



VOYAGES
*INDIGENOUS TOURISM
AUSTRALIA*



STRETCH RECONCILIATION ACTION PLAN 2015- 2018



Reconciliation
ACTION PLAN
STRETCH RAP



COVER ARTWORK AND ARTWORK USED THROUGHOUT DOCUMENT

KUKU YALANJI SHIELDS BY ROY GIBSON

Shields and spears from the Rainforest regions were made and used by men for combat and ceremony. Shields were made from one piece of softwood cut from the buttress roots of a fig tree and shaped with a knob at the front and a corresponding indented handle at the back.

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MESSAGE FROM
LISA GAY
VOYAGES CHAIR



It is with great pleasure I present the Voyages Indigenous Tourism Australia's (Voyages) Reconciliation Action Plan. Since being appointed Chair of Voyages I have had the opportunity of learning more about the cultures and histories of First Australians and the challenges affecting Aboriginal and Torres Strait Islander peoples today. I am proud to be working with Voyages to make a contribution to reconciliation particularly in the areas of employment, business development and recognition and celebration of Aboriginal and Torres Strait Islander cultures.

The core purpose of Voyages is to create opportunities for the First Peoples of Australia through cultural tourism. This RAP captures the policies and actions we have in place to achieve that. A commitment to creating opportunities for Aboriginal and Torres Strait Islander peoples drives the decisions of the Voyages Board.

The Voyages Board are proud of the achievements Voyages has made to date to support reconciliation including through the establishment of the National Indigenous Training Academy, the representation of Aboriginal and Torres Strait Islander peoples in the workforce at around one in three, the diverse suite of authentic Aboriginal and Torres Strait Islander cultural experiences available to our guests, the programs in place to support training and employment for local Aboriginal communities and the culturally supportive and educated workplace Voyages has become. We are excited to see how much further we can go and how we can contribute to reducing the gap in employment, health and education that First Nation peoples face in comparison to the broader Australian community. We are pleased to support new initiatives including supervisor and management training for

Aboriginal and Torres Strait Islander employees to increase representation at more senior levels and encourage Voyages to take more innovative steps to support opportunities for Aboriginal and Torres Strait Islander peoples.

We are excited to see how much further we can go and how we can contribute to reducing the gap in employment, health and education that First Nation peoples face in comparison to the broader Australian community.

MESSAGE FROM
ANDREW WILLIAMS
CEO VOYAGES



The Voyages team, across its three tourism businesses and corporate office, are driven by a passion and commitment to make a difference in the lives of Aboriginal and Torres Strait Islander Australians. Within the organisation, we want to see Aboriginal and Torres Strait Islander employees succeed and reach their potential. We have structures in place to make this happen, including providing mentors and support and working with individuals to realise career aspirations. We ensure all staff undertake cultural awareness training and as an organisation we celebrate Aboriginal and Torres Strait Islander cultures and the contribution of Australia's First peoples. We work with local Aboriginal and Torres Strait Islander communities to create training and employment opportunities and to identify and develop business opportunities. We work with local schools to support work experience programs for Aboriginal and Torres Strait



ABOVE
THE WARU SHOW
PRESENTED BY BELLA TUSA
AT TJUNGU FESTIVAL 2015

Islander students and support students into employment on completion of their studies. We work with other industry employers to create an Aboriginal and Torres Strait Islander workforce for the hospitality and tourism industry. We provide guests, from both Australia and overseas, with authentic Aboriginal and Torres Strait Islander experiences and showcase Australia's First Peoples cultures to the world.

The development of our RAP has provided an opportunity for each employee to consider what reconciliation means to them and to acknowledge their individual role in achieving reconciliation between Aboriginal and Torres Strait Islander peoples and other Australians. I am pleased Voyages is now one of Reconciliation Australia's RAP organisations and I look forward to increasing partnerships and working together to support reconciliation.

We work with local Aboriginal and Torres Strait Islander communities to create training and employment opportunities and to identify and develop business opportunities.

MESSAGE FROM RECONCILIATION AUSTRALIA



On behalf of Reconciliation Australia, I congratulate Voyages Indigenous Tourism Australia on the implementation of its inaugural Reconciliation Action Plan (RAP).

Voyages has long been a quiet reconciliation achiever. Through its structured programs and initiatives, it provides employment, training and business opportunities for Aboriginal and Torres Strait Islander peoples and educates domestic and international visitors on the cultures and histories of the First Peoples of Australia.

Given its strong track record of engagement with Aboriginal and Torres Strait Islander peoples, it's no surprise to see that Voyages' first RAP has been assessed as a Stretch RAP. With the long-term strategies and defined targets outlined in the RAP, Voyages will build on its already impressive reconciliation record.

Reconciliation Australia's RAP program is designed to drive social change in Australian workplaces. As one of more than 600 RAP organisations around the country, Voyages is helping us steer that change by using its unique capabilities and sphere of influence in the tourism industry.

This Stretch RAP is Voyages' pledge to continue to work towards meaningful and sustainable outcomes for Aboriginal and Torres Strait Islander people. I commend Voyages on its past endeavours and look forward to following its impressive reconciliation journey.

JUSTIN MOHAMED
CEO
RECONCILIATION AUSTRALIA

With the long-term strategies and defined targets outlined in the RAP, Voyages will build on its already impressive reconciliation record.

VOYAGES CORE PURPOSE

THROUGH CULTURAL
TOURISM WE CREATE
OPPORTUNITIES FOR
INDIGENOUS
AUSTRALIANS.



VISION STATEMENT

Our direction,
what we want to be

Australia's most respected and successful Indigenous tourism company, we operate sustainable tourism businesses where guests experience the diversity of Indigenous cultures. Through connection with country and community, Voyages provides unique experiences that exceed

guest expectations. We achieve commercial success and deliver sustainable financial returns. Voyages is recognised as the leader in employment and training of Aboriginal and Torres Strait Islander peoples in tourism and through its operations supports the development of Indigenous businesses.

