

INTRODUCTION

This report has been prepared in response to a request from the AET Committee. Lack of funds have limited progress on implementation of the AET plan.

Despite the difficulties during the last 12 months however, there has been considerable progress within CALM in staff awareness of Aboriginal issues generally and a commitment within regions and districts to implement Aboriginal programs.

Liaison with outside agencies, especially funding bodies, was a major part of the duties of the AET Co-ordinator.

Because full responsibility for Aboriginal Employment in the Public Sector was being transferred from DEET to the Public Service Commission and new program categories were being prepared, CALM, along with other State Government Departments with Aboriginal Policies in place, could not access these training funds. This, coupled with budget restrictions, contributed to a difficult year with only one actual placement being made. This being a clerical position in Katanning, which runs for twelve months.

One of the first jobs done by the Task Force was to identify priority strategies which the Co-ordinator would concentrate on in the first year. Some of these priorities changed slightly as the year progressed. Some of the objectives were not achieved but many of the strategies are ongoing.

Because of the lack of internal funding, outside agencies, such as DEET and DET and ANPWS had to be utilised wherever possible. Progress that has been made in the implementation of strategies as laid down in the AET plan include field officer training at Edith Cowan University, the development of the Ranger Training Proposal in the Kimberley, and further contract employment opportunities in a variety of locations around the State.

In respect to training within CALM, one of the major initiatives targetted this year has been cross cultural awareness. Some preliminary work was done in earlier years and this has been evaluated for a new program.

OBJECTIVES AND STRATEGIES

OBJECTIVE 1

To appoint an Aboriginal Employment and Training Officer within the Human Resources Branch of CALM.

Implementation:

An Aboriginal Employment and Training Co-ordinator was appointed on the 22nd January 1990.

Strategies

- 1.1 Seek information and advice from other relevant agencies on the establishment and functions of their Aboriginal employment and training programs.

Implementation:

The Co-ordinator has joined a group consisting of Aboriginal Co-ordinators from Telecom, Curtin University, Australia Post, Public Health Department, Western Australian Water Authority, Eastern Region Employment Support Group, Quality Pacific, Homes of Peace, Department of Community Services. This group meets once a quarter to discuss progress, problems and generally give support to each other.

- 1.2 Review the present responsibilities of the Adviser, Aboriginal Policy to assess which responsibilities may be more appropriately carried out through the Human Resources Branch.

Implementation:

This is ongoing; wherever possible employment and training functions are directed to other staff, as appropriate.

- 1.3 Investigate and negotiate for the position to be jointly funded through State and Federal funding bodies, eg. State Treasury, DEET and ANPWS.

Implementation:

The Co-ordinator's position was funded by the Australian National Parks and Wildlife Service (ANPWS) initially for a period of twelve (12) months.

It was intended that CALM continue funding this position on completion of the first contract. Because of budget restrictions however, CALM was unable to fund this position and the ANPWS were again approached to extend the funding for a further twelve months to 22 January 1992. ANPWS agreed to fund the position for a further 9 months and the contract was extended.

This had been submitted to the Corporate Executive as a growth item but was unsuccessful.

- 1.4 Designate the position of Aboriginal Employment and Training Officer as an identified Aboriginal position.

Implementation:

This has been done.

- 1.5 Recruit and appoint an Aboriginal Employment and Training Officer at the appropriate level. The appointment may include the option of limited tenure or secondment.

Implementation:

An identified position was created and filled by contract employment (see 1.3 above).

- 1.6 Determine procedures which enable the AET Officer to liaise and consult widely with specialist personnel within the Human Resources and other CALM Branches on matters relating to Aboriginal employment and training.

Implementation:

The Co-ordinator has visited many country areas and established links with Regional Managers and Branch Managers in the south of the State, Geraldton, Carnarvon and Exmouth areas. Close co-operation has been established with other members of the Human Resources Branch. This liaison will continue in the next twelve months.

- 1.7 Establish an Aboriginal Employment and Training Task Force of appropriate CALM personnel to monitor and review the administration and Implementation: of the AET Management Plan.

