

# Moriarty Foundation: 2022-23 Pre-Budget Submission

28 January 2022

Problem	The lack of training available to assist Aboriginal and Torres Strait Islander Peoples to be work ready to secure real jobs in remote communities.
Solution	Fund and support Moriarty Foundation's existing tailored culturally appropriate training programs to build capacity and empower local Indigenous staff to gain necessary qualifications to deliver services in Indigenous communities.
Investment	<b>\$8.8 million</b> over 3 years

## Introduction

Unemployment remains a significant challenge for Aboriginal and Torres Strait Islander peoples across Australia in rural and remote communities such as Borroloola, Robinson River, Tennant Creek, Dubbo and Kuranda. Access to effective education, skills and training for Indigenous children, teenagers, and adults is enormously difficult where jobs simply do not exist or are extremely rare.

Employment is critical to the health and prosperity of Indigenous people, their families and communities. In the 2021 Federal Budget, the Federal Government announced, and the National Indigenous Australians Agency (NIAA) has since implemented a commitment to develop a new place-based Indigenous Skills and Employment Program (ISEP). The new ISEP is scheduled to commence on 1 July 2022. This locally focused skills and employment initiative will be defined by four key characteristics:

- Tailored and individual support;
- Culturally appropriate;
- Aligned with local workforce needs; and
- A guaranteed long lasting and quality job.

The Moriarty Foundation delivers two programs that offer social and economic benefits to Indigenous individuals and communities in the NT, NSW and Queensland (Qld).

The John Moriarty Football program employs Indigenous coaches who use football to reach young Aboriginal and Torres Strait Islander people across three States. The Moriarty Foundation also operates an early years program for zero to five years namely Indi Kindi. Indi Kindi is a holistic initiative for Indigenous children that integrates education, health, wellbeing, and community development. Indi Kindi currently reaches an unprecedented 80 percent of Indigenous children in Borroloola and Robinson River and recently opened in Tennant Creek with support from UNICEF Australia<sup>1</sup>.

<sup>1</sup> UNICEF (2021) *Indi Kindi expands to Tennant Creek to give more Aboriginal children the best start in life* Media Release accessed at <https://www.unicef.org.au/about-us/media/march-2021/indi-kindi-project-expansion>

The programs do not duplicate other efforts and the Moriarty Foundation cooperates with a range of government, non-government and commercial organisations to deliver the programs in a coordinated manner e.g., each state member Football Association, or Charles Darwin University.

One of the strengths of the Indi Kindi Program is the involvement of parents and families – on average, in Borroloola, Indi Kindi has around 75% of the Indi Kindi cohort of families and parents attending the Program with their children, accessing health, wellbeing and culture learning benefits. Importantly, they are also learning strategies to support their child's early years development from the local cohort of educators, who they trust and respect as role models for the community.

A majority of Aboriginal and Torres Strait Islander staff deliver the two programs. Almost 90 per cent of Indi Kindi and 65 per cent of John Moriarty Football staff are Indigenous. The two programs:

- a) Build capacity and work readiness of local employed Aboriginal and Torres Strait Islander staff, through supporting formal training and upskilling (as supported by Moriarty Foundation program leaders); and
- b) Provide meaningful local and ongoing employment for Aboriginal and Torres Strait Islander People.

These meaningful jobs in the Moriarty Foundation programs align with the Federal Government's Indigenous training and employment objectives and are now at risk without Federal Government support.

The Moriarty Foundation is seeking **\$8.8 million** over the **next three years** to continue to employ, train and develop Aboriginal and Torres Strait Islander people to self-sufficiently deliver both the football and early childhood programs within their own remote Indigenous communities.

The Moriarty Foundation provides these sustainable employment opportunities within a culturally relevant framework, leveraging local knowledge and languages to overcome socio economic challenges, intergenerational trauma and disruption caused by crises.

## Local challenges affecting communities

Indigenous unemployment rates are high in the identified communities due to severe disadvantage and lifelong poverty stemming from extremely low standards of education, health, housing and employment. There are multiple barriers<sup>2</sup> to participation in the workforce faced by vulnerable Indigenous people including access to transport.