CORE VALUES

Our guiding principles,
what we stand for and
how we behave

RESPECT

We treat people and our environment with respect. We recognise the value and strength of the diverse Indigenous Australian cultures and we respect the cultures and beliefs of all people. We live and work with all communities in harmony.

TRUST

We trust each other. Through open and honest communication we engage in transparent decision making. We conduct ourselves professionally at all times. We empower our teams to make decisions.

EXCELLENCE

We strive for excellence in everything we do. We develop highly skilled teams delivering outstanding service and products that meet the demands of our customers. We are commercially focussed and deliver sustainable financial returns.

COURAGE

We have the courage to attempt the bold, the new and the uncharted. We are committed to achieving our goals.

ABOVE
ALISON HUNT WITH GUESTS AT THE RESORT

OUR BUSINESS

VOYAGES IS A WHOLLY OWNED SUBSIDIARY OF THE INDIGENOUS LAND CORPORATION (ILC), AN INDEPENDENT STATUTORY AUTHORITY OF THE AUSTRALIAN GOVERNMENT, ESTABLISHED IN 1995. THE ILC'S PURPOSE IS TO ASSIST ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES TO ACQUIRE AND MANAGE LAND TO ACHIEVE ECONOMIC, ENVIRONMENTAL, SOCIAL AND CULTURAL BENEFITS.

Voyages manages three tourism businesses on the ILC's behalf:

Ayers Rock Resort Yulara NT

Mossman Gorge Centre Mossman QLD

Home Valley Station East Kimberley WA

Voyages Corporate office is located in Sydney.

Voyages core purpose is to create opportunities for Aboriginal and Torres Strait Islander peoples through cultural tourism.

AYERS ROCK RESORT



MOSSMAN GORGE CENTRE



HOME VALLEY STATION



EMPLOYEE PROFILE

ROY GIBSON

NGADIKU DREAMTIME WALKS
MOSSMAN GORGE CENTRE



“When I was a young man growing up in Mossman things were very different for Bama (local Aboriginal people). I left school at a young age and started working. I could see that so many people loved to visit the Gorge, and realised we had an opportunity to show them who we really are and our culture, so that we could share and learn from each other, to make things better for our young people.

One day my Elders asked me “what do you think is the best option for our people?” and I said Tourism! Because a lot of people were passing through our community, and it felt like the right time. From there I started the ‘Dream Time Walks’ back in 1987. A few years later, it came to me in a dream, so powerful that I couldn’t ignore it. This made me think harder about how to really strengthen and make tourism bigger for our community for more jobs and to reach more people through tourism and sharing our story.



Tourism can give everybody a chance to really experience the culture and our environment in the Bama Kuku Yalanji way, which helps people to connect with us in a better way, and gives a better understanding of who we are.

What we set out to do at Mossman Gorge Centre is all in the spirit of Reconciliation, we are proud and happy to welcome visitors to our Country, and show them our ways. This is our way of keeping our culture alive and walking together as one.”

ROY GIBSON
TRADITIONAL OWNER
KUKU YALANJI ELDER

ABOVE
NGADIKU DREAMTIME WALK
AT MOSSMAN GORGE CENTRE

This is our way of keeping our culture alive and walking together as one.

VOYAGES RECONCILIATION ACTION PLAN



The RAP is about creating change in the organisation, community and Australia more broadly. It is about demonstrating how true reconciliation can be achieved between Aboriginal and Torres Strait Islander peoples and the broader community. With the key objectives of relationships, respect and opportunities, it sets out a range of strategies around development, employment pathways, partnerships and cultural awareness.

A commitment to reconciliation is the driving force behind all Voyages operations. Voyages has diverse strategies across each business to support employment and business opportunities for Aboriginal and Torres Strait Islander peoples and to showcase Aboriginal and Torres Strait Islander cultures. Creating a RAP to capture these initiatives shows others our commitment to reconciliation and the success of the strategies we have in place. Voyages wants to partner with like-minded organisations to

create a highly skilled workforce of Aboriginal and Torres Strait Islander peoples for the hospitality and tourism industry. The RAP will show others what we can achieve together to support reconciliation.

Voyages employees are chosen for their commitment to creating opportunities for Aboriginal and Torres Strait Islander peoples. All staff undertake cultural awareness training and are immersed in Aboriginal and Torres Strait Islander cultures where they work and live. We encourage each and every one of our employees to contribute to reconciliation. Our RAP will encourage and inspire employees to do more and do better.

The Voyages Board and Executive Team champion the RAP. They are supported by a RAP working group with representatives from each of Voyages tourism businesses and corporate office. The RAP working group provide a point of contact for all Voyages employees to discuss reconciliation.

Voyages has around 1000 employees including 350 Aboriginal and Torres Strait Islander employees. To ensure everyone had a chance to contribute to the RAP, Voyages held staff meetings, sent out staff circulars and provided information on the internal intranet to inform staff a RAP was being developed and to encourage staff to contribute at the various development stages. Working Groups were set up at each Voyages business and the Corporate Office. This provided a local point of contact for all employees. The Working Groups met together through teleconferences led by the Executive RAP Champion.

BOB HARVEY PSM
EXECUTIVE RAP CHAMPION
EXECUTIVE GENERAL MANAGER
INDIGENOUS EMPLOYMENT
AND TRAINING

Bob has over 20 years' experience in developing, delivering and administering Aboriginal and Torres Strait Islander employment and training programs. Bob was awarded a Public Service Medal for his dedication to increasing employment and economic outcomes for Aboriginal and Torres Strait Islander peoples. Bob led the establishment of the National Indigenous Training Academy at Ayers Rock Resort in 2011 and has overseen the implementation and delivery of Voyages Indigenous training and employment strategy.

"I am thrilled to be the Executive RAP Champion for Voyages. There is such a strong commitment and passion across the Voyages properties to succeed in our vision to create opportunities for Aboriginal and Torres Strait Islander peoples. The teams strive for excellence in all that they do and the RAP provides a great tool for setting targets for the future and ensuring we meet those targets and continue our drive to improve programs and initiatives. I thank each of the RAP Working Group members for their contribution to such a valuable process and look forward to driving our commitments to reconciliation."