Implementation:

An Aboriginal Employment and Training Task Force was established and the AET Co-ordinator is assisted by and answers to this Committee.

The Task Force meets every 1-2 months and consists of the Human Resources Branch Manager, Principal Training Officer, Aboriginal Policy Advisor, Principal Personnel and Industrial Officer and AET Co-ordinator.

OBJECTIVE 2

To establish formal consultative mechanisms between CALM and outside key agencies.

Implementation:

There are numerous opportunities for consultation between CALM and other key agencies both of a formal and informal nature. The Co-ordinator plays an important role in assisting with external consultation.

Strategies

- 2.1 Ensure that there is Aboriginal participation and involvement on Departmental staff consultative committees relating to human resources issues, eg.

- . EEO Consultative Committee
- . Training and Development Committee.

Implementation:

The Co-ordinator is a member of CALM's EEO Consultative Committee and is nominated as a work-place contact person. This Committee meets once every three months and the Co-ordinator gives a verbal report on progress of the AET plan.

The Co-ordinator was a member of the Department's Career Training and Development Committee, which is now to be incorporated in a system of consultative committees being developed in CALM. The role of the AET Co-ordinator in these consultative committees is still to be finally determined, but the position would be part of any curriculum committee involving training on Aboriginal issues in specific training for Aborigines.

- 2.2 Evaluate all consultative mechanisms to assess the opportunity for and extent of Aboriginal participation and involvement, eg.

- . Should membership include Aboriginal representation?
- . How are Aboriginal employees' opinions and viewpoints sought?

Implementation:

The AET Co-ordinator has provided the focus for Aboriginal participation on external committees to date, however opportunities do arise for other Aboriginal staff to also become involved in consultative committees, eg. Aboriginal rangers are included in Karijini Park Planning Team, Aboriginal staff participated in Kyana Festival Committee meetings.

- 2.3 Establish guidelines for these and any other consultative mechanisms at central and regional/district level to ensure that Aboriginal participation and involvement is effective.

Implementation:

Guidelines are being finalised for consultative committees generally and specific attention may be required to ensure Aboriginal representation is effective.

- 2.4 Provide consistent and regular contact with outside key agencies that can provide input and comments on matters relating to Aboriginal employment and training, eg.
- . Aboriginal Affairs Planning Authority (AAPA)
 - . Aboriginal Advisory Council (AAC)
 - . Aboriginal Development Commission (ADC)
 - . Australian National Parks and Wildlife Service (ANPWS)
 - . Department of Employment Education and Training (DEET)
 - . Department of Employment and Training (DET)
 - . Public Service Commission (PSC)

Implementation:

Communication links have been established with the following Departments:

- . Department of Employment Education and Training,
- . Australian National Parks and Wildlife Service,
- . Department of Employment and Training,
- . Aboriginal and Torres Strait Islander Commission,
- . Curtin University of Technology,
- . Aboriginal Affairs Planning Authority,
- . Edith Cowan University,
- . South West College of Technical and Further Education.

These links will be maintained.

- 2.5 Establish new formal consultative mechanisms that can bring these agencies as a collective group together with selected Departmental personnel for the purpose of providing advice to CALM on the AET Plan and related matters in the Aboriginal affairs area. For example, suggested consultative mechanisms are:
- . Aboriginal Policy Advisory Committee,
 - . Aboriginal Employment and Training Advisory Committee,
 - . Related workshops.

Implementation:

Meetings were held early in the development of the AET Plan, but there has been no demand for a formal consultative committee.

- 2.6 Negotiate with appropriate State and Federal agencies as necessary for funds associated with the participation of Aboriginal community/organization representatives on such consultative committees, e.g. consultation and contingency costs.

Implementation:

None at present

OBJECTIVE 3

To co-ordinate CALM's efforts with those of outside key agencies with respect to the Aboriginal Employment and Training Plan.

