



CORPORATE CULCHA

Indigenous Workforce, Training & Development

Corporate Culcha

Corporate Culcha is an Indigenous owned and operated company, established to support Indigenous organisations, business and Australian industry, in building and developing sustainable Indigenous workforces. Corporate Culcha is a preferred service provider to the likes of Dare to Lead for Business (DTL4B), Corporate Connect.Ab (CCAb) and ANZ.

We work collaboratively with our clients to develop culturally competent strategies to engage, recruit and retain Indigenous talent. Our extensive suite of products support the enhancement of organisational cultures to be more inclusive of and accessible to Indigenous people. Packages are tailored to individual business needs.

Our clientele are diverse and include some of Australia's largest corporate entities, Government departments and Non-Government Organisations, including but not limited to:

Commonwealth Bank, Leighton Holdings, Ernst & Young, AFL Foundation, Rio Tinto, Coal & Allied, ANZ, General Practitioners Education and Training, Target, Coles, NSW Department of Human Services - Aged, Disabilities and Home Care (Northern Rivers and Western Region), City of Sydney, Wesfarmers Industrial, Bond University Medical School Faculty, Aftercare, Break Thru and ACCOR.

Our cultural awareness programs range from highly respected Indigenous speakers at executive events to interactive experiential learning workshops for employees. These sessions introduce participants to the cultural, historical and social issues that impact on Indigenous Australians. Our experienced facilitators encourage and value honest and respectful discussion and can create both formal and informal learning environments.

Corporate Culcha also assists with the development of comprehensive Indigenous employment strategies that incorporate recruitment and mentoring. We provide advice to help business develop Reconciliation Action Plans in collaboration with staff from Reconciliation Australia. We are proudly certified by Australian Indigenous Minority Supply Council (AIMSC) www.aimsc.org.au, supplier and a Reconciliation Australia (RA) www.reconciliation.org.au Cultural Awareness Provider.

Our Consultants and Facilitators

Corporate Culcha's principal consultants and facilitators have a combined experience of over 40 years in Indigenous recruitment, project management, education, training and development across a diverse range of industries. Our team is complemented by an extensive national network of respected cultural awareness facilitators and certified assessors and trainers who have been trained in the Corporate Culcha model of delivery, ensuring consistency, quality control and best practice.

Our experienced facilitators deliver purposeful, practical, inclusive and balanced cultural awareness and experiential learning programs where participants learn about Aboriginal and Torres Strait Islander people, their history, culture and practices. Our facilitators use a variety of training methods, from multimedia and discussion forums, to guest speakers and e-learning programs, and can adapt training materials and sessions to meet your specific business requirements and professional field.



Our Services and Products

Corporate Culcha provides a diverse range of products and services specifically designed to build capacity and ability within the business sector to confidently engage with, recruit and retain Indigenous talent. These include:

- Accredited Mentoring Training
- Indigenous Cultural Diversity and Cultural Competency Training
- Industry and Indigenous Community engagement strategy facilitation
- The development of Indigenous employment strategies
- Access to Indigenous pre employment and mentoring services
- Graphic and Web Design Services
- Development of Aboriginal Participation Plans in compliance with NSW Aboriginal Participation in Construction Guidelines for construction industry
- Train the Trainer
- Events management
- Team building
- Conference energisers
- Digital Interactive Cultural Awareness and Indigenous Engagement Tool Kits

Connecting with Indigenous Culture

Developing an appreciation and respect for Indigenous culture, and understanding how this pertains to the workplace and consumer market is fundamental to successful engagement with Indigenous communities.

Our cultural respect training sessions provide participants with insights into how culture shapes our values, attitudes and behaviors, and demonstrates the benefits to personal and business growth. The sessions also explore the diversity of Indigenous communities and how their history relates to health and well-being, employment and social inclusion. We also include workplace case studies and tools to assist managers and employees who work with Indigenous colleagues.

Corporate Culcha facilitates flexible cultural awareness sessions uniquely tailored to individual business needs.

Executive Entrée

Developed for senior executives, this package provides a stimulating introduction to Aboriginal & Torres Strait Islander philosophy, culture and history and creates a base from which to explore employment strategies. This package is delivered as a short but powerful and engaging session to CEOs and senior management.



CORPORATE CULCHA

Indigenous Workforce, Training & Development

Half Day & Full Day Workshops

Designed with the wider workforce in mind, from middle management, supervisors and team leaders to administrative and frontline employees, this workshop utilizes an interactive experiential learning model to enhance understanding of Indigenous culture and develop problem solving capabilities in the work environment.