MICHAEL PARKINS
GENERAL MANAGER
NATIONAL INDIGENOUS
TRAINING ACADEMY
AYERS ROCK RESORT

Michael has responsibility for the National Indigenous Training Academy, the coordination of industry based training, the trainee wellbeing program, Indigenous Supervisor training and development and management of the Indigenous Cadet Manager program. Michael previously held the position of Assistant Director of Eora College Sydney Institute and has held various positions in the training industry including eight years as the Manager of the Aboriginal Education and Training Unit at Sydney Institute.

DORETHEA RANDALL
INDIGENOUS EMPLOYEE
RELATIONS MANAGER
AYERS ROCK RESORT

Dorethea is a local Anangu woman and Mutitjulu community resident. Through her father, Dorethea has strong family ties to Yankunytjatjara, Pitjantjarra people and strong connections with Anmatjerre people from her mother's side. Dorethea is a proactive Board member on the Mutitjulu Community Aboriginal Corporation. Dorethea's objective is to be a bridge between the Resort and Australia's Aboriginal and Torres Strait Islander peoples. She wants to achieve this through recruiting and retaining a world class Aboriginal and Torres Strait Islander workforce.

BILLIE SCOTT
INDIGENOUS EMPLOYEE
RELATIONS COORDINATOR
AYERS ROCK RESORT

Billie is a Goomeroi woman from South West Queensland through her grandmother and also identifies as a Kooma woman through her grandfather. Billie has an extensive background in education, employment and training and has worked at Ayers Rock Resort for 19 months. She has been co-ordinating the "Step Up Leaders Program" for Aboriginal and Torres Strait Islander front line staff to develop skills to "step up" into Supervisory roles. Prior to coming on board with Voyages, Billie was employed with TAFE Qld, where she was a member of a sub-committee to develop the Aboriginal and Torres Strait Island Studies unit for the Queensland Studies Authority. Billie is passionate about the empowerment of Aboriginal and Torres Strait Islander peoples.

PAUL BARRETT
EXECUTIVE GENERAL MANAGER
HUMAN RESOURCES

Paul has held senior HR roles in several leading companies in Australia and overseas, including Accor, Starwood and Emirates Leisure Retail. Paul has responsibility for Talent, Learning and Development, Work Health and Safety, Employee Relations and Aboriginal and Torres Strait Islander Direct Employment across the diverse Voyages tourism business.

BEN PRATT
GENERAL MANAGER
MOSSMAN GORGE CENTRE

Ben has held various management positions over the last nine years including Ayers Rock Resort, Home Valley Station and now at Mossman Gorge Centre.

“During this time I have been fortunate to have worked closely with Aboriginal and Torres Strait Islander peoples in some of the most amazing locations across this great country. In this time I have developed wonderful friendships both on and off communities. These friendships and connections have been incredibly powerful and compelled me to continue doing what I can to give back to those who may benefit. This journey so far has meant I have been able to use my knowledge, skills and experience in this industry, more specifically across Voyages properties to be a part of the platform for this amazing vision. I believe we at Voyages offer a unique and powerful opportunity with our refined aggregate approach of skills training, on the job mentoring, one on one career support and a world class network of real job opportunities throughout Australia. Reconciliation to me is being able to see, understand and respect the many cultural differences within Aboriginal and Torres Strait Islander peoples and other Australians to work together for the future where we are truly establishing history, to ensure positive change for our current and most importantly our next generation.”

NATALIE CHAPMAN
HUMAN RESOURCES MANAGER
MOSSMAN GORGE CENTRE

“I am a descendant of the Mitakoodi people from Cloncurry, I grew up mostly in North West Qld and North Qld. During high school my passion to share Aboriginal culture started as I realised that most people did not know our history or culture and for that reason there were many wrong perceptions about Aboriginal and Torres Strait Islander peoples. I have been very fortunate to continue this passion in my work today with Voyages and Mossman Gorge Centre.”

SHERYL BURCHILL
HUMAN RESOURCES
ADMINISTRATOR
MOSSMAN GORGE CENTRE

“I am a descendant of the Kuku Yalanji people. Our traditional land starts from south of Cooktown down the coast to south of Port Douglas and Inland to Palmer River and Mt Carbine. Much of this land falls inside the Wet Tropics World Heritage area. I am blessed to have been brought up learning about both my Indigenous culture and the western ways of life. I believe we have to look after: Our Tradition, Our Heritage, Our Culture, Our Law, Our Art, Our Dance, and Our Stories, so that it can look after us and keep us strong.”

DERRELLE CAMPBELL
CORPORATE RECEPTIONIST
ADMINISTRATION ASSISTANT
VOYAGES CORPORATE OFFICE SYDNEY

Derrelle is a young proud employee and an Aboriginal woman, part of the Eora Language Clan. Derrelle was born and raised in the Aboriginal Redfern Community.

“I am very proud and honoured to be involved in the RAP and what it means to our people to be finally recognised in the work force and the reconciliation of Indigenous people and other Australians to be accepted as equals through Indigenous employment and training”

CASIE LEUENBERGER
EXECUTIVE ASSISTANT TO
THE CHIEF EXECUTIVE OFFICER
AND OFFICE MANAGER
VOYAGES CORPORATE OFFICE SYDNEY

Casie is a long standing member of the Voyages team and has provided support to the CEO and Executive Team for in excess of 12 years. Casie has experienced exciting change during her time with Voyages and the development of the Voyages RAP is indeed one of the highlights.

“To be a member of the committed and passionate RAP Working Group is indeed a privilege. Reconciliation is all about individuals. It cannot be forced on people. It is about understanding, working together, caring and reuniting. Each of us have a personal choice to make on the path to reconciliation and I am proud to be involved in the launch of a RAP for Voyages Indigenous Tourism Australia.”