Implementation:

Significant progress has been made with each of the strategies for Objective 3. A major proportion of the Co-ordinator's duties in the first year was related to consultation between CALM and outside key agency personnel. Some of the achievements to date include:

Department of Employment Education and Training

Eight Aboriginals from Port Hedland, Karratha and Bunbury were brought to Perth in November to undergo testing at the Western Australian College of Advanced Education, (now Edith Cowan University) for entry into the Associate Diploma of Environmental Management Course. CALM has guaranteed two positions for two graduates of this course.

Most of these people were applicants for cadetships with CALM but because of uncertainty of the CALM cadetships continuing in 1991 these people were directed to the Edith Cowan University.

Students who accept offers of placement at Edith Cowan University are then paid Abstudy through DEET.

DEET has also funded three work experience positions in CALM, (one in Kalbarri National Park and two clerical positions in Como) and one TAP position at Katanning.

A clerical position in CALM's Katanning office has been filled by an Aboriginal. The funding arrangements are that DEET will fund 100% of the costs for six weeks; the next six months DEET will fund 50% and CALM 50%; at the end of this period CALM will pay full salary until March 1992. The permanent occupant of this position is on maternity leave.

Edith Cowan University

In response to a request from the Co-ordinator, the Edith Cowan University offered eight places in the Associate Diploma of Environmental Management for Aboriginal students at the Joondalup campus beginning February 1991.

The University took responsibility for the support of these students in assisting to find accommodation, travel to Joondalup campus, tutorial assistance, student counselling and general counselling.

The CALM AET Co-ordinator will be involved along with the University in the monitoring of this program.

CALM has guaranteed to employ two of these graduates under affirmative action as field officers. Other graduates will be encouraged to apply for placement in departments such as the Agricultural Department, Agricultural Protection Board and Environmental Protection Authority.

State Public Service Commission

In December 1989 the Public Service Commission took responsibility for co-ordinating the State Government's Aboriginal Employment and Career Development Strategy. Prior to this, DEET had negotiated directly with each Agency regarding Aboriginal employment and training assistance. In this new scheme, all public service agencies must apply to PSC for a share of the funds.

There are thirteen (13) program categories in this Aboriginal Employment and Career Development strategy.

CALM is involved in one program involving this strategy that is a first year cadet at the Edith Cowan University who is studying for the Bachelor of Arts in Environmental Management. One of the main reasons why CALM has not been able to take full advantage of the other programs in the Aboriginal Employment and Career Development Strategy is because a condition is attached to most of these programs that after training is completed the trainee has to be placed in a permanent position. With the current budgetary restraints placed on this Department it was impossible to guarantee permanent placements of trainees on completion of agency funded training.

Australian National Parks and Wildlife Service

ANPWS finances Aboriginal contract employment programs in CALM.

Negotiations have taken place with ANPWS for funding for twelve (12) contracts in 1990/91, and further submissions have been lodged for 1991/92.

The Co-ordinator is involved in one of these contracts at Mt Augustus with the Burrungurrah Community.

Aboriginal people, supervised by a mobile CALM Ranger are involved in designing and constructing a walk trail up the mountain. The Department is also involved in helping the community record local legends and having these made into tapes and pamphlets for distribution to interested parties. For further details on the Contract Employment Program, see objective 5.

Curtin University of Technology

At present CALM uses Curtin University's Cultural Work practices programs. Two CALM personnel have attended one workshop at a cost of \$150 per person.

Two Aboriginal Rangers have also been trained as trainers and other Aboriginals in CALM will be encouraged to apply to do this course.

Aboriginal and Torres Strait Islander Commission

Liaison has been established with ATSIC but because of structural changes occurring in this Department the Co-ordinator was advised to wait until the election of councillors and commissioners had taken place and the various councils are fully operational.

ATSIC is the major funding body for Aboriginal Enterprises and a particular area of interest for CALM and Aboriginal communities would be tourism. An example of this type of project would be at Mt Augustus involving the Burrungurrah people where tours could be run by Aboriginals as a business enterprise. In other areas, Aboriginal groups have also expressed interest in contract enterprise, wildflower picking, firewood supplies and similar initiatives. Discussions will be encouraged between these groups and ATSIC.

