



**RECONCILIATION
ACTION PLAN**

REFLECT

ET Australia

Reconciliation Action Plan



In 2018, ET Australia Secondary College Year 7 students participated in an Aboriginal workshop with one of our local Aboriginal elders Gavi Duncan, the students were shown how to make paint from ochre to paint their faces. The students also painted the hand artwork that can be see above and on the front cover.

ET Australia pays respect to the Traditional Owners and Custodians of Country throughout Australia and their connection to their lands, waters and communities.

We pay respect to Aboriginal and Torres Strait Islander peoples and cultures, and to Elders both past and present.

Our Reconciliation Action Plan (RAP) is our first RAP. We are committed to supporting Australia's First Peoples to self-determination through our actions, and to addressing the education inequities experienced by Aboriginal and Torres Strait Islander peoples.

This plan details practical actions ET Australia will take to build strong relationships, create opportunities through our corporate action and build ongoing respect between cultures.

In developing our RAP, we acknowledge especially the support provided by Aboriginal and Torres Strait Islander peoples. We thank Reconciliation Australia for their leadership and focus on continuous improvement in helping us work with through our RAP.



Employment and Training Australia (ET Australia) is a community based not for profit organisation operating on the NSW Central Coast since 1977. Consisting of a Training College (RTO ID 90084) and an Independent Year 7 to 10 Secondary College, the focus is on providing students with the skills to be successful in employment and/or further study. We provide customised training and free recruitment services to businesses with a focus on aged care, business and early childhood. ET Australia has two campuses where education and training services are delivered to the NSW Central Coast Region. Campuses are located in the Parkside Building and 125 Donnison Street in the Gosford CBD and in the Young Parents Hub in Wyong. ET Australia currently has 61 employees.



Our Approach

We value high standards and quality service as we strive to achieve excellence as the benchmark against which our services are measured. We encourage the realisation of each person's potential and value team efforts in developing and maintaining a team approach to achieve this excellence.



Our Reconciliation Action Plan

ET Australia is developing a Reconciliation Action Plan to help support the national reconciliation movement and to help our organisation identify and develop meaningful relationships and provide opportunities to Aboriginal and Torres Strait Islander peoples.

ET Australia would like to continue to improve our services to help assist Aboriginal and Torres Strait Islander peoples. ET Australia ensures that ET Australia Secondary College students are provided with the opportunity to learn about Aboriginal and Torres Strait Islander Cultures.

Our internal RAP champions are the CEO and ET Australia's Aboriginal Liaison Officer. Staff involved in the development of ET Australia's RAP include our senior business managers.

We are very keen to expand the number of Aboriginal and Torres Strait Islander peoples employed at ET Australia as we currently have two staff members who identify as being Aboriginal.

In the past ET Australia has participated in Cultural Awareness training and has worked with respected Aboriginal community members to deliver cultural awareness to students enrolled in our Secondary College and our Training College

A number of Secondary College staff and students have participated in Aboriginal cultural tours on the Central Coast led by an Aboriginal organisation.

ET Australia Secondary College has also hosted a number of Cultural incursions to broaden our student's knowledge of the first nation's people.

Both our Training College and our Secondary College have participated in Indigenous expos and NAIDOC week events.

In addition to this our Aboriginal Liaison Officer Jessica Pitscheider is currently undertaking a Bachelor of Business Administration for Indigenous students that has a number of Indigenous subjects to assist students in embedding Indigenous culture into the workplace.



Photo taken by ETASC Aboriginal Liaison Officer in 2018, of the 1983, iconic 40,000 years mural created by Redfern residents

Our Reconciliation Journey and Support

To date ET Australia has undertaken professional development activities such as cultural awareness training and Indigenous knowledge transfer. Marketing and Business Development staff have attended NAIDOC week celebrations. ET Australia has also implemented a Welcome To Country / Acknowledgement Of Country policy.

ET Australia has partnerships with multiple Schools, Youth Centres, Early Childhood Education and Care facilities, Aged Care Facilities, Local Businesses and Employers on the Central Coast. ET Australia has neither internal nor external reconciliation activities in place.