WORKING GROUP MEMBERS

KIM DORWARD **LEARNING AND** **DEVELOPMENT MANAGER** **MOSSMAN GORGE CENTRE**

Kim is responsible for the residential trainees within the Centre and their Host Employer relationships with local industry in the region.

“Building strong relationships with local employers is an important step in reconciliation. It leads to not only employment opportunities for trainees, but also a flow on effect for the wider Aboriginal and Torres Strait Islander community by educating employers and being an advocate for Aboriginal and Torres Strait Islander employment initiatives.”

All Voyages employees were encouraged to engage with the RAP Working Group members to gain more information about the RAP process and to provide input to the development of the draft RAP. The Working Group also consulted with local communities and key stakeholders seeking their consideration and input. Input was collated and discussed with the relevant areas and a draft RAP was developed and circulated to all staff through a variety of forums. Final feedback was gained from staff prior to the revised draft RAP being submitted to the Voyages Board for their consideration and feedback.

Voyages staff and stakeholders were keen to be involved and were committed to developing a valuable plan for ongoing commitment to actions to support reconciliation. Developing the RAP has proved to be a very valuable process

ABOVE **PATRICIA SOLOMAN**



in getting people talking about reconciliation. People questioned what reconciliation meant to them and staff were encouraged to think about how they personally can contribute to reconciliation. Great ideas were born and Voyages now has plans to make talking about reconciliation a more common activity through regular discussion groups for interested staff. We think the more individuals talk about reconciliation, the more we can understand each other, respect each other and work together to create opportunities for the First Peoples of Australia.

The Working Group will now have the task of ensuring the actions in this plan take place. They will meet regularly to assess the achievements against the plan and look at ways to continue to stretch and grow the organisation to support Aboriginal and Torres Strait Islander peoples.

VOYAGES RECONCILIATION JOURNEY



ALTHOUGH THIS IS VOYAGES FIRST RECONCILIATION ACTION PLAN, VOYAGES HAS BEEN DRIVING INITIATIVES AND PROGRAMS TO SUPPORT ITS COMMITMENT TO RECONCILIATION SINCE 2011. VOYAGES HAS ALSO PUBLICLY REPORTED ON PROGRESS AGAINST TRAINING AND EMPLOYMENT TARGETS THROUGH THE INDIGENOUS LAND CORPORATION'S ANNUAL REPORTING PROCESS. SOME KEY INITIATIVES VOYAGES HAS IN PLACE INCLUDE:

**ABOVE
TESHA MILLS, ELMA WHAP
AND JINI WAIANGA**

TRAINING AND EMPLOYMENT

- Establishment of the National Indigenous Training Academy (NITA) at Yulara (Ayers Rock Resort) to create a highly skilled Aboriginal and Torres Strait Islander workforce for the tourism and hospitality industries. NITA provides enterprise based accredited training as well as Language, Literacy and Numeracy (LLN) support for 100 Aboriginal and Torres Strait Islander employees each year. Training is targeted to Aboriginal and Torres Strait Islander learners who live on location with mentoring support provided both on and off the job.
- 120 traineeships for Aboriginal and Torres Strait Islander trainees are provided by Voyages each year.
- Mossman Gorge Centre provides traineeships each year with support from local host employers in the Mossman area. Currently, 90 per cent of employees working at Mossman Gorge Centre are Aboriginal and Torres Strait Islander peoples.
- Trainees at Home Valley Station begin their traineeship in the wet season at Ayers Rock Resort and complete their traineeship at Home Valley Station. Currently, Home Valley station has 12 First Australian employees, equating to around 30 per cent of its workforce.
- All Voyages trainees are guaranteed employment on the completion of their traineeship with Voyages or with other employment partners including Accor Hotels. Trainees are employed by Voyages while undertaking their traineeship.
- Voyages has an ongoing partnership with William Angliss Institute to provide Certificate III qualifications for trainees in an enterprise based setting ensuring graduates have the necessary skills, experience and confidence to succeed in the tourism and hospitality industry.
- Ayers Rock Resort is working towards a workforce where one in two employees are Aboriginal or Torres Strait Islander people by the end of 2018. This will be around 350 to 400 employees.

TRAINING AND EMPLOYMENT

- Voyages works with local communities at each business to support local people into employment and training opportunities and delivers pre-employment programs to assist with upskilling local Aboriginal and Torres Strait Islander peoples.
- Ayers Rock Resort runs a structured work program for Mutitjulu residents. Participants are supported into vacancies at Ayers Rock Resort on completion of the program.
- Ayers Rock Resort runs structured work experience programs for 80 student visits from the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands each year. Students seeking to pursue a career in the hospitality industry are supported into traineeships after completion of the three part program.
- Voyages attends job expos and runs targeted recruitment activities to source and recruit First Australians for vacancies. These are held in local communities and across Australia.
- Voyages runs regular pre-employment programs for First Australians to upskill for recruitment into vacancies.
- Ayers Rock Resort recruits up to 15 trainees every six weeks for traineeships provided by the National Indigenous Training Academy.
- Voyages is committed to increasing the representation of Aboriginal and Torres Strait Islander peoples in leadership positions and has commenced Supervisor Training and will be commencing Cadet Management training. Voyages will also be piloting an undergraduate internship in 2016.
- Voyages Executive Team meet regularly to review progress against Aboriginal and Torres Strait Islander employment and training objectives and report to the Voyages Board on progress.

COMMUNITY ENGAGEMENT

- Voyages works closely with local communities and regularly meets with communities to support local people into training and employment and business development opportunities. Voyages works in partnership with Community Development Program providers.
- Voyages supports the development of local communities including through working with the Mutitjulu Foundation and donating to the Foundation.
- Voyages employees regularly engage with community to volunteer and participate in community events.
- Local communities provide an important role in Voyages cultural competency including providing cultural advice, performing Welcome to Country and providing guests with cultural experiences and authentic goods and services.
- Residents of the local community have hand painted tabards used for graduation ceremonies for the National Indigenous Training Academy and regularly participate in the graduation ceremonies. The tabards are proudly displayed in the National Indigenous Training Academy along with photos of graduated trainees.
- Voyages Executive Team meet regularly to review progress against community engagement objectives and report to the Voyages Board on progress.