Civil Servants Association, Aboriginal Liaison Unit

Many Aboriginal Co-ordinators and Aboriginals involved in recruitment in the State Public Service were experiencing difficulties within their departments and with the approval of the CSA formed the Aboriginal Liaison Unit to address the special needs of their Aboriginal members. The Co-ordinator is a member of the steering committee of this unit.

South West College of TAFE, Bunbury

With the endorsement of the CALM Corporate Executive, two Aboriginals were enrolled at TAFE, Bunbury in the CALM Certificate in 1990. Because of the uncertainty as to whether the Cadet School would continue, these students were directed to Edith Cowan University's Associate Diploma of Environmental Management in 1991. The Co-ordinator monitored these students regularly but was disappointed in the lack of support shown by the College and other relevant local agencies.

Strategies

- 3.1 Designate responsibility for the overall co-ordination of the AET Plan to the Aboriginal officer within the Human Resources Branch.

Implementation:

This has been done, however the Co-ordinator is advised and assisted by the AET Taskforce (see 1.7).

- 3.2 Establish procedures that will facilitate the co-ordination process and ensure the involvement of all appropriate personnel.

Implementation:

Ongoing.

- 3.3 Identify personnel from within CALM and outside key agencies at both central and regional/district level who will be involved at some stage with the Implementation: and monitoring of the AET Plan, eg. CALM Branch/Regional/District Managers, AAPA, DEET, ADC, WA Tourism Commission, etc.

Implementation:

The Co-ordinator maintains contact with all relevant personnel in CALM.

- 3.4 Advise these personnel of the name and role of the AET Plan Co-ordinator.

Implementation:

Done.

- 3.5 Encourage project development and management of related programs to assist effective co-ordination of the AET Plan.

Implementation:

Co-ordination of related programs is assisted by Policy Adviser and reported at AET Taskforce meetings.

OBJECTIVE 4

To set and review annually a five year staffing goal and Implementation: timetable for the number of Aboriginal people to be employed in permanent State-funded positions within CALM.

Strategies

- 4.1 Identify and continually review existing temporary Aboriginal staff and trainees to facilitate their employment in permanent State-funded positions.

Implementation:

AET Co-ordinator monitors all Aboriginal employees in CALM and seeks funding to create permanent positions wherever possible.

- 4.2 Identify and keep under review existing categories and levels of permanent State-funded positions in which Aboriginal people are currently employed.

Implementation:

AET Co-ordinator monitors all Aboriginal employees in CALM and advises and assists them in obtaining personal and career development opportunities.

- 4.3 Determine existing and additional categories of permanent State-funded positions for which efforts should be made to facilitate increased Aboriginal employment.

Implementation:

This is done on an ongoing basis.

- 4.4 Review career literature and recruitment procedures for Aboriginal people, giving some particular consideration to Aboriginal women.

Implementation:

The Co-ordinator has reviewed all literature, procedures and forms in conjunction with HRM personnel, and the Co-ordinator is also a member of the Department EEO Committee.

- 4.5 Determine procedures and criteria that can be utilised by CALM Branch, Regional and District Managers to annually review their staff situation in terms of the recruitment, employment and training of Aboriginal people.

Implementation:

The Co-ordinator and Policy Adviser have each visited various Districts and Branches to provide information, but no targets or systematic procedures have been developed for Regions and Branches.

- 4.6 Identify positions within CALM in which the special competencies and skills of Aboriginal people will assist CALM to carry out its functions more effectively.

Implementation:

This is ongoing.

- 4.7 Plan future staffing establishment of State-funded positions to permit the appointment of Aboriginal people to such positions on completion of identified training placements.

Implementation:

This has been done, eg. in recruitment and training of Aboriginal trainee rangers and Aboriginal student scholarship, but the substantial reductions in the Department's FTEs over the last 2 years has made this task very difficult.

- 4.8 Utilise Aboriginal staff within CALM to promote recruitment of additional Aboriginal employees.

Implementation:

This is done often, eg. sending Aboriginal staff to give talks to students, host visits to CALM Parks and Offices, conducting of holiday programs, participation in special events such as Kyana Festival and Aboriginal Week celebrations.

