



ABORIGINAL EMPLOYMENT PROGRAM DARWIN GRADUATION

December marked a wonderful milestone as we celebrated the achievements of another group of participants who proudly graduated from the Aboriginal Employment Program in Darwin.

Many participants entered the program facing challenges such as limited confidence, minimal workplace experience and unfamiliarity with professional environments. Over the course of the 20-week program, they worked hard to overcome these barriers, gaining valuable industry experience and knowledge. Their commitment and resilience have been instrumental in the program's success, empowering them to take meaningful steps toward self-determination and personal growth.

We'd like to thank the Northern Territory Government for creating entry pathways like this for Aboriginal job seekers. These initiatives offer invaluable opportunities for career development through tailored skills training, helping to guide individuals toward potential roles within Government Departments.

Another heartfelt thank you goes out to our incredible Mentors, their ability to foster trust, empowerment and engagement has played a vital role in creating a positive and transformative experience for each participant.

Congratulations once again to the twelve graduates and as we look forward to seeing where their journeys take them!



ABORIGINAL EMPLOYMENT PROGRAM ALICE SPRINGS



A big congratulations to our Aboriginal Employment Program participants in Alice Springs, who have demonstrated incredible dedication and hard work throughout their time with Saltbush.

This remarkable cohort worked closely with our team of Mentors, demonstrating resilience and dedication as they devoted their time to personal growth and development within the program.

We hope that the skills and knowledge they've gained during this program will serve them well as they prepare to take the next steps in their journey. By transitioning their classroom learnings into real-world roles with Northern Territory Government, they are well-positioned to achieve meaningful employment and make a positive impact in their chosen fields.

Well done to all participants - your efforts and achievements are a testament to your hard work and dedication!

FOUNDATION TO FUTURE SIX WEEK CELEBRATIONS

December was a month of celebration as we marked another significant achievement, honouring the remarkable accomplishments of our Saltbush Foundation to Future participants in Alice Springs.

Through dedication and tireless effort, each participant successfully completed the delivery phase of their program and is now equipped to apply their newly developed skills in employment and placement opportunities with local businesses.

We extend our heartfelt thanks to our Saltbush Mentors, collaborators and businesses for their invaluable support, guidance and mentorship throughout the past six weeks, with a special thank you to National Indigenous Australians Agency (NIAA) for sponsoring this initiative, your contribution has been pivotal to the program's success.

We wish every participant the very best as they take the next steps in their journey and we look forward to seeing the incredible accomplishments they will achieve in the New Year.



COLLABORATIVE PARTNERSHIPS TENNANT CREEK

VISITING TENNANT BACK ON TRACK

Khelsie Bell, Saltbush Mentor from Alice Springs, travelled to Tennant Creek to support the Pathways to Success participants. With her dedication and deep understanding of the community, she seamlessly stepped into the role.

A highlight of her visit was a family capacity activity at Tingkarli (Lake Mary Ann), where she collaborated with a family to strengthen connections and build life skills in a culturally respectful and supportive environment.

Khelsie's commitment to fostering positive relationships and empowering families reflects the Program's goals and ensured continuity of support for participants and families in the absence of the Program Manager during her brief time there.



Each week, our team in Tennant Creek continues working and connecting with families and community members, fostering idea-sharing to provide practical techniques for supporting young people in community.

An afternoon at Tingkarli (Lake Mary Ann), provided an opportunity for connection and cultural celebration between Saltbush, Marlungku-Kari - Julalikari Child and Family Centre and the John Moriarty Foundation Indi Kindi program. The day provided everyone with a chance to share stories, strengthen relationships and enjoy traditional cooking of Kangaroo tail.

A few weeks later, the Tennant Creek team hosted a workshop facilitated by John Jablonka as part of the Access to Justice Project at the Karguru Centre for professionals from Northern Territory Department of Education, The Youth Outreach and Re-engagement Teams (YORET) and NT Legal Aid Commission – Tennant Creek, focusing on improving communication with young people about legal processes.

These workshops and experiences continue to encourage collaboration between local businesses, families and community members and we will continue to provide opportunities to collaborate and connect with community in the future.

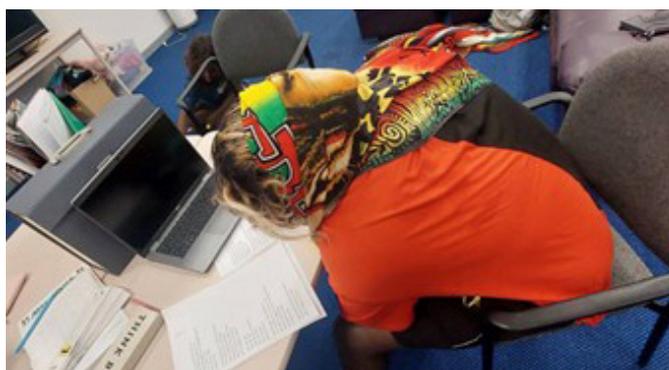


MCARTHUR RIVER MINE PATHWAY TO EMPLOYMENT

Saltbush Mentor, Jonathan Ah Kit, has been a tremendous support to two candidates, Garth Humes and Tristram Forrester over the last month, as they completed their pre-employment medical assessments, an essential step toward securing roles with McArthur River Mine (MRM).

