

# Wayne Tennant Cadetship Pilot Program



The Wayne Tennant Cadetship was established in honour of the commitment shown by Wayne to increased engagement of local Aboriginal people in caring for land, water and the environment.

## About Wayne

Wayne headed up the Goulburn Broken Catchment Management Authority's (CMA) waterway programs for more than 15 years.

After a long battle with ill-health, Wayne passed away on August 4, 2015.

As well as his passion for protecting and improving the region's waterways, Wayne was dedicated to building the capacity of Taungurung Clans Aboriginal Corporation (TCAC) and Yorta Yorta Nation Aboriginal Corporation (YYNAC) to actively participate in natural resource management (NRM) within the Goulburn Broken catchment.

## Wayne's legacy

Thanks in a large part to Wayne's drive and commitment, Goulburn Broken CMA and YYNAC worked together to develop the Woka Walla Business Model - a NRM works business (Woka Walla means country and water in Yorta Yorta language). A similar initiative is under way with TCAC.

The business model is structured to support young Aboriginal people to become work-ready; provide opportunities for employment in the NRM sector; and support their post-school and higher education studies.

The Woka Walla works crew has played an important role in delivering NRM projects in the catchment, carrying out cultural heritage assessments, fencing, revegetation and pest and weed control works for their clients.

A number of Woka Walla participants have also gained Certificate level qualifications.

The Wayne Tennant Cadetship aims to continue to build Traditional Owners' capacity by supporting a young person through the next level of studies in NRM.

# Wayne Tennant Cadetship

## The cadetship

The Wayne Tennant Cadetship holder will be an employee from TCAC or YYNAC, who has demonstrated a persistent effort and interest in developing their knowledge and skills in NRM.

Selection will be based on their work and study record and leadership capabilities.

The cadet will:

- undertake Diploma studies in NRM with career path guidance to post Diploma, higher education studies
- receive higher education study skills, employment and technology advice and support
- be hosted by the GBCMA and partner organisations to broaden their NRM experience
- receive mentoring to help their personal management, public speaking and leadership skills
- receive coaching and support to mentor other young people.

The Cadet will also provide leadership to young people in the region by advocating for:

- completion of schooling and/or an equivalent education pathway to improve their chances of employment
- recognition of cultural and natural values
- the rich cultural heritage of the region in partnership with Traditional Owners
- getting active in local community-based projects for work experience and personal growth.

## Responsibilities

- Complete Diploma level studies.
- Help with community-based programs.
- Complete negotiated work placements within the industry.
- Share new knowledge and skills with TCAC/YYNAC team members, and the broader community.

## Summary selection criteria

- Strong interest in the NRM industry over a sustained period (minimum two years).
- An employee of TCAC or YYNAC.
- Has progressed from entry level NRM sector knowledge and skills.
- Good communication skills and a willingness to improve skillset.
- Ability to work in, and lead, a team.
- Ability to work in community organisations and with Traditional Owners.
- Committed to reconciliation through working together on country.

## Employment and study arrangements

One day a week dedicated to workplace-based industry experience (with GB CMA and partner agencies) that aligns with current semester studies. Work placements will be co-ordinated by the GB CMA's NRM Co-ordinator.

The cadetship will cover all course costs associated with the Diploma, as well as paid employment for the one day a week of work placement (paid to TCAC or YYNAC).

The cadet will undertake accredited and non-accredited studies in the following:

- river health
- natural and cultural values management
- water management, including cultural flows
- fire ecology, including traditional burning practices
- Indigenous plants and foods linked to the region (with Elders & endorsed other experts)
- fire and emergency services management (introduction via DEWLP)
- business management and leadership
- information technology for the industry and Diploma level studies.



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