



2015

ANNUAL REPORT

TRANBY
National Indigenous Adult
Education & Training



TRANBY

NATIONAL INDIGENOUS ADULT
EDUCATION & TRAINING

SINCE 1957

ACKNOWLEDGEMENT

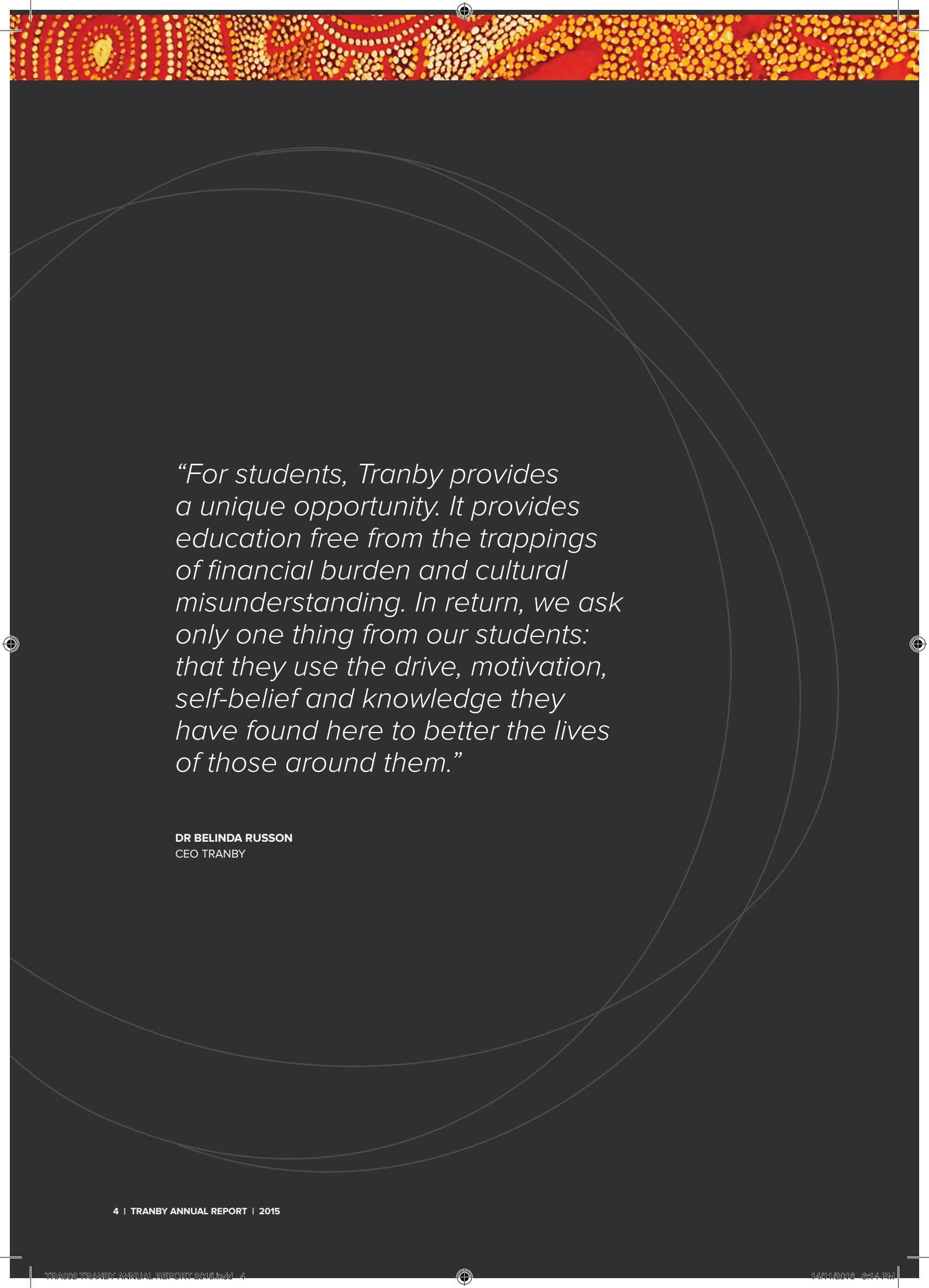
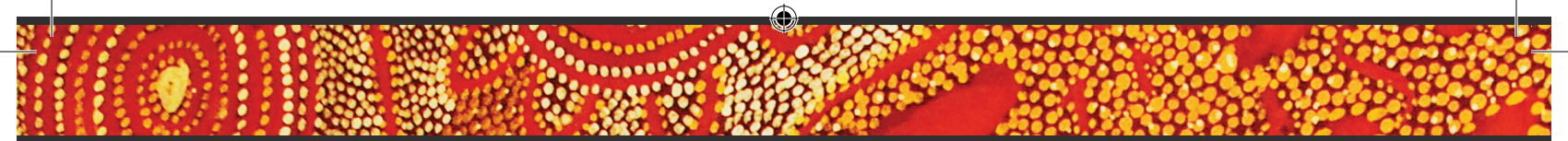
*Tranby National Indigenous Adult Education & Training
would like to acknowledge the traditional owners
of country throughout Australia and their continuing
connection to land, waters and community.*

*We pay our respects to them and their cultures, and to
Elders both past and present.*

*We also acknowledge the Gadigal people of the
Eora nation as the custodians of the land on which our
Glebe campus is situated.*

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“For students, Tranby provides a unique opportunity. It provides education free from the trappings of financial burden and cultural misunderstanding. In return, we ask only one thing from our students: that they use the drive, motivation, self-belief and knowledge they have found here to better the lives of those around them.”

DR BELINDA RUSSON
CEO TRANBY



DR BELINDA RUSSON

ABOUT

Belinda is a passionate education activist making her an ideal ambassador for Tranby. Her professional association with Tranby commenced in 2004 when she started out as a guest lecturer and researcher. She then went on to become the Program Manager of the National Indigenous Legal Advocacy Program.