BUSINESS DEVELOPMENT

- Voyages has an Indigenous Procurement Policy and is a member of Supply Nation.
- Voyages works with local communities to assist individuals and companies to provide goods and services.
- Voyages regularly uses over 25 Aboriginal and Torres Strait Islander suppliers of goods and services. In the case of Mossman Gorge a large variety of Aboriginal art and craft is sourced locally for sale at the centre. At Ayers Rock Resort the recently opened Wintjiri Gallery offers art, crafts and gifts produced by local Anangu people.

CULTURAL COMPETENCY

- All Voyages employees attend cultural awareness training as part of their induction and staff are offered refresher courses.
- The Voyages Executive Team attend cultural immersion experiences.
- The Voyages Board attend cultural education with local content provided by traditional owners and Voyages staff.
- Voyages encourages all staff to attend NAIDOC week celebrations and creates events to recognise and celebrate Aboriginal and Torres Strait Islander culture.
- Respect for the cultures of First Australians is imbedded in Voyages Core Values which is included as a requirement of all employees' job descriptions.
- Voyages offers daily guest experiences showcasing Aboriginal and Torres Strait Islander culture including tours, performances and yarns.
- Voyages arranges key events including the Tjungu Festival each year to celebrate Aboriginal and Torres Strait Islander culture.

Voyages looks forward to building on their achievements to date. The RAP process will be a valuable tool to realise more initiatives and actions to support reconciliation.

Voyages Indigenous Employment and Training program is partly funded by the Australian Government.

POSITIONS OF RESPONSIBILITY FOR RAP ACTIONS ABBREVIATION

Chief Executive Officer	CEO
Chief Financial Officer	CFO
Executive General Manager	
Indigenous Employment and Training	EGM IET
Executive General Manager Operations	EGM Operations
Executive General Manager Sales, Marketing and Distribution	EGM SMD
Executive General Manager	
Human Resources	EGM HR
General Manager Mossman Gorge Centre	GM MGC
General Manager Home Valley Station	GM HVS
General Manager	
National Indigenous Training Academy	GM NITA
General Manager	
Indigenous Community Engagement	GM ICE
Manager Real Jobs Program	Manager Real Jobs

RELATIONSHIPS



Voyages was created to support the Indigenous Land Corporation's vision to create an Aboriginal and Torres Strait Islander workforce for the tourism and hospitality industries. Through cultural tourism Voyages creates opportunities for the First Peoples of Australia. Voyages is committed to providing training, employment and business opportunities to Aboriginal and Torres Strait Islander peoples from across Australia including our closest Aboriginal communities. Building relationships with local communities and Aboriginal and Torres Strait Island communities and organisations across Australia ensures we know how we can support individuals into the training and employment opportunities we have to offer and how we can support individuals to succeed in these opportunities. Through our relationships with Aboriginal businesses we have built a network which regularly supplies goods and services to our properties. Through our relationships we learn how we can improve what we do to support reconciliation.

1. RAP WORKING GROUP

Voyages RAP working group to meet regularly to monitor and track the implementation of the RAP and strategise opportunities to ensure the RAP is embedded within our organisation and all employees are participating in Voyages reconciliation journey.

RESPONSIBILITY

- Executive General Manager Indigenous Employment and Training (EGM IET)

TIMELINE AND TARGETS

June 2016

- Members of RAP Working Group to meet at least four times a year to track, monitor and report on the progress of our RAP.

May 2016, 2017, 2018

- Members of RAP Working Group to involve staff in Reconciliation events and implementing RAP actions.

June 2016, 2017, 2018

- Members of RAP Working Group to facilitate three forums throughout the year for all staff to discuss reconciliation and RAP Progress.

June 2016

- Establish external Aboriginal and Torres Strait Islander Reference Groups to provide cultural advice and guidance to Voyages at each business property and coordinate this process with feedback at the corporate level.

RELATIONSHIPS



2. CELEBRATE NATIONAL RECONCILIATION WEEK

Support and encourage staff to build strong relationships by participating and celebrating National Reconciliation week (NRW).

RESPONSIBILITY

- Executive General Manager Operations (EGM Operations) working with General Managers Mossman Gorge Centre and Home Valley Station (GM MGC and GM HVS), EGM IET

TIMELINE AND TARGETS

27th May- 3rd June 2016, 2017, 2018

- Voyages will host and encourage all staff to attend National Reconciliation events organised at each Voyages business and the Voyages Corporate Office on an annual basis.
- Circulate Reconciliation Australia's NRW Toolkit to inform employees of the significance in participating in this nationwide event.
- Register all Voyages NRW events on Reconciliation Australia's website to capture participation.
- Encourage all staff to participate in external events to recognise and celebrate NRW.

3. CONTINUE TO STRENGTHEN RELATIONSHIPS WITH LOCAL TRADITIONAL OWNERS IN VOYAGES AREAS OF OPERATION

RESPONSIBILITY

- EGM Operations working with General Manager Indigenous Community Engagement (GM ICE), GM MGC, GM HVS, EGM IET

TIMELINE AND TARGETS

June 2016, 2017, 2018

- Continue to develop and maintain working relationships with Aboriginal and Torres Strait Islander communities through community forums, providing participation opportunities for community members at Voyages businesses and engaging local providers.

December 2015

- Develop and implement an engagement plan that considers and supports the needs and aspirations of local Traditional Owners and Aboriginal and Torres Strait Islander communities and stakeholders in Voyages areas of operation.

June 2016, 2017, 2018

- Meet with Aboriginal and Torres Strait Islander peoples and organisations at least twice per year.

