



## SALTBUSH REGISTERED TRAINING ORGANISATION OFFICIAL LAUNCH

We recently had the pleasure of celebrating the official launch of our Registered Training Organisation, with a special event hosted at our head office in Darwin. The occasion was graced by the Honourable Minister for Skills and Training, Joel Bowden, and the Honourable Minister for Education, Mark Monaghan, as well as esteemed guests from various industry groups and other training organisations.

We are thrilled to announce the diverse range of training opportunities now available through the Territory, delivered by our dedicated and skilled trainers. Our training programs are designed to cater to a variety of needs and are led by professionals committed to providing high-quality education and support.

The following certifications are now available through Saltbush;

- Certificate III in Early Childhood Education and Care
- Certificate IV in Child, Youth and Family Intervention
- Diploma of Early Childhood Education and Care
- Course in Mentoring for Aboriginal and Torres Strait Islander Workforce Mentors

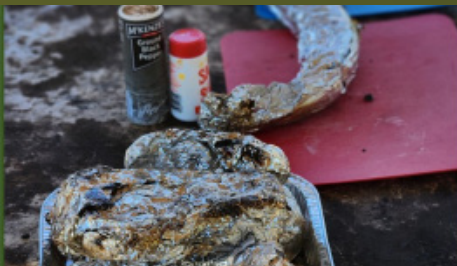
If you are interested in learning more about the structure, content, and delivery of our training programs, we invite you to visit [www.saltbushnt.org.au/training](http://www.saltbushnt.org.au/training) or contact us directly. We look forward to sharing more details with you and assisting you in finding the right training solution.

## CULTURAL COOKING TENNANT CREEK

This month the Tennant Creek Back on Track team and young people gathered at Mary Ann Dam for a cultural cooking activity. Together, they prepared and cooked kangaroo tails and vegetables over an open fire.

As the kangaroo cooked the group played games, shared stories and laughter.

The hands-on experience allowed the participants to showcase traditional cooking methods while connecting with their mentors. The day offered valuable life skills, reinforcing Saltbush's commitment to supporting young people in meaningful ways.



## RE-ENGAGEMENT INTO EDUCATION

The Department of Education, in collaboration with Saltbush, recently hosted a BBQ at HILDA Park in Tennant Creek. This event was part of our ongoing efforts to support the Back on Track young people as they work on reconnecting with their education.

After the BBQ, Saltbush Program Manager, Claire Keen, along with two young participants, visited the JUNO facility. This visit provided an opportunity to explore the resources and support available at JUNO, further showcasing our comprehensive approach to assisting young people in Tennant Creek.

These events highlight the commitment of both the Department of Education and Saltbush to providing the tools and encouragement necessary for young people to succeed in their educational journeys.

Additionally, the Department of Education and Saltbush organised a visit to the local plant nursery in Tennant Creek. This outing allowed the participants to explore a variety of plants and engage with the nursery's reptile collection. The trip also introduced them to Alex, the new School Engagement Officer, fostering connections and laying the foundation for future support in the school environment, which will contribute to their ongoing education development.

## INDIGENOUS SKILLS AND EMPLOYMENT PATHWAYS

We are excited to share that Saltbush has started initial planning for our Indigenous Skills and Employment Program (ISEP). Our main priority right now is to bring together the right team to ensure the successful launch of ISEP for early 2025. By recruiting early, we can provide thorough training and ensure everything runs smoothly in Darwin.

This month, we are delighted to welcome Michael McMahon and Greg Wright to our Employment Services team in Darwin who will play a key role in mentoring and supporting participants throughout their journey with the ISEP program. We are also pleased to introduce Shanthi Bandara, who has joined us as Industry Engagement Officer. Shanthi will help coordinate with employers and other external partners to facilitate a seamless program delivery.

ISEP has been developed based on valuable insights gathered from community consultations with Aboriginal and Torres Strait Islander people. The goal is to enhance our approach to delivering services and to connect First Nations people more effectively with job opportunities, career advancement, and training.

With the support of local communities and employers, who understand job seekers' needs and goals, ISEP aims to make a meaningful impact and by leveraging this collective knowledge, we hope to address community challenges and create more effective pathways to success.

## STRONGER AND RESILIENT COMMUNITIES TENNANT CREEK

The Stronger & Resilient Communities (SARC) program continues to thrive, and in the month of August, we're excited to have our program running in Alice Springs, as well as Tennant Creek across five days. The Saltbush Therapeutic Program Counsellor, Joanna Abbott was in attendance from Darwin to deliver a three day Wellbeing workshop, aimed at learning how to better understand and navigate through shared challenges and choose a better path forward.

The program has consistently been successful in creating a sense of connection and collaboration among participants. This is reflected in their high engagement and the positive feedback we've received throughout the program.

Saltbush will continue to offer ongoing mentoring and wellbeing support to our participants after completion of the programs, helping them with any challenges that may arise.