Belinda's entrepreneurial drive and talent created the pathway for a successful transition to CEO in 2013. She is courageously taking Tranby from strength to strength, leading a dedicated team that is inspired by her vision.

In addition to her role of CEO, Belinda is a qualified solicitor with over 15 years' experience in the community justice sector and continues to be actively involved in Aboriginal community life. A Churchill Fellowship in 2013 enabled Belinda to travel to Norway, Canada and the USA to examine innovative and holistic approaches to Indigenous education. Looking to improve enrolment rates, increase student attendance, engagement and retention for Indigenous adults, Belinda and her team are actively creating opportunities and striving with great determination to achieve optimum results in all these facets for Tranby staff, students, critical partnerships with other Aboriginal organisations and the community at large.

CHIEF EXECUTIVE OFFICER'S REPORT

This has been a year of funding challenges and achievements at Tranby, and as we reflect on where we've ended up as 2015 draws to a close we can be proud because Tranby is thriving. Our year in review section talks about some of our amazing highlights and also the loss of Tranby's first Indigenous Chief Executive Officer (CEO) Kevin 'Cookie' Cook. Vale Cookie.

This year we developed a partnership with the University of Sydney and will be launching our Indigenous pre-law program to give legal studies graduates entry into the Sydney University law program. Federal government international student mobility grants allowed students to take study tours to Cambodia and the Cook Islands. We held a series of NAIDOC youth leadership events that encouraged Indigenous high school children to aspire to be leaders in their communities. We have also been looking at more opportunities to provide us with financial independence and secure our future, which will allow us to operate for another 58 years on our own terms.

Through Tranby's commitment to adult education and cultural empowerment, we act as a building block in terms of schooling and governance and leadership, contributing directly to the Closing the Gap objective to halve the gap in employment outcomes between Indigenous and non-Indigenous Australians. Tranby's role in Closing the Gap is important because students attend from metropolitan, regional and remote areas across Australia and the Torres Strait Islands. Some have had limited formal secondary education or are taking on post-secondary studies for the first time, while others are re-entering the education system after a long absence.

For students, Tranby provides a unique opportunity. It provides education free from the trappings of financial burden and cultural misunderstanding. In return, we ask only one thing from our students: that they use the drive, motivation, self-belief and knowledge they have found here to better the lives of those around them.

So thank you for your support of the newly rebranded Tranby National Indigenous Adult Education & Training this year. I hope that our relationship with you will continue to grow during the exciting year ahead.

DR BELINDA RUSSON



KRISTY MASELLA

CHAIRPERSON'S REPORT

It has been wonderful to see Tranby's success in 2015. At the close of this exciting, and at times challenging year, I am proud to celebrate Tranby's many achievements. The unique ways in which Tranby teaches and engages with students has always been the organisation's greatest quality. Student testimonials and retention rates prove this.

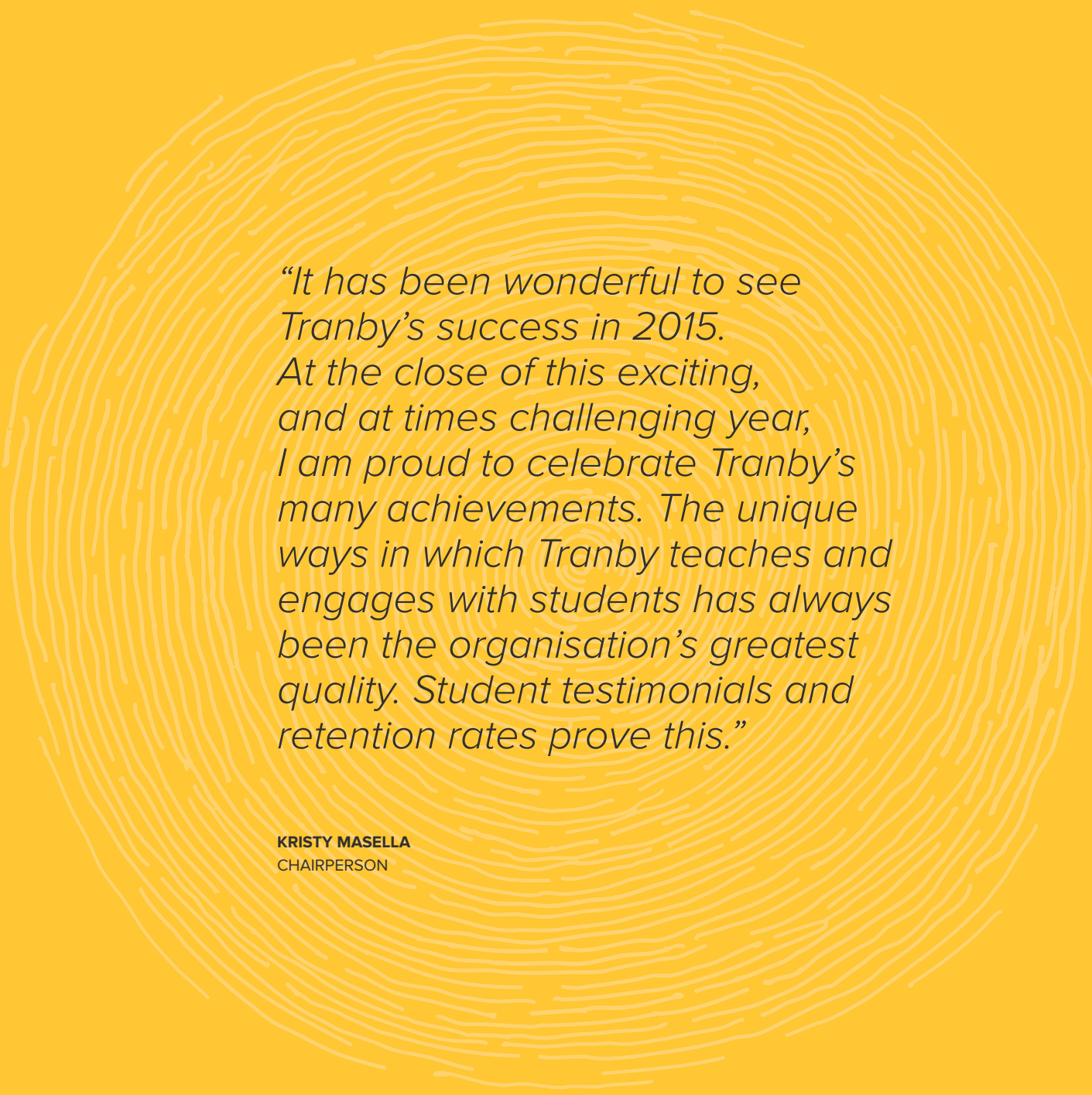
This year, Tranby has also demonstrated that it is a dynamic and creative organisation. Tranby, with community and Board support, has successfully adapted to changing economic, social and political structures through an exciting relaunch. In doing so, Tranby has remained relevant in the Indigenous VET education sector and proved that we are a progressive organisation that can adapt and embrace change without compromising our cultural integrity or history. As a board, we are also continuously attempting to improve our governance with ongoing governance training for members at all meetings.