ABOVE
DOROTHY PAGE, DANIEL BILLY AND JARRHYN CANENDO

RELATIONSHIPS



4. CONTINUE TO MAINTAIN STRONG RELATIONSHIPS WITH OUR STAKEHOLDERS

RESPONSIBILITY

- Chief Executive Officer (CEO) with support of EGM IET

TIMELINE AND TARGETS

June 2016, 2017, 2018

- Continue to meet with Government representatives at least twice per year to report on Closing the Gap outcomes.

5. BUILD RELATIONSHIPS, SHARE EXPERIENCES, CHALLENGES AND LEARNINGS WITH RAP PROGRAM MEMBERS

RESPONSIBILITY

- CEO with support of EGM Operations, Executive General Manager Sales, Marketing and Distribution (EGM SMD), EGM IET, Chief Financial Officer (CFO)

TIMELINE AND TARGETS

December 2016, 2017, 2018

- Develop a list of RAP organisations that are demonstrating best practice in reconciliation and seek to meet with key partners at least annually.
- Network with at least two RAP organisations to achieve and expand on our RAP commitments each year.
- Begin planning to develop a Reconciliation Industry Network Group (RING) for the tourism and hospitality industry.
- Continue to develop and promote packages for corporations to hold conferences at Uluru Meeting Place and experience Ayers Rock Resort's Indigenous Tourism experiences and education.

ABOVE

JACINTA PRICE AND COLIN LILLIE PERFORMING WITH THE MUTITJULU LADIES CHOIR AT TJUNGU FESTIVAL 2015

RESPECT



Voyages has a large and diverse workforce consisting of over 350 Aboriginal and Torres Strait Islander employees from across Australia and around 650 other employees from across Australia and the world. Voyages recognises the value and strength of peoples cultures and the strength in working together with all people in harmony. Respect is a Core Value for Voyages employees.

Voyages has great respect for the cultures of Aboriginal and Torres Strait Islander peoples and recognises the challenges Aboriginal and Torres Strait Islander peoples have faced in the past. Voyages strives to play a role in educating people on the cultures and histories of Aboriginal and Torres Strait Islander peoples, both within our own workforce and to guests to Voyages properties through showcasing performances, arts and crafts and through sharing stories told by Aboriginal and Torres Strait Islander employees. Through greater appreciation of the histories and culture of Australia's First peoples we can build greater respect.

1. CULTURAL EDUCATION FOR STAFF

- Provide the opportunity for all employees to enhance their knowledge and understanding of Aboriginal and Torres Strait Islander cultures, achievements and contemporary challenges.

RESPONSIBILITY

- Executive General Manager Human Resources (EGM HR) working with EGM IET, GM NITA

TIMELINE AND TARGETS

June 2016, 2017, 2018

- In consultation with Aboriginal and Torres Strait Islander employees, develop and implement a cultural awareness training strategy for our staff which defines continuous cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face to face workshops, cultural immersion).
- Ensure all new employees complete face-to-face cultural training.
- Ensure at least 75 employees complete formal refresher cultural awareness training and all other staff are encouraged to attend local cultural activities and access on line cultural education tools in 2015.
- Develop a schedule for refresher training for 2016, 2017 and 2018 with a focus to increase the number of employees attending refresher cultural awareness training each year.
- Ensure all Senior Executives participate in cultural immersion experiences annually.
- A cultural awareness Key Performance Indicator is embedded in all staff performance plans.
- All Voyages Board members to undertake cultural awareness education with presentations from Aboriginal and Torres Strait Islander staff with content on local Aboriginal and Torres Strait Islander cultures and communities.
- Provide the opportunity for all host employers to complete cultural awareness training through Mossman Gorge Centre.
- Broaden staff knowledge of current challenges and barriers affecting Aboriginal and Torres Strait Islander peoples through the provision of resources such as the Koori Mail.

RESPECT



2. CONTINUE TO ACKNOWLEDGE AND PAY RESPECTS TO TRADITIONAL CUSTODIANS PAST, PRESENT AND FUTURE OF THE LANDS AND WATERS WHERE VOYAGES OPERATES

RESPONSIBILITY

- EGM Operations working with, GM MGC, GM HVS

TIMELINE AND TARGETS

June 2016

- Develop, communicate and implement a cultural protocols document for Acknowledgement to Country and Welcome to Country for Voyages employees to utilise.
- Include other Aboriginal and Torres Strait Islander cultural protocols within Voyages protocol document relevant to specific local Aboriginal and Torres Strait Islander communities.
- Ensure all staff and Senior Management provide an Acknowledgement of Country at all formal internal and external events.
- Invite a Traditional Owner to give a Welcome to Country address at all significant Voyages events.
- Develop and communicate a list of key contacts for organising a Welcome to Country.
- Create and display an Acknowledgment of Country plaque in Voyages three tourism properties and in the Corporate Office.
- Include an acknowledgement of Voyages commitment to reconciliation in Voyages employees' signature blocks.
- Display Aboriginal and Torres Strait Islander flags at each Voyages tourism property and in the Corporate Office.

3. CELEBRATE NAIDOC WEEK

Support and encourage staff to connect with community and celebrate Aboriginal and Torres Strait Islander cultures, history and achievements by participating in NAIDOC Week each year.

RESPONSIBILITY

- EGM Operations working with GM NITA, GM MGC, GM HVS

TIMELINE AND TARGETS

July 2016, 2017, 2018

- Engage with local communities to arrange three NAIDOC week events and encourage all staff to participate. Activities to include opportunities for staff and local communities to celebrate Aboriginal and Torres Strait Islander cultures and history.
- Organise at least four internal events each year to celebrate NAIDOC Week.
- Provide the opportunity and support all staff to participate in NAIDOC Week events in the local community.
- Review HR Policies and procedures to ensure there are no barriers for employees to participate in NAIDOC Week activities.

ABOVE
JOHN SEDEN

RESPECT



4. **SHOWCASE AUTHENTIC ABORIGINAL AND TORRES STRAIT ISLANDER CULTURAL EXPERIENCES TO THE WORLD**

Provide the opportunity for guests to experience and engage in the vibrant and rich traditions of Aboriginal and Torres Strait Islander cultures.

