

R-TO 2: Traditional Owner Group Proficiency Program

Develop and deliver a long-term, region-wide Proficiency Program which ensures that all PBCs across the region have the skills and knowledge to operate effectively and efficiently, and deliver on the group's aspirations.

This strategy delivers on these Regional Themes	Biodiversity	Biosecurity	Coastal Systems	Sustainable Industries	Water
	✓	✓	✓	✓	✓
This strategy delivers on these Strategic Outcomes	Supportive, policies, plans and regulations	Collaborative, adaptive planning and action	Traditional Owner Benefits	Sustained and diverse resourcing	Community stewardship, values and action
		✓	✓	✓	✓

Outcome	<p>A long-term Proficiency Program will result in:</p> <ul style="list-style-type: none"> ▪ Successful Traditional Owner organisations (PBCs) delivering effectively on the groups' aspirations. ▪ A long-term system of shared learning and improvement. ▪ Increased benefits (including employment and business opportunities) flowing to Traditional Owners through increased capacity to engage, deliver services, manage business enterprises and demonstrate proficiency.
Justification	<p>Traditional Owner Groups across the region have varied skills, knowledge and capacity to achieve their aspirations including employment and business opportunities working on Country. Investment to ensure that all groups can reach a certain level of proficiency in areas such as governance, administration, service provision, business development and management and engagement will build greater regional capacity for effective and beneficial Indigenous participation. A long-term program would see the 'bar' raised as the capacity of groups increases over time. A region-wide proficiency program would also enable groups to learn from one another's experiences and strengths.</p>
Key steps	<ol style="list-style-type: none"> 1) Undertake a region-wide stocktake of the current proficiency of groups according to a set of agreed standards, in order to identify proficiency gaps and opportunities for intra-group mentoring and support. 2) Based on the Stocktake, develop a Proficiency Program, focusing on the skills and knowledge gaps identified, and maximising the opportunities for delivering training and support to multiple groups at the same time (economies of scale). 3) Source investment for implementing the Proficiency Program. 4) Undertake a review of the effectiveness of the Proficiency Program in supporting groups to operate more effectively.
Feasibility considerations	<ul style="list-style-type: none"> ✓ There are a lot of good examples in the region of groups that operate very successfully. Using these examples to understand success factors will form a strong basis for a tailored program of support. ✓ Working collectively to build proficiency is a much more cost effective model than individual groups struggling to secure the training and support that they need. ✓ There are a wide range of funding programs (beyond NRM) that can support such a program. Bringing these together at the regional level will be more efficient, and also provide groups with access to training and support that they might otherwise not have been able to access independently. ✓ Partners in the region also have skills and expertise to share – a region-wide, well targeted program should leverage the support that can be provided from partners.

	<ul style="list-style-type: none"> ✘ Some organisations may not want to participate in a stocktake – it will need to be an “opt in” model, but some of the groups in most need might then miss out. The way the program is explained to groups will be very important and the way it is rolled out will need to be very positive and sensitive. ✘ It will take some time to get agreement on what the “minimum standards” should be – where the bar should be set, and what the proficiency skills should be to reach the bar. 	
Local Landscape Projects	Local Landscape Project	Location
	NC3 Traditional Owner Nursery	Northern Cassowary Coast
	ST2 Traditional Owner Benefits	Southern Tablelands
	UH3 Traditional Owners Working on Country	Anniversary Falls / Herberton area
	DG3 Indigenous Rangers Training	Douglas Local Landscape