

First Nations Engagement and Training Policy

Purpose

This policy outlines the Construction Industry Training Centre (CITC)'s commitment to providing culturally appropriate, accessible, and high-quality training and assessment services to First Nations learners, communities, and organisations. It guides staff, trainers, and assessors in creating inclusive, respectful, and supportive training environments that recognise the histories, cultures, and rights of Aboriginal and Torres Strait Islander peoples.

Scope

This policy applies to all CITC staff, contractors, trainers, assessors, and any partners involved in delivering training and assessment services to First Nations learners or communities.

Policy Statement

The CITC acknowledges the Traditional Custodians of the lands on which we operate. We pay our respects to Elders past and present. We commit to reconciliation, cultural safety, and equitable access to vocational education and training (VET) for First Nations peoples.

Principles

The CITC will:

1. Respect Culture and Country

- Recognise and respect Aboriginal and Torres Strait Islander cultures, knowledge systems, and protocols.
- Incorporate Acknowledgement of Country into relevant training events.

2. Cultural Safety

- Provide training environments free from racism, discrimination, or cultural bias.
- Support staff and trainers to undertake cultural awareness training.

3. Consultation and Partnership

- Engage with local First Nations communities, organisations, and Elders to ensure training programs meet community needs.

- Build genuine partnerships to co-design training where possible.

4. Accessibility and Support

- Provide flexible training and assessment options to meet the needs of First Nations learners.
- Offer additional learner support, including literacy, numeracy, digital skills, or other learning needs.

5. Quality and Relevance

- Ensure training and assessment strategies are culturally appropriate and contextually relevant.
- Use learning materials that avoid stereotypes and reflect diversity.

6. Continuous Improvement

- Collect and consider feedback from First Nations learners and communities.
- Review and improve practices to better support First Nations participation and success.

Responsibilities

- **CITC CEO / Management**
 - Ensure the policy is implemented and resourced.
 - Promote partnerships with First Nations communities and organisations.
- **Trainers and Assessors**
 - Deliver culturally safe, inclusive training and assessment.
 - Participate in cultural awareness training as required.
- **Student Support Staff**
 - Provide culturally appropriate support services.
 - Help learners navigate training and other services.

Procedures

- Engage in early consultation with First Nations communities before program delivery.
- Include cultural awareness training in staff induction and professional development.
- Monitor enrolments, outcomes, and feedback from First Nations learners.
- Review this policy every two years in consultation with First Nations stakeholders.

Review

This policy will be reviewed every two years or as required to ensure relevance, accuracy, and effectiveness.

Authorisation

Approved by: Simon Last (CEO)

Date of Approval: 01/07/2025

Next Review Date: July 2027