RESPONSIBILITY

- EGM Operations working with EGM SMD, GM MGC, GM HVS

TIMELINE AND TARGETS

June 2016, 2017, 2018

- Provide daily guest experiences showcasing authentic Aboriginal and Torres Strait Islander cultures in line with the Larrakia Declaration guidelines and encourage guests to participate in more than one experience.
- In consultation with local Aboriginal and Torres Strait Islander communities, provide guests with daily Anangu and Kuku Yalanji and other cultural experiences and education.
- In partnership with local Aboriginal and Torres Strait Islander artists, provide a range of Aboriginal and Torres Strait Islander arts and crafts for purchase with a particular focus on locally made products.

5. **CONTINUE TO HOST AND PARTICIPATE IN SIGNIFICANT EVENTS THAT CELEBRATE ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES AND CULTURES**

RESPONSIBILITY

- EGM Operations working with GM MGC, GM HVS

TIMELINE AND TARGETS

January 2016, 2017, 2018

- Host and promote the Tjungu festival on an annual basis.
- Host Astronomy Week with emphasis on Aboriginal and Torres Strait Islander cultures annually.
- Sponsor APY Lands students' participation in Outback Marathon annually.
- Contribute sponsorship to the Rob de Castella Indigenous Marathon Project when the event is held at Ayers Rock Resort.
- Invite an Aboriginal didgeridoo player and classical singer to perform at the Australian Chamber Orchestra (ACO) Uluru event in 2015.
- Provide the opportunity for at least three Aboriginal and Torres Strait Islander employees at Mossman Gorge Centre to participate in Laura Dance Festival.

ABOVE

LILISCA KEYES, ELEANORE SALT AND WILLIAM DENMAN

EMPLOYEE PROFILE
BRENDAN MACALE
 APPRENTICE CHEF
 HOME VALLEY STATION



Brendan Macale, is an Apprentice Chef at Home Valley Station and grew up in the local area. Brendan has taken Aboriginal and Torres Strait Islander staff back to the small community in which he grew up. His passion in life is to become a chef and now he is experiencing this at Home Valley Station.

“My family and I have always passed right through Home Valley Station on our way to spend time in our country. When I was younger there was nothing much here in the way of development or opportunities for locals, Indigenous or white. Since ILC has begun developing Home Valley into a tourism destination I have seen many changes, all of them positive.

It has given locals and tourists a chance to experience our country with us as their guides and also given young Indigenous people from



around Australia job skills and confidence and exposed them to our local ways. For me personally it has given me the opportunity to do something I love in the country I love.

It lets me share stories that were passed on to me by my elders with staff and guests and keep those stories alive.”

BRENDAN MACALE
 LOCAL ABORIGINAL MAN WHO
 GREW UP ON MOLLYACA, A SMALL
 OUTSTATION JUST NORTH OF
 HOME VALLEY STATION

PICTURED WITH BEN PRATT
 GENERAL MANAGER
 MOSSMAN GORGE CENTRE

For me personally it has given me the opportunity to do something I love in the country I love.

EMPLOYMENT ABORIGINAL COMMUNITIES



Ayers Rock Resort offers Anangu people a two year structured employment program to assist them to transition into vacancies at Ayers Rock Resort. Our program provides structured work experience in three key areas – landscaping, construction and municipal services and domestic services. Participants are provided with language, literacy and numeracy support and are supported to gain industry relevant qualifications. Participants are supported into ongoing employment at the Resort once they have developed the skills and qualifications required to fulfil vacancies.

Ayers Rock Resort also offers a structured work experience program for students from the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands. The Resort works with local schools to develop the program. In 2014 four work experience students continued into traineeships and graduated in November 2014. Voyages is hoping more students

follow this journey in 2015 and beyond and has committed to providing 80 work experience program visits to students each year.

Mossman Gorge Centre works closely with the Kuku Yalanji people to provide Aboriginal goods and services for guests including Aboriginal guided Dreamtime Walks conducted by the Traditional Owners of the Gorge. Mossman Gorge Centre has an Aboriginal and Torres Strait Islander workforce of approximately 90 per cent including employees from local Aboriginal and Torres Strait Islander communities. Mossman Gorge Training Centre has trainee intakes from the local Aboriginal community each year. Mossman Gorge Centre and Home Valley Station work with Ayers Rock Resort to support flexible training opportunities for Aboriginal and Torres Strait Islander employees. Home Valley Station engages with local communities and community working groups.

In 2015 this partnership resulted in the commencement of Traditional Owner ranger groups involvement in localised fire management.

Home Valley Station has recently started working with the Clontarf Academy to create jobs for Aboriginal and Torres Strait Islander students in Kununurra finishing Year 12. Suitable graduates will commence jobs at Home Valley Station in 2015 and further partnerships will see employment pathways developed for students wanting to pursue a career in the hospitality and tourism industry.

Home Valley Station currently has two apprentices from the local community, one in Commercial Cookery and the other in Automotive Mechanics. In the wet season the apprentices work at Ayers Rock Resort and Ayers Rock Autos to ensure continuity.

OPPORTUNITIES



Voyages can play a significant role in closing the gap in disadvantage in the area of employment for Aboriginal and Torres Strait Islander peoples. Employment is a critical key in improving the lives of people. Employment can lead to greater access to health, education and housing. Voyages is committed to providing employment and business opportunities for Aboriginal and Torres Strait Islander peoples and has a target to ensure Aboriginal and Torres Strait Islander people are represented through at least 50 per cent of the workforce at Ayers Rock Resort by the end of 2018. Voyages is also increasing workforce representation at Home Valley Station and sustaining the workforce of 90 per cent representation of Aboriginal and Torres Strait Islander employees at Mossman Gorge Centre.

