



Training, mentoring and consultancy services for

Indigenous, disadvantaged and vulnerable groups



## Taungurung Indigenous Heritage

The Taungurung people occupy much of Central Victoria. Our country encompasses the area between the upper reaches of the Goulburn River and its tributaries north of the Dividing range. It stretches from the Campaspe River to Kilmore in the west, eastwards to Most Beauty. Benall in the north and south to the top of the Great Dividing range. Our boundaries with other Aboriginal tribes are respected in accordance with traditional laws.

Taungurung are part of the alliance with the five adjoining tribes to form the Kulin nation.

Taungurung totems are both Bundjil – the Creator and Waang – the Trickster.

Bundjil the eagle and Waang the Crow are our creators of identity, culture, hero and ancestral being.

This is just the beginning of a right path that is filled with our hopes and dreams. In our world the deepest knowledge is not only in words – it's in the meaning behind the words; in the space between them; in the pictures or looks; in meaningful silence; in the work of hands; in leaning from journeys; in quiet reflection; on the dreaming; and sharing ideas that have been with us forever.

Our ways of knowing, being, doing, valuing and learning come from an ancestral foundation of knowledge that is still strong today. We strive to maintain and strengthen our identity and connection to country through language, cultural practices and values.

# About us

## Training, mentoring and consultancy services for Indigenous, disadvantaged and vulnerable groups

NBE is passionate about its mission of engaging with Indigenous, disadvantaged and vulnerable groups providing assistance to jobseekers, individuals wanting to progress with their career through training and structured mentoring programs. Expert of choice for Indigenous, disadvantaged and vulnerable groups.

We provide a structured approach to welcome our participants from their initial registration with our organisation through to their placement in the workforce, empowering our students by creating stability in training and a sense of belonging to assist them to become future leaders in their careers.

Our specialised Indigenous consultant engages with participants from all social backgrounds and can identify students that need extra assistance to sustain education pathways and successful employment positions.

Through both our job seeker services and our corporate services we provide practical assistance to government in its commitment to improving opportunities for the indigenous population and its Closing The Gap initiatives. In particular, NBE provides expert advice and assistance on government plans such as the Major Projects Skills Guarantee. The help we provide for the requirements in policy and reporting can prove invaluable for our corporate clients. In summary, we take pride in being an expert when it comes to Indigenous employment.

## Values

### Respect

We respect our heritage, our community and each other. We also respect the wider Australian community. And the necessity for our student to succeed in it.

### Courage

We value the courage in learning and asking for help and support when needed.

### Empowerment

We empower our community through education and training, giving them the skills to live healthy and prosperous lives.

## Vision

Our vision is to improve the quality of life for Indigenous, disadvantaged and vulnerable groups.

### Commitment

We are committed to sustainable development of the indigenous workforce through nurturing individual skills with appropriate job placements. We are committed to supporting our corporate clients in achieving their Indigenous engagement targets and we are committed to the communities we live in to offer opportunities to all that want them.

## Mission

Our objective is to support Indigenous, disadvantaged and vulnerable groups with assistance and support with finding meaningful employment. Career progression through leadership, resilience, cultural strengthening & mentoring programs into sustainable employment opportunities.

# Our Services

Nerdu Badji Education has two service streams. One is for the individual seeking job placement or some further guidance or training in their career choices. The other services are targeted towards businesses. We offer Indigenous consultant services

that assist businesses to manage the requirements or targets that it may face from a legislative or regulatory perspective. Alternatively, many business owners are interested in social procurement and our indigenous consultant can discuss real ways

that their business can become more socially aware and give back to the community through employment options and connection to socially responsible third parties.

## Individual Services



### Pre-employment

- Individual Employment Plans
- Guided Mentoring Sessions
- Reduction to barriers.



### Job placement

- Employment strategies
- Work Experience
- Recruitment.



### Mentoring

- Module 1: Mentoring 101
- Module 2: Mentoring Must Have Skills
- Module 3: Mentoring for Success.

## Corporate Services



### Engagement

- Corporate Indigenous engagement support and recruitment strategies to provide the best candidates for positions suited to their experience
- Workplace Cultural Awareness Training
- Indigenous Participation Policy assistance employment.



### Reporting

- Tender responses
- Employment target setting and performance reporting
- Strategies for delivering sustainable social outcomes.



### Mentoring & Support

- Facilitated mentoring programs tailored to organisations needs for Indigenous, disadvantaged and vulnerable employees to increase career progression.
- Ongoing social skill development to enhance positive relationships within the workplace.