There is little doubt that Tranby will face some challenges as we look to the future. These include our reliance on external funding, particularly from the Indigenous Advancement Strategy, and competition from other registered training organisations.

While Tranby faces obstacles in improving our ability to become financially self-sufficient, as Chairperson, I am reassured by Dr Russon and the Tranby team's dedication to seeking out new government grants and exciting partnerships to help alleviate these external pressures. Certainly many of Tranby's achievements this year are owed to Dr Russon and her team's compliance and contract management.

I would also like to take this opportunity to thank our board of directors. The board is made up of incredibly genuine and passionate people who volunteer their time to help Tranby achieve its goals. I am optimistic about what the future holds for Tranby and, along with the board, look forward to continually supporting this dynamic organisation.

KRISTY MASELLA



“It has been wonderful to see Tranby’s success in 2015. At the close of this exciting, and at times challenging year, I am proud to celebrate Tranby’s many achievements. The unique ways in which Tranby teaches and engages with students has always been the organisation’s greatest quality. Student testimonials and retention rates prove this.”

KRISTY MASELLA
CHAIRPERSON

ABOUT TRANBY

ESTABLISHED IN
1957, TRANBY IS
AUSTRALIA'S OLDEST
NOT-FOR-PROFIT
INDEPENDENT
INDIGENOUS
EDUCATION
PROVIDER

Established in 1957, Tranby National Indigenous Adult Education and Training ('Tranby') is Australia's oldest not-for-profit independent Indigenous education provider. Located in Glebe, Sydney, the organisation is a function of the Co-operative for Aborigines Limited and has been a pioneer in Aboriginal and Torres Strait Islander adult education, training, and social action for decades.

Tranby, as a nationally registered training organisation, offers units of competency, full VET qualifications and non-accredited skill development initiatives to Indigenous adults from across Australia.

Courses at Tranby have changed over time from trade-based skills to governance and legal advocacy. Most importantly, Tranby offers these qualifications in a unique, culturally supportive environment. Thousands of students have graduated from this iconic Indigenous organisation and returned to their communities empowered with newfound skills and a drive for excellence and self-determination.



**To be a recognised place of
learning for Indigenous people
and provide a lasting impact on
the communities we serve.**



*We are committed to ensuring
that low cost education will continue to
be provided to all Indigenous students.
We strive to maintain a welcoming and
inclusive environment where learning
styles are reflective of traditional
indigenous techniques.*



EDUCATE

What we do

TRANBY OFFERS COURSES THAT ARE NATIONALLY RECOGNISED UNITS OF COMPETENCY FROM THE AUSTRALIAN QUALITY FRAMEWORK, AS WELL AS NON-ACCREDITED SKILL DEVELOPMENT PROGRAMS.



All courses are tailored to meet the specific needs of Indigenous individuals and organisations, and offer a unique learning experience distinct from other educational providers.

The courses offered at Tranby provide students with the skills and knowledge relevant to practical application when they return to their communities and workplaces. They also provide students with the confidence to seek employment or further advance their careers.

Courses are delivered in a block release mode. This means courses are broken down into clusters of a few (usually three) related units of study and delivered over one week block time. Depending on the course and content to be covered, blocks are organised five to eight times a year.

During each block our Program Managers and guest speakers deliver the set content in small classes providing students the opportunity to discuss the content with their classmates and Program Managers. Some assessments will be completed during the block. In between blocks, students are expected to complete the remaining assessments before returning for the next block. Some of these assessments require students to log into their online learning portal. All assessments are competency based.

Program Managers at Tranby have the capacity to write course material to be delivered in line with regulations set out by the Australian Qualifications and Skills Authority (ASQA), and to purchase off-the-shelf learning modules from education content providers that can be tailored to meet specific stakeholder requirements. Tranby staff members have vast experience working to adapt content to be culturally appropriate, as well as ensuring it is compliant.

ACHIEVE

How we do it differently

AT TRANBY, MOST OF OUR STAFF AND BOARD MEMBERS EITHER IDENTIFY AS INDIGENOUS OR HAVE EXPERIENCE WORKING WITH INDIGENOUS COMMUNITIES.

As a result, knowledge and understanding of culture, way of life and tradition is ingrained in everything we do. By combining this understanding with thorough assessment and delivery practices, we ensure our students achieve academic excellence in their studies.

