

Reflect Reconciliation Action Plan

June 2024 – June 2025



TRAININGALLIANCE
GROUP
QUALITY EDUCATION & MEANINGFUL EMPLOYMENT



Statement from CEO of Reconciliation Australia

Reconciliation Australia welcomes Training Alliance Group to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Training Alliance Group joins a network of more than 2,200 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Training Alliance Group to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Training Alliance Group, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Artist: JUSTIN RONBERG

Skin Name: IGGY

Title: Bush Tucker Dreaming

Medium: Acrylic on Canvas

Region: Ukaka, Northern Territory

Justin Ronberg was born in Alice Springs and grew up in the Northern Territory in towns such as Katherine, Darwin and Alice Springs. He regularly visited the Nullabor country to spend time with his father's mob. His father, Bunna Lawrie of the international band Coloured Stone, is from the Mirning country of the Nullabor coastal areas of the Great Australian Bight. Justin's mother, Emily Anne Ronberg, a Luritja-Arrente woman, was a stolen generation child. Justin, as the eldest grandson, felt his obligation and a strong desire to return to the traditional homeland and learn his peoples ways; to learn stories that were handed from generation to generation; from an Elder system which spans at least forty thousand years.

Justin's dreaming paint a strong sense of community, culture, respect and integrity between Aboriginal people. His paintings portray the different animals such as the Snake (Protector), the Goanna (educator) the Kangaroo (bush food) and the Emu (fortune, prosperity). Justin also pays respect to the Aboriginal people who walked the land 40,000 years ago. He portrays the teachings of his elders in all his paintings.

Artwork supplied by Creative Native for the Training Alliance Group

www.creativenative.com.au

Artwork Insights

Training Alliance Group is pleased to showcase "Bush Tucker Dreaming," a meaningful Indigenous artwork by Justin Ronberg (Iggy). Originating from Uakaka, Northern Territory, this canvas piece celebrates millennia of Aboriginal tradition and the natural symbiosis of community and wildlife, featuring culturally significant animals within its vibrant narrative. Ronberg's art, drawing from his deep roots in Northern Territory and rich family history, bridges ancestral wisdom and modern perspectives.

With this partnership, Training Alliance Group not only enriches its cultural footprint but also fostering a space of diversity and inclusivity. We proudly display Justin Ronberg's work as a daily reminder of our solidarity with the Indigenous peoples and our dedication to contributing meaningfully to reconciliation and cultural awareness.

Acknowledgement of Country

Training Alliance Group acknowledges the Traditional Owners of Country throughout Australia. We pay our respects to Elders past and present.