Accredited Indigenous Mentoring Program

Corporate Culcha's Accredited Indigenous Mentoring Program has been developed to ensure sustainable recruitment and retention of Indigenous staff, and to build internal relationships between Indigenous recruits and their supervisors and peers. The program has been licensed through the successful Building Indigenous Capacity (BIC) accredited program.

Corporate Culcha also facilitates Mentoring training for community which concentrates on providing internal mentors with an external buddy and providing the trainee or mentee with a cultural mentor. It is envisaged that a local economy and local resource will sustain an ongoing employment program beyond the initial recruitment.

Indigenous Employment and Engagement Strategies

Building on our extensive cultural awareness and training programs, Corporate Culcha also offers a comprehensive service to assist with the development of Indigenous employment and engagement strategies. Corporate Culcha's experience consultants will facilitate ongoing interactive dialogue around Community engagement, building sustainable relationships and partnerships, sustainable recruitment and retention practices and strategies developing community capacities and capabilities to provide local procurement opportunities.

Our consultants are highly qualified to design best practice strategies to meet organisational needs and work towards exiting projects leaving robust local and regional economies and resources. They can also advise on the various State and Federal Government subsidies and services available to the business sector to support the recruitment, development and long-term retention of Indigenous employees.

Some of Our Expert Consultants

The principal consultants are complemented by a national network of respected facilitators and consultants. These consultants and facilitators have extensive knowledge and experience in a range of disciplines including, cross cultural respect training, Indigenous Employment Strategies, mentoring, research and evaluation, team building and Indigenous recruitment and training. All cultural respect facilitators are trained in the Corporate Culcha model of delivery, ensuring consistency, quality control and best practice.



CORPORATE CULCHA

Indigenous Workforce, Training & Development



Cultural Respect Consultant: - John Briggs

John has been employed by the Commonwealth and State Governments over the last 20 years in the specialist field of Indigenous Services through the engagement and the maintaining of Aboriginal Staff. He has Designed and Developed Cultural Awareness Programs for the for Federal and State Governments such the NSW TAFE Kingscliff, Centrelink Nationally Indigenous Train the Trainer Program, and the Centrelink Australians Working Together National Training Team.

John has also Delivered and Facilitated Cross Cultural Awareness - OATSIH Queensland Commonwealth Health (Human Services/Aged Care/Hearing) and Queensland TAFE - Gold Coast and Coolangatta campuses. He has also been engaged as an Indigenous Consultant to the Education Queensland on development and training of Indigenous staff in the delivery of Cross Cultural Awareness Training Package, and Queensland Government Youth Suicide Prevention Committee.



Research & Evaluation: - Janis Constable

Janis has extensive social research, project design, policy analysis and program evaluation skills built on senior policy and research roles for federal and state governments, including a range of think tanks. Janis also possesses extensive consultation experience including experience working with Aboriginal communities and organisations. She has been a senior advisor to two federal Aboriginal and Torres Strait Islander Social Justice Commissioners on Indigenous human rights issues and has led a number of key research projects.

Indigenous Economic Development and Employment Policy and Program related experience:

- * Conducting a review of the federal government's Welfare to Work and CDEP reforms for the Human Rights & Equal Opportunity Commission, including leading consultations with CDEP providers, Indigenous stakeholders, DEWR, FACSIA, Job Network providers, other relevant training providers, and relevant non-government community & welfare support agencies.
- * Co-ordinating the Economic Development Stakeholder Group under the NSW Government's Two Ways Together Aboriginal Affairs Plan, and reporting to Department Director General, Minister, Cabinet and Premier.



Industry & Community Engagement Consultant: - Colin Lane

Colin's work has taken him to many locations around Australia and New Zealand, working with Government, Construction and Mining interests as well as Traditional Owners, Land Councils and Aboriginal & Torres Strait Islander communities. He is passionate and focused upon business development for regional and remote Australians to engage with a broad scope of business opportunities. He has provided Indigenous community support and enterprise development on a national level for both Industry and Indigenous interests.

He is dedicated to the growth of commercial awareness for future Indigenous enterprises from relationship building to the advocacy required to promote trust and confidence for both commercial growth and Indigenous capacity across a range of industry opportunities.

Previous employment includes:

- * Environmental Management for Victoria's National Park Service
- * Environmental Manager for the Gamarwa Nuwul Landcare Dept (Yirrkala Dhanbul Council Dept NT)
- * Environmental & Sustainability Manager for Leighton Contractors (NSW, Qld, NT and NZ)