1. CREATE AN ABORIGINAL AND TORRES STRAIT ISLANDER WORKFORCE FOR THE HOSPITALITY AND TOURISM INDUSTRY THROUGH PROVIDING EMPLOYMENT AND TRAINING OPPORTUNITIES

RESPONSIBILITY

- EGM IET working with EGM Operations, GM MGC, GM HVS, GM NITA

TIMELINE AND TARGETS

July 2016, 2017, 2018

- Implement, review and update Voyages Aboriginal and Torres Strait Islander Employment and Retention strategy which includes professional development.
- Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.
- Provide employment opportunities for 240 Aboriginal and Torres Strait Islander people each year.
- Create 120 traineeship opportunities (100 commencing at Ayers Rock Resort with up to 12 moving to Home Valley Station and at least 20 commencing at Mossman Gorge Centre) for Aboriginal and Torres Strait Islander peoples each year with accredited training and guaranteed employment upon completion.
- Increase our Aboriginal and Torres Strait Islander workforce at Ayers Rock Resort to 50 per cent by the end of 2018.
- Maintain our Aboriginal and Torres Strait Islander workforce of around 90 per cent at Mossman Gorge Centre.
- Provide employment opportunities for up to 15 Aboriginal and Torres Strait Islander peoples at Home Valley Station each year with opportunities for other employment during the wet season.
- Provide 80 structured work experience opportunities for students from the Anangu Pitjantjatjara Yankunytjatjara (APY) lands annually.
- Work with William Angliss institute and Accor Hotels to support training opportunities tailored for Aboriginal and Torres Strait Islander employees.
- Provide Aboriginal and Torres Strait Islander employees with the opportunity to attend a cross cultural awareness education program to develop understanding of working within the corporate culture.

ABOVE
MARSHA RILEY

OPPORTUNITIES



2. UNDERTAKE RECRUITMENT ACTIVITIES TO ATTRACT ABORIGINAL AND TORRES STRAIT ISLANDER EMPLOYEES

RESPONSIBILITY

- EGM HR working with EGM IET

TIMELINE AND TARGETS

July 2016, 2017, 2018

- Work with Aboriginal and Torres Strait Islander communities, Job Active providers and Community Development Program (CDP) providers to identify, recruit and retain Aboriginal and Torres Strait Islander employees.
- Deliver a pre-employment program each month for 10 months per annum in partnership with Job Active providers and Community Development Program providers to attract Aboriginal and Torres Strait Islander job seekers to employment and traineeship positions.
- Provide a structured employment program through the 'Real Jobs' program for 20 local Anangu people each year leading to employment at the Resort.
- Advertise job vacancies in Aboriginal and Torres Strait Islander media platforms such as Koori Mail.

3. DEVELOP, IMPLEMENT AND SUPPORT CAREER PATHS AND RETENTION STRATEGIES FOR ABORIGINAL AND TORRES STRAIT ISLANDER EMPLOYEES

RESPONSIBILITY

- EGM IET working with EGM Operations, EGM HR, GM NITA, GM MGC, GM HVS

TIMELINE AND TARGETS

June 2016, 2017, 2018

- Continue Voyages Aboriginal and Torres Strait Islander mentoring program to ensure Aboriginal and Torres Strait Islander employees are supported and encouraged to pursue their career paths.
- Create internal networking opportunities for Aboriginal and Torres Strait Islander employees to share experiences on working and career opportunities in Voyages.
- Encourage Aboriginal and Torres Strait Islander employees to attend Diversity Council Australia's and Reconciliation Australia's National Indigenous Corporate Network meetings.
- Continue to review and improve the retention strategy for Aboriginal and Torres Strait Islander employees.

ABOVE

MUTITJULU NINJA CIRCUS PERFORMING AT TJUNGU FESTIVAL 2015

OPPORTUNITIES



4. PROVIDE PROFESSIONAL DEVELOPMENT OPPORTUNITIES TO ABORIGINAL AND TORRES STRAIT ISLANDER STAFF

RESPONSIBILITY

- EGM IET working with EGM Operations, EGM HR, GM NITA GM MGC, GM HVS

TIMELINE AND TARGETS

February 2016, 2017

- Provide supervisor training for 10 Aboriginal and Torres Strait Islander employees at Ayers Rock Resort each year.

September 2015

- Provide the opportunity for three Aboriginal and Torres Strait Islander employees to participate in a management cadet program at Ayers Rock Resort.

June 2016, 2017, 2018

- Develop an undergraduate internship program at Voyages Corporate Office and pilot for three Aboriginal and Torres Strait Islander students.
- Develop and implement a staff development plan for Mossman Gorge Centre to provide development opportunities for Aboriginal and Torres Strait Islander employees leading to career progression.

5. INCREASE THE PURCHASES OF GOODS AND SERVICES FROM ABORIGINAL AND TORRES STRAIT ISLANDER SUPPLIERS TO SUPPORT SUPPLIER DIVERSITY

RESPONSIBILITY

- EGM Operations working with GM MGC, GM HVS, CFO

TIMELINE AND TARGETS

June 2016, 2017, 2018

- Continue with commitment of 4% of eligible procurement of goods and services from Aboriginal and Torres Strait Islander suppliers (over 25 businesses each year).
- Continue to support other suppliers supporting Aboriginal and Torres Strait Islander communities through purchasing goods on consignment and businesses with an Aboriginal and Torres Strait Islander workforce of 10% or more.
- Ensure purchasing is in line with Voyages Preferred Indigenous Supplier Procurement Guidelines.
- Identify demand at Voyages three tourism properties for goods and services and work with Aboriginal and Torres Strait Islander businesses to increase supply of goods and services and develop new goods and services to meet this demand and encourage the businesses to register with Supply Nation.
- Continue to meet at least twice a year with Supply Nation to identify Aboriginal and Torres Strait Islander businesses offering relevant goods and services.

ABOVE
LEROY LESTER WITH GUESTS AT THE RESORT

OPPORTUNITIES



6. CONTINUE TO SUPPORT LOCAL ABORIGINAL AND TORRES STRAIT ISLANDER COMMUNