

WARRMIJALA MURRGURLAYI

RISE UP TO WORK EMPLOYMENT PROGRAM

Ngaji Gurrjin! (Hi, how are you!)

The Yawuru people are the traditional owners of the lands and waters in and around Rubibi (the town of Broome) from Bangaragara to the yalimban (south) to Wirrjinmirr (Willie Creek) to the guniyan (north), and banu (east) covering Roebuck Plains and Thangoo pastoral leases, in the Kimberley region of northern Western Australia.

Nyamba Buru Yawuru (NBY) is committed to a vision of an inclusive and sustainable economy and enabling Yawuru and other Aboriginal people to become active and prosperous participants in the region. The NBY vision incorporates commercial success with the renaissance of Yawuru cultural values and practices, embodied in the philosophy of 'mabu liyan' (good spirit) which is a holistic understanding of positive wellbeing that incorporates personal, social and environmental aspects that contribute to a good life.

NBY has had a continuous investment in their Youth and supporting them to reach their life potential, while grounded in their traditional cultural values, to realise a life free from government dependency through economic participation in employment or enterprise.

"A society that encourages young people to be strong, confident, independent and self-sufficient and to follow their own aspirations and build their own career choices; It is a society that celebrates Yawuru well-being and happiness, where strength of families and kinship ties are sustained and build up in generations to come" – Yawuru Corporate Group

In Broome, Indigenous peoples make up 21.2% of the population, with the unemployment rate at 15.5% compared to 4.2% for non-indigenous people. Indigenous youth (15-25) currently represent 16.9% of the unemployment rate with 65.4% of the local population receiving income support.

"Broome and the entire Kimberley is characterized by underdevelopment of the potential of its human capital, particularly its Aboriginal human capital. Even modest growth in education, skills and employment with the existing resident population will see significant returns with regards to standards of living and economic growth. New approaches led and owned by local communities are required to break the cycle of disadvantage." - Broome Growth Plan

Through NBY's partnership arrangements with Shell Prelude and the Department of Jobs & Small Business, we activate Broome's human capital through assisting our clients to gain sustainable employment, to realise a life free from the cycle of intergenerational welfare dependency.

Transition to Work (TtW) is a federally funded employment service, through the Department of Jobs and Small Business, to support young people aged 15-24 on their journey to employment. The service provides intensive case-management support to improve the work-readiness of young people to support them to achieve their employment and education goals. The TtW Program operates collaboratively with NBY's Warrmijala Murrugurlayi (Rise up to Work) Sustainable Employment Program, to provide participants with culturally integrated pre and post-employment support.

Warrmijala Murrugurlayi 'Rise up to Work' Sustainable Employment Program

The Warrmijala Murrugurlayi Program is a part of Shell Prelude's FLNG Social Investment strategy. The aim of the program is to support Yawuru and other Aboriginal and Torres Strait Islander young people in the Broome and Kimberley region to secure sustainable jobs with Shell, their contractors or in the open economy. The program is tailored to support individuals to transition through 3 phases to reach their goals in education, training and employment.

- **YINYJAYI NGANDIRAN** (The Beginning)
Supports individuals to transition into the workforce, by building their confidence and employability skills through intensive 1:1 case management and mentoring.
- **YINYJA** (The Journey)
Participants are working and provided with ongoing mentoring and career development support, to continue to grow and network with other individuals who have transitioned successfully into the workforce.
- **WANYJI BURU** (The Future)
We have Yawuru and other Indigenous people engaged in employment and enterprise, grounded in their cultural identity and supported as emerging leaders in the community.

Warrmijala Murrgurlayi delivers culturally integrated training and employment services aligned with the **Mabu Liyan** (good well-being) Framework. The Mabu Liyan Framework informs program methodology implementation and evaluation through a culturally holistic approach to individual and community well-being. The framework was developed from extensive research undertaken on the Yawuru conception and measurement of *well-being*, with Yawuru people articulating their own conceptions of wellbeing founded on the Yawuru concept of ‘good life’ – or ‘mabu liyan’.

The Mabu Liyan philosophy is inclusive, supportive and committed to the principles of sustainability and community cohesion. Yawuru views resilience and empowerment as intricately connected to our community’s strengths; whereby empowered individuals enhance the strength of the community they belong to. Mabu Liyan reflects Yawuru’s sense of belonging and being, emotional strength, dignity and pride. The notion of liyan is expressed through relationships beyond the individual: it is a model of living well in connection to Yawuru values of **Mabu Liyan**, (good well-being), **Mabu Buru**, (good-country) and **Mabu Ngurrangunil**, (good-community).