The Indigenous NT communities include Borroloola, Robinson River, Tennant Creek and Mungkarta which are in very remote and difficult to access locations. Roads in the area are mostly unsealed, private vehicles are rare (and often prohibitively expensive to service), and there is little or no public transport available.

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<sup>2</sup> Australian Institute of Health and Welfare (2021) *Indigenous employment* accessed at <https://www.aihw.gov.au/reports/australias-welfare/indigenous-employment>

# Local employment provided by the Moriarty Foundation programs

The Moriarty Foundation mandates majority employment of Indigenous people and women and is proud of our achievements. We have 60 staff members across our four hubs and head office, **60 percent are Indigenous**, and **68 percent are female**. A third of all staff members are aged between 16 and 24 years old. A range of full-time, part-time and casual positions exist to meet the community expectations and family requirements of Indigenous employees.

## Approach and methodology

Due to the lack of requisite skills and experience within the regions where the Moriarty Foundation operates and to develop real-world skills, training and capacity, the Moriarty Foundation established a unique training and job development program in parallel to service delivery projects it operates in these areas.

We employ team leaders with high level expertise in community development/ early years learning/ football coaching and physical education with their primary objective to support skills transfer to develop local staff.

As an embedded, not fly-in fly-out model, we provide the necessary travel and accommodation for any out of community staff members to reside within the community. From experience, this approach is essential to lifting local skills levels and developing a high expectation workplace and workforce in both programs. It allows the local community to learn and improve their skills in a method that feels relaxed, genuine and achievable. The embedded team leader provides daily support and mentoring to empower local Indigenous staff to deliver the programs by fostering connected relationships with the team.

The best practice training support provided includes both personal and professional capacity building in the following ways:

- Removing barriers to enter employment by supporting staff with the necessary paperwork, Working with Children's Check applications and police checks.
  - Transport support to pick up employees to attend work.
  - Daily individual mentoring to develop essential skills required for jobs in early years education and football coaching.
  - Guidance and support for staff completing RTO and professional accreditations including Certificate 3 in Early Years Education, Certificate 3 in Sport & Recreation, Safe Food Handling, First Aid, CPR, Indigenous Mental Health First Aid and suicide prevention, Gender Equality and nationally recognised Football qualifications.
- Culturally safe bespoke training in early childhood education and coach education

We are finding success in our local Indigenous staff attaining professionally recognised qualifications within early childhood education and football coaching, through our intensive bespoke education training program. We deliver it face to face or online by bringing in industry experts from Football Australia and the relevant state-based member federations

for Football and Early Years Education specialists to support the development of Indi Kindi Educators . This bridging approach is essential, as the majority of local staff employed have limited education, experience or qualifications and therefore are usually not confident nor ready to enroll directly into professional courses.

The focus of this bespoke training program is for the industry experts to observe and get feedback from the coaches and educators within their daily work environment. Through this observation and feedback, the industry experts recognise areas the Moriarty Foundation staff members need support with, resulting in a personalised training program that prepares local staff for enrolling into professional accreditations. Most importantly, we work consistently with the industry experts to foster a connected relationship with our staff so they deliver culturally safe, relevant and realistic training through this trusted rapport.

The frequency of this bespoke training is required each school term for 1 intensive week, with 2 industry experts who are able to support a cohort of staff in each of the 4 program delivery hubs. While not formally accredited, it prepares staff for the official accreditations. It has been evaluated and endorsed by the relevant Football member federations in each state who have concluded “that this bespoke approach is necessary to increase success in completing football accreditations”. In addition, fully qualified and industry experienced early years education trainers from RTOs specialising in training candidates with English as a second/third/fourth language provide a tailored approach for each staff member. This continuous and intensive bridging approach with individual development plans is necessary to build on the skills and knowledge gaps of locally employed staff. The industry experts will identify staff who have developed and demonstrated the necessary skills, confidence and knowledge to enroll into professional accreditations.

- Tailored individual development plans and team training plans

Each team member is supported in their career goals and intensively mentored to identify strengths as well as personal and professional barriers.

Their experienced mentors assist in creating a plan to support improvement in the identified areas of development, and ways to measure their success, for example, for a young coach lacking confidence to lead a training session, they will be encouraged to shadow a more experienced worker for several sessions. Their final goal of leading the entire session would be broken down into small more realistic milestones, such as leading a small group activity, until they feel confident to complete the whole task within the timeframe allocated in the plan.

From a team perspective, a quarterly plan of training and development activities is designed to schedule each team’s participation in professional development workshops, either face to face or in remote learning.

- Removing barriers for access and transport

Educators and coaches, to commute to work, as well as to access the most remote families (including driving 2.5 hours each way from Borroloola on an unsealed road to deliver services in Robinson River 1 day per week and 80kms each way from Tennant Creek to Mungkarta on an unsealed road twice a week); and

Staff travelling to receive their training, in collaboration with the Bachelor Institute for intensive study weeks (950km away from Borrooloola)

Our training and development programs counteract this by:

- Supporting staff to obtain/renew a driver's license including helping with obtaining ID for paperwork, internet access for online forms, transport to police station to complete paperwork
- Supporting staff to reapply for a licence after a drink or drug driving offence to participate in the NT Government's *Back on Track* program
- Providing vehicle access to enable staff to commute to work
- Providing vehicles and covering travel expenses to enable staff to attend week-long intensive training sessions which can be up to 950km away

Similarly transport solutions are required to enable staff to commute to work in hub and satellite communities in Kuranda and Dubbo.

**Program-specific: Indi Kindi Early Childhood Development**

All Indi Kindi staff are supported to enrol in Certificate III in Early Childhood Education and Care delivered by Batchelor Institute TAFE.

- Seven Borrooloola based educators are currently enrolled and participating in the requisite workplace training and study
- Four educators expect to complete by 2023 with the remainder of the team expected to complete certification the year
- All staff from Indi Kindi Tennant Creek will commence workplace training and study in 2022 towards their Certificate III in Early Childhood Education and Care

Tailored support for our Indi Kindi staff to achieve formal Certificate III qualifications involves:

- Release time for face-to-face training workshops;
- Release time for online tutoring sessions;
- Access to a fully qualified and industry experienced trainer;
- On the job placement and training opportunities;
- Wrap around academic and personal support; and
- Travel expenses.

### Program-specific: John Moriarty Football Program

John Moriarty Football staff member training includes:

- **Completion of Certificate III in Sport and Recreation:**  
Delivered in partnership with Charles Darwin University, trainers are sent into the community for intensive theory and practical training. The visiting lecturers deliver for one week each school term.
- **The X-Venture Essential Skills Program:**  
5 online and interactive modules that are focused around Resilience, Leadership, Emotional Intelligence, Culture and Communication. This initiative provides CPD points towards renewing Football Australia coaching licenses as well as being recognised by Wollongong University.
- **Football Australia coaching licences:-**  
Depending on prior experience and qualifications, JMF coaches are put through a bespoke coaching education program to prepare for the licence courses.

### Benefits and Impact of Moriarty Foundation Programs

Over ten years the Moriarty Foundation has successfully developed a tailored culturally appropriate program which includes building capacity in the community through:

- **The creation of meaningful local employment and formal, accredited training opportunities.**
  - More than 30 Indigenous women have been employed as educators since inception of Indi Kindi in 2012;
  - In the pilot community of Borroloola, the average tenure of Indi Kindi educators is double the national average tenure of childcare workers with 43 percent being employed for five or more years;
  - 32 percent of John Moriarty Football staff have been with the program for more than two years;
  - Successfully grew staff numbers between 2019 and 2021 by 271 percent;

#### One Indigenous Coaches Story

John Moriarty Football employed a local Indigenous male, with no previous coaching experience or knowledge about the role of a Community Coach in 2019. He was previously a bricklayer and labourer.

Through a bespoke education training program over two years, he was able to enroll, complete and obtain the Football Australia 'C' License. A 'C' Licence is nationally recognised as the first step on the professional coaching pathway in Australia. Half of the Indigenous staff have obtained a recognised Football licence, with the others on track to do so. "Following this success, including full-time experience working with children and youth through in-school curriculum delivery, this Community Coach has now secured a full-time paid position with another Indigenous focused NFP as a Careers and Youth Engagement Officer. This step was highlighted by the employee as a natural progression he wanted to pursue in his career, to mentor Youth more specifically around entering the workforce.

- Flexible work arrangements to allow Indigenous staff to meet family, community and cultural commitments;
- Tailored recruitment strategies to provide increased opportunities for Indigenous candidates who may not meet criteria for conventional screening processes;
- Pre-employment assessments to inform tailored training to be work ready;
- Demonstrated outcomes in Gender Equality through a safe and inclusive workplace; and
- Staff have gone on from our bespoke training systems to complete formally accredited training programs and achieve professional licensing and recognition.

### **One Borroloola Mother's Indi Kindi Story**

An Indigenous mother came along to an Indi Kindi session in 2013 as a mum with her year-old son. He really enjoyed looking at books and learning to count. When her son was 3 years old, she talked to Indi Kindi's Team Leader and Mentor about employment opportunities. She was keen to help children learn and become school ready - to get a future and a job.

In March 2021, she celebrated five years of employment with Indi Kindi. She is two thirds of the way through completing a Certificate 3 in Early Childhood Education and Care with Indi Kindi. She attends tutoring in the training rooms in Borroloola and makes the 900km journey to the Batchelor Institute TAFE twice a year to participate in week-long intensive study. She values this study time.

A Garrawa woman, she is viewed as a thought leader and change-maker in Borroloola. She works with Borroloola Senior School and is a key contributor in our local Community Advisory Group believing it is important to consult Elders. She is creating sustainable change to improve the early childhood outcomes in education, health and wellbeing for the under five-year-old children of Borroloola. She is proud of her work and being part of the team making a better community and a better environment for the kids to learn.

With continuous skills uplift, Moriarty Foundation Indigenous staff have also had significant impacts with the programs benefiting local communities and individuals. Across both programs:

- Local staff are trusted and embedded reaching over 2,000 Indigenous children and teenagers each week with skills-based, best practice curriculum.<sup>3</sup>
- Local staff are skilled in preparing over 12,000 fresh, hot healthy meals for program participants each year which improve health outcomes for children and families, both from the food and from shared knowhow
- In 2021, over 75 percent of parents and carers of children in the program, accessed health, wellbeing and cultural learning benefits and learning strategies by participating in Indi Kindi session(s) to support their child's early years development

<sup>3</sup> John Moriarty Football also reaches another 1,000 non-Indigenous teenagers who live in remote Australia through the program's engagement with local schools.

- Local staff are working with twenty partner schools in nineteen communities, impacting children and families through best practice, as well as helping upskill the sector for better outcomes in remote and regional Aboriginal Australia.

## Funding request

The Moriarty Foundation is seeking **\$8.8 million** over the **next three years** to continue to employ, train and develop Aboriginal and Torres Strait Islander people to self-sufficiently deliver both the football and early childhood programs within their own remote Indigenous communities.

Associated on-costs have been included due to challenges and requirements of operating in remote areas, such as the need to provide travel and accommodation for offsite training.

### MORIARTY FOUNDATION - DELIVERING CURRENT PROGRAMS

JOHN MORIARTY FOOTBALL				
		FUNDING SOUGHT		
		2022/2023	2023/2024	2024/2025
		\$	\$	\$
<b>Four embedded communities in NT, NSW &amp; QLD</b>				
Personnel - Program Delivery	Wage & salary costs including program managers, team leaders, local coach and mentors and casual coaching staff	1,581,437	1,660,509	1,743,534
	Remote Staff Accommodation	47,160	49,518	51,994
	Recruitment	45,000	47,250	49,613
	Staff Training	165,000	173,250	181,913
<b>Sub Total - John Moriarty Football</b>		<b>1,838,597</b>	<b>1,930,527</b>	<b>2,027,053</b>

INDI KINDI PROGRAM				
		FUNDING SOUGHT 2023 - 2025		
		2022/2023	2023/2024	2024/2025
		\$	\$	\$
<b>Borroloola/Robinson River, NT</b>				
Personnel - Program Delivery	5-8 local Aboriginal staff per hub community, plus embedded Team Leader/Mentor/Community Development co-ordinator. Program Manager overseeing development of curriculum; monitoring, evaluating and supporting delivery of curriculum; and staff development	445,547	458,913	472,681
Training and staff development	Early Childhood qualifications, Child protection, first aid, health & nutrition training, driving courses - Attendance fees and travel costs once per term	40,875	42,101	43,364
<b>Tennant Creek, NT</b>				



Personnel - Program Delivery	5-8 local Aboriginal staff per hub community, plus embedded Team Leader/Mentor/Community Development co-ordinator.	330,534	330,534	330,534
Training and staff development	Early Childhood qualifications, Child protection, first aid, health & nutrition training, driving courses - Attendance fees and travel costs once per term	40,000	40,000	40,000
<b>Sub Total - Indi Kindi</b>		856,955	871,548	886,579
<b>PROGRAMS TOTAL</b>		<b>2,695,553</b>	<b>2,802,075</b>	<b>2,913,632</b>
Measurement and evaluation		134,778	140,104	145,682
<b>ANNUAL FUNDING REQUEST</b>		<b>2,830,330</b>	<b>2,942,179</b>	<b>3,059,314</b>
<b>TOTAL FUNDING REQUEST</b>				<b>8,831,823</b>

With funding guaranteed, the Moriarty Foundation within the next three years expects to achieve:

- 100 percent of local Indi Kindi staff to have completed their Certificate III in Early Childhood and Care; and
- The remaining 46 percent of John Moriarty Football staff to have obtained a recognised Football licence (achieving total coverage).

The Moriarty Foundation is confident that these outcomes can be achieved as

- 57 per cent of local Indi Kindi Borroloola staff are expected to complete their workplace training and study to achieve Certificate III in Early Childhood and Care by end of 2022-23;
- All Indi Kindi Tennant Creek local staff will commence their Certificate III in Early Childhood and Care training and study in 2022; and
- 54 per cent of John Moriarty Football staff have already obtained a recognised Football licence.

This will support the employment of the Indigenous staff and their delivery of worthwhile social outcomes that benefit their local communities.

John Moriarty Football coaches and Indi Kindi educators support some 2,000 young Indigenous people each year. The funding request equates to an annual investment of \$1,000 per teenager participating in the football program or \$4,000 per child in Indi Kindi early learning support. The Moriarty Foundation is confident that after ten years of delivery, the benefits for individuals, their families and communities outweigh the cost.

## The Moriarty Foundation

The capacity of the Moriarty Foundation is built on solid, long-term networks & successful business operations across Australia by the Moriarty Foundation's affiliated entity, Indigenous-owned Balarinji Studio. This in-depth regional, cultural & business knowledge has ensured the Moriarty Foundation's successful ten-year track record in the development, delivery & management of community-based programs in the regions. This proven capacity to engage with local Indigenous people in remote Australia and channel their needs has been critical to success. The Moriarty Foundation's highly credentialed Board (voluntary) oversees best practice financial & operational management.



The Moriarty Foundation is committed to consulting local Indigenous leaders and being adaptive to the needs of the local community. Both Indi Kindi and John Moriarty Football are co-designed with the community and overseen by a Community Advisory Group (CAG) in each hub. The CAG is made up of local Traditional Owners, Elders, families, and key community stakeholders who provide support and guidance. Local staff work together with the CAG.

The Moriarty Foundation's commitment to a co-designed approach has been further formalised in 2021 with the creation of a taskforce of cultural anchors who comprise a diverse group of Aboriginal team members from each hub. The purpose of this taskforce is to ensure that every decision made is delivered in a culturally safe and appropriate way, respecting the unique circumstances of each hub, to support understanding and engagement that maximises the benefit of the training and development plans.

Through the locally led programs, Moriarty Foundation aims to build local Aboriginal staff capacity through mentoring, skills development and formal qualifications to develop and sustain career pathways for educators and coaches. The strength of the Indi Kindi and John Moriarty Football programs are the delivery of services by local women and men who represent the different language groups in the community. The staff members have not only acquired new skills through their training as early childhood educators and football coaches, but have become community role models.

The Moriarty Foundation is committed to having in place a robust evaluation of the programs and over the past 3 years this has been a key focus. Evaluation gives transparency to impact and strengthens the evidence base of both programs, which drives the continuous improvement. Both programs have developed a measurement framework and theories of change and are technology to measure outcomes and to gather qualitative feedback. The funding request includes funding to complete the evaluation project

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