



# Regional Skills Training / Indigenous Lands Corporation – Bring ‘em on

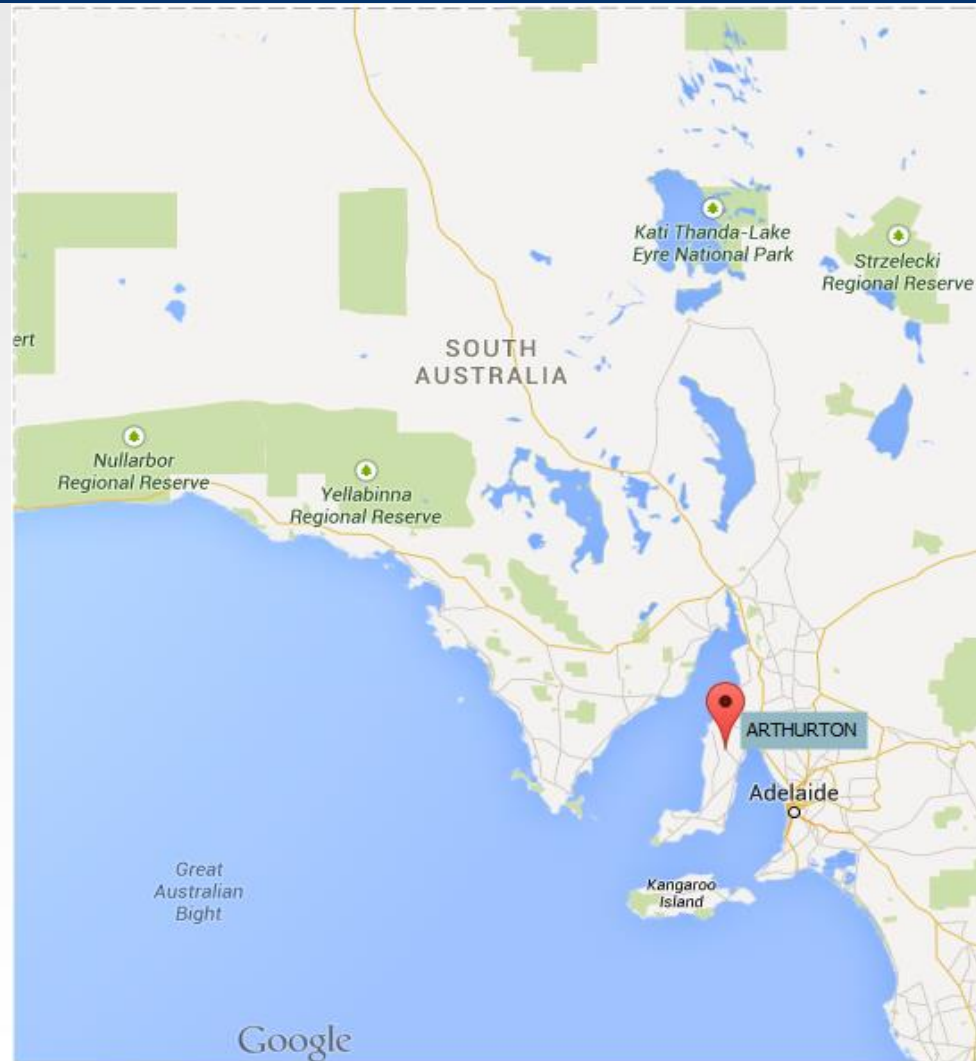


# Effective Indigenous engagement and training – The RST Approach – what works and why

# About Regional Skills Training (RST)

- Private RTO - Founded 2002
- Based near Arthurton, Yorke Peninsula, SA.
- Vision: “Training solutions for Regional Australians”
- Based in SA but have students in each state and territory
- Focus on Farm Management programs and Agriculture and related traineeships
- Employ 25 staff

## RST Location



# About ILC - Purpose, priorities and outputs

Purpose

Priority  
Outcomes

Progress indicators

Outputs

Deliver economic, environmental, social and cultural benefits to Indigenous people through the acquisition and management of land

**Access to and protection of cultural & environmental values**

**Socio-economic development**

- Employment participation
- Training participation
- Expansion of the Indigenous estate
- Access to country
- Access to education
- Generation of new and/or increased income
- Indigenous business creation and development

- Participation in social and community activities
- Access to a social service
- Maintenance or revitalisation of culture
- Improved management and development of Indigenous-held land
- Access to and/or protection of culturally significant sites
- Protection or restoration of environmental values

Assistance with the acquisition and management of land



## ILC Business Property Portfolio

- Cattle-producing properties
- Cattle export depot
- Fine wool Merino property
- Tourism business (in conjunction with pastoral activities)
- 5 properties leased back from Indigenous landowners



