

Teaching cultural competence in undergraduate psychology programs: A focus on working with Indigenous Australians

Rob Ranzijn and Keith McConnochie

ICOPE Conference Sydney
July 8 2010

Acknowledgments

- Traditional owners
- Wendy Nolan
- Reference group and colleagues around Australia

Core team



Reference group meeting Dec 2008



Why teach psychology courses with Australian Indigenous content?

- Social justice – redressing Indigenous disadvantage
- Working effectively requires cultural competence
- National Practice Standards for the Mental Health Workforce
- APAC accreditation standards

Why teach psychology courses with Australian Indigenous content?

- UniSA Policy (2005): *all* undergraduate courses to include Indigenous content

How teach psychology courses with Australian Indigenous content?

- Curriculum guidelines developed through focus group, series of workshops 2005-6, seminars around Australia 2007-8, conferences 2007-8 as part of ALTC Competitive Grant
- Story in Ranzijn et al *Australian Psychologist* article (2008)
- Curriculum guidelines on project website: www.unisanet.unisa.edu.au/pia

Courses at UniSA

Compulsory first-year course 'Indigenous Australians: Culture and Colonisation'

run for psychology students by David Unaipon
College of Indigenous Education and Research (DUCIER)

200 students per year

Elective third-year course 'Psychology and Indigenous Australians'

run jointly by DUCIER and School of Psychology, Social Work and Social Policy

60 students in 2009

Both taught continuously since 2006

Structure of first-year course

1	Psychology and Indigenous Australians: Past, present and future
2	Cultural competency; language and meaning
3	Contrasting knowledge systems
4	Socialisation and identity
5	Colonisation 1: policies and practices
6	Colonisation 2: legacies of the Stolen Generations
7	Dimensions of racism
8	Power and privilege
9	Psychological consequences of colonisation
10	Contemporary contexts 1
11	Contemporary contexts 2
12	Working effectively in Indigenous contexts
13	Course close: smoking ceremony

Structure of third-year course

1	Cultural competence; culture and world-views
2	Transgenerational trauma - The psychological consequences of colonisation
3	Pathways to disadvantage, pathways to resilience
4	The Stolen Generations
5	Privilege and racism
6	Contemporary Indigenous contexts
7	The Ways of Working model
8	Field Trip – wetlands tour at Warriparinga (Living Kaurna Cultural Centre)
9	Student presentations 1/Working in Indigenous contexts 1
10	Student presentations 2/Working in Indigenous contexts 2
11	Student presentations 3/Working in Indigenous contexts 3
12	Student presentations 4/Working in Indigenous contexts 4
13	The future – <u>your</u> role

Third-year compared to first-year course

- Much more interactive
- Small group work with and without lecturer/tutor involvement (without is better for working through issues best dealt with among students themselves)
- In latter part of course, focus on preparation for possible employment in Indigenous contexts the following year

Common issue: Student discomfort

Example: No place for whites?

- Reading: Koolmatrie and Williams (2000)
- Ross Williams interviews Joylene Koolmatrie about her narrative therapy work with survivors of the Stolen Generations

- *RW: This can be an intense emotional experience when someone's telling their story, and you're able to open these workshops by telling your own story, which is a bit like all of theirs. This would be hard for someone who hadn't been through that kind of experience to do*
- *JK: Exactly. That's why I have fears of White people working with Indigenous people, why I think they can't really come in there and relate. Their stories are different, they can't relate in the same way and they can't open up the group and allow that level of healing to happen.*

Reflective journals

- Students will be required to write in this each week. For each week, students will be asked to write the following:
 - 1. The main thoughts that occurred to you as you read each (of two) compulsory reading – at least two points (at least one paragraph for each reading)
 - 2. At least two discussion questions or discussion points from each reading (which could be discussed in class the week after)
 - 3. Reflections and impressions from the lecture/presentation material for that week (at least one paragraph)
 - 4. Reflections and impressions from the class or small group discussions or other exercises for that week (at least one paragraph)
 - 5. Any other comments or questions (optional)

Student's reactions: Week 4 journal entries after reading article

- *[Koolmatrie] strongly stated that a white person is not able to be involved effectively in this process because they will only create a dependence situation. **This made me feel, as a white person, useless and ashamed** that I could not play a major role in fixing what people of my own race caused.*
- *It was sobering to consider that **we as white people consider that we are the ones who must help Indigenous people over their grief and trauma**, when from an Indigenous viewpoint this appears as **arrogance** coming from a group least qualified to help in a spiritual and cultural sense.*

Responses after small group discussions – Week 5

- *I think I can definitely say that our group discussion of the first reading demonstrated a feeling as though we may not be able to help or do anything. **We all felt as though we were being attacked before even getting a chance to understand aspects of unresolved grief.***
- *It seems **there is still a feeling of wanting to look at these issues in a way that still puts us as the dominant culture at the centre of the issue**, instead of looking from the perspective of the people whose lives have been affected by the past. **Articles that make us feel better** like Rosemary's resonate more than articles that define areas where white culture should stand back and take a directed role from Indigenous People as to where they may be helpful, rather than taking centre stage in the healing process. Unless we are able to accept our limitations in this process I don't think we will be of much use*

- *The discussion about the [Koolmatrie] article was a bit difficult. **Classmates commented on the fact that they were feeling hurt about what was said in the first article – white people can't help.** It seemed, from my point of view, that people forgot about the focus of the article: that white man can't help to heal those from the stolen generations as 1) they don't understand it (cultural competence) and 2) this could damage the level of healing that the Indigenous person can achieve as well as making the whole process harder.*

