



EDUCATE  
ACHIEVE  
EMPOWER

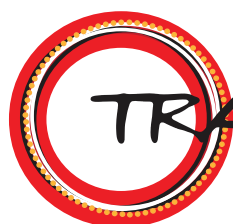
## ANNUAL REPORT

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TRANBY  
National Indigenous Adult  
Education & Training

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2016



**TRANBY**

SINCE 1957

NATIONAL INDIGENOUS ADULT  
EDUCATION & TRAINING

RTO Code: 90492



# ACKNOWLEDGEMENT

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*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 stands.*





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*“Change is challenging and means we must be prepared to venture out of our comfort zone at times, but it is necessary to position Tranby for future growth and sustainability in an increasingly competitive funding environment.”*

**DR BELINDA RUSSON**  
CEO TRANBY



**DR BELINDA RUSSON**

## CEO'S REPORT

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Momentum has been building here at Tranby over the past year. After our successful relaunch as Tranby National Indigenous Adult Education & Training in 2015, we have taken many exciting steps to broaden the educational and social impact we have nationally. As Australia's oldest Indigenous education provider, the team at Tranby has been working hard to ensure that our commitment to Indigenous adult education opportunities is acknowledged and supported by both the federal and state governments.

For me, education for Indigenous people and communities has always been a top priority. Education is transformative and we see time and time again the positive impact it has on our graduating students and their communities around Australia. Tranby has always had wonderful student Ambassadors who share their learning stories in their communities, spreading the message that learning truly is a lifelong journey and a most valuable experience.

2016 has been a transitional year for Tranby and we have learnt much from listening to our current students, our former students, stakeholders, government, Indigenous and other non-profit organisations. We learnt that Tranby cannot simply keep doing the same things that it has been doing for decades because the environment in which we operate is constantly changing. We need to look to the future and be innovative in the way Tranby delivers its services to ensure that it can grow and prosper for many more years to come. Change is challenging and means we must be prepared to venture out of our comfort zone at times, but it is necessary to position Tranby for future growth and sustainability in an increasingly competitive funding environment.

At Tranby we work hard to engage with current students, alumni and the wider community to develop opportunities and pathways for success.

Initiatives like Tranby's Adult Learners Week national campaign, which aimed to start a national dialogue around the value of education for Indigenous Australians, or our recent 2016 Australian Research Council Linkages Grant are examples of this work. The prestigious ARC Linkages Grant - a collaboration between Tranby, University of Technology, Sydney, and Professor Heather Goodall - is underway to explore and document student experiences at Tranby and create an oral history of our organisation.

In 2016 Tranby held a number of wonderful community volunteer days and graduation ceremonies. Six of our students were awarded International Student Mobility Scholarships from the federal government, enabling them to travel to Austria to represent Tranby at the 33rd FICE Congress and 2nd CYC World Conference, "Together Towards a Better World for Children, Adolescents and Families", and to volunteer on community development projects including at the Bali Hati School in Ubud, Indonesia.

2016 has also been a year of exciting professional achievements. Our Chairperson, Kristy Masella, won the 2016 Diversity category in the 100 Women of Influence Awards sponsored by Westpac and the Australian Financial Review. Another proud achievement was Tranby's Special Recognition Award at the 2016 Indigenous Governance Awards.

Tranby is a place where people come to learn, to share their knowledge, to feel inspired and be supported to achieve their goals. Our team and I work to ensure our students are welcomed, encouraged and receive the very best opportunity to reach their goals. This is what our Tranby team does best and commits to every day when we come to work. We look forward to continuing this commitment and the learning journey with our students as Tranby evolves into the future.

**DR BELINDA RUSSON**





KRISTY MASELLA

## CHAIRPERSON'S REPORT

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It remains a privilege and honour to serve the truly phenomenal social change agent that is Tranby (Tranby National Indigenous Adult Education & Training). All those that work in achieving Tranby's great philosophy of changing people's lives through education and opportunity have a deep connection not only to our values but to the spirit of Tranby.