## ILC Commercial Business Properties

## Australia



# History of the RST ILC relationship

Have known and worked with key ILC staff for over a decade

*Management Training Program negotiated in 2012*

*Broad aim: Make the ILC product better by equipping managers with better management skills, knowledge and confidence*



## Funding?

- Great support and rapport with Rural Skills Australia
- Good people and an organisation with great intent
- Funding via National Work Force Development Program
- Administered by Agrifood Skills Australia

## Where did we start?

Skills Needs Analysis conducted

- Senior management and property managers session in Adelaide
- Series of property visits (RPL / initial assessment / discussion and design of workplace projects mapped to units of competence as major assessment components
- Consult and design a series of webinars related to needs and projects

## Delivery of Webinar series

- Significant induction to methodology required
- Agreeing and committing the time
- Created ownership by using peak industry expertise
- Attendance excellent
- Participation excellent

# The Webinar Program

WORKSHOP TITLE AND CONTENT	PRESENTER	DATE
Cattle Breeding - What to aim for and how to get there	Gehan Jayawardhana (breeding consultant)	24 <sup>th</sup> July 2013
Pasture Improvement and weed control	DPI Katherine Arthur Cameron....)	25 <sup>th</sup> September 2013
Remote Emergency Health Care procedures	RFDS Rosemary Moyle (flight nurse and educator)+ Pilot	30 <sup>th</sup> October 2013
Horse Health and Husbandry (Dentition and Feet)	Horse Dentist & Farrier	27 <sup>th</sup> November 2013
Beef Cattle Production – breeding cycle management, nutrition, culling principles, cattle health issues	Ian Braithwaite (Mt Isa Beef Production VET )	13 <sup>th</sup> February 2014
Optimising Performance – strategies for getting the best out of you and your people	Colin Cook and David O'Hanlon (Right Mind)	19 <sup>th</sup> February 2014
Innovative Cattle Handling equipment and systems	Tim Driver; Precision Pastoral	26 <sup>th</sup> February 2014
Business Planning – where to start	Colin Cook	7 <sup>th</sup> March 2014
Taxation – issues for primary producers (optional)	Colin Cook and Michael McLaren (accountant)	11 <sup>th</sup> March 2014
Cash Flow Budgeting	Colin Cook and Michael Shanahan	19 <sup>th</sup> March 2014
Business Analysis: Production and Financial Benchmarks	Colin Cook and Michael Shanahan	26 <sup>th</sup> March 2014
Property Mapping WA Maps, NT Maps, Qld Maps (each state has slightly different mapping software). How to plan & measure using GIS software. (optional)	C Cook and rep from each state	30 <sup>th</sup> April 2014
Livestock Nutrition, assessment of production capacity of pasture and Enterprise Analysis	Mick Sullivan DAFF Qld	14 <sup>th</sup> May 2014
Pregnancy Testing and Foetal aging the principles	Ian Braithwaite	28 <sup>th</sup> May 2014
Property visits and assessments	Colin Cook	19 <sup>th</sup> May – 8 <sup>th</sup> August 2014

## Significant 1: 1 Support over 18 month period

- Phone (skype recorded calls – audit)
- Email: coaching re projects
- Go To Training sessions (screen sharing)
- Use of key ILC staff as mentors & presenters
  - Canberra based finance controller
  - Regionally based field managers
- Really prepared thoroughly for the final assessment



# Even Better Ownership during the program

- Good feedback from property managers about the program.
- ILC Senior managers (Canberra, Adelaide, Perth, Brisbane) came on board during the project
  - Joined in on the Webinar series
  - 5 enrolled as RPL candidates for Advanced Diploma as part of this of Agribusiness Management

# Lets do this slowly!



# Final Property Assessments

- Conducted June – July 2014
- Property projects all explained and assessed on job either in office or in field
- Interviews conducted to validate management principles delivered in webinar series – assessment tasks and questions issued prior to visits.
- A great professional and social experience!

# Qualification Outcomes

26 commenced. 4 withdrew

- 6 Advanced Diploma Agribusiness Management
- 12 Diploma of Agribusiness Management
- 4 Diploma of Agriculture

## What's Next?

- “Bring ‘em on project”
- Currently: mainly non – indigenous managers
- Feb 2015 – December 2016
  - Design and deliver a Career Development / Leadership program for 13 indigenous staff on 7 ILC properties with the aim of filling more management positions with indigenous people.
- This is the key ILC mission



## How will it work?

Manager graduates (from previous program) will provide good on property encouragement and mentoring

### Certificate 4 in Agriculture

- Webinars as agreed by participants and management
- Use recommended industry input
- Workplace Projects designed to strengthen understanding of property, people, product and finances and coach future leaders. Regular phone and webinar contact.
- At least 2 property visits

# What have we learnt? – Hasten Slowly



# Make sure to fit in with existing systems





# They have bigger issues up North!



Northern Australia is isolation to the max –  
be very flexible





## Wear a hard hat



# It's a rewarding experience - Bring it on!!

