



*If you are participating in the presentations this year, please provide a written report and a copy of your final report presentation by 31 October.
If not, please provide a written report by 30 September.*

Part 1 - Summary Details

Please use your TAB key to complete Parts 1 & 2.

CRDC Project Number: **CRC1221**

Project Title: An Audit of the Aboriginal Workforce –
Gomeroi Skills Audit

01/07/2012

Project Completion Date:

31/01/2013

CRDC Program: - Please Select One -

People & Community

Part 2 – Contact Details

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Signature of Research Provider Representative:



Part 2 – Final Report Executive Summary

Provide a one page Summary of your research that is not commercial in confidence, and that can be published on the World Wide Web. Explain the main outcomes of the research and provide contact details for more information. It is important that the Executive Summary highlights concisely the key outputs from the project and, when they are adopted, what this will mean to the cotton industry.

The Gomeri Skills Audit of the Workforce was presented to all stakeholders. On Friday, 7th December, 2012. A full report is offered by De Poi consulting Pty Ltd..

Gomeri Country extends broadly from the Qld / NSW boarder region to Tamworth, Aberdeen/ Muswellbrook, Coonabarabran and Walgett. The Gomeri people are the traditional owners of that Country. The communities that this region encompasses have significant levels of indigenous populations. The economic conditions of these communities are also changing rapidly and are moving from a largely agricultural base to a more diverse economy which includes the mining and resource extraction industries.

The aim of the project is to undertake a skills audit of Gomeri people in Narrabri to ascertain their current skill levels. The ultimate goal (but outside the scope of this project) is to use the information collected in this project to develop the necessary support and training for local Gomeri people to take advantage of the range of jobs provided by mining and agriculture in the region. This study will undertake a skills audit of the Gomeri people in the Narrabri region. A skills audit is a method of identifying and accounting the existing and deficient skills in a community to illuminate under-utilised human capital which can be re-invested into creating a viable local economy. The skills audit will also point to areas in which training and education are needed so that suitable courses can be developed.

The results of this project have the potential to generate major outcomes and multiple uses for the Narrabri Gomeri People. They are ultimately the “owners” of these results and therefore future direction must be ‘owner driven’. The only limit will be “what they choose to do with the information and recommendations”. A key component to any decision will be a driver to assist with facilitating steps to ward planning for and instigating their chosen direction.

There are aspects of this project that worked and with further tweaking make this ultimately a very valuable methodology. The employment of an Indigenous Field Assessment Officer(FAO) is important – but reliability and honesty are paramount in the candidate. Additionally, the role of the Liaison to assist organisation, training and reporting.

Of major importance is the software solutions and ownership of the hardware which are housed at CRDC, Narrabri. The methodology outcomes are tangible and repeatable. Further community profiling now has the benefit of this first campaign thus allowing for engagement of this style of audit of other valleys.

Part 3 – Final Report Guide (due 28th February, 2013)

(The points below are to be used as a guideline when completing your final report.)



Background

Outline the background to the project. This is a collaborative developmental research project focused on the employment skills of Aboriginal people in the Narrabri region. The project involves the collaboration of the Gomeroi people, and the mining and agriculture sectors. This project will develop and pilot a community assessment methodology which would result in the documentation of an Indigenous employment capacity profile for place based employment of the Gomeroi people and similar Indigenous nations in the Narrabri region focusing on employment opportunities in the mining and agriculture sectors (the stakeholder group).

1.

Objectives

2. List the project objectives and the extent to which these have been achieved.

De Poi Consulting Aboriginal Employment Project Report identifies the community profile and individual profile of participants.

Methods

3. Detail the methodology and justify the methodology used. Include any discoveries in methods that may benefit other related research.

The methodology for this project is in three parts.

Part 1. Survey methodology development and Survey Officer training. (De Poi Consulting)

The development of capacity assessment tool.