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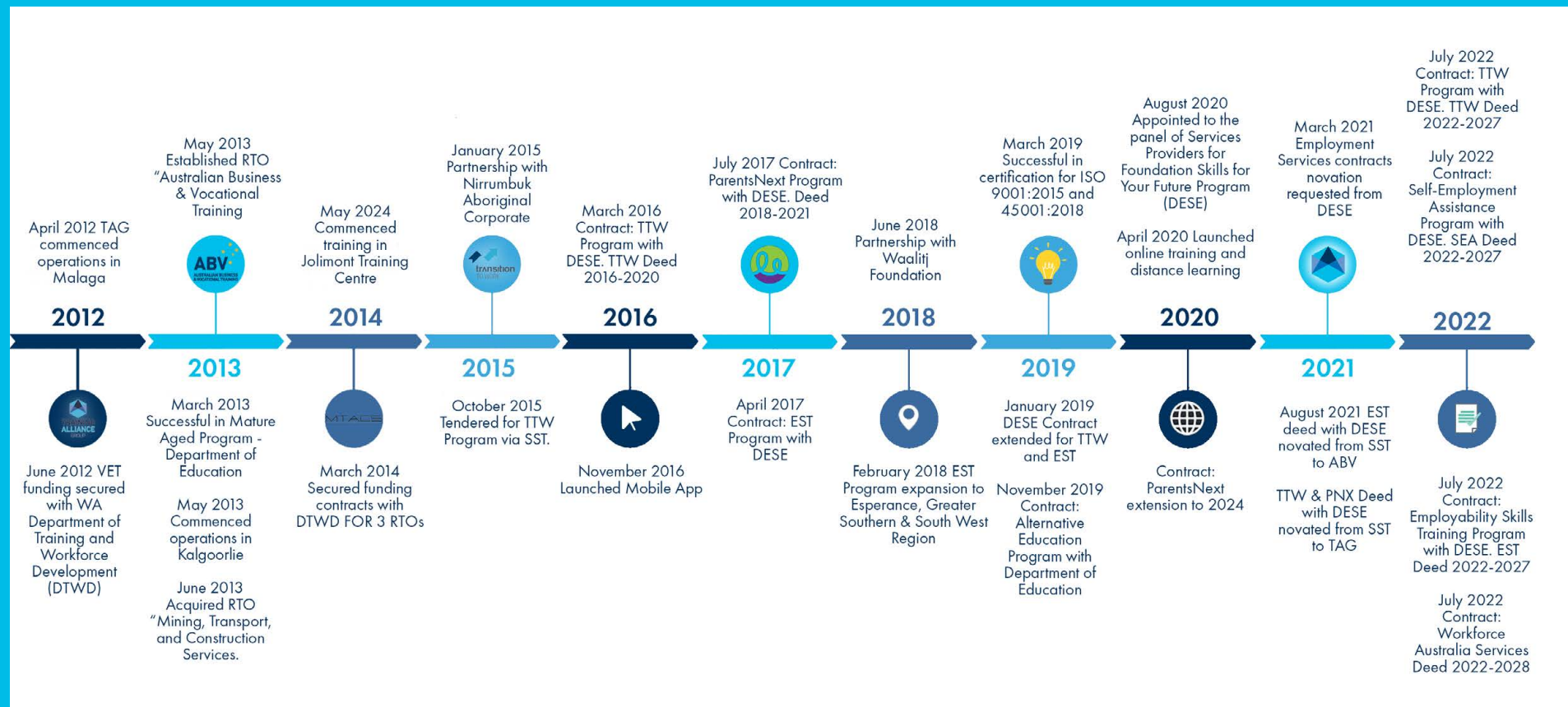
Our Business

TAG was formed in 2012 to work with individuals, employers, government and communities to deliver employment outcomes together with quality training and education services. We connect more people to meaningful work, and we do this across the whole of Western Australia and parts of New South Wales. We deliver a range of federal and state government programs. These include:

Employment Services – we deliver government programs such as Workforce Australia, Transition to Work (TtW), ParentsNext (PNX), Employability Skills Training (EST) and Self-Employment Assistance (SEA) which assists jobseekers to gain or return to sustainable employment.

Training – we deliver vocational training through our two Registered Training Organisations (RTOs) to a broad range of participants with a focus on jobseekers, youth aged 15 – 24, and Aboriginal and Torres Strait Islander persons. We specialise in providing accredited training in civil construction, mining, transport & logistics, warehousing, business and traffic management.

History of TAG



Composition of TAG Workforce & Geographical Footprint

At the moment, we have 87 staff members across our business divisions. We have 4 (four) Aboriginal and/or Torres Strait Islander staff members at this point. We intend to grow this number as we commence our services in more regional/remote locations.

At this stage, we are largely WA based. In addition, we deliver services in some locations in NSW. Through our network of 16 offices, supplemented by venue hire arrangements in NSW and regional areas of WA, TAG delivers its employment and training services in the following locations:

TTW	Perth South, Esperance, Kalgoorlie
PNX	Perth North
EST	Esperance, Geraldton, Great Southern Wheatbelt, Kalgoorlie, Perth North, Perth South, Southwest WA, Sydney Southwest, Illawarra
WFA	Kalgoorlie
SEA	Great Southern Wheatbelt, Kalgoorlie, Perth North

Our Commitment for Reconciliation



In developing this plan, we are committing to our Reconciliation Statement of Intent and our vision for reconciliation, where Australia acknowledges and learns from the historic truths and the impacts endured by Aboriginal and Torres Strait Islander peoples. To reinforce this, we have appointed our Chief Operating Officer of Employment Services as our RAP Champion. TAG will use this plan to ensure our employees increase their knowledge and understanding of Aboriginal and Torres Strait Islander cultures.

Outlined in this plan are key targets to direct our journey in supporting and working with the diverse First Nations communities within the areas we operate.

The work we do is underpinned by the belief that everyone should be provided with the opportunity to reach their full potential. In addition, we want to embrace Reconciliation Australia's RAP framework pillars of relationships, respect and opportunities to continuously develop and strengthen reconciliation commitments in new ways. Our employment and training services are designed to achieve these desired outcomes and this plan has been created with the sole purpose of affirming our efforts are undertaken with equity and equality. Our purpose of connecting more people to meaningful work, supports these ideals.