### Cultural Awareness and Strengthening

- Module 1: Aboriginal Cultural Awareness & Competence
- Module 2: Cultural Safety
- Module 3: Indigenous Reconciliation – Where are we going?



# Our Commitment

Nerdu Badji Education are committed to providing consistent quality outcomes for the following stakeholders.

## The Community

We are committed to breaking the cycle of trans-generational trauma through facilitating education pathways and employment.

We achieve this by providing Indigenous and socially disadvantaged Australians with mentoring, upskilling, industry induction and commencement of employment.

We offer the community a range of pre-employment assistance and education courses, including familiarisation with workplace and industry-specific issues. We also enrol students in their industry training courses and assist them to learn all the social skills they need to develop a positive relationship with their employer.

## The Constructors

Nerdu Badji Education is committed to assisting construction companies of all sizes with the recruitment of Indigenous Australians for a variety of different roles within their organisations.

We offer our corporate clients not only skilled Indigenous labour but workers that are committed to making a change for everyone involved.

We have a deep understanding of the targets set out by the Victorian Government and support their commitment to create job opportunities and promote a strong and sustained vocational training culture through the employment of apprentices, trainees and engineering cadets within the Victorian Building and Construction industry. In particular Nerdu Badji Education can assist major infrastructure projects meet their targets.

## The Government

Director and Founder, Tiffany Hunter is committed to improving Indigenous outcomes in the areas of education and employment.

Furthermore, Nerdu Badji Education is determined to help close the gap on long term unemployment. Although Indigenous women have made significant progress in employment over the last twenty years, the numbers are falling to one in three Indigenous men employed in remote areas.

At Nerdu Badji Education, we make it our business to stay informed about all aspects of the policy as it evolves and keep our clients up to date on changes that may affect them.



## Major Project Skills Guarantee (MPSG)

The MPSG applies to all Victorian publicly funded building and construction contracts with a value of \$20 million or more. The policy requires all projects to utilise Victorian registered apprentices, trainees or engineering cadets (ATECs) for at least 10 per cent of the contract works' total labour hours.





# Projects completed

## Pre-Employment

Salvation Army – Job seekers across VIC TAS.

## Mentoring

Woolworths – Aboriginal employees.

LXRP [Level Crossing Removal Project] – Facilitating the EPIC (Engineering Pathways Industry Program) of 30 Qualified Mentors that are mentoring 30 Refugee & Asylum seeker Cadets.

WPA [Western Program Alliance] Two Indigenous Mentorship Programs to be rolled out 2020 to increase professional development on project sites – Cherry St and Old Geelong Rd.

Monero Workforce Development Initiative – Information in Monero Report including VACSAL's Student Placement for their Community Services course.

## Cultural strengthening

Monaro Constructions, Cycon Civil – Cultural Awareness, Diversity & Inclusion Training

## Tender responses

Monaro Constructions

# Accessible learning

**Nerdu Badji Education has partnered with Grit Leadership, a not for profit certified social enterprise to host our online training and education platform**

Grit Leadership is a not for profit, certified social enterprise providing leadership training and development to culturally and linguistically diverse professionals. They commit to channel 100% of their profits to build resilience in kids and youth to combat the rise of mental health issues in our community. They have partnered with Flourish Girl to deliver resilience workshops to empower teenage girls to become unstoppable women.



## Nerdu Badji Education's Cultural Strengthening Training

Develop confidence and knowledge to support the national reconciliation movement by strengthening cultural capability within your organisation.  
Leadership and Resilience Training - NFP Social Enterprise.

# Founder Tiffany Hunter

Tiffany is a Taungurung woman who is passionate about creating a new generation of changed mindsets and breaking the cycle of trans generational trauma through education pathways and employment. She recognises that education is an important gateway out of a dysfunctional life-style, having worked in the Education and Employment industry for over 12 years. During this time she has accumulated a wealth of knowledge which is invaluable in her activities at NBE.

Tiffany's wide range of activities include mentoring Indigenous participants throughout Victoria to sustain education pathways and employment, creating extensive networks and collaborating with Services, Training providers and Employers along the way.

As a result Tiffany guarantees Nerdu Badji Education will provide a culturally safe environment that nurtures your wellbeing and professional growth.

We are the trusted partner for Indigenous people in need of clear employment pathway.



**Tiffany Hunter**

Director  
Consultant/Mentor

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