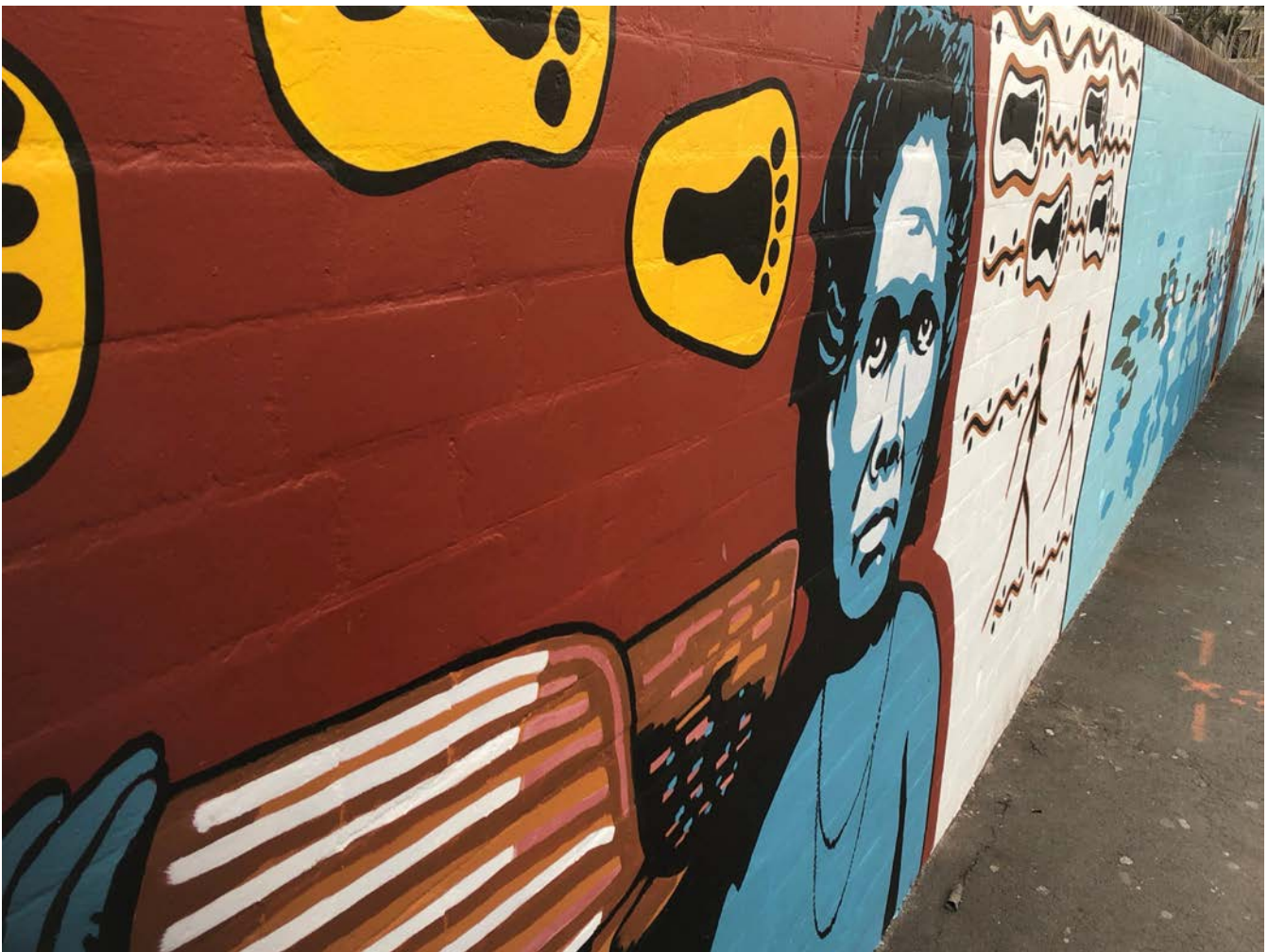


Photo taken by ETASC Aboriginal Liaison Officer in 2018, of the 1983, iconic 40,000 years mural created by Redfern residents

Our Plan

Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish a RAP Working Group	Form a RAP Working Group that is operational to support the implementation of our RAP, comprising of Aboriginal and Torres Strait Islander peoples and decision-making staff from across our organisation.	3rd August 2019	Aboriginal Liaison Officer
2. Build internal and external relationships	Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey.	31st August 2019	Aboriginal Liaison Officer
	Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey.	31st August 2019	
	Build partnerships with Aboriginal and Torres Strait Islander peoples and organisations.	31st August 2019	
	Support our state/territory based reconciliation council.	31st August 2019	



Our Plan

Action	Deliverable	Timeline	Responsibility
3. Participate in and celebrate National Reconciliation Week (NRW)	Encourage our staff to attend a NRW event.	27th May 2020	ETASC Assistant Principal, Curriculum Coordinator, School Administration Officer/Aboriginal Liaison Officer
	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	3rd June 2020	
	Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW.	3rd June 2020	
4. Raise internal awareness of our RAP	Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments.	1st August 2019	Jessica Pitscheider, Tony Mylan
	Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP.	1st August 2019	
	Engage our senior leaders in the delivery of RAP outcomes.	1st August 2019	



