

First Nations Capacity Building Guidelines



The First Nations Capacity Building Guidelines contribute to the short, medium, and long-term growth of First Nations communities. The Guidelines ensure First Nations benefit in the short and medium-term from research activities, and in the long-term through the progressive development of skills, capability and acumen necessary to facilitate future research leadership, economic management, and self-sustainability. The First Nations Capacity Building Guidelines target project-centric acquisition of skills, knowledge, and exposure to economic opportunities through commercialisation ventures or legacy initiatives. Fostering First Nations capacity building involves establishing collaborative, long-term, productive relationships between research institutes, government entities, and industry partners. Equity through participation will enable First Nations to develop strategic capacity to partner in, or lead, research projects and/or related commercial ventures. Active involvement enhances the possibility of securing future ownership stakes, direct economic benefits, and/or significant roles in influencing initiatives directly related to communities.

The key considerations for capacity building include:

1. A mandatory allocation of no less than 5% of the total project budgets must be dedicated to the ethical resourcing of, but not limited to, First Nations leadership councils, advisory committees, in-community liaisons, and Indigenous research personnel and consultants, First Nations businesses. This allocation is to be governed by principles of ethical good governance and must ensure compliance with all relevant legal and cultural protocols in the conduct of research projects.
2. Develop in-project industry-specific employment plans that outline targets and strategies for First Nations capacity building and employment.
3. Build strong partnerships with key industries in the basin to identify employment opportunities.
4. Implement targeted job creation initiatives across the basin, such as, environmental management, technology, sustainable tourism, agriculture, and related infrastructure within project planning.
5. Establish mentorship and apprenticeship programs to provide on-the-job training and support.
6. Create traineeship opportunities within basin industries to provide entry-level employment and skills development.
7. Encourage and facilitate the establishment of, and procurement from, First-Nations owned businesses and enterprises.
8. Provide support for First Nations businesses to create employment opportunities.

9. Provide opportunities for project-specific training and mentorship.
10. Develop and implement training that address the specific needs and interests of First Nations. Programs should cover a range of governance domains, such as, commercialisation and start-up, business management, financial literacy, basin-specific technical expertise, and leadership.
11. Create initiatives that support First Nations start-ups and entrepreneurs, including access to seed-funding, business development resources, and market opportunities.
12. Design and implement stand-alone, or in-project development initiatives that are tailored to the needs, strengths and aspirations of First Nations communities.
13. One Basin CRC project applications should develop strategic economic impact models that generate short, medium and long-term benefits.
14. Establish clear metrics for evaluating the success and impact of One Basin CRC capacity-building initiatives.

First Nations employment opportunities

Education	Employment	Socio-cultural development/support
<p>Accredited training</p> <p>Providing First Nations community members the opportunity to gain Certificate level qualifications and in-project experience through research projects and with the training provided by project partners, with cultural and professional support throughout the entire process.</p>	<p>Work readiness programs</p> <p>Short-term programs designed to prepare First Nations community members for work, including practical skills and exposure to a range of employment and training options across The Basin. Funded through projects as an impact outcome.</p>	<p>Connection, mentoring and wrap-around support</p> <p>Cultural socialisation of First Nations community members contributes to their socio-cultural and wellbeing.</p>

School-based traineeships

In partnership with State and Commonwealth Government providing First Nations high school students with one day/week paid employment whilst completing a certificate III in a Basin-related qualification.

Work-based traineeships

A wage-subsidised work-based traineeship program that provides additional employment and tertiary education pathways for high school students (school-based trainees), job seekers, mature-aged workers and single mothers returning to work parttime.

Indigenous Cadetships

In partnership with the Commonwealth Government and other stakeholders, One Basin CRC and Partners support Aboriginal and/or Torres Strait Islander students to complete tertiary qualifications through cadetships that include paid work for the duration of their studies.

Mentoring and support

Intensive mentoring and case management is provided for each First Nations student/trainee. This approach aims to empower students/trainees to overcome potential barriers impacting their success in completing studies or securing a job. This support continues beyond the in-project training opportunity to assist students/ trainees in transition into work and or further study.

Adapted from UIH Indigenous Employment Strategy (2023, p. 11)