“Liyan is the centre of our being and emotions. It is a very important characteristic that forms our wellbeing, keeping us grounded in our identity and our connection to country, to our family, our community and it is linked to the way we care for ourselves and our emotions” - McKenna and Anderson

The Warrmijala Murrgurlayi Program incorporates the 3rd Space Connections Mentoring and Coaching process, to mentor individuals against the 25 indicators that collectively contribute to the Mabu Liyan Framework, and the key outcome domains for Indigenous youth that include:

- Health & Material Wellbeing
- Strong Culture, Identity, Community
- Self-determination, Rights & Responsibilities

3rd Space Connections

Incorporating First Nation values within a modern framework, 3rd Space Connections fosters a participant centred learning methodology, combining social, cultural, spiritual, emotional, behavioural, political, economic and historical factors. The program is underpinned by the ‘3rd Space’ concept, which explores the space where individual and corporate world-views meet and interact, i.e., in government and non-government institutions, the workplace and where Western and First Nation cultures intersect.

The program methodology assumes that human beings are fundamentally relational creatures and *hard-wired* to seek out meaningful connections. The program provides participants with the skills, tools and knowledge to implement achievable strategies to engage effectively in the 3rd Space; the space where all individual and corporate relationships meet and overlap.

The program provides a culturally safe environment to take the often-marginalized experiences of Indigenous Youth from the periphery of society to centre stage. It also provides participants with a culturally informed framework, to make sense of the underlying historical, political, cultural and geographic factors, which underpin socio-economic disadvantage.

Our experiences demonstrate that the most successful processes start with enabling young people to productively explore **identity**, (how we see ourselves); **difference**, (how we experience those other than us) and **change**, (how we negotiate a constantly changing world). The process involves facilitation of an intensive 3-day workshop, followed by continuous social care through family and community engagement and ongoing coaching and mentoring. Key learning outcomes include:

- **Identity & Difference**

This is about getting on top of 'who' you are. Who you care about? Who cares about you? Why do you get upset about particular people, situations and scenarios? Who has influenced you? What are you hiding? Why are you the way you are? Can you change? What is your pain?

- **Adapting to Change**

This is where the change process goes into over-drive. It is about becoming aware of and then starting to manipulate the 'self'. It is about observing how you talk and how you listen. It's about changing where you go and changing who you're with. It's about acknowledging the affect these changes have on how you feel and how you act. It's about changing the direction some of your thoughts take. It's about feeling empowered because of your self-control and not in your ability to control and assert power over others.

- **Resilience & Application**

This is the final stage where you understand that empowerment is an ongoing process; that all the tricks in the world will not stop you from finding yourself back at square one over and over again. It's about discipline and application, positive reinforcement and association and implementing positive and realistic action.

Participants who complete the initial workshop are not necessarily free from the temptations that still surround them, but are sufficiently aware to make informed decisions to move away from negative life-styles and cyclical behaviours. This is when **3rd Space Coaching & Mentoring** is introduced; a culturally integrated approach to ongoing support and self-care. It is solution focused, encompassing various talk therapy techniques such as, coaching, counselling, cognitive behaviour and experiential application.

"The 3rd Space Program helped me with overcoming my Mental Blocks, which I had never spoken or thought about. I now feel more confident within myself" – 3rd Space Participant

3rd Space Connections – Employer Workshop

There is a general expectation that Indigenous youth need to acquire the skills and behaviours necessary to transition into and retain employment. While this is true, our experience demonstrates that the most successful outcomes occur when workplace supervisors are similarly equipped to effectively engage in the '3rd Space'. In relation to the 'work-space', it is therefore critically important that both employer and employee develop shared understandings from which to build healthy workplace relations.

In appreciation of employer's time and resource limitations, the program delivery can be tailored to provide flexibility, without compromising the core learning outcomes. 3rd Space Connections has been delivered to government and private sector employers nationally, across a diverse range of industries, to imbed a 3rd Space culture into everyday workplace interactions. Employers engaged with the program are equipped with the skills, tools and knowledge to foster a workplace environment that supports cross-cultural communication and understanding to promote workplace harmony, retention and productivity.

"The 3rd Space Connections training has been excellent! The information delivered has been really relevant to our team and provided practical and useful tools for us to grow as better managers and people in general" – Joanne Evans, People & Culture Manager, Adelaide Oval.