Working through the issue as the weeks progressed

- *I felt that [Andy Day's] presentation inspired me further and allowed me to realise that **it is possible for 'white' psychologists to work with Indigenous people.***
- *After reading earlier articles **I was beginning to come to the conclusion that there may not be a role for white practitioners.** However, Vicary and Westerman's [study] found that they see an **important role for non- Indigenous practitioners***

Working through the issue as the weeks progressed

- *[Re Vicary and Westerman reading:] it may be useful and inspiring for the class to know that **what we are doing is significant and useful and important** as we learn that participants in the study did admit that those practitioners who were culturally competent in their service delivery were more likely to be successful in their work. This to me on a more positive note reinforces that **we can still make significant contributions even though we are non-Indigenous***

The Talking Stick – one strategy for dealing with discomfort

- Introduced partway through the course in 2009 after some students mentioned in their journals that they were afraid to say what they had heard other people say about Aboriginal people in case fellow students misconstrued their words as indicating that they themselves were racist

‘Talking Stick’ – guidelines for speakers

- Each person in turn to take the Talking Stick and say something about their feelings or other reactions about the ‘privilege’ discussion last week, or if they were not there to say something about the course in general
- Start by stating your name

‘Talking Stick’ – guidelines for speakers

- Speak for no more than 15-20 seconds, then pass the stick to the next person on the left
- The next person waits for about 10 sec before speaking
- Only the person with the Talking Stick will speak, the others remain silent

‘Talking Stick’ – guidelines for speakers

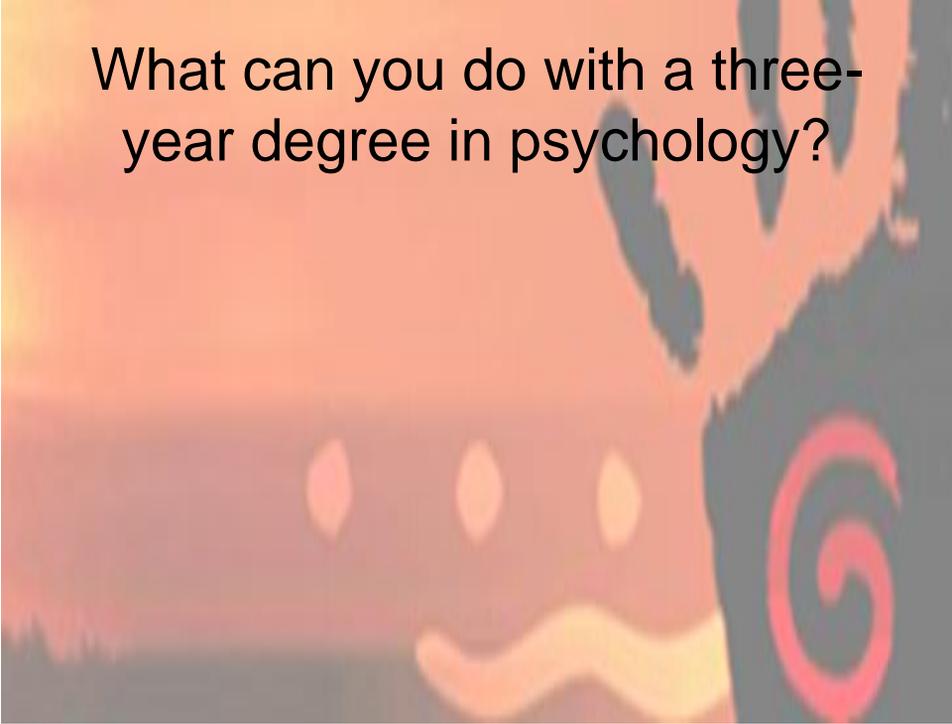
- It’s not a conversation or discussion
- It’s not a point-scoring exercise – don’t try to be clever or impress other people
- When you speak, try not to respond or react to what someone else has said, stick to your own thoughts and feelings
- It may be useful to start with “I felt/feel....” or “I thought/think.....”, but use whatever form of words you feel comfortable with

'Talking Stick' – guidelines for listeners

- Listen with deep respect to what the person is saying
- Do not make any judgement about what they say, and do not make any verbal response
- If one of the speakers gets upset, try not to react to that, let them feel what they feel

Results

- Took 45 minutes to get around the 45 students present
- Remarkably effective and moving
- In many cases, students reported that they really saw their fellow students for the first time
- Dramatic change in class dynamics subsequently – much freer, more open, more fun and more engaged discussions



What can you do with a three-year degree in psychology?



Examples of job opportunities in Indigenous contexts for three-year graduates

- Advertisements from *Koori Mail* Nov 2009



Cooktown District Community Centre

PO Box 763, Cooktown 4895
T: (07) 4069 6098 F: (07) 4069 6934

POSITIONS VACANT

We are seeking enthusiastic and suitably qualified applicants to work with the Indigenous Domestic & Family Violence Program within the Cooktown, Hope Vale, Wujal Wujal and Laura areas.

CHILDREN'S DOMESTIC & FAMILY VIOLENCE COUNSELLOR

Based in Cooktown this position will provide specialised counselling to victims of domestic and family violence. This new 3 year pilot program will also provide outreach services to the communities of Hope Vale, Wujal Wujal and Laura and aims to provide an early intervention and prevention counselling service in conjunction with the Children's Domestic & Family Violence Counsellor.

DOMESTIC VIOLENCE COUNSELLOR

Based in Cooktown this position will provide specialised counselling to children who have witnessed or been affected by domestic & family violence. This new 3 year pilot program will also provide outreach services to the communities of Hope Vale, Wujal Wujal and Laura and aims to provide an early intervention and prevention counselling service in conjunction with the Domestic Violence Counsellor.

Both of these positions are permanent full-time SACS level 6 and are funded by the Department of Communities.

For more information and a position description please contact: Alison Ward - Coordinator
Cooktown District Community Centre, 13 Charles St, PO Box 763, Cooktown. T: (07) 4069 6098
E: reception@cooktowndcc.org.au

Applications close: 5pm, Friday 23rd October 2009.

VIYAC

Victorian Indigenous Youth Advisory Council
A Strong Voice for Indigenous Youth

VICTORIAN INDIGENOUS YOUTH ADVISORY COUNCIL (VIYAC) VIYAC Project Officer

This is a 12 month position.

Full Time (38 hours pw) negotiable to 30.4 hours per week.
This role will be offered at a rate between 23.65 per hour to 25.72 per hour dependent on level of experience.

This position is located in the Melbourne CBD.

Aboriginal and Torres Strait Islander people are encouraged to apply. Aboriginal and Torres Strait Islander young people are also encouraged to apply.

This is an opportunity for a person with sound coordination and communication skills to support a network of Aboriginal and Torres Strait Islander young people to pursue their goals. Are you experienced in working with volunteers and key partners to achieve project outcomes? Are you able to balance multiple tasks and bring enthusiasm to a team?

VIYAC is a state-wide network of volunteer Indigenous young people who provide a voice to government and community on issues of importance to them. VIYAC has an auspice arrangement with the Youth Affairs Council of Victoria (YACVic). YACVic is the peak body for the Victorian young sector and the employer of this role. For further information about VIYAC visit www.viyac.org.au

Key Selection Criteria:

- Experience in or commitment to working with & in the Indigenous youth/Indigenous Community sector.
- Sound knowledge of Victorian Indigenous culture and community.
- Sound knowledge of issues facing Indigenous young people in Victoria.
- Experience in working with young people in particular ATSI young people.
- Sound ability to coordinate and work with volunteers and key partners.
- Sound communication skills, particularly the ability to advocate in a variety of settings.
- Highly developed interpersonal skills.
- Demonstrated organisational and report writing skills.
- Sound Computer skills.
- Experience in coordinating, running and hosting events.
- An ability to balance multiple tasks efficiently within a team environment.
- Enthusiasm and initiative.
- Confidence in public speaking.
- A strong commitment to social justice and working in the youth/community sector is desirable.

For a full position description and for any inquiries contact: Tim Kanoa VIYAC State Coordinator 9267 3788 or Jen Rose, Manager Policy and Projects YACVic on 9267 3722

Applications must address the Key Selection criteria in the Position Description.

Closing Date: 5pm Friday 13th of November, 2009.



Link-Up (QLD) Aboriginal Corporation exists to enhance the lives of Aboriginal and Torres Strait Islander people by reuniting those over the age of eighteen years who have experienced enforced separation from their families and communities through adoption, fostering, removal and institutionalisation.

Caseworker positions (Brisbane, Cairns)
Link Up caseworkers focus on reuniting Aboriginal and Torres Strait Islander adults with their families and communities. A major focus of the work involves coordinating the validation, research, tracing, support, reunion and administration elements of the link up process.

Counsellor position (Brisbane)
Link Up counsellors provide a range of counselling and social and emotional wellbeing supports for clients at all stages of the tracing and reunion process, as required by and agreed with the client.

Administration Officer position (Brisbane)
An administrative person is required to providing timely administrative support services to Link Up staff to assist in the provision of quality services to clients and the efficient running of the organisation.

To apply: Position descriptions including salary rates and essential criteria for each position can be accessed via the website <http://www.link-up.qld.org.au/notice.html#employ>
All applicants must address the selection criteria and return it with a CV by **5.00pm Thursday 5th November 2009**.

Preferably email your applications to:
mangeles@qld.link-up.org.au or post to:
ATTN: Mick Angeles
PO Box 5487 West End, Brisbane Q 4101 or
If you have any queries please call Mick Angeles on (07) 3255 0855 or FREECALL 1800 200 855.
Aboriginal and Torres Strait Islander people are encouraged to apply.

LOVE YOUR WORK

DANDENONG & DISTRICT ABORIGINES CO-OPERATIVE LTD
Incorporating Bunurong Health Service
Exciting Job Opportunities

The Dandenong and District Aborigines Co-Operative provides culturally sensitive community services to Aboriginal & Torres Strait Islander clients in the Dandenong, Hastings and Mornington Peninsula districts. Interested persons and Aboriginal and Torres Strait Islander people are encouraged to apply for the following position.

**STOLEN GENERATION
SUPPORT WORKER**
3 Days per Week

A position is available to work with Aboriginal & Torres Strait clients from the Stolen Generation.

The applicant will be required to provide support to clients, have a strong knowledge of the Government reports on the Stolen Generation and work with other support agencies.

This position requires excellent communication and computer skills. Remuneration as per SACS Vic Award 2000 CDW Class 11(a).

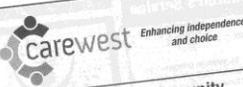
YOUTH SUPPORT WORKER
3 Days per Week

The Youth Worker is responsible for the delivery of support services for our Aboriginal youth. The main aims of this position are to reduce contact with the criminal justice system and improve educational outcomes. The applicant must have demonstrated effective casework, case management and group work skills, have the capacity to relate to young people and an understanding of issues confronting Aboriginal youth. Remuneration as per SACS Award, Qualified Youth Worker.