Our campus is located in Glebe, just 15 minutes from the CBD and close to regular public transport, shops and cafes. As Tranby is located in the suburban streets, it also creates a safe and private space for our students to realise their potential.

It is not uncommon for students to say they feel like they are walking into someone's home when they return to Tranby for their block study.

Our class sizes are capped to ensure all students are given the attention they deserve to learn and grow.

OUR PURPOSE-BUILT 'CAMP FIRE' STYLE CLASSROOMS FACILITATE SHARING OF KNOWLEDGE AND STORIES IN AN ENGAGING WAY THAT ENHANCES LEARNING. OUR BLOCK RELEASE COURSE DELIVERY STRUCTURE ALLOWS MANY PARTICIPANTS TO MAINTAIN FULL-TIME WORK WHILE UNDERTAKING THEIR COURSE.

Tranby provides travel and logistics support services to students who are required to travel large distances to the Glebe campus.



2015 GRADUATES OF DIPLOMA OF ABORIGINAL & TORRES STRAIT ISLANDER LEGAL ADVOCACY

EMPOWER

The outcomes



- 1 Empowered students create empowered communities
- 2 Gaining knowledge, skills and personal awareness results in empowered choices for students and their communities
- 3 Tranby is committed to advocating on Indigenous issues and ensuring we have an educational system that is accessible, relevant and of the highest quality
- 4 We recognise the big step that our students take to study as an adult, and acknowledge the challenge of juggling personal, family and community commitments
- 5 We strive for educational excellence so that we can meet the expectations of our students and ensure they receive the very best opportunity to reach their goals



OUR STRUCTURE



MEMBERS OF
CO-OPERATIVE
FOR ABORGINES

BOARD OF DIRECTORS

KRISTY
MASELLA
Chairperson

KIM
NADEN

KATRIINA
HEIKKANEN

JANELLE
CLARKE

JAIMES
ADLINGTON

IVAN
SIMON

GUY
JONES

GLENN
HANNAH

CEO

DR BELINDA RUSSON

PROGRAM MANAGER

Governance/Community
Development

ANNE KIRKPATRICK (F/T)

PROGRAM MANAGER

Aboriginal
Studies

DION BARNETT (P/T)

PROGRAM MANAGER

Legal
Advocacy

BLAKE CANSDALE (P/T)

PROGRAM MANAGER

Legal
Advocacy

JANNALI JONES (P/T)

PROGRAM MANAGER

Legal
Advocacy

PEARL BEAUMONT (P/T)

HEAD OF STUDENT SUPPORT

KIM NADEN (F/T)

RECEPTIONIST/ ENROLMENT OFFICER

RAYLENE CARROLL (F/T)

ADMINISTRATIVE OFFICER

MARY MUMBULLA (CASUAL)

RECEPTIONIST

KEELI KUPU (CASUAL)

VOLUNTEERS

INTERNS

FINANCE MANAGER

ARNA WALKER (P/T CONSULTANT)

COMPLIANCE OFFICER

ELEESA COLLIS (P/T CONSULTANT)

HUMAN RESOURCES MANAGER

MAGDA KHALIL (P/T CONSULTANT)

LIBRARIAN

ROANNA OVENDEN (VOLUNTEER)

PROJECT COORDINATOR

ANNA YIP (P/T CONSULTANT)

RESEARCH COORDINATOR

VARSHA PREMKUMAR (CASUAL)



OUR GOVERNANCE

CO-OPERATIVE FOR ABORIGINES LTD (TRANBY)

The Co-operative for Aborigines Ltd (Tranby) is a registered Co-operative. In line with the Co-operatives (Adoption of National Law) Act, each board director is appointed by majority vote of members of the Co-operative.

Directors are elected for a two-year term at the Annual General Meeting. In line with the principles of consistency in governance, only half of the total board membership is vacant each year.

Nominating board members must demonstrate to members of the Co-operative the legitimacy of their candidacy, their interest in Tranby and how they will act to support all aspects of the organisation.

BOARD MEMBERS



KRISTY MASELLA
CHAIRPERSON

Kristy Masella is a Murri from Rockhampton, Dharumbal country in central Queensland.

She has worked in Aboriginal affairs at the local, regional and state level for more than 25 years across many portfolios in New South Wales, Queensland and the Northern Territory. She is the CEO of the national Indigenous recruitment and training company AES. Prior to this role she was the head of Social Justice for Aboriginal Affairs New South Wales.

Kristy is a former CEO of Tranby Aboriginal College (2010/11) – a highlight in her career. She has been an active member of the Tranby board of directors since 2009 and is currently our Chairperson.

Kristy studied journalism at the University of Queensland and has been presented with a number of prestigious awards in her career, including the National Trust Print Media Commendation Award and the Australian Society of Archivists Mander Jones

Kristy received an award for her work as co-author of *Connecting Kin*. She holds a Masters in Human Rights Law and Policy at the University of New South Wales specialising in Indigenous rights.

BOARD MEMBERS (Continued)

Kristy is the Chairperson of Wunanbiri Incorporated, one of the most successful independent Aboriginal community preschools in New South Wales. She is a former Co-chair of the New South Wales Reconciliation Council. With extensive experience in senior management across many government and community organisations, Kristy has been a role model for others, juggling family, work and community priorities across a depth and breadth of areas.

Kristy has held positions in media, communications, education, policy and program development, community development, business strategy and performance review. She has also worked as a journalist and a producer of short films.

Both professionally and personally, Kristy has played a key role in:

- *The establishment of the Community Council for the National Centre of Cultural Competency (Sydney University)*
- *The Review of the Aboriginal Land Rights Act*
- *The Review of the New South Wales Aboriginal Education Policy and the development of the New South Wales Aboriginal Education and Training Policy*
- *The building of true partnerships between community and government that deliver tangible outcomes for community and place community around the decision-making table*

- *The development of the Queensland Government's Report to the Human Rights and Equal Opportunity Commission on the National Inquiry into the Separation of Aboriginal and Torres Strait Islander Children From Their Families*
- *The location and securing of information relating to Aboriginal people forcibly removed from their families as a result of past government policy, practice and legislation*
- *The strengthening of Tranby's financial position and viability including the elimination of its significant deficit during her time as CEO through solid financial management and forging new business partnerships*

Kristy is a dedicated mother to two talented, smart, strong and worldly daughters.



JAIMES ADLINGTON

Jaimes Adlington is a respected and valued member of our board and an Executive Manager of Westpac Banking Corporation. With 25 years' experience at Westpac, he has held roles in both retail and commercial banking. For the past 12 years his work has focused on the Internal Audit function where he is currently overseeing the bank's Credit Risk portfolio.

He is a qualified Chartered Accountant and also holds a Bachelor of Commerce (Wollongong University) and Diploma of Financial Planning.

Jaimes completed a six-week volunteer work placement with Tranby in 2013 facilitated by the Jawun Indigenous Corporate Partnerships program. He contributed to the improvement of the financial and risk management aspects of our organisation's operations. Throughout his time with Tranby he developed a strong interest in its ongoing success and the work it performs in the Indigenous community.

We were delighted when Jaimes expressed a desire to stay connected and now continues to influence educational outcomes by remaining on the Co-operative board.

BOARD MEMBERS (Continued)



GUY JONES

Guy Jones is a Birpai man, from Port Macquarie, New South Wales.

Following a career in the New South Wales Police Force, Guy completed a legal studies course at Tranby in 2000 and a Diploma of Business Governance in 2013.

After his first Tranby accreditation, Guy went on to complete an Arts/Law Degree at Griffith University. He has strong familial links to the organisation, with his mother and brothers completing their studies at Tranby also.

Guy is currently the CEO of the Bunyah Local Aboriginal Land Council located at Wauchope and a member of the New South Wales Aboriginal Legal Service. In addition he sits on a number of boards for Indigenous advocacy organisations including medicine, housing and the arts.

Guy has worked extensively with the Aboriginal community on the Gold Coast where he developed a preventative and rehabilitative youth education program concerning the judicial system. His depth of experience and passion are much-admired traits.



IVAN SIMON

Ivan Simon (PSM) is President of the Aboriginal Children's Advancement Society. He is a member of Kurranulla Aboriginal Corporation and the Director of the Aboriginal Service Improvement Unit in Housing New South Wales. He is also the Chairperson of La Perouse Local Aboriginal Land Council.

Ivan has travelled around Australia in his previous work with Aboriginal Hostels Limited, the Department of Community Services, the New South Wales Office of Juvenile Justice, the New South Wales Office of Housing Policy and the Aboriginal and Torres Strait Islander Housing Division (in the New South Wales Department of Housing), serving in a directorial capacity at the latter two.

Dedicated to improving the social and economic circumstances of his people through enhancing their education, Ivan's association with Tranby is a perfect fit.



KIM NADEN

Kim Naden is a Weilwan woman from western New South Wales.

During a decade spent working for the Department of Human Services, Kim delivered a variety of governmental services to Aboriginal communities in a culturally sensitive manner. Kim has also worked with non-government organisations (NGOs) such as Aboriginal Hostels Limited and Link-Up (New South Wales).

Until recently Kim was Head of Student Services at Tranby, thereby gaining an in-depth understanding of the needs of Tranby's students. As a former Tranby student herself, Kim can see both sides of the equation.

BOARD MEMBERS (Continued)



KATRIINA HEIKKANEN

Katriina Heikkanen is a descendant of the Worimi nation on the mid-north coast of New South Wales.

She is part of the Australian Indigenous Leadership Centre Alumni and a member of the Sydney Swans Reconciliation Action Plan committee.

Katriina was formerly a Senior Commonwealth Government Manager for Indigenous Employment and Economic Development and previously held the position of Care Coordinator for the Make a Wish Foundation, Eastern Suburbs Branch.

She currently works with the AFL New South Wales/Australian Capital Territory as a Senior Manager.

Katriina is passionate about children, community, education and sports. A highlight in her career has been the development of a nutrition and health education program for school aged students.



GLEN HANNAH

Glenn Hannah from Biripi Nation is the current Chairperson of Bunyah Aboriginal Land Council. A retired New South Wales Police Member (Senior Constable), Glenn is a wonderful advocate for Tranby and has a strong understanding of governance principles.

Glenn’s expertise was gained through his experience as a business owner in the Wauchope area and complimented by his time completing a Diploma in Business (Governance) at Tranby.

We greatly value Glenn’s commitment and support of Aboriginal education.



JANELLE CLARKE

Janelle Clarke hails from the Biripi people of Purfleet and Taree.

After an extensive career in the New South Wales Public Service, Janelle attained a position in the Aboriginal Services Unit of Legal Aid New South Wales. She strives each day to improve Aboriginal and Torres Strait Islander people’s access to justice, education and employment.

Janelle is also a board member for the New South Wales Aboriginal Legal Service.

Having completed the National Indigenous Legal Advocacy course at Tranby, Janelle possesses a strong mandate to promote Tranby’s professionalism and cultural appropriateness to both government and Aboriginal communities. She cares greatly for her community and takes a personal interest in all those she has the privilege to assist.

OUR TEACHERS



ANNE KIRKPATRICK

Anne Kirkpatrick has been an employee and consultant of Tranby for over a decade. She has extensive experience delivering culturally relevant programs and redeveloping course content to meet the specific needs of Indigenous communities and stakeholders. Anne has previously worked as a College Registration Consultant and curriculum writer. She has also conducted extensive research and needs analysis with a variety of Aboriginal communities and organisations.

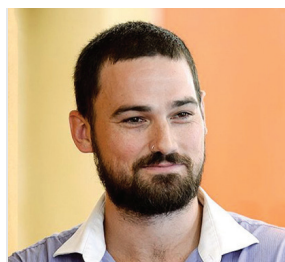
Anne formerly held the position of President and Secretary of the New South Wales Kinesiology Association. Anne is the current Program Manager for the Community Development and Business (Governance) courses.



DION BARNETT

Dion is an Aboriginal man from Sarina, Queensland. His mother was a Wulgurukaba woman from Townsville and the Magnetic Island area. Dion joined Tranby as a Program Manager for Community Development and Aboriginal Studies in 2014. Prior to this, he was a student at Tranby, where he attained a Diploma of Business (Governance).

Dion is a passionate educator with many years of experience working in Aboriginal education. He is a member of two boards – the Mudth-Niyleta Aboriginal and Torres Strait Islander Corporation and the Mackay and District Aboriginal and Islander Indigenous Media Association.

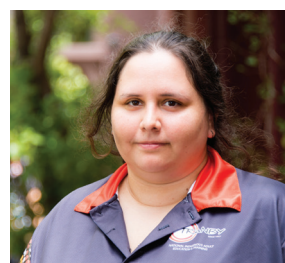


BLAKE CANSDALE

Blake is an Aboriginal man with Kamilaroi ancestry who grew up on Darkinjung Land.

Blake joined Tranby in 2014 as Program Manager and Lecturer for the National Aboriginal and Torres Strait Islander Legal Advocacy program.

Blake has completed a combined Bachelor of Science (Psychology)/LLB from the University of New South Wales and worked as a Solicitor for Legal Aid New South Wales prior to joining Tranby. He has a special interest in program design and assessment mapping. In early 2015, Blake left Tranby to pursue other endeavours.



JANNALI JONES

Jannali is of Kurnai descent from Lake Tyres, Victoria. She joined Tranby in 2015 as a part time Program Manager for the Diploma of Aboriginal and Torres Strait Islander Legal Advocacy.

Before starting at Tranby, Jannali spent seven years as a Solicitor and Business Affairs Officer at National Indigenous Television (NITV). Her area of expertise is intellectual property and contract law, with a particular interest in copyright and Indigenous cultural and intellectual property, defamation, employment law and media/social media rights.

OUR TEACHERS (Continued)



PEARL BEAUMONT

Pearl joined Tranby in 2015 as a part time Program Manager for the Diploma of Aboriginal and Torres Strait Islander Legal Advocacy. Pearl holds a BA/LLB from Monash University and a Masters of Human Rights and Democratisation (Asia Pacific) from the University of Sydney.

Pearl has worked as a lawyer for Aboriginal Legal Services in New South Wales, Broome (Western Australia) and Legal Aid Commission (Northern Territory) where she assisted asylum seekers with judicial review. She has also worked as an Advocacy Advisor for an NGO in Cambodia, advocating human rights for remote ethnic communities. Her research interests are criminal law, social justice and indigenous rights, international law and transitional justice.

STUDENT SUPPORT



KIM NADEN

Kim is a Weilwan woman from western New South Wales and in 2015 was the Manager of Student Services at Tranby.

While working at the Department of Human Services for ten years, Kim delivered a variety of governmental services to Aboriginal communities in a culturally sensitive manner. Kim has also worked with NGOs such as Aboriginal Hostels Limited and Link-Up (New South Wales).

Kim has been both a student and an employee of Tranby, and uses her keen communication abilities and enthusiasm to improve student outcomes. Her role involves engaging with students prior to their commencement of block and supporting them throughout their studies at Tranby.

COMPLIANCE OFFICER



ELEESA COLLIS

Eleesa has over 22 years' experience in the vocational education and training industry and has a sound working knowledge of the adult education sector in particular.

Her experience includes training delivery and co-ordination, competency assessment, instructional design, subject matter expert consultation, program development, compliance and training gap analysis.

YEAR IN REVIEW

Students & courses



2015 ENROLMENTS

At the start of 2015, Tranby welcomed back 52 students who were continuing two-year qualifications that they had begun in 2014. Of these students, 28 graduated. Most students who did not graduate were still eligible to receive nationally recognised Statements of Attainment for the units of study they successfully completed.

Due to changes to our funding structures, Tranby was only able to enrol 53 new students from New South Wales in one-year qualifications that would finish at the end of 2015. Of these students, 35 graduated. Again, many students who did not graduate were able to receive nationally recognised Statements of Attainment.

Despite these funding challenges, Tranby worked hard to adapt our operations and marketing strategies to gain government funding support. Toward the end of 2015, Tranby was able to successfully enrol another 53 students in qualifications that will be completed in 2016.



28

GRADUATIONS
for 2 YEAR
qualifications
from

52

ENROLLED



35

GRADUATIONS
for 1 YEAR
qualifications
from

53

ENROLLED



53

ENROLLED
for 2016
qualifications



5

COURSES
delivered
in 2015

2015 COURSES

Tranby offered the following courses in 2015 :

10408NAT DIPLOMA OF ABORIGINAL AND TORRES STRAIT ISLANDER LEGAL ADVOCACY

This is a nationally recognised accredited course, offered at no cost to Aboriginal and Torres Strait Islander people based anywhere in Australia. This Diploma assists students in developing practical skills and knowledge necessary to work effectively in many areas of social justice. On a theoretical level, the Diploma provides a comprehensive introduction to the Australian legal system and the unique place of Aboriginal and Torres Strait Islander people within this system. Particular emphasis is placed on the barriers Aboriginal and Torres Strait Islander people face in accessing justice in contemporary Australia. On a practical level, students will be supported in developing the skills necessary to work effectively with Aboriginal and Torres Strait Islander clients across all areas of law and social justice.

CHC50708 DIPLOMA OF COMMUNITY DEVELOPMENT

This qualification reflects the role of community services workers who assist in the delivery of programs that contribute to the development of capacity through public social change processes. This course has been written to address issues that specifically impact Aboriginal and Torres Strait Island community development. Elements covered include sustainable economic development incorporating self-determination and management, community consultation and planning. Course participants are required to work with a community-based organisation as part of the assessment for this course.

CHC30112 CERTIFICATE III IN COMMUNITY SERVICES WORK

This course is targeted towards people who want to work in a broad range of services that support individuals and groups within the Indigenous community services industry. Participants developed the skills required to have direct contact with clients, identify their needs and refer clients to appropriate services and support.

BSB41915 CERTIFICATE IV BUSINESS (GOVERNANCE)

In this course, students learn a variety of hands-on practical skills, including the roles and responsibilities of board members, strategic planning, protecting culture, working with management, organisational finances, policy development and community leadership which can be applied to the day-to-day management and governance of the organisation. The course provides graduates with the competency and skills to become effective members of boards and management committees of Indigenous community organisations.

ORGANISATIONAL LEADERSHIP EXCELLENCE FOR ABORIGINAL LEADERS & MANAGERS PROGRAM

This non-accredited program is aimed at senior Indigenous managers working across Government, non-Government and corporate sectors. It was developed in response to concerns raised about the need to improve leadership capacity in the 'feeder' group to higher level management positions for Indigenous managers, with succession planning seen as a significant priority. Participants experience a leadership program delivered in a safe environment that encourages expression of thoughts and ideas. The program provides a setting for Indigenous leaders and managers to discuss and resolve the unique issues they face that their non-Indigenous colleagues do not.



YEAR IN REVIEW

Tranby relaunch



ONE OF THE MOST SIGNIFICANT EVENTS IN TRANBY'S 2015 CALENDAR WAS OUR INCREDIBLE RELAUNCH. THE RELAUNCH WAS A TARGETED ATTEMPT TO HELP TRANBY MAINTAIN ITS MOMENTUM IN THE INDIGENOUS EDUCATION SPACE BY STAYING RELEVANT, WHILE UPHOLDING THE TRADITIONAL VALUES FOR WHICH OUR ORGANISATION IS RENOWNED.



TRANBY 2015 RELAUNCH EVENT - THE WALANGARI KARTAWARRA & DIRAMU ABORIGINAL DANCERS

The organisation changed its name from 'Tranby Aboriginal College' to 'Tranby National Indigenous Adult Education & Training' while maintaining its status as a function of the Co-operative for Aborigines Limited.

With input from community, a team of consultant graphic designers, website developers, and public relations specialists assisted Tranby staff with the development of a new logo and website.

In celebration of Tranby's relaunch, an event was hosted on campus and attended by esteemed guests. Bush tucker was on offer while The Walangari Karntawarra and Diramu Aboriginal Dancers put on an incredible display of traditional Indigenous culture.



TRANBY 2015 RELAUNCH EVENT

YEAR IN REVIEW

Projects & activities

VALE 'COOKIE'

Tranby lost its beloved first Aboriginal CEO and Indigenous rights trailblazer, Kevin Cook, in July. Known to friends and family as 'Cookie', Kevin changed lives, inspired cooperation and developed Tranby into the important cultural institution it is today.



FIND YOUR POWER -
TRANBY 2015 ROADSHOW

FIND YOUR POWER

AFTER SUDDEN AND UNANTICIPATED CHANGES TO STATE AND FEDERAL FUNDING STRUCTURES IN EARLY 2015, TRANBY MANAGEMENT ENGAGED IN ONGOING RELATIONSHIP BUILDING WITH OUR RELEVANT FUNDING BODIES.

Towards the end of the year Tranby received a large injection of support from the New South Wales State Government to run certain courses for New South Wales students. As the funding was state-specific, Tranby conducted a state-wide recruitment roadshow in response. Conducted on a limited budget without the financial support of exterior agencies.

The 21-day roadshow resulted in:

- 3791 kilometres driven
- 33 host organisations engaged
- 33 information sessions conducted
- 19 regional and remote towns visited
- 4 radio interviews
- 2 newspaper articles published about the roadshow
- 55 active alumni participating in the roadshow
- 4798 campaign emails
- 5000 brochures distributed
- 32 individual flights
- 220 photos and videos
- 7 ambassador videos and stories

ONE SIGNIFICANT OUTCOME OF THE DIRECT COMMUNITY ENGAGEMENT WAS THAT TRANBY RECEIVED 147 APPLICATIONS TO STUDY IN 2016 FOR LESS THAN 90 PLACES.

PATHWAYS TO LAW PROGRAM



THE UNIVERSITY OF
SYDNEY

Throughout 2015, CEO Dr Belinda Russon engaged in ongoing negotiations with the University of Sydney to establish a partnership with plans to launch a pre-law program in 2016.

STUDENTS WHO SUCCESSFULLY COMPLETE THE TRANBY PRE-LAW COURSE WILL HAVE AN OPPORTUNITY TO ENROL IN A UNIVERSITY OF SYDNEY LAW DEGREE, SUBJECT TO BEING INTERVIEWED BY THE UNIVERSITY.

This project will be the first of its kind for Tranby and will open up incredible opportunities for our students.

ARC LINKAGE GRANT



Australian Government
Australian Research Council

UTS AND TRANBY WERE JOINTLY SUCCESSFUL IN RECEIVING A PRESTIGIOUS AUSTRALIAN RESEARCH COUNCIL (ARC) LINKAGES GRANT TO CONNECT TRANBY STUDENTS AND ALUMNI.

The Networking Tranby project hopes to learn about Tranby students' experiences – personal, social, political and educational – and their contribution to Indigenous self-determination and leadership. This project will invite former students to record memories about their time at Tranby to add to an oral history collection. Post-graduates from various universities in Australia will be involved in interviewing these former students. The long-term project will also involve networking events and the development of a database to help Tranby keep in touch with its former students.

INTERNATIONAL STUDENT MOBILITY GRANTS

COOK ISLANDS

In May, a group of nine Tranby students and two staff members visited the Cook Islands as part of the federal government's International Student Mobility Grants. 2015 was the third consecutive year Tranby received this grant. The group was welcomed warmly by a new global partner, the Ministry of Education, Cook Islands. The Ministry of Education treated the Tranby group to presentations, cultural weaving and dancing activities that best demonstrated the role culture has to learning in the Cook Islands. Dr Belinda Russon also spoke at the event. During the trip, the students also visited the Muri Te Vara Nui Village, Highland Paradise and Koka Lagoon, where local tour guides taught them about the history and culture of the Cook Islands.

CAMBODIA

Two Tranby staff accompanied six students to Cambodia in September 2015. The group visited cultural and not-for-profit organisations in Phnom Penh, including Daughters of Cambodia, Romdeng restaurant and the embassy, to learn about the importance of community engagement in a global context. They also spent a few days visiting tourist attractions in Siem Riep, with a tour of Angkor Wat being the highlight!



INTERNATIONAL STUDENT MOBILITY GRANTS -
ANGKOR WAT, CAMBODIA

JAWUN PARTNERSHIP



TRANBY CONTINUED TO ATTRACT A NUMBER OF JAWUN SECONDEES THROUGHOUT THE YEAR.

Individuals engaging in five-week secondments on campus provided assistance with marketing, events management, research, partnership building, strategic planning and communications.

NAIDOC YOUTH LEADERSHIP DAY



IN NOVEMBER, TRANBY HELD A SERIES OF NAIDOC YOUTH LEADERSHIP EVENTS THAT ENCOURAGED INDIGENOUS YOUTHS TO ASPIRE TO BE LEADERS IN THEIR COMMUNITIES.

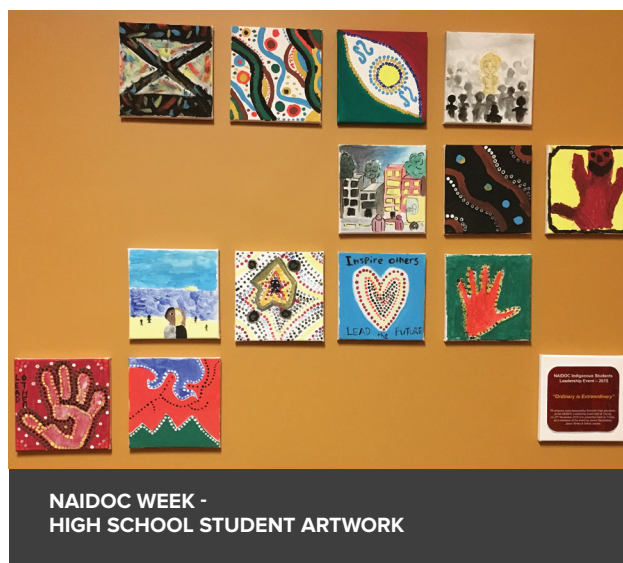
Tranby organised for groups of high school students from metropolitan Sydney to visit Tranby's campus and listen to community leaders speak about their journeys. The students also enjoyed painting workshops and some delicious bush tucker food.

NATSIEC CONFERENCE

TRANBY PROGRAM MANAGER ANNE KIRKPATRICK AND CEO DR BELINDA RUSSON ATTENDED NATSIEC 2015: THE NATIONAL ABORIGINAL AND TORRES STRAIT ISLANDER EDUCATION CONFERENCE

NATSIEC 2015 brought together key leaders and educators from the Aboriginal and Torres Strait Islander communities. The conference was hosted by the Victorian Aboriginal Education Association Incorporated and focused on identifying the communities' priorities through strengthening both education and training.

The conference tasked itself to facilitate the leadership, innovation and connectivity necessary to generate empowerment of all Aboriginal and Torres Strait Islander education opportunities.



LOOKING AHEAD

TRANBY'S GREATEST THREAT IS LINKED
TO FINANCIAL INDEPENDENCE AND
SUSTAINABILITY.

This is due to a lack of guaranteed funding, with New South
Wales state funding determined year-to-year, and federal
funding dependent on the government in power.

2016 FOCUS

TRANBY WILL BE FOCUSED ON ADDRESSING A
NUMBER OF CHALLENGES INCLUDING:

- 1 STUDENTS & COURSES**
Increasing student numbers
and securing funding to offer
more courses
- 2 RELATIONSHIPS**
Building tripartite relationships
with corporate organisations
and government to offer
new courses
- 3 ONLINE PRESENCE**
Growing our online presence
to increase credibility in the
marketplace
- 4 PARTNERSHIPS**
Strengthening partnerships
with Indigenous organisations
such as Jawun, to increase
operational strength
- 5 INTERSTATE COURSES**
Gaining interest from other
states to run our courses in
those states
- 6 ASQA AUDIT**
A successful ASQA audit
- 7 ONLINE CONTENT**
Working towards moving
course content online to
increase learning accessibility
for students
- 8 PATHWAYS TO LAW**
National recruitment of
candidates for our
Pathways to Law program
- 9 OPERATIONAL STRENGTH**
Broadening our volunteer
database and altering our
operations structure to be a
more effective workplace

THANK YOU

*Tranby National Indigenous Adult Education & Training
would like to thank all our board members, staff,
volunteers and students.*

We would also like to thank our partners:







FOR FURTHER INFORMATION CONTACT US

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