OBJECTIVE 5

To extend the categories of Contract Services for Aboriginal people in association with CALM.

Strategies

- 5.1 Identify the existing categories of contracts for service existing between Aboriginal people and CALM.

Implementation:

1990-91
Projects

AW07II	Turtle Management, West Kimberley
AW12II	Aboriginal Employment and Training Consultancy
AW16	Recreation Site Development, Karijini National Park
AW22	Visitor Facilities & Cultural Information, Mt Augustus
AW23	Revegetation of nature reserves
AW24	Rubbish Removal from nature reserves
AW25	Heritage Management - Dampier Archipelago
AW26	Construction of nature reserve signs
AW27	Environmental Management, Millstream National Park
AW28	Ethnobotanical/Ethnographical Study - Carnarvon Ranges
AW30	Rabbit Control on nature reserves at Brookton and Quairading

- Ethnobotanical studies,
- Identification and documentation of natural resources,
- Identification, documentation and protection of cultural sites,
- Aboriginal Cultural Tourist guides within national parks,
- Provision of information needed for management of the conservation estate.

Implementation:

Opportunities for new or additional contracts for Aboriginal organisations are regularly considered and sought by CALM personnel.

- 5.5 Set guidelines for Aboriginal people to be engaged in providing these services on a basis suitable to the lifestyle or co-operative orientations of the Aboriginal community, eg. for contract work, the community could be the contractor rather than individuals.

Implementation:

No formal guidelines have been set, however the most suitable arrangements for Aboriginal participation is always sought and the community is consulted regarding the contract details.

- 5.6 Develop a comprehensive, detailed proposal for Objective 5 and negotiate with appropriate State and Federal funding agencies to secure relevant funds to implement.

Implementation:

To be considered.

OBJECTIVE 6

To extend the types of training for Aboriginal people that can be provided by CALM.

Strategies

- 6.1 Document the existing types of training for Aboriginal people that are provided within CALM, eg.
- Trainee Park Rangers,
 - Trainee Wildlife Officers,
 - Cadet Land Management Field Officers
 - Trainee Clerical Assistants (ATS)
 - Community Rangers.

Implementation:

Documentation of training is not complete but records exist in different parts of the Department with those officers responsible for delivery of courses. The AET Co-ordinator is presently preparing a summary of training courses in which Aboriginal staff have participated.

- 6.2 Review and evaluate the existing training for Aboriginal people in consultation with CALM personnel, participants and the appropriate agencies to ascertain the long term benefits and acceptance of such programs for the client group.

For instance, regular evaluations of both Park and Community Ranger training programs should be carried out to monitor their relevance, Implementation, progress and adherence to guidelines and to determine whether and what changes to the programs are required.

Implementation:

Review and evaluation of Aboriginal Ranger Training is currently under way, this is a co-operative effort between the Principal Training and Development Officer, Aboriginal Ranger Training Officer, Policy Adviser and AET Co-ordinator.

- 6.3 Investigate in consultation with CALM personnel and outside key agencies, the possibilities for instigating training programs that can be offered to Aboriginal people and can assist the development of skills and competencies relevant to Contract Services (refer Objective 5) and other related employment.

Initiatives for training programs in categories not common to other States, eg. Aboriginal Cultural Tourist Guides within national parks, should be comprehensively planned and trialled as pilot projects under the co-ordination of Project Management Committees involving CALM and other appropriate agencies.

Implementation:

Formal training programs for contractors have not been developed at this stage, however local training is provided on the job for many of the contractors, eg. walk trail construction, rehabilitation, animal trapping, fire protection, work safety, etc..

- 6.4 Investigate in consultation with CALM personnel and outside key agencies the possibilities of training programs for Aboriginal people who are or intend to become involved with economic enterprises that are related to the functions and operations of CALM, eg. firewood and sandalwood enterprises, tourist enterprises, wildflower enterprises.

Implementation:

Preliminary discussions have been held to identify some relevant Aboriginal groups who are interested in commercial enterprises. No formal training programs have been developed at this stage, although informal training (work experience) is offered in a variety of locations.

