

RECRUITMENT AND TRAINING CAPACITY STATEMENT



Murra Innovations

'Committed to the facilitation of Aboriginal and Torres Strait Islanders Social and economic growth'



Dr. Anne Pattel-Gray
Chief Executive Officer

EXECUTIVE SUMMARY

Murra Innovations is an Aboriginal managed, not for profit Queensland based Company with branch offices in Ipswich, Cairns, Logan, Townsville and the head office in Brisbane.

Murra Innovations Limited provides solutions for industry through our high professional services: Recruitment, Training and Employment pathways for Aboriginal and Torres Strait Islander people into specific industries. Murra Innovations services include meeting the training and employment needs of industry to reach the industry Indigenous targets and in partnership with industry provide a qualified work force.

To date Murra Innovations has successfully delivered the following outcomes:

- ∞ Environmental Resource Management - Murra Innovations secured ongoing contracts with SEQ Catchment, Lockyer Regional Council and Somerset Regional Council. In partnership with Sunshine Coast Institute of TAFE a Certificate III in Conversation Land Management was delivered to 20 Aboriginal and Torres Strait Islander people. In addition Murra Innovations successfully pre-qualified with QGC and have been invited to Tender for a significant Environment project. If successful Murra will recruit and train Aboriginal people from the local community.
- ∞ Disability and Aged Care – Murra Innovations in partnership with the non-government Disability Agencies delivered Certificate III in Disability and Age Care to 60 Aboriginal and Torres Strait Islander people in Townsville, Ayr, Ingham and Charters Towers region. A small number of the 35 students who have graduated have chosen to gain employment within the Health industry and the majority have chosen to continue their training in to a Diploma of Nursing.
- ∞ In addition Murra Innovations Limited continues to deliver Cultural Competency Training and Organisational Cultural Competency Assessment and Cultural Competency capacity building to non-government industries, government, industry and business.



RECRUITMENT AND TRAINING

Murra Innovations Limited recruits and trains Aboriginal and Torres Strait Islander people through its partnerships with various Job Service Agencies (JSA) in both the North and South East Queensland, through its regional offices in Ipswich, Logan, Townsville, Cairns and Brisbane.

Murra Innovations delivers a number of accredited training certificates through its partnerships with the Great Barrier Reef Institute of TAFE, Sunshine Coast Institute of TAFE and the Bremer Institute of TAFE. The certificates that are delivered each year are determined by industry need and industry growth areas. Murra Innovations is committed to learning pathways for Aboriginal and Torres Strait Islander people that lead to career pathways and employment sustainability.

Screening Process:

Murra Innovations will screen each applicant and their suitability will be assessed upon the criteria (that is detailed below) and interviewed for their suitability into this industry before they are accepted.

Assessment Criteria:

- ☞ Age of Applicant (Applicant must be 18 years and over)
- ☞ Current Queensland Driver's Licence (not having a current licence will not exclude applicant...a plan will be put into place to secure driving licences)
- ☞ Basic Literacy and Numeracy (literacy and numeracy support is delivered within the training)
- ☞ Criminal Check
- ☞ Any history of Substance Abuse (will not exclude as this is addressed)
- ☞ Any history of Anger Management problems and violent outburst (will not exclude as this is addressed)
- ☞ Health Check
- ☞ Interest to work in this sectors and being a role model.

Murra Innovations Office Support:

Murra Innovations staff provides valuable support to the Aboriginal and Torres Strait Islander participants which ensures greater student success and outcomes. Murra Innovations provides mentoring and support and regularly consult and communicate with industry to ensure targets are being met and participants are performing and maintaining a high standard.

The staff of Murra Innovations provides mentorship and support as outlined below:

Aboriginal and Torres Strait Islander participants

- ☞ Face to face visits and support
- ☞ Tutoring support
- ☞ Participants Support (personal and social issues)
- ☞ Conflict Resolution
- ☞ Counselling
- ☞ Cultural Support
- ☞ Peer Support Groups

Employment & Career Pathways:

Murra Innovations will identify Employment and Career Pathways which will provide ongoing opportunities for the Aboriginal and Torres Strait Islander participants to ensure upward mobility and sustainable employment pathways.



CULTURAL AND BUSINESS ADVOCACY SERVICES



In addition Murra Innovations Limited provides Cultural and business expertise, training and advice to non-government agencies, industry and business. Included also in the range of services Murra Innovations deliver are the following:

- ☞ Cultural Competency Training
- ☞ Organisational Cultural Competency Assessment
- ☞ Governance Training
- ☞ Capacity building
- ☞ Cultural Expertise and Advice on Organisational Cultural Competency
- ☞ Recruitment and Retention
- ☞ Pre-Employment screening and Training
- ☞ Development of Career Pathways for Aboriginal and Torres Strait Islander people
- ☞ Advice on establishing partnerships
- ☞ How to engage and participant in Aboriginal and Torres Strait Islander Community
- ☞ Advice and methodology regarding consultation and negotiation with Aboriginal and Torres Strait Islander people and community
- ☞ Risk mitigation strategies

Thus far Murra Innovations has delivered these services to non-government agencies, Government, Business, Community and Industry such as:

- ☞ General Practitioners
- ☞ Correction Facilities
- ☞ Disability Industries
- ☞ Business Enterprise Centre
- ☞ Community Controlled Organisations
- ☞ The Mining Industry – Arrow Energy and Santos
- ☞ Traditional Owners Organisations

Mining Engagement:

Murra Innovations are currently working with a number of Mining Companies in relation to delivery of programs. These programs include but not limited to the following:

- ☞ Development and Implementation of Minimum Standards and Requirements of Governance and Business Practices for Aboriginal Cultural Heritage Bodies whom work closely with the Mining Industries.
- ☞ Building Capacity of Traditional Owners Organisations through the delivery of Governance Training, Financial Management, Business Management and OHS Compliance and Standards.
- ☞ Facilitation in the delivery of Mining Inductions for Cultural Heritage Officers.
- ☞ Indigenous Employment, Training and Career Pathways into the Mining Industry.

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