Detailed job descriptions, selection criteria and general enquiries for these positions are available from Andrew Gardiner or Robyn Evans at the Co-Operative on (03) 9794 5973

Written applications must address the selection criteria and include the name and address of two referees. All applications must be marked 'Confidential' and forwarded by close of business **Friday 30th October 2009** to:

Mr Andrew Gardiner, C.E.O.
Dandenong and District Aborigines Co-Operative Limited
P.O. Box 683 Dandenong Victoria 3175



Coordinator - Community Support Service

Full Time Based in Parkes
CareWest will soon be offering its Community Support Service to Aboriginal Communities in the areas of Parkes, Forbes and Conobolin.

We are seeking an Aboriginal Coordinator who has established community networks; preferably with tertiary qualifications in Health or Welfare and who is able to work and/or experience in Health or Welfare and who is able to work both independently and as part of a team.

Your role will be to act as the contact point for client assessment and referral for Aboriginal Community members, enhancing the opportunity for access to direct services. To be successful in this role you will have demonstrated experience in linking clients with a broad range of welfare and support services relevant to their needs.

Ideally you will have a **knowledge and understanding of Aboriginal social, cultural and economic issues** and awareness of approaches to address these issues and experience in working with Aboriginal people and families.

Your ability to work collaboratively with external stakeholders and service providers to ensure service accessibility for clients, to review, maintain and develop professional networks and the ability to problem solve is critical to this position.

If you would like to discuss this position please contact Sue Herbertson on 02 6391 2400

Applications close 4 September 2009

Applications must address the selection criteria listed in the position description. Information packages, including position descriptions, are available by phoning Kay Davis on 6361 9012 or emailing Kay.Davis@cw.org.au

Written applications to:
HR Officer
CareWest Inc.
PO Box 2590
ORANGE 2800



Konnect Program:

Aboriginal Intensive Support and Case Management Worker

Konnect is a recently funded Department of Justice Program which provides intensive support and assistance to young Aboriginal people aged 18-35 who have been incarcerated in the adult correctional system and are about to re-enter the community.

The objectives of this program are to assist Aboriginal young people with all aspects of successful integration into their community, through linking the young people into Aboriginal services and support systems.

Konnect aims to maintain and respect cultural values of indigenous communities in custody, helping individuals make safe and supported transitions back to family.

This program will play a significant role in promoting the organisation's commitment to effectively engaging with marginalised Aboriginal young people, particularly those with drug and alcohol and other health needs.

We are seeking a qualified worker with experience in providing services to Aboriginal young people and who have strong links to Aboriginal services and communities.

Aboriginal and Torres Strait Islanders are encouraged to apply

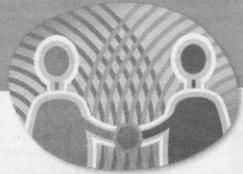
Salary range - \$45,000 - \$49,000
Attractive salary packaging is available

A position description is available on our website www.jsa.org.au, by contacting 0367-1233 or email alan.quinlan@jsa.org.au

Written applications must directly address Key Selection Criteria, include a minimum of 3 referees and should be forwarded to: **Tony Hayes, Manager, Brosevan Youth Services**
PO Box 284, Brunswick, Vic. 3056
Email: tony.hayes@jsa.org.au
Applications close: COB Wednesday 9th September 2009

Aboriginal Community Development Officer

- Parramatta location
- Permanent full-time position
- Excellent salary packaging



Would you like to make a real difference to vulnerable communities?

In this role you will be responsible for increasing the participation of Indigenous clients and volunteers through community consultation and engagement.

To be successful in this role you will possess highly developed organisational, administrative and networking skills, an understanding of cross cultural issues and the ability to establish and maintain relationships with Indigenous communities.

Previous experience in the community sector or recruiting and training volunteers could see this position being attractive to you.

If you are passionate about improving the lives of vulnerable people and would like to find out more please visit our careers page at:

www.redcross.org.au

Aboriginal and Torres Strait Islander people are encouraged to apply.
Applications close 9am on 19th October 2009.



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NSW Health Service: employer of choice



**CENTRAL AUSTRALIAN ABORIGINAL
ALCOHOL PROGRAMMES UNIT (CAAAPU)
CENTRAL AUSTRALIAN
ABORIGINAL ALCOHOL
PROGRAM UNIT
TREATMENT MANAGER**

The CAAAPU Treatment Manager is responsible for the delivery of quality residential rehabilitation, treatment services and educational programs to the highest standard, for CAAAPU clients with Alcohol and other drug related illnesses.

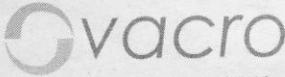
The Treatment Manager will play a key role in researching, planning, co-ordinating and managing the delivery of treatment programs; will direct and lead a team of health professionals and counsellors, and will strive to build a safe and effective healing place that equips Aboriginal peoples with the tools to lead healthy, sober and productive lifestyles. The Treatment Manager will work closely with the Deputy Chief Executive Officer, and the Chief Executive Officer.

Sober habits and satisfactory Police checks are among the conditions of employment for all successful applicants.