- 6.5 Investigate in consultation with CALM personnel and outside key agencies, the possibilities for instigating training programs that can be offered to Aboriginal people to assist the development of skills and competencies for effective Aboriginal participation and involvement in CALM-related consultative and advisory mechanisms, eg.

- . National park advisory committees,
- . CALM management plan project teams.

Implementation:

No progress to date.

- 6.6 Develop a comprehensive and detailed proposal for Objective 6 and negotiate with appropriate State and Federal funding agencies to secure relevant funds to implement.

Implementation:

To be considered.

- 6.7 Consult with other Government Departments and tertiary institutions to identify courses that can:
- provide Aboriginal people with knowledge and skills required for CALM-related employment,
 - be jointly developed and funded with CALM.

Implementation:

There is ongoing discussion of these matters between CALM, DEET, ATSIC, TAFE and CURTIN about various training options.

OBJECTIVE 7

To establish human resources practices and procedures that recognise and give credence to the cultural strengths and special needs of Aboriginal people.

Strategies

- 7.1 Research Aboriginal Employment and Training Policy documents for information on the strengths and special needs of Aboriginal people as a cultural and disadvantaged group in relation to employment and training matters, eg.
- Report of the Committee of review of Aboriginal Employment and Training Programs - The Miller report.
 - Aboriginal Employment Development Policy, Policy Paper No. 1 - Australian Government.
 - WA Public Service Commission Aboriginal Employment Policy Report - The Poland Report.
 - Human Resources Policy in relation to Aboriginals - The Russ Report.

Implementation:

Co-ordinator maintains an up-to-date record of policies and reports as they are made available to CALM.

- 7.2 Determine the cultural strengths and special needs of Aboriginal people in relation to employment and training matters that should be addressed and catered for within CALM, eg.
- interest in the land and natural values of the land;
 - traditional knowledge and expertise of some groups of Aborigines in conservation and land management matters;
 - incorporation of Aboriginal knowledge in interpretative programs;
 - concentration of Aboriginal population in rural and remote areas of the State;
 - strong ties of some Aboriginal groups with traditional law or community-related customs and practices;
 - mobility of many Aboriginal people and groups;
 - insufficient or inadequate educational standards and qualifications according to mainstream requirements;
 - lack of understanding and appreciation of mainstream work practices by many Aboriginal people and groups.

Implementation:

All of these issues are recognised in existing programs, there has been no special report completed on this topic.

- 7.3 Review the current human resources practices and procedures (including related forms) within CALM with regard to recruitment, selection, induction, training and promotion to assess whether they are likely to deliberately promote equal employment opportunity for Aboriginals and CALM as an equitable and/or potential employer.

Implementation:

The Co-ordinator has reviewed all Human Resources practices and procedures in co-operation with HR personnel (see 4.4).

- 7.4 Determine in consultation with CALM personnel and outside key agencies what specific action can be included in human resources practices and procedures to ensure Aboriginal people are encouraged to continue employment in CALM or are given serious consideration for initial training and employment, eg.
- Aboriginal involvement in planning and decision making relating to human resources practices and procedures;
 - position criteria that recognises Aboriginality and related strengths;
 - identified positions;
 - special entry requirements;
 - recruitment using Aboriginal agencies;
 - Aboriginal people on selection panels;
 - induction into mainstream work ethics;

- flexibility in employment conditions to cater for ties to cultural traditions and customs;
- provision of information of employment entitlements and career development;
- suitable mentors for Aboriginal employees or trainees.

Implementation:

All of the above points are considered and implemented when appropriate to ensure Aboriginal people are encouraged in their employment in CALM. The AET Taskforce has recognised that in some positions special entry requirements are necessary and attention is being given to this issue. The Co-ordinator maintains a network with Aboriginal employees to advise them regarding training and career development and any new advice e.g. scholarships, awards, is circulated for their information.

- 7.5 Conduct workshops for relevant CALM personnel on human resources practices and procedures that arise from this Aboriginal Employment and Training program.

Implementation:

Not yet considered.

OBJECTIVE 8 To plan and implement cross-cultural awareness programs for CALM employees.