## BURTON BASKETBALL FOUNDATION SWAG



The Employment Services team, represented by the Employment Services Darwin team, attended the Bruton Basketball Foundation (BBF) SWAG Workshop. The event, held in collaboration with APM -Workforce Australia, aimed to support Indigenous participants through a culturally based basketball workshop. This program focused on enhancing teamwork, soft skills, confidence, resilience, and goal setting, with the goal of improving participants' individual and family circumstances to aid their progress into sustained employment.



On the final day, Saltbush participated in a special session where employers and labour hire companies were invited to join the event. The highlight of this day was a speed-dating style interview session, offering a casual and relaxed setting for job seekers to connect with potential employers.

This innovative approach aimed to create immediate hiring prospects and foster valuable connections between participants and employers, outside of the traditional and often formal interview environment.

The Saltbush team's presence at the event facilitated meaningful interactions and potential employment opportunities for participants, reinforcing the commitment of Employment Services to support job seekers in their journey towards successful employment.

## CHILD, YOUTH AND FAMILY SKILLS AND TRAINING

Our trainer, Rowena, is actively providing invaluable academic support to students currently engaged in the Certificate IV in Child, Youth and Family Intervention. Her ongoing commitment and dedication have been instrumental in helping students complete their training. Notably, Rowena has made the effort to travel to Alice Springs to provide hands-on assistance, which has greatly contributed to the success of the program.

The course equips students with essential skills to work effectively with children, youth, and families facing challenges. Including key components, such as;

- addressing physical, emotional, and social needs
- gain expertise in assessing risks, developing intervention plans, and safeguarding vulnerable populations
- understanding legal frameworks and ethical considerations
- Emphasise on collaboration with other professionals, agencies, and community resources to provide comprehensive support

We are thrilled to announce that, thanks to Rowena's persistent efforts, two students have successfully completed their training and have been assessed as competent. Congratulations to Steven Summerhill in Darwin and Mitchell Pringle in Alice Springs for earning their certification. Your hard work and determination have truly paid off, and we are proud of your accomplishments.



## MAKING TRACKS PAVING NEW PATHS



Saltbush have begun hosting information sessions for local Employment Service Providers, including APM, Melaleuca, Bamara and Mission Australia and the broader public to help promote the Wilson Security – Making Tracks Program. We appreciate the support from Workforce Australia and the collaboration with APM, who are key stakeholders in this initiative.

Our first session took place at our Saltbush Office in Parap and we're pleased to report several Expressions of Interest have been secured. Matty Fairman, Client Services Manager from Wilson Security joined us to share insights about the program, Wilson Security and the security industry in general.

Wilson Security is excited to offer this opportunity to 15 successful candidates to start a four-week course in Darwin beginning on September 2nd. This program aims to support First Nations women entering the workforce by fostering employment, training, and career opportunities as they embark in a new career pathway.

Wilson Security hope this initiative also serves as a positive example for other organisations in promoting diversity and inclusion across their industries.

## GLENCORE MCARTHUR RIVER MINES

Over the past few months, Saltbush Employment Services has been dedicated to offering comprehensive support to Glencore – McArthur River Mine employees coming to Darwin for pre-employment activities. We've been helping with transportation to medical appointments and assisting with hotel check-ins.

Our Employment Services team has been actively providing mentoring support both during and after medical visits. We've also facilitated workshops on personal goal setting, workplace communication, and work-life balance. Additionally, we assist with transportation for other pre-employment needs such as banking and licensing.

This month, we were pleased to assist seven individuals from across the Territory who travelled to Darwin as part of their commencement with Glencore.



## FOOD SAFETY SKILLS

Congratulations to all the participants who have successfully completed the Safety Supervision Skill Set (FSS) with Saltbush! We also extend our heartfelt thanks to our dedicated trainer, Erin, for your unwavering commitment and support in helping the students achieve their goals.

Saltbush has now concluded the delivery of this specific training program and we thank everyone who participated and contributed to its success.

We understand that you might be interested in continuing to develop your skills and knowledge. If you'd like to explore additional training opportunities, we offer a variety of programs to suit different needs and interests.

Feel free to reach out if you'd like more information.



# ALICE SPRINGS ABORIGINAL EMPLOYMENT PROGRAM



The team in Alice Springs has been actively working with local job seekers to reintroduce the NTG's Aboriginal Employment Program, which hasn't been available in Alice Springs for several years. Northern Territory Government (NTG) have expressed their appreciation to Saltbush for the teams efforts, and are optimistic that we can build on the success of the 2023 Darwin program with a new group of learners transitioning into employment in Alice Springs.

Saltbush hosted a morning tea, featuring a presentation and introduction from the NTG as the program employer, highlighting job expectations and opportunities.

Following this, the Employment Services team provided pre-employment training on hopes, fears, expectations, and logistics. The day included an NTG Careers Day where candidates had the chance to meet and speak with representatives from various departments offering placements.

After short prep sessions to ease nerves and build confidence, the candidates underwent Interviews and from the teams drive and dedication, 14 candidates were successful in securing a place in the AEP program in Alice Springs.

## ABORIGINAL EMPLOYMENT PROGRAM DARWIN



The Northern Territory Government is delighted to welcome 13 participants into the Aboriginal Employment Program (AEP) for 2024 in Darwin. We're happy to report that our first week of orientation was a success. This group is wonderfully diverse, bringing together individuals of various ages and backgrounds, each moving forward into various agencies of the Northern Territory Government (NTG) workforce.



Saltbush Training Services has begun offering specialised workshops that will continue through the end of August. These workshops will focus on essential work-related skills, including Budget and Finance Management and Time Management. Additionally, 15 participants from the program in Alice Springs have also participated in the workshops.

We're excited to support the participants as they grow and thrive throughout the Program.

## LEADERSHIP CHANGES FOR SALTBUSSH BOARD



At the most recent Saltbush Board meeting, the members agreed to accept the resignation of Karen Sheldon from the role of Chairperson and appoint Rayleen Brown as the new Chairperson.

This is a significant milestone in the vision of Saltbush to have majority leadership and control of the organisation in the hands of local Aboriginal people.

Rayleen has been with the Saltbush team since the early days with an active role in programs and activities in the Central Australian region and as a board member for the past 5 years.

The contribution of Karen Sheldon in the role of chairperson cannot be easily summarised; she has extended her decades of knowledge and passion for the advancement of Aboriginal Territorians to take Saltbush to where it is today. We sincerely express our appreciation for her work and tireless efforts which will continue to be applied to the Foundation to Future program as it sets up in Alice Springs and as Karen continues to be a member of the Saltbush Board.

## STAKEHOLDERS UNITE TO SUPPORT YOUTH RE-ENGAGEMENT



Key Tennant Creek organisations came together to kick off a series of weekly planning meetings aimed at helping young people re-engage with school and participate in community activities.

The meetings include representatives from Catholic Care, Julalikari MarlungkuKari Child and Family Centre, Saltbush Social Enterprises, the Department of Education, and Tennant Creek High School.

These weekly meetings and the activities they generate are part of a collective effort to support the youth of Tennant Creek, helping them reconnect with their education and the wider community. The commitment from all organisations involved highlights the importance of working together to create meaningful opportunities for young people in the region.

## NAIDOC CELEBRATIONS

The Saltbush teams across the Territory came together to celebrate NAIDOC week this year, to honour and continue to amplify Aboriginal culture through shared celebrations with our young people, participants and colleagues.

This year and every year after, we celebrate the strength, resilience and spirit of First Nations people and their culture through this year's NAIDOC theme, **"KEEP THE FIRE BURNING! Blak, loud and Proud."**



# WELCOME TO THE SALTBUSH TEAM!



**JOHN MITCHELL**

FOUNDATION TO FUTURE, BUSINESS DEVELOPMENT

We're excited to share that John Mitchell has joined the Saltbush team in the role of Business Development. In this role, John will be instrumental in fostering collaboration and building strong relationships with Northern Territory businesses concerning the recently launched Foundations to Future Initiative in Alice Springs.

John's efforts will be key in ensuring successful engagement and support as we move forward with this initiative. We look forward to the positive impact he will bring to our team and the program.



**STEPHANIE PARLOW**

BACK ON TRACK MENTOR, TENNANT CREEK

Stephanie Parlow has joined our Tennant Creek team as the Back on Track Mentor, bringing vital support to young people in the Pathways to Success Program.

With her extensive experience and strong ties to Tennant Creek, Stephanie's expertise and dedication will be invaluable as we work to empower Aboriginal and Torres Strait Islander youth in our community.



**MICHAEL MCMAHON**

EMPLOYMENT SERVICES MENTOR, DARWIN

Michael McMahon has joined our Darwin team as the Employment Services Mentor, playing a key role in supporting Indigenous Skills and Employment Pathways participants in their employment journey.

With prior experience working with Aboriginal and Torres Strait Islander jobseekers, Michael has been a valuable addition to our team.



**SHANTHI BANDARA**

INDUSTRY ENGAGEMENT OFFICER, DARWIN

We're pleased to welcome Shanthi Bandara to the role of Industry Engagement Officer, where she will be an integral part of our Employment Services and Indigenous Skills and Employment Pathways program in Darwin.

Shanthi brings valuable connections that will enhance our collaboration and engagement in Darwin, helping ensure the smooth delivery of the program.



**GREG WRIGHT**

EMPLOYMENT SERVICES MENTOR, DARWIN

We're excited to welcome Greg Wright to the Darwin team in the role of Mentor. In this position, Greg will focus on building strong, supportive relationships with individual participants, helping them reach their personal goals and navigate challenges to secure sustainable employment.

Greg comes with valuable experience in supporting and mentoring colleagues in the trade services sector, which will be instrumental in understanding and addressing participant challenges effectively.

We're looking forward to the positive impact Greg will bring to our team!

**OPPORTUNITIES TO BE A PART OF THE SALTBUSH TEAM**

**Indigenous Skills and Employment Trainer  
Employment Services Mentor**

**Learn more:**

[www.saltbushnt.org.au/careers](http://www.saltbushnt.org.au/careers)