To be considered for interview, applicants must address all the selection criteria for this position. Copies of the Selection Criteria can be obtained by telephoning the CAAAPU Office (08) 8955 5336 or by email request to: krystal.perkins@caaaapu.org.au

Applications Close on Friday 7th August 2009 and must be made in writing to the Manager, Office Administration, CAAAPU PO Box 8695, Alice Springs NT 0871 or by email to krystal.perkins@caaaapu.org.au

CAAAPU is an equal opportunity employer.
Aboriginal people are strongly encouraged to apply for this position.



Established 1872

VACRO is seeking a suitably qualified or experienced person for the full-time, fixed term position of

Case Manager - Aboriginal Intensive Support

The successful applicant will be involved in the delivery of intensive case management, in collaboration with Aboriginal organisations and services, to assist in the successful reintegration back into the community of Aboriginal men and women with multiple and complex needs who are about to exit prison.

The right person for this position will have a very strong background in case management along with significant experience in working with Aboriginal people, knowledge of Aboriginal service providers and extensive cultural competency. A current driver's license, a Police Record Check and Working with Children Permit will be required.

Visit www.vacro.org.au for a position description and applicant information.

**Applications close:
19 October 2009**

Community services offer many opportunities for health professionals who want to be part of making a difference.

MAKING A DIFFERENCE TO THE LIVES OF YOUNG PEOPLE

NT Families and Children (NTFC) are seeking suitably qualified staff that are committed to the principles of exemplary practice in protecting children, strengthening families and empowering communities. The roles provide a unique opportunity to expand your horizons, be challenged and develop skills in a cross-cultural context.

CHILD PROTECTION

TEAM LEADERS

Professional 2 (\$66,100 - \$80,137) (Employment package valued in the vicinity of \$92,000)

This includes market allowance, professional allowance, superannation, 6 weeks recreation leave and annual leave bonus NT Families and Children - Various locations including Katherine & Alice Springs Several Permanent and Temporary vacancies are available

Supervise and lead a team of professional staff in the delivery of statutory and non-statutory welfare services to individuals, groups and communities.

Quote vacancy number: 2778

MOBILE ADVANCED PRACTITIONERS

Professional 2 (\$66,100 - \$80,137) (Employment package valued in the vicinity of \$84,000)

This includes professional allowance, superannation, 6 weeks recreation leave and annual leave bonus

NT Families and Children - Darwin Several Permanent positions are available

The Mobile Child Protection Team is based in Darwin, but works across the whole of the Northern Territory to conduct child protection investigations.

Quote vacancy number: 26927

We want to hear from you if you:

- Have a commitment to working in a cross cultural context
- Have a commitment to ongoing reflective practice and professional development
- Enjoy working in a multi disciplinary environment

CHILD PROTECTION PRACTITIONERS

Professional 1 (\$51,680-\$63,754) (Employment package valued in the vicinity of \$59,000)

Professional 2 (\$66,100 - \$80,137) (Employment package valued in the vicinity of \$84,000)

This includes professional allowance, superannation, 6 weeks recreation leave and annual leave bonus

NT Families and Children - Various locations

Several Permanent and Temporary vacancies are available

We are seeking Child Protection Practitioners with a degree level qualification in Social Work, Psychology or Community Welfare Studies or equivalent who are dedicated to providing excellent child protection practice. Several permanent and temporary positions are available in various locations including Darwin, Darwin Remote, Alice Springs, Katherine and the Child Abuse Taskforce. Selection will be made at the P1 or P2 level depending on the experience of the successful applicant.

Quote vacancy number: 2384

OUT OF HOME CARE

TEAM LEADER - PLACEMENT SUPPORT

Professional 2 (\$66,100 - \$80,137) (Employment package valued in the vicinity of \$92,000)

This includes market allowance, professional allowance, superannation, 6 weeks recreation leave and annual leave bonus NT Families and Children - Darwin Permanent

Provide direct supervision to the Regional Placement Support Team and be involved in the day to day management of foster care placements, carer registration and training.

Quote vacancy number: 2347

MANAGER/SENIOR CLINICIAN - THERAPEUTIC SERVICES

Professional 3 (\$83,450 - \$87,916) (Employment package valued in the vicinity of \$108,000)

This includes market allowance, professional allowance, superannation, 6 weeks recreation leave and annual leave bonus

NT Families and Children - Darwin Permanent

Manage and deliver integrated specialist assessment and therapeutic interventions within NTFC. Provide leadership in the development of relevant research, practice development, training and service system improvement.

Quote vacancy number: 27521

CLINICIAN - THERAPEUTIC SERVICES

Professional 2 (\$66,100 - \$80,137) (Employment package valued in the vicinity of \$84,000)

This includes professional allowance, superannation, 6 weeks recreation leave and annual leave bonus

NT Families and Children - Darwin & Alice Springs 4 Permanent vacancies are available

Deliver integrated specialist assessment and therapeutic interventions with children and their families, aimed at reducing the impact of trauma associated with child abuse and neglect.

Quote vacancy number: 27523

Visit <http://ApplyNow.com.au/Job14224> or call 1300 366 373 if you have questions.

EMPLOYMENT OFFICE ApplyNow.com.au/Job13891 Apply Online or Call 1300 366 373

PORMPUR PAANTH ABORIGINAL CORPORATION

Pormpur Paanth is an Aboriginal Community organisation providing a range of community development and family wellbeing services to residents of Pormpur in Queensland's Western Cape York Peninsula. Apart from our specialist services: Women's Shelter, Child Care, Healing Centre, Counselling Services and Local Justice Group, we now have implemented a Family Reconciliation Centre, Alcohol Family Wellbeing Centre in our community. Pormpur Paanth is seeking highly motivated staff to strengthen our Counselling and Group facilitation services at the Rehabilitation Centre (RCC).