Pre-employment processes can be challenging, however with Jonathan's assistance, both participants successfully completed their assessments, marking an important milestone in their journey toward meaningful employment. This support not only eased the process but also boosted their confidence and readiness for their new roles.

We look forward to seeing the continued progress of these two individuals in the year ahead.



BUILDING POSITIVE BEHAVIOURS PATHWAYS TO SUCCESS

This month, a young participant in Tennant Creek engaged in structured activities with Program Manager, Claire Keen from the Pathways to Success Program, Claire focused on health, wellbeing and personal growth. These sessions aimed to help her reflect on behaviours, build positive strategies and navigate new expectations.

She began with interactive discussions on self-care, healthy routines and making choices aligned with her goals. A standout moment was her visit to Juno, where she connected with Amelia Williamson, the Senior Teacher at the Juno Centre, gaining valuable guidance and mentorship to support personal growth and education.

Through the program, she showed curiosity and a readiness to learn, participating in activities that emphasised accountability, goal-setting and creative visualisation of her future.

These experiences boosted her confidence and equipped her with practical skills to overcome challenges. With ongoing support from Mentors and educators, she is now better prepared to take positive steps forward while staying connected to her community and culture.

EXPLORING LOCAL HERITAGE

BATTERY HILL GOLD MINING & HERITAGE CENTRE

Saltbush Back on Track Mentor, Khelsie Bell and Amelia Williamson from the Department of Education partnered to provide two young participants with a unique and educational experience at the Battery Hill Gold Mining and Heritage Centre.

The day began with a guided mine tour, where participants wore helmets and ventured underground to learn about the historical gold mining practices that shaped Tennant Creek's identity. They were fascinated by the intricate details of the mining process, the challenges faced by miners and the innovative techniques used during the gold rush era.

After the mine tour, the group explored the museum, which showcased artefacts, photographs and stories from the region's past. The exhibits sparked discussions about local history, cultural connections and the resilience of the Tennant Creek community.

Khelsie and Amelia worked collaboratively to ensure the outing was both enjoyable and meaningful, creating a safe and supportive environment for the participants.

This partnership between the Pathways to Success Program and the Department of Education highlights the power of collaboration in empowering young people to thrive.

The day concluded with smiles, laughter and valuable memories as the group shared their favourite moments and lessons learned from the tour. Activities like these remind us of the importance of fostering connection, both to our heritage and to each other.



CONNECTING ON COUNTRY

Saltbush continues to collaborate with stakeholders to deliver engaging programs for young people at Supported Bail in Alice Springs. Recent activities include crossfit, volleyball, ice baths with Balanced Choice, and learning to play squash. Weekly bush trips with Bushmob remain a highlight, offering swimming and fishing at Two Mile Creek, Standley Chasm and Ormiston Gorge.

Our strong partnership with the Alice Springs Youth Detention Centre team supports smooth transitions from the Centre into our program, this collaboration supports the reintegration into school, consistent support and timely referrals to other services.

This month, a collaboration with the Saltbush Foundation to Future program has been especially rewarding, with one participant nearing program completion and already securing meaningful employment.

These activities provide valuable opportunities for our young people to connect with each other, Saltbush staff and external organisations in a relaxed environment, building positive relationships. We look forward to expanding our summer holiday program and welcoming new stakeholders to work with the youth in the new year.



SALTBUSH END OF YEAR CELEBRATIONS

As we come together to celebrate the season, Saltbush would like to take a moment to extend our heartfelt thanks to each organisation, collaborator, supporter and individual who has been part of our journey throughout 2024.

This year has highlighted the dedication, collaboration and unwavering commitment of our Saltbush teams across Darwin and Central Australia in creating meaningful impacts through the work that we do. Together, we've navigated challenges, celebrated successes and continued to support one another in significant ways.

This month's Christmas celebration is a small but heartfelt way to acknowledge the incredible energy, passion and hard work our team brings every day. Your efforts are deeply valued and truly appreciated.

Saltbush would like to wish everyone a joyful and peaceful holiday season. Here's to a bright and prosperous new year and the opportunity to come together again in 2025.



CONGRATULATIONS!!

We'd like to acknowledge several of our employees who have recently transitioned into new roles across our teams in Darwin and Central Australia.

Mark Gepp, who joined Saltbush in September 2024 as a Residential Youth Support Worker, has now moved into the role of Case Manager, working with young people at Supported Bail in a new capacity.

Alice McRae, originally joining as a Residential Youth Support Worker in March 2023, stepped into the role of Acting Case Manager earlier this year and is now Assistant Manager at Supported Bail in Alice Springs.

Amie Henderson, formerly the RTO Manager in Darwin, transitioned into the role of Risk, Compliance and Administration Officer in November 2023 and has since progressed to Data Analyst, working closely with our Foundation to Future team in Alice Springs.

Karina Akarana, who joined as Business Development and Employment Services Mentor in September 2023, is now in the role of Program Manager for the Foundation to Future team in Alice Springs.

Thank you to each of you for your dedication and commitment. You play a vital role in your teams and the overall operations of Saltbush. We look forward to supporting your continued growth with us.