We look forward to work alongside Aboriginal and Torres Strait Islander communities, employers and other stakeholders to deliver this plan.

TAG strongly believes in the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance. Our Reflect Reconciliation Action Plan will embrace these dimensions through the key pillars in all our efforts as we embark on this exciting and meaningful journey.

TAG's Directors and Senior Management Team will be actively involved in driving the RAP outcomes. Key to this will be the establishment of the RAP Working Group (RWG) chaired by the Chief Operating Officer - Employment (COO) supported by senior staff members with diverse cultural backgrounds including Aboriginal and Torres Strait Islander peoples.

Our action plan, with deliverables and timelines, will be closely monitored to ensure we achieve the stated actions. TAG's COO - Employment Services will chair bi - monthly meetings to drive the journey accompanied by reports to the Directors.



TAG's Journey Towards Reconciliation with Aboriginal and Torres Strait Islander Communities

TAG is dedicated to positive outcomes for the Aboriginal and Torres Strait Islander cohort, administering a range of successful initiatives for this demographic.

TAG has partnered with several First Nations Corporations in regional areas in Western Australia to deliver the Certificate III in Civil Construction Plant Operations and Certificate II in Construction Pathway. Selected Indigenous Corporations include:

Marra Warra	_____	Fitzroy Crossing
Winuan Nagari	_____	Derby
Real Futures	_____	Carnarvon
Meedac	_____	Midwest Region, Kambalda, and Coolgardie

Through these programs, TAG has also provided assistance to local communities for various civil construction and building projects.

TAG has partnered with the Waalitj Foundation for Community Development Program (CDP) in the Yaaliku region of WA. Through this partnership TAG provides all skills related training to participants in the region. The partnership also extends to the PNX program where the Waalitj Foundation is a subcontractor. This has seen the Waalitj Foundation provide case management services to all of TAG's Aboriginal and Torres Strait Islander cohort within the program. In 2015, TAG, in joint venture with the Nirrumbuk Aboriginal Corporation, helped establish the first Disability Employment Services (DES) provider in the Kimberly Region. TAG provided initial program setup support and assisted with capacity building – eventually handing over the contract to the Corporation as part of an agreed transition plan.

“Games-based Learning and Work Experience”



An 18-week program run by Training Alliance Group Australia has seen disengaged Kalgoorlie-Boulder Students thrive in an alternative learning setting. Pathways 2 Employment is a program new to the Goldfields that takes on a small group of teenagers aged 15-17 who want to learn but perhaps don't fit into typical schools. The program takes a more personal approach.

— The West Australian

Community Partnerships

In 2015 we partnered with Nirrumbuk Aboriginal Corporation in Broome and commenced training delivery to benefit Aboriginal and Torres Strait Islander peoples. Over the years our training activities continued to expand in Geraldton, Carnarvon and the Kimberley region including Derby, Fitzroy Crossing and other remote locations like Wangkajunka.

Our close working relationship with Aboriginal and Torres Strait Islander communities continued to grow in Kalgoorlie, Esperance, Albany, Katanning, Narrogin and Collie.

In 2019 we were awarded a contract to provide Alternate Education Program in Kalgoorlie to work with disengaged youth. While embarking all of the above activities, TAG has developed relationships with local Aboriginal and Torres Strait Islander communities as we delivered these place-based services. This ensured our organisational objectives met the needs and aspirations of those communities.

Training Demographic Data

TAG's training programs have delivered strong course completion rates, and are predominantly for youth, with a significant proportion of the student cohort being Aboriginal and/or Torres Strait Islander people.

In 2018 TAG entered into a partnership with Waalitj Foundation for Community Development Program (CDP) in the Yaaliku region of WA. Through this partnership we provide all skills related training to participants in the region. The partnership also extends to the ParentsNext program where Waalitj Foundation is a sub-contractor. This has seen the foundation provide case management services to all of TAG'S Aboriginal and Torres Strait Islander cohort within the program.

We also have relationships with other entities, including Marra Warra (Fitzroy Crossing), Winun Ngari (Derby) Real Futures (Carnarvon) and Meedac (Midwest region, Kambalda and Coolgardie).