Position: 1 x Fulltime counsellor

\$73,369.00 (Inclusive of all awards and superannation)

Responsibilities: The drug and alcohol (DA) counsellor will be responsible for two components of work: 1. ACO Counselling and program delivery at Pormpur during the 10 week program for resident families. This includes being on site and working as part of a team on roster across all aspects of the residential program. 2. Providing individual counselling and group AOD programs to residential families, with a focus on: 1. Assessment, program, planning, preparation and orientating families to care, during and after placement. 2. Experience Required: Group facilitation skills a must; relevant experience in counselling and program delivery. 3. Accommodation: Program with travel provisions. 4. For Position Details visit www.pormpurpaanth.com.au or contact: Lita Plunkett, HR & Admin, Pormpur Family Wellbeing Centre, PO Box 40084173, Queensland, Australia. Closing Date: Monday 28 October 2009

ABORIGINAL HEALTH WORKER - IN HOME SUPPORT

Full Time

The Victorian Aboriginal Health Worker in Home Support is responsible for the implementation of culturally appropriate services to children and their families in the home. This position will work as part of a team with the Manager of Child Health Nurse - In Home Support, in the delivery of services to their region with projects:

1. Assessment and identification of children, health development and opportunities of the youth and caregivers of children and their families.
2. Guidance to Aboriginal Health Worker or carers or the carer to undertake further training and education.
3. Conduct initial and return communication skills and the ability to communicate effectively with young children, their parents, carers and the Aboriginal community.
4. Aboriginal community: develop health promotion program and materials.
5. An understanding and commitment to Aboriginal culture.
6. Good language skills.
7. Current Victorian Driver's License

Salary Packaging available.

You do the Job, You Get the Car and Fuel. (Discounted car and fuel costs from about the position please contact Susan Hedges on 03 9419 2000. Closing Date: 06th October 2009

Applicants should address the selection criteria and meet full details of the position on the enclosed information sheet.

Ms Rod Jackson, CEO, Victorian Aboriginal Health Worker, 186 New South Street, Brisbane 4000

CatholicCare NT

A Social Service Agency of the Catholic Diocese of Darwin.

CatholicCare NT is a provider of family support and drug/alcohol services in the NT. CatholicCare has offices in Darwin, Palmerston, Katherine, Tennant Creek, Alice Springs, Wuyale and Ngaliu. We are seeking expressions of interest for the following opportunities:

Professional Counsellors
Tennant Creek & Alice Springs

Do you have a willingness to make a difference in remote areas of the Northern Territory and experience diversity?

Client Service Coordinators

Senior Roles - Katherine & Darwin

For a detailed list of opportunities please refer to our website www.catholiccare.nt.gov.au

Lita Plunkett, Phone: (08) 8944 2039
Human Resources Coordinator
lita.plunkett@catholiccare.nt.gov.au

The advantage you to discuss the nature of the positions before applying. Please note accommodation is not provided since you will need to consider when applying.

Queensland Government

Senior Policy Officer (advised)

Natural Resource Management Policy

Temporary for 12 Months. Identified - Applicants must identify as being of Aboriginal or Torres Strait Islander descent

Employment and Resource Management

Salary: \$72,515 - \$77,384 p.a.

Location: Cairns

Key Duties: The delivery of culturally appropriate casework with remote drug services, facilitation of the Young Person's positive progression through the stages of custody and assistance in the avoidance of further offending.

Skills/Attributes: Excellent skills in organisational, supervisory and communication within a team environment.

Enquiries: 07 3406 7075

Closing Date: Monday 26 October 2009

Smart Jobs in Queensland
To view position descriptions, apply and see more jobs visit www.jobs.qld.gov.au

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Queensland Government

Senior Policy Officer (advised)

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Key Duties: The delivery of culturally appropriate casework with remote drug services, facilitation of the Young Person's positive progression through the stages of custody and assistance in the avoidance of further offending.

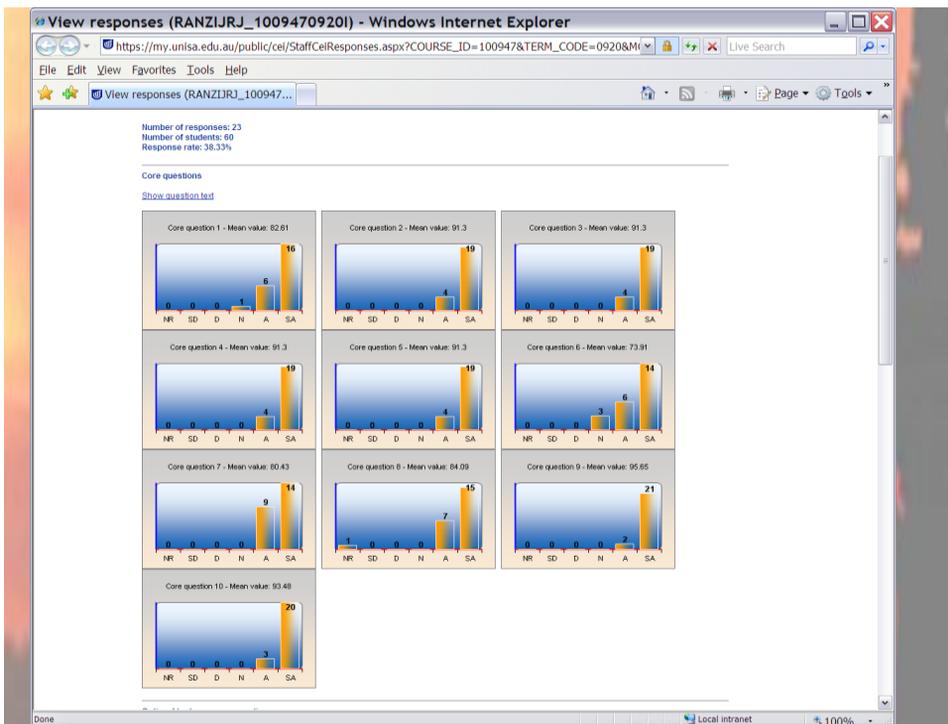
Skills/Attributes: Excellent skills in organisational, supervisory and communication within a team environment.