Strategies

- 8.1 Evaluate cross-cultural awareness programs that have already been implemented by CALM to assess their effectiveness in terms of intended outcomes.

Implementation:

Course participants completed evaluation forms at the end of the programs, and these evaluation forms have been assessed by the Co-ordinator.

The Co-ordinator has also investigated other cross-cultural programs not yet used by CALM to compare course content and delivery.

- 8.2 In consultation with CALM personnel and outside key agencies establish guidelines for further programs that outline goals and objectives and intended outcomes, and incorporate effective procedures as per 8.1.

Implementation:

In progress.

- 8.3 Determine the needs basis for further programs through surveys/questionnaires with regard to number of potential participants, number of programs needed, frequency and duration of programs, required content and resources both human and material.

Implementation:

In progress. CALM's Principal Training and Development Officer is conducting a needs analysis survey for cross-cultural training.

- 8.4 Plan further programs according to guidelines as per 8.2 and needs analysis as per 8.3.

An essential criteria for cross-cultural awareness programs is the participation and involvement of appropriate Aboriginal people, ie. employees, community representatives and speakers that reflect the diversity of groups and lifestyles within the Aboriginal culture. It is important that the stereotypic perspective of an Aboriginal person is not perpetuated through such programs.

Implementation:

Further programs are being considered.

- 8.5 In addition to planned cross-cultural courses, informal opportunities for cross-cultural interaction and experiences should be encouraged and facilitated at the regional level, through liaison with Aboriginal communities.

Implementation:

Ongoing.

- 8.6 Determine timetable, number to be implemented and costing of future programs.

Implementation:

To be prepared.

- 8.7 Develop a comprehensive, detailed proposal for further programs and negotiate with appropriate State and Federal funding agencies for funds to implement.

Implementation:

To be prepared.

- 8.8 Implement programs according to intended outcomes.

Implementation:

To be conducted.

OBJECTIVE 9

To publicise and promote CALM's functions and its employment and training programs for Aboriginal people.

Strategies

9.1 Plan and implement a publicity program to inform Aboriginal people, groups and communities of CALM's functions and its existing and proposed employment and training programs for Aboriginal people, eg.

- series of talks/meetings for Aboriginal people and groups and outside key agencies at CALM locations;
- distribution of relevant material resources;
- visits to and talks with Aboriginal agencies and communities;
- input at Aboriginal seminars/conferences.

Implementation:

A publicity document "Working Together" was produced and distributed mid-1991. CALM delegates frequently attend meetings with Aboriginal people to promote and discuss relevant programs, eg. Millstream Conference 1990, and the recent SAC Conference at Karri Valley (1991); CALM staff also attend local meetings and workshops and provide information to Aboriginal community groups.

9.2 Evaluate existing material resources produced by CALM on its functions and employment and training programs to assess their appropriateness for Aboriginal people and communities and identify what resources can be used in relation to 9.1.

Implementation:

No progress to date.

9.3 In consultation with CALM personnel and outside key agencies, identify the types of material resources and their content that can be effectively used with Aboriginal people, groups and communities, in relation to 9.1, eg. pamphlets, books, videos, magazines, etc.

Implementation:

No progress to date.

9.4 Design a specific range of material resources to enhance cross-cultural communications and publicise CALM's programs for Aboriginal people, eg.

- video on CALM's employment and training programs for Aboriginal people;
- booklet outlining employment and career opportunities for Aboriginal people within CALM;
- video/book on conservation and land management issues that affect Aboriginal people and communities;
- video on consultation processes carried out by CALM with Aboriginal and non-Aboriginal groups;
- pamphlet giving brief description of CALM's overall functions.

Implementation:

Co-ordinator had a poster developed for promotion of CALM/Aboriginal interests. This has been produced to a mock-up stage but not printed yet. A publication called "Working Together" has been produced to promote CALM's programs for Aboriginal people.

9.5 Develop a comprehensive detailed proposal for production of material resources as per 9.3 and negotiate with appropriate State and Federal funding agencies for production costs.

Implementation:

No progress to date.