Image 01. Certificate III Civil Construction Plant Operations training delivered by Training Alliance Group in partnership with Jobs & Skills Centre, Worklink WA, and MEEDAC

Internal Activities and Initiatives

In recent years, we've been dedicated to enhancing the wellbeing of Aboriginal and Torres Strait Islander communities across WA through various services. Our Alternative Education Program in Kalgoorlie currently supports seven young individuals, three of whom are Aboriginal and/or Torres Strait Islander. Our team also reflects the demographics of the local community. Moreover, within the Workforce Australia Services, we assist 499 young people, 306 of whom identify as Aboriginal and/or Torres Strait Islander. Additionally, our Transition to Work (TtW) program is making a difference in the lives of 1,213 young individuals, with 371 being Aboriginal and/or Torres Strait Islander.

In Kalgoorlie & Boulder TAG has an established matrix of community organisations which includes mental health, drug & alcohol, housing, domestic violence, youth, legal support, food supply, financial counselling & training. We utilise this to increase connection & ensure the right referral pathways are available for young people.

We meet weekly with Bega Garrnbiringu youth workers to ensure services are meeting the needs & goals of each Aboriginal and/or Torres Strait Islander participant.

An approach to empower young people is extensive consultation informing the design of TAG initiated projects: We funded a professional artist to teach young Aboriginal and Torres Strait Islander people the skills of graffiti & the costs & logistics of creating a mural at a public train station in Perth; TtW participants were involved in the program design to build arcade machines. Skills learnt included joining, cutting, wiring & detailing & were linked to career opportunities in carpentry & programming.

Machines were donated to the YMCA & one was kept in our Hub to engage participants. Both projects combined practical learning with foundation skills development.

Relationships

	Action	Deliverable	Timeline	Responsibility
1.	Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	July, 2024	HR Coordinator
		<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	July, 2024	HR Coordinator
2.	Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May, 2025	HR Coordinator
		<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	May, 2025	COO - Employment Services
		<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	May, 2025	HR Coordinator
3.	Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	June, 2024	COO - Employment Services, HR Coordinator, and Marketing Coordinator
		<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	July, 2024	HR Coordinator
		<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	July, 2024	HR Coordinator
4.	Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	July, 2024	HR Coordinator
		<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	August, 2024	HR Coordinator

	Action	Deliverable	Timeline	Responsibility
1.	Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	September, 2024	COO - Employment Services
		<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	September, 2024	HR Coordinator
2.	Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	October, 2024	HR Coordinator
		<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	November, 2024	HR Coordinator
3.	Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	June, 2024	COO - Employment Services, HR Coordinator, and Marketing Coordinator
		<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	June, 2024	COO - Employment Services, HR Coordinator, and Marketing Coordinator
		<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	June, 2024	HR Coordinator

Opportunities

	Action	Deliverable	Timeline	Responsibility
1.	Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. 	September, 2024	COO - Employment Services and HR Coordinator
		<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	September, 2024	HR Coordinator
2.	Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	February, 2025	COO - Employment Services and TAG Accountant
		<ul style="list-style-type: none"> Investigate Supply Nation membership. 	February, 2025	COO - Employment Services and TAG Accountant

Governance

	Action	Deliverable	Timeline	Responsibility
1.	Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Form a RWG to govern RAP implementation. 	July, 2024	COO - Employment Services and HR Coordinator
		<ul style="list-style-type: none"> Draft a Terms of Reference for the RWG. 	October, 2024	COO - Employment Services and HR Coordinator
		<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RWG. 	October, 2024	COO - Employment Services and HR Coordinator
2.	Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	June, 2024	COO - Employment Services and HR Coordinator
		<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. 	June, 2024	COO - Employment Services and HR Coordinator
		<ul style="list-style-type: none"> Appoint a senior leader to champion our RAP internally. 	June, 2024	COO - Employment Services and HR Coordinator
		<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	June, 2024	COO - Employment Services and HR Coordinator

3.	Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> • Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence. 	June, 2024	HR Coordinator
		<ul style="list-style-type: none"> • Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire. 	June, 2024	HR Coordinator
		<ul style="list-style-type: none"> • Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	May, 2025	COO - Employment Services and HR Coordinator
4.	Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> • Register via Reconciliation Australia's website to begin developing our next RAP. 	January, 2025	HR Coordinator

Contact Details

If you have any questions or feedback on
TAG's RAP please get in touch with us:

Luke Dean

Chief Operating Officer - Employment Services

+61488 111 027

luke@trainingalliance.com.au

1300 436 756 | trainingalliance.com.au | enquiries@trainingalliance.com.au



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