Our Plan

Student Outcomes in Standardised

Action	Deliverable	Timeline	Responsibility
5. Raise External awareness of our RAP	Raise external awareness of our RAP.	30th August 2019	Jessica Pitscheider, Tony Mylan
	Raise awareness of/explore opportunities to support the constitutional reform, the statement of the heart and other structural problems Aboriginal and Torres Strait Islander peoples continue to face both on the Central Coast and Australia wide.	18th December 2019	



Our Plan

Respect

Student Outcomes Standardised

Action	Deliverable	Timeline	Responsibility
6. Investigate Aboriginal and Torres Strait Islander cultural learning and development	Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation.	30th September 2019	Aboriginal Liaison Officer
	Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.	30th September 2019	
	Conduct a review of cultural awareness training needs within our organisation.	30th September 2019	
	Investigate cultural immersion programs.	31st July 2019	
	Communicate and encourage staff to use Reconciliation Australia's Share Our Pride online tool to all staff.	31st July 2019	



Our Plan

Action	Deliverable	Timeline	Responsibility
7. Participate in and celebrate NAIDOC Week	Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities.	First week in July 2020	Jessica Pitscheider, Tony Mylan
	Introduce our staff to NAIDOC Week by promoting community events in our local area.	First week in July 2020	
	Ensure our RAP Working Group participates in an external NAIDOC Week event.	First week in July 2020	



Our Plan

Action	Deliverable	Timeline	Responsibility
8. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	Explore who the Traditional Owners are of the lands and waters in our local area.	31st August 2019	Jessica Pitscheider, Tony Mylan
	Scope and develop a list of local Traditional Owners of the lands and waters within our organisations sphere of influence.	30th September 2019	
	Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols).	30th July 2019	



Our Plan

Action	Deliverable	Timeline	Responsibility
9. Celebrate/recognise Aboriginal and Torres Strait Islander dates of significance.	Identify and create a calendar for dates of significance.	31st July 2019	Jessica Pitscheider, Tony Mylan
	Promote dates of significance to staff	31st July 2019	
	Encourage staff to attend events commemorating significant dates.	31st July 2019	



Our Plan

Opportunities

Student Learning Standardised

Action	Deliverable	Timeline	Responsibility
10. Investigate Aboriginal and Torres Strait Islander employment	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	Commence all activities on 31st July 2019	Aboriginal Liaison Officer
	Identify current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities.	Review progress of all activities 30th August 2019, and 30th September 2019	
	Investigate Aboriginal and Torres Strait Islander employment pathways (e.g. traineeships or internships).	Report on all outcomes 30th November 2019	
	Support scholarships for Aboriginal and Torres Strait Islander students.		



Our Plan

Action	Deliverable	Timeline	Responsibility
11. Investigate Aboriginal and Torres Strait Islander supplier diversity	<p>Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.</p> <p>Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.</p> <p>Investigate opportunities to become a member of Supply Nation.</p>	<p>Commence all activities on 31st July 2019</p> <p>Review progress of all activities 30th August 2019, and 30th September 2019</p> <p>Report on all outcomes 30th November 2019</p>	Aboriginal Liaison Officer



Our Plan

Action	Deliverable	Timeline	Responsibility
12. Opportunities for Aboriginal and Torres Strait Islanders	<p>Investigate an internal Aboriginal and Torres Strait Islander professional mentoring network.</p> <p>Investigate opportunities to increase internal pro bono activities to encourage wide staff participation in successfully implementing and completing our RAP.</p> <p>Support Aboriginal and Torres Strait Islander leadership.</p> <p>Expand the number of Aboriginal and Torres Strait Islander peoples employed at ET Australia as we currently only have two staff members who identify as being Aboriginal.</p>	<p>Commence all activities on 30th July 2019</p> <p>To be reviewed in June, September and reported on in November 2019</p>	Aboriginal Liaison Officer



Our Plan

Governance and Tracking Progress

Student Outcomes in Standardised

Action	Deliverable	Timeline	Responsibility
13. Build support for the RAP	Define resource needs for RAP development and implementation.	30th September 2019	Aboriginal Liaison Officer
	Define systems and capability needs to track, measure and report on RAP activities.	30th September 2019	
	Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.	30th September 2020	



Our Plan

Student Outcomes in Standardised

Action	Deliverable	Timeline	Responsibility
14. Review and Refresh RAP	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	October 2019	Aboriginal Liaison Officer
	Submit draft RAP to Reconciliation Australia for review	November 2019	
	Submit draft RAP to Reconciliation Australia for formal endorsement.	December 2019	





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