- a. It is proposed that the tool be developed as a collaborative effort involving the stakeholder group, the appointed research consultant and selected experts in vocational assessment.
- b. Members of the stakeholder group will review the assessment tools to ensure that it is suitable for use in the Narrabri community.
- c. The consultant will collaborate with the Advisory Group and the field team and provide the field team with the necessary training to cognitively test the survey instrument and to collect the data to a suitable level of quality. This training will also encompass education on the important of collecting data from legitimate and true respondents.
- d. To optimise data quality, the project will look for some form of computer based or line data entry system. It is envisaged that the data will be collected on-line using a laptop computer suitably linked to the internet. For each participant a unique identifier will be produced and they will input their responses on the capacity assessment tool anonymously on line.
- e. The consultant will audit the data collection process for quality control purposes.
- f. The consultant will clean the inputs and provide an analysis ready dataset.

Part 2. - Data collection by Survey Officer (Advisory Panel and Cotton CRC)

The utilisation of a trusted person's model for data collection.

- g. The Advisory Group will employ appropriately skilled Aboriginal Survey Officer / s to recruit Gomeroi people into the project to complete the capacity assessment tool. The Officer will be employed and managed by the Cotton CRC.
- h. The Gomeroi people, as represented by the Survey Officer/s and with assistance from Advisory Group members, will constitute the 'field team' for this project. They will take responsibility for engaging members of their group and other interested Aboriginal groups in the data collection aspects of this project. The required tasks include the identification and engagement of age appropriate Indigenous people in the project who agree to complete the on-line capacity assessment tool.



Part 3 - Data Analysis and Reporting

Once the data collection process is complete, the research consultant will:

- i. analyse the dataset produced from the completion of the employment capacity assessment tool and produce a report on the results as per the project specifications in this research proposal

provide recommendations as to the type of activities the Advisory Group could consider implementing in the future which would transition the Gomeroi peoples' employment capacity identified in the project into an employment ready work force.

Results

4. Detail and discuss the results for each objective including the statistical analysis of results.

De Poi Consulting Gomeroi Project Report 2012 - inclusive of results and recommendations.

Outcomes

5. Describe how the project's outputs will contribute to the planned outcomes identified in the project application. Describe the planned outcomes achieved to date.

De Poi Consulting Gomeroi Project Report 2012 - inclusive of results and recommendations.

6. Please describe any:-

- a) technical advances achieved (eg commercially significant developments, patents applied for or granted licenses, etc.);
- b) other information developed from research (eg discoveries in methodology, equipment design, etc.); and

- c) required changes to the Intellectual Property register.

Conclusion

7. Provide an assessment of the likely impact of the results and conclusions of the research project for the cotton industry. What are the take home messages?

Extension Opportunities

8. Detail a plan for the activities or other steps that may be taken:

- (a) to further develop or to exploit the project technology.
- (b) for the future presentation and dissemination of the project outcomes.

for future research. Future profiling now has the benefit of this first programme.

Suggestions for adoption in a new scenario would include:

- Reporting and accountability by Field Assessment Officer – all invoices for labour need to be accompanied by regular data back ups and Interview Proforma's Waivers. Attention to detail on Waiver Forms would assist with Individual Reports being sent to participants and impact on the use of the data
- Training of 2 FAO for back up.
- Better communicating and planning of interviews and contact by FAO/Audit Group to the community.



- High Schools should be included
 - 'No shows' for organised interviews – dragged out the process and ended up only capturing 50 % desired interviews. This 'no show' group is not therefore indicated in results and the Final report does not reflect this.
 - I question whether an incentive to interview should be offered
 - A dedicated office for the FAO to work from and leave equipment in when possible for security purposes. This should be both familiar and welcoming to participants
 - A finite time is important for collection of data as life mishaps are less likely interrupt the cycle of data collection. A smaller number of samples perhaps?? Was 150 to 200 aiming too high if 35 is an accepted sample group for profiling purposes??
- (c)
9. A. List the publications arising from the research project and/or a publication plan.
(NB: Where possible, please provide a copy of any publication/s)