELSHAE

Delshae began her Saltbush journey in June 2022, working at the Hilton Darwin in the Housekeeping team.

A little while later Delshae decided to follow her true calling as an Early Childhood Educator and began the second stage of her pathway to success at Little Flyers Childcare Darwin. This new opportunity provided Delshae the chance to learn new skills through studying a Certificate III in Early Childhood Education and Care.

Despite many personal challenges Delshae was able to learn new skills and strategies to deal with these with on-going support and mentoring provided by her mentor Sitela Newman.

Sitela Newman shares, "Delshae's attitude towards reaching her goals is inspiring, she never gave up and she kept pushing forward. Delshae has a very bright future"

Through mentoring and self determination Delshae started smashing the goals she had set for herself. These included, getting her drivers licence, ochre card and completing a first aid course with the support of Little Flyers.

Delshae has said that she loves her job and working with children, she has a steady income and is doing something with her life, which makes her very proud.

**Congratulations Delshae !**



# WELCOME TO THE TEAM

## SUPPORTED BAIL

In the months of December and January, we welcome all new employees to the Saltbush family.

### Darwin:

- Kelly Wauchope
- Simon Crowden
- Ricky Crawshaw-Tomins
- Braydon Weily
- Leonie Cooper
- Greta Mununggurr
- Benjamin Lee
- Obiawuchi Theophilus
- Rocco Scalli
- Hamish Rahn

### Alice Springs:

- Sharni Stafford
- Keane Tan
- Paulino Jouth
- Ditkwar Danhier
- David McDowell
- Kuothkel Luk

We sincerely appreciate the choice to make Saltbush a part of your career.

## Training Division

Starting the year with 78 newest students across five different qualifications our team are excited to grow the training division under the Saltbush banner in collaboration with Karen Sheldon Training.

Our trainers have extensive knowledge and experience in their chosen field and are flexible with a variety of delivery modes – i.e. face-to-face, online, or workplace training.

The courses currently on offer are:

- Early Childhood Education and Care (Cert III and Diploma)
- Community Service (Cert III and Diploma)
- Aboriginal and Torres Strait Islander Workforce Mentoring



**AMIE HENDERSON**  
Training Manager



**ANICET WALL**  
Trainer



**JOHN LEEDER**  
Trainer



**YVONNE PANATOS**  
Trainer



## MORE NEW APPOINTMENTS...



**KIM HARRIS**  
Chief Financial Officer

After traveling our amazing country for the past year, Kim has recently relocated to Darwin with her family to join the Saltbush team.

Kim brings with her a wealth of experience as a Chartered Accountant for the past eight years and as a Finance Manager at a not-for-profit specialist accounting firm in Adelaide.



**NEDA ALEKSIC**  
Recruitment, Communications & Administration Officer

Neda, a Territorian at heart, has worked in various settings across the Skills and Training, and Project Management sectors.

Neda hopes to use her experience and connections to community to build positive relationships with internal and external Saltbush participants.

## SCHOOL NUTRITION PROGRAM ACTIVITIES

As we move forward into 2023, we want to look back on our School Nutrition Program (SNP) in Term 4 of 2022 in Eliot and the exciting activities the students were a part of and the support we received.

Thank you to our three SNP employees, Jun, Jennifer and Marika who do a fantastic job everyday in preparing and providing food to the children. We appreciate you.

Thank you to the Papulu Apparr-kari Aboriginal Corporation for supplying the food and items for our two events in Term 4. The 'School Colour Run' and the 'Christmas End of Year Concert'. These two events enabled us to prepare and share up to 316 meals across both activities.

We would also like to acknowledge that during our 'Celebration Party' for the term, the school catered to 70 students in a single day for the first time in the past five years. What an achievement!

Saltbush Social Enterprises are so excited for the year ahead and the possibilities that can be shared with our youth.



# ENGAGING WITH COMMUNITY - SEEKING LOCAL SOLUTIONS

In 2023 the National Indigenous Australian's Agency is exploring options to establish place-based initiatives to support sustainable employment for First Nations job seekers.

Whilst this is a national project, local priorities have been identified for the Top End as:

- **Supporting pathways for employment in the care industry – specifically disability and aged care**
- **Provide and support access to mentoring services – to keep Indigenous Australians in employment and training**
- **Culturally safe workplaces – services for employers to sustainably build their capability to provide workplaces tailored to the local community**

Saltbush Social Enterprises in Darwin has been invited to design a proposal to support this objective and we are actively engaging with communities across the Top End to gather a vast range of views and ideas on what might suggest a specific need that we can collaborate to deliver.

To ensure that any new initiative is place-based and informed by local views, Saltbush is using an approach that is known as co-design, or community design.

Co-design is simply collaborative design. Involving people in the design, development, impact and innovations of a service or product. It is not just about the end user. Co-design requires collaboration with people who are working in a system, impacted by a system, using a system or have a related interest. In this way a diverse range of perspectives is considered and used to inform outcomes.

Saltbush is applying some key principles to this work including;

- Elevating lived experience
- Curiosity not certainty
- Questions before solutions
- Hosting frank conversations
- Sharing decision making

We have up to early April to continue with this activity and will be open to input from anyone who would like to share their ideas on " What does the future of employment look like for Aboriginal Territorians?"

So far, we have received a very positive response from job seekers, service providers, employers and Aboriginal organisations. We will continue to listen and learn over the next month and share what we learn with those who are similarly committed to place-based solutions.

To learn more about the project and our approach, or make a contribution, contact [yvonne@saltbushnt.org.au](mailto:yvonne@saltbushnt.org.au)



## ENDING 2022 WITH SOME TEAM FESTIVITIES



December was a great time to look back on everything Saltbush Social Enterprises has achieved over the last twelve months – a big thank you to our teams across the Territory and everyone who has been a part of what we do.

With passion, commitment and our 'boots on the ground' we have assisted Aboriginal Territorians with services for

- Supported Bail Accommodation
- Employment Services
- Aboriginal Workforce Mentoring
- Back on Track
- Counselling and Well-being
- School Nutrition
- Future Stars Pre-Employment

We are confident that 2023 will see us grow and strengthen our impact and I look forward to working with the Saltbush teams, individuals, organisations and communities as we work together.

Check out the few snaps from our 'end of year' celebrations!

## PATHWAYS TO SUCCESS - TENNANT CREEK

Our Saltbush Program Manager in Tennant Creek, Claire Keen taking the opportunity to acknowledge the engagement from young people and families during 2022 by making home visits and delivering Christmas presents to each family taking part in the end of year activities and celebrations.



## VACANCIES

**Youth Counsellor**  
Alice Springs

**Hospitality and  
Workplace Trainer**  
Darwin

**Support Workers**  
Darwin  
Alice Springs

Learn more:

[careers.saltbushnt.org.au](https://careers.saltbushnt.org.au)



[www.saltbushnt.org.au](https://www.saltbushnt.org.au)