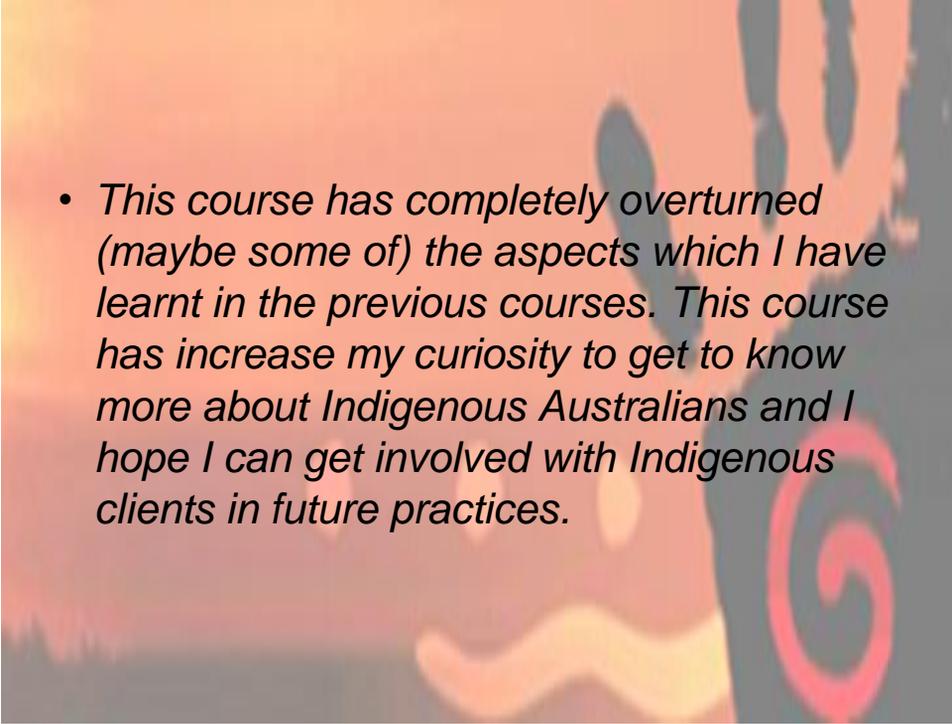
Enquiries: 07 3406 7075

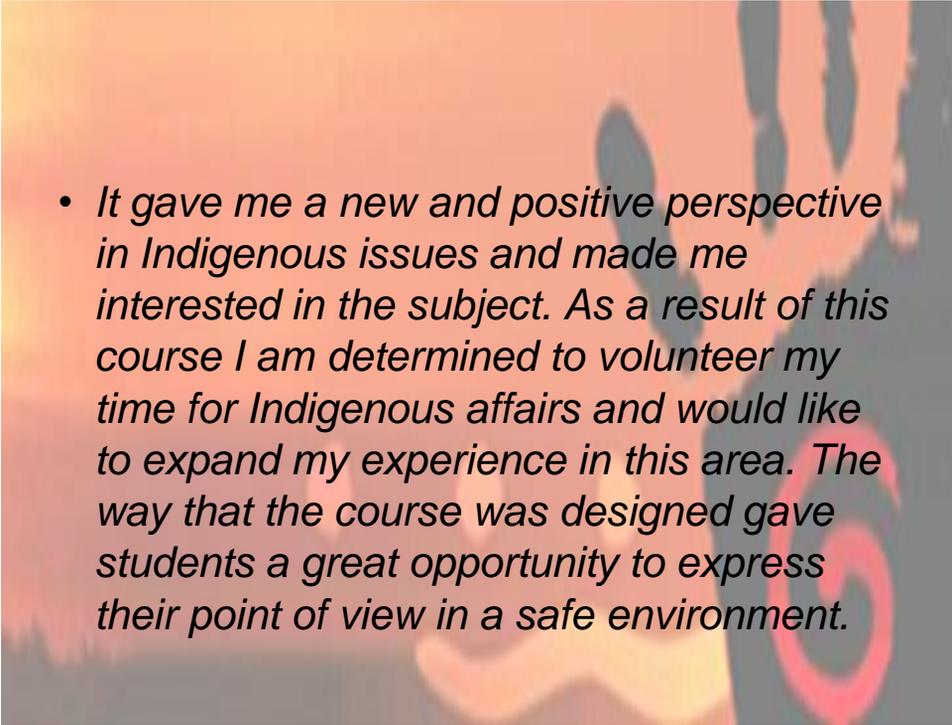
Closing Date: Monday 26 October 2009

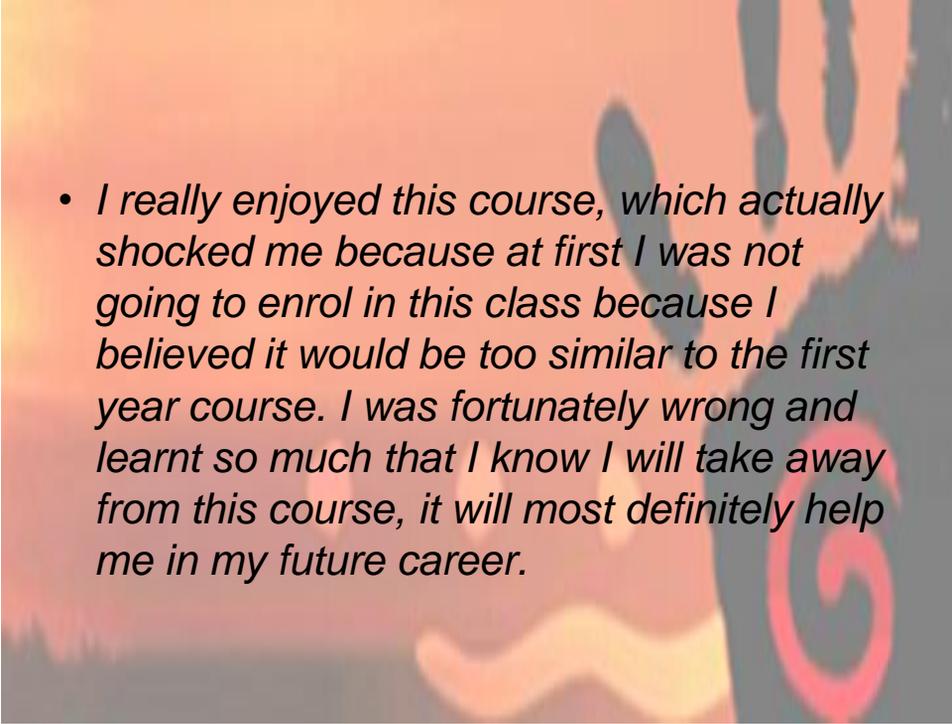
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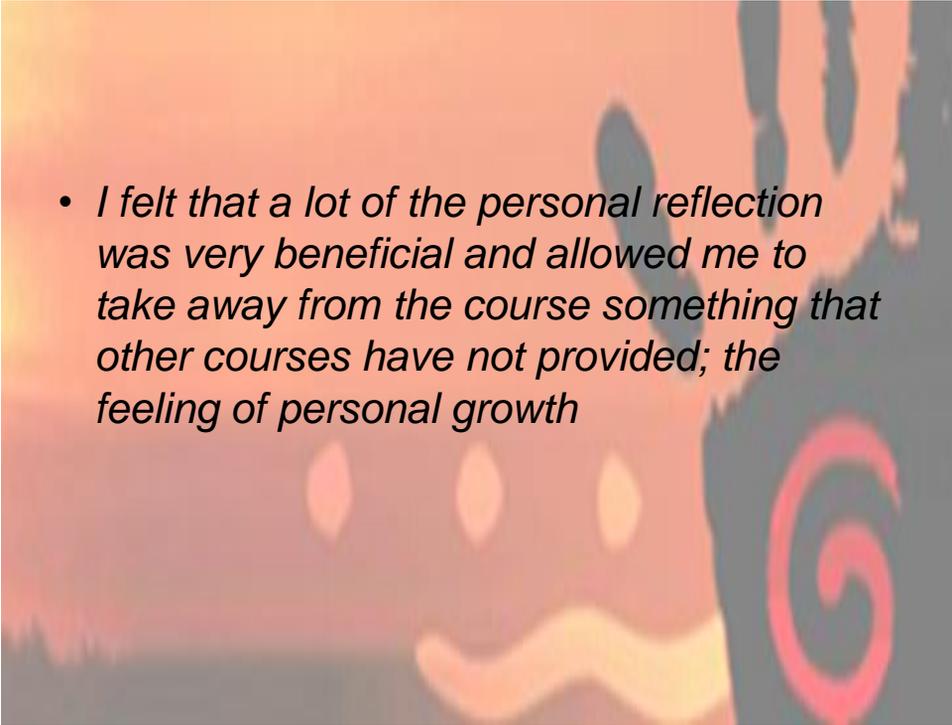
Examples of student feedback 2009



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- *This course has completely overturned (maybe some of) the aspects which I have learnt in the previous courses. This course has increase my curiosity to get to know more about Indigenous Australians and I hope I can get involved with Indigenous clients in future practices.*

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- *It gave me a new and positive perspective in Indigenous issues and made me interested in the subject. As a result of this course I am determined to volunteer my time for Indigenous affairs and would like to expand my experience in this area. The way that the course was designed gave students a great opportunity to express their point of view in a safe environment.*

- 
- *I really enjoyed this course, which actually shocked me because at first I was not going to enrol in this class because I believed it would be too similar to the first year course. I was fortunately wrong and learnt so much that I know I will take away from this course, it will most definitely help me in my future career.*

- 
- *I felt that a lot of the personal reflection was very beneficial and allowed me to take away from the course something that other courses have not provided; the feeling of personal growth*

Some of the challenges for the future

- Long-term sustainability – teaching staff and resourcing
- Threats from ‘internationalisation’ and even from ‘cultural competence’ (“What about all the other cultures in Australia?”)
- ‘There’s not enough room’ in an already crowded curriculum (this is a myth, actually)

Final thoughts

- It’s hard work, challenging, and extremely rewarding
- Courses such as these address all of the Graduate Attributes and help to prepare three-year graduates for a large range of rewarding careers