When I walk through the halls of Tranby, I am comforted by Tranby's strong cultural foundation. I am inspired by Tranby's ability to open minds. I am in awe of Tranby's connectiveness to our people and community. Still today, after 59 years of service and impact, Tranby remains ever so important and relevant. Tranby is not bricks and mortar, Tranby is a spirit, cultural mentor, a community, a meeting place of minds, a story teller and a keeper of knowledge.

Tranby has a significant history of social impact beyond Australia, of advocacy and of economic and cultural impact beyond measure. I feel a great sense of responsibility to Tranby and our Tranby community to ensure Tranby's foundations remain strong and that Tranby is elevated to the position of growth and prosperity that Tranby is worthy of.

Thank you to everyone who continues to walk shoulder to shoulder, hand-in-hand with Tranby carving out new paths for Tranby to walk, and new journeys for our students to create and succeed.

There were many things to celebrate in this last year:

- *Tranby winning a special award at the Indigenous Governance Awards recognising Tranby's rich history, contribution to training Indigenous people and organisations across the country in Governance, for its foresight, empowerment and resilience.*

- *CEO Belinda Russon being awarded the prestigious Fulbright Scholarship to evaluate the benefits of student leadership and mentoring programs in American colleges in order to develop strategies to engage and retain Indigenous learners in the Vocational Training sector. This is a tremendous achievement and we look forward to the outcomes of this major research project and sharing this innovation with Tranby and other education and training providers nationally/internationally.*
- *Dynamic, refreshed brand with a polished website and engaging social media presence attracting new students from different areas across Australia.*

We have a hard working and dedicated Board who each contribute something valuable and unique. Thank you to my fellow Board members for your valuable time, sharing your wisdom, skills and experience and for your commitment to Tranby.

Belinda Russon, CEO, has done a tremendous job in bringing Tranby into the times. If Tranby is to remain relevant to new generations, and to communities, governments and industry, we must continue to refresh Tranby's approaches, programs and offerings. In order to make positive change happen we must constantly evolve. Thank you Belinda and to the Tranby staff for your hard work, personal commitment and giving above and beyond every day for Tranby.

2017 will be an exciting one as Tranby starts to develop new and exciting training opportunities for our students! I look forward to your continued partnership and to Tranby's next phase of evolution.

KRISTY MASELLA



*“When I walk through the halls of Tranby, I am comforted by Tranby’s strong cultural foundation. I am inspired by Tranby’s ability to open minds. I am in awe of Tranby’s connectiveness to our people and community. Still today, after 59 years of service and impact, Tranby remains ever so important and relevant. Tranby is not bricks and mortar, Tranby is a spirit, cultural mentor, a community, a meeting place of minds, a story teller and a keeper of knowledge.”*

**KRISTY MASELLA**  
CHAIRPERSON





# ABOUT TRANBY

## EMPOWERING INDIGENOUS ADULTS THROUGH QUALITY EDUCATION

Tranby is nationally renowned as Australia's oldest not-for-profit independent Indigenous adult education provider. Now entering our 6th decade, Tranby has provided thousands of Indigenous adults across Australia with access to fully subsidised Vocational Education and Training (VET) and non-accredited skill development programs.

A pioneer in Aboriginal and Torres Strait Islander adult education, training and social action, Tranby is a function of the Co-operative for Aborigines Limited. For decades students have gathered at its Glebe campus in Sydney, coming together to learn, connect, grow and develop invaluable skills to invest back into their communities with pride and self-determination.

As a nationally Registered Training Organisation, Tranby offers units of competency and full VET qualifications, along with a range of other non-accredited training programs to Indigenous adults. Its unique educational offering is founded in culture. All courses are tailored to meet the specific needs of Indigenous learners, which makes the learning experience quite distinct from other educational providers.



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

Our courses equip students with skills and knowledge that enable them to apply their learning in practical ways in the workplace and community, and grow their confidence in seeking employment or advancing their career.

Courses are delivered at Tranby in a series of week-long blocks. Depending on the length of the course, blocks may be scheduled five to eight times per year. Students are also required to complete assessments in between blocks. The majority of Tranby's trainers are Indigenous and have extensive experience in the education sector, and in ensuring our educational material is culturally appropriate.



## ACHIEVE

Tranby is not just a training provider, we take a holistic approach to giving Indigenous adult learners the best possible support throughout their educational pursuits.

Knowledge and understanding of culture, Indigenous ways of life, learning and tradition are ingrained in everything we do.

Our Glebe campus is designed for Indigenous learners, with campfire-style classrooms, an outdoor yarning circle, art room and a reflection garden. These facilities promote knowledge sharing, storytelling and active learning in an engaging way that makes our students' learning journey come to life. Tranby is situated in a quiet residential suburb close to the Sydney CBD, and is a safe and private space for students to realise their potential.

We provide student support services including mentoring, pastoral care and travel and accommodation assistance for students residing outside of Sydney. Most of our staff and Board either identify as Indigenous or have experience working with Indigenous communities.



## EMPOWER

Students gain more than just a qualification at Tranby. Through discovering new knowledge and skills, they become empowered to recognise and take on opportunities in career and community. Investing their learning back in to community builds empowered communities.

Tranby understands the courage and determination that is required when studying as an adult, and acknowledges the effort our students invest in choosing an educational path while balancing personal, family, work and community commitments.

We strive for educational excellence every day to ensure we give our students the best possible opportunity to achieve their goals.





# CAMPUS LIFE



TRANBY CAMPUS

## COURSES TAILORED FOR THE SPECIFIC NEEDS OF OUR STUDENTS

All Tranby courses are tailored to meet the specific needs of Aboriginal and Torres Strait Islander individuals and organisations, and offer a unique learning experience distinct from other educational providers. Tranby supports our students with a culturally rich and conducive learning environment. Our approach to learning includes Indigenous teachers and staff, and those who have worked with Indigenous communities.

## 2016 - A YEAR OF ACHIEVEMENTS

In 2016, our students graduated from the following Tranby courses:

- **BSB41915 Certificate IV In Business (Governance)**
- **10408NAT Diploma Of Aboriginal And Torres Strait Islander Legal Advocacy**
- **91541NSW Diploma Of Applied Aboriginal Studies**
- **CHC40808 Certificate IV In Community Development**

## WE CONGRATULATE OUR SUCCESSFUL STUDENTS

Tranby congratulates our 42 talented and hardworking students who graduated with a Diploma or Certificate in the courses listed above. A further 56 students achieved a Statement of Attainment for partial completion of these courses in 2016.



2016 GRADUATION DAY AT TRANBY



# 2016 HIGHLIGHTS

WHILE OUR GRADUATIONS AND CELEBRATIONS OF NAIDOC WEEK ARE VERY SPECIAL TIMES, WE ARE ALSO VERY PROUD OF THESE ADDITIONAL TRANBY HIGHLIGHTS:

## KEVIN COOK AWARD

Michelle Guthrie, Kevin Whittaker, Callan Rogers and Laurence (Bud) Crawford all received the Kevin Cook Award for growing and sharing their learning with their community

## OUR FRIENDSHIP GARDEN

was unveiled in loving memory of one of our students, Aunty Coral Campbell



LAURENCE (BUD) CRAWFORD - ONE OF THE RECIPIENTS OF THE KEVIN COOK AWARD - WITH TEACHERS PEARL BEAUMONT AND JANNALI JONES



ACKNOWLEDGEMENT TO COUNTRY BY AUNTY DONNA INGRAM



STUDENTS FROM THE 91541NSW Diploma of Applied Aboriginal Studies course



SHANNON BATEMAN BEING PRESENTED WITH HER 91541NSW Diploma Of Applied Aboriginal Studies BY COURSE TEACHER DION BARNETT



## STUDENT LIFE



(L-R) STUDENTS SARAH INGRAM, NICOLE DEGUARA AND MICHELLE GUTHRIE REPRESENTED TRANBY AT TWO INTERNATIONAL CONFERENCES IN AUSTRIA

## OVERSEAS SCHOLARSHIPS

### AUSTRIA SCHOLARSHIPS

In August 2016, six of our students travelled to Austria to attend the 33rd International Federation of Educative Communities (FICE) Congress and the 2nd Child and Youth Care (CYC) World Conference “Together Towards a Better World for Children, Adolescents and Families”.

This was a wonderful opportunity for our students to meet child and youth care workers, social workers, therapists, foster carers, and a wealth of other professionals involved with children, youth and families from around the world who shared their knowledge and ideas.



BALI HATI SCHOOL - NOT-FOR-PROFIT SCHOOL AND SHELTER IN UBUD



CHRIS BLOXSOME VOLUNTEERING AT THE BALI HATI SCHOOL

### BALI SCHOLARSHIPS

In April 2016, two of our students travelled to Bali to volunteer at the Bali Hati School, an independent not-for-profit school and shelter for underprivileged children in Ubud.

This Scholarship provided a unique opportunity for students to volunteer and experience community development and educational organisations operating in other countries. The Scholarship enabled the students to actively engage with and evaluate an organisation working to eradicate numerous barriers to accessing education and social support.

## SCHOLARSHIP FUNDING

Funding for the scholarships was provided through the Federal Government's Endeavour Mobility Grants. The intention of the program is to support Vocational Education & Training students in Australia to have an overseas study experience that contributes to their qualification.





## STUDENT LIFE

## LEARNING JOURNEYS

TRANBY IS ALWAYS BUZZING DURING BLOCK WEEKS WHEN OUR STUDENTS ARE IN TOWN. TWO OF OUR 2016 GRADUATES IN THE 91541NSW DIPLOMA OF APPLIED ABORIGINAL STUDIES, MICHAEL WEIR AND MICHELLE ROGERS, SHARE HIGHLIGHTS FROM THEIR LEARNING JOURNEY.



DR BELINDA RUSSON, MICHAEL WEIR & DION BARNETT

### MICHAEL WEIR

I come from Queanbeyan in NSW, but I'm a Wiradjuri man and my family is from Peak Hill, NSW. I chose to study the 91541NSW Diploma of Applied Aboriginal Studies at Tranby because it's a subject I've always been passionate about. I deliver a lot of cultural awareness sessions and hope to one day teach this subject myself.

### SUPPORTIVE & FLEXIBLE ENVIRONMENT

Tranby was a relaxed, comfortable environment that was very supportive and flexible. I had a lot going on in life at the time but I was still able to complete my course with the support given. The campus was great - all staff were friendly and having access to a computer room to complete my studies and print assessments made a massive difference. Also meeting the other mob from different locations was neat!

### INSPIRING HISTORY

In the past, I have worked with both the Australian Institute of Aboriginal Torres Strait Islander Studies and The National Film & Sound Archive working with their Indigenous collection where I gained a great deal of knowledge on this subject, but I was pleased to learn even more at Tranby. In particular, I developed a stronger understanding of the Civil Rights movement, and how that was born. When I was at Tranby, I felt proud looking at all the old photos, gaining a better understanding of its history and knowing that I was now a part of that history.

### LASTING STUDENT RELATIONSHIPS

From our terrific teacher Dion to the class environment, lunch breaks, and communication, Tranby does a great job of creating a relaxed environment in which you can form relationships with the other students. Everyone got along well and I enjoyed meeting them all. It's no surprise to see our group still communicating from time to time through social media.

### BUILDING KNOWLEDGE FOR THE FUTURE

I deliver a lot of cultural awareness sessions, and Indigenous Leadership sessions with youth and adults. Understanding about Civil Rights tells me so much about our struggles and our attitudes and approaches to Indigenous rights. I also learnt more about Torres Strait Islander culture, and I gained a good sense of some of the different experiences Aboriginal and Torres Strait Islander people might have had during colonisation and settlement. And having my qualification has also allowed me to secure further work in this space.



# STUDENT LIFE

# LEARNING JOURNEYS



MICHELLE ROGERS & DION BARNETT

## MICHELLE ROGERS

I am a Wiradjuri woman of Dabee descent and my grandfather's people are from around Rylstone/Kandos in NSW. I was born in Coonabarabran NSW, Kamilaroi Country – this is where I call home. I attended school in Cessnock, Wonnarua Country and have lived on the far north coast for the last 20+ years, Bundjalung Country. This is where I have raised my children.

I chose the 91541NSW Diploma of Applied Aboriginal Studies because working in the NSW Department of Family and Community Services can be very difficult to merge and balance cultural understanding and protocols into the very structured and hierarchical system that we work within.

## ENJOYABLE & ENGAGING STUDY

I really enjoyed my time studying with Tranby. Administrative support was provided to ensure that essential arrangements were well organised for things like travel and accommodation, allowing me to focus on the course materials and study outcomes. There was a strong sense of communal learning within the group of students I studied with, and we drove one another to bring out the best in each other.

## TRANBY IS CULTURALLY UNIQUE

My teacher Dion is an incredible leader. He allowed everyone the space to grow at their own rate and pace, and to their own capacity. He asked questions that prompted discussion in the group and allowed each student to come to their own understanding of the material.

One of the most significant memories I have of my experience learning at Tranby was the wonderful group of students that I was with. We shared times of sadness, challenging times when the workload was heavy, we offered each other hope and understanding as well as celebrated our achievements together. That was what made the experience of studying at Tranby culturally unique.

## USING MY TRANBY TRAINING EVERY DAY

In my day-to-day workplace I use the learning from my course at Tranby. I have integrated my learning into my day to day workplace practice and I use my knowledge to better advocate for service to families and communities in the workplace and make the effort to better balance my cultural identity and professional identity.

I hope to return to Tranby to complete additional studies in the future. I maintain the links that I have made with other students at Tranby with happy memories.





# STUDENT LIFE

# LEARNING JOURNEYS



MYANGAH (SEA EAGLE) PIRATE

## MYANGAH (SEA EAGLE) PIRATE

Pirate is a Budawang man from the Yuin Nation from the Southeast Coast of Australia. He uses traditional materials on a contemporary base, and painting with ochre, not acrylics, he tends to use natural colours with contemporary flavours.

## A NATIONALLY RECOGNISED ARTIST STUDIES AT TRANBY

Pirate has been exhibiting prolifically over the last three decades. He has works in numerous public and private collections, both within Australia and internationally. Within Australia, Pirate has works in Radford College, Canberra, Wollongong University, Nowra Campus of Wollongong University, schools and community centres and Tranby. He also features in the private collections of Jon Stevens from Noiseworks, the Packer Estate and The Coogan Family Collection.

He was a student of the 91541NSW Diploma of Applied Aboriginal Studies course at Tranby in 2016.

Tranby is incredibly honoured to have been gifted a fantastic burning on wood depicting Gwoya Jungarai that was created by Pirate and reproduced with permission of the Ainslie Roberts Foundation. This magnificent artwork was burned into the wood by Pirate and gifted from the 2016 graduating student class to Tranby.



DETAIL FROM GWOYA JUNGARAI WOOD BURNING



GWOYA JUNGARAI WOOD BURNING BY PIRATE  
(REPRODUCED WITH PERMISSION OF THE AINSLIE  
ROBERTS FOUNDATION)



# BEHIND THE SCENES

## 2016 TRANBY BOARD MEMBERS



**KRISTY MASELLA**  
CHAIRPERSON

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Kristy Masella is a Murri woman from Rockhampton, Dharumbal country in Central Queensland. She has been an active member of the Tranby Board of Directors since 2009, a former CEO of Tranby and is currently our Chairperson. Kristy has worked in Aboriginal affairs at the local, regional and state level for more than 25 years across many portfolios in NSW, Queensland and the Northern Territory. She is the CEO of the national Indigenous recruitment and training company Aboriginal Employment Strategy and is Chairperson of Wunanbiri Incorporated, one of the most successful independent Aboriginal community preschools in NSW.



**JAIMES ADLINGTON**  
TREASURER

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Jaimes Adlington is an Executive Manager of Westpac Banking Corporation with more than 25 years' experience, and has held roles in both retail and commercial banking. For the past 12 years he has focused on Internal Audit and is currently overseeing the bank's Credit Risk portfolio. Jaimes completed a 6-week volunteer work placement with Tranby in 2013 facilitated by the Jawun Indigenous Corporate Partnerships program. He contributed greatly to improving Tranby's financial and risk management. Jaimes has developed a strong interest in the ongoing success of Tranby and its work in the Indigenous community.



**KATRIINA HEIKKANEN**  
SECRETARY

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Katriina Heikkanen is a descendant of the Worimi nation on the mid-north coast of NSW. 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 Care Coordinator for the Make a Wish Foundation, Eastern Suburbs Branch. She currently works with the AFL NSW/ACT as a Senior Manager and is passionate about children, community, education and sports.



## BOARD MEMBERS (Continued)

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### GLENN HANNAH

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Glenn Hannah from Biripi Nation is the current Chairperson of Bunyah Local Aboriginal Land Council. A retired member of the New South Wales Police, Glenn is a wonderful advocate for Tranby and has a strong understanding of its governance principles. Glenn gained his expertise as a business owner in the Wauchope area and he completed a Diploma in Business (Governance) at Tranby. We greatly value Glenn's commitment and support of Aboriginal education.



### GUY JONES

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Guy Jones is a Birpai man from Port Macquarie, New South Wales. After a career in the NSW Police Force, Guy completed a legal studies course at Tranby in 2000 and a Diploma of Business Governance in 2013. He also has a Bachelor of Arts/Law from Griffith University. Guy is CEO of the Bunyah Local Aboriginal Land Council and sits on a number of boards for Indigenous advocacy organisations including medicine, housing and the arts. Guy has worked extensively with the Aboriginal community and brings a depth of experience to Tranby's board.



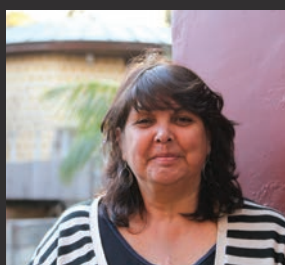
### IVAN SIMON

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Ivan Simon (PSM) is President of the Aboriginal Children's Advancement Society. He is a member of Kurranulla Aboriginal Corporation and Director of the Aboriginal Service Improvement Unit in Housing NSW. Ivan's career has seen him travel extensively around Australia and his dedication to improving the social and economic circumstances of his people through education is greatly valued by the Tranby board.

## BOARD MEMBERS (Continued)

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**JANELLE CLARKE**

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Janelle Clarke hails from the Biripi people of Purfleet and Taree. With a long career in the NSW Public Service and Legal Aid NSW, Janelle strives each day to improve Aboriginal and Torres Strait Islander peoples' access to justice, education and employment. She completed the National Indigenous Legal Advocacy course at Tranby and has a strong mandate to promote Tranby's professionalism and culturally-competent approach to learning to its community and government stakeholders.



**KIM NADEN**

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Kim Naden is a Weilwan woman from Western NSW. Over ten years' working at the Department of Human Services, she delivered a variety of governmental services to Aboriginal communities in a culturally sensitive manner. Kim has also worked with non- government organisations such as Aboriginal Hostels Limited and Link-Up (NSW). Kim was previously in the Student Services team at Tranby, and has a deep understanding of the various needs of Tranby's students. Kim is also a former Tranby student and brings valuable insights from the perspective of both students and teachers.



# SPECIAL AWARDS FOR TRANBY & OUR CHAIRPERSON

## SPECIAL RECOGNITION IN THE INDIGENOUS GOVERNANCE AWARDS 2016

Tranby is proud to be awarded special recognition in the Indigenous Governance Awards 2016, which recognises that Tranby National Indigenous Adult Education & Training is supporting the self determination of Aboriginal and Torres Strait Islander peoples.

Reconciliation Australia, in partnership with BHP Billiton, created the Indigenous Governance Awards. These Awards identify, celebrate and promote effective Indigenous governance.

“With culture at the heart of everything they do, the inspiring work of the Indigenous Governance Awards participants represents the best of what is happening across Australia. The Indigenous Governance Awards are a celebration of their success.” *Professor Mick Dodson  
Chair, Indigenous Governance Awards*



**DR BELINDA RUSSON AND  
KRISTY MASELLA - INDIGENOUS  
GOVERNANCE AWARDS**

## KRISTY MASELLA NAMED IN THE 100 WOMEN OF INFLUENCE AWARDS

Tranby Chairperson and CEO of the Aboriginal Employment Strategy (AES), Kristy Masella, has been named in The Australian Financial Review & Westpac 100 Women of Influence Awards, announced on Thursday the 29th of September 2016.

“I feel very humbled by this recognition, and want to use this opportunity to acknowledge and celebrate the many thousands of women who work tirelessly in our communities every day to support families, the most vulnerable people in our communities, and to make positive change,” said Kristy, who won the Diversity category.

“These women are all influencers, change agents and leaders, I honour them, you don’t need a fancy title or high position to make a difference – you just need passion, commitment and a strong sense of purpose.”



**KRISTY MASELLA NAMED IN THE  
100 WOMEN OF INFLUENCE AWARDS**









# LOOKING AHEAD

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## TRANBY'S GREATEST RISK IS THE INCREASINGLY UNCERTAIN GOVERNMENT FUNDING ENVIRONMENT.

To protect Tranby against the lack of guaranteed government funding year-on-year, we are actively seeking new ways to partner with potential funders and identify new enterprise opportunities that will position Tranby for a sustainable future.

This will require an organisational transformation to shift Tranby away from the traditional model of government dependency to an entrepreneurial operating model with a set of diverse income streams and partnership models designed to drive the organisation's growth and expansion.

## 2017 FOCUS AREAS

### 1 STUDENT ENGAGEMENT AND SUPPORT

Strengthen culturally competent student support and pastoral care to provide students with the best possible opportunity to work at their best and complete their studies

### 2 TRAINING COURSES

Develop VET training courses for Indigenous adults in identified sectors where employment is predicted to grow

### 3 ONLINE CONTENT

Progress Tranby's online learning capability to enhance the student experience and increase operational efficiency

### 4 OPERATIONAL STRENGTH

Continue to build our staff and volunteer capability whilst working through an organisational transformation

### 5 PARTNERSHIPS

Build strong, collaborative partnerships across the profit, not-for-profit, government and Indigenous sectors to create innovative new ways of delivering training across sectors

### 6 NEW ENTERPRISE STREAMS

Develop and implement new enterprise opportunities that will generate funding for Tranby and create value for community

### 7 PHILANTHROPIC PARTNERSHIPS

Further exploration of new philanthropic partnerships that will enable Tranby to engage with like-minded philanthropic organisations to deliver community impact through Indigenous adult education

# JAWUN PARTNERSHIP



## HELPING US ACHIEVE OUR GOALS

JAWUN IS AN INNOVATIVE NOT-FOR-PROFIT ORGANISATION WHICH PLACES SKILLED PEOPLE FROM AUSTRALIA'S LEADING COMPANIES AND GOVERNMENT AGENCIES INTO INDIGENOUS ORGANISATIONS.

We were delighted to continue our partnership with Jawun, with invaluable help from two Jawun secondees in 2016.

Avona Cox, Head of Wealth and Third Party Deposits at Westpac, used her skills in finance, partnerships and relationship building to develop a fee for service Indigenous Leadership Program. She played a key role assisting our CEO with a large tender to NSW Corrective Services for Vocational Education and Training services. Avona became an integral and very popular member of the Tranby team.

Leonard Kary was Product Manager, International Needs at Westpac during his secondment to Tranby. He is now Senior Programs Officer – Regional Development at the NSW Department of Industry.

Leonard utilised his critical thinking and skills in project planning and implementation to project manage our largest funding application, review our funding documentation for a university pathway program and produce templates and ways forward for Tranby. It was a most valuable secondment and Leonard was sorely missed by the team after its completion.



AVONA COX



LEONARD KARY



GRADUATING STUDENTS WITH THEIR JAWUN  
MENTORS WHO OFFER THEIR TIME AND SUPPORT  
THROUGHOUT THE LEGAL ADVOCACY COURSE



# PARTNERS & SUPPORTERS

*Tranby National Indigenous Adult Education & Training would like to thank all our Board members, staff, volunteers, students and community friends for their continued energy, commitment and support. Our Tranby community is strengthened by the dedication of our Westpac volunteers, The Rona Tranby Trust, Professor Heather Goodall and Aunty Glendra Stubbs.*

## 2016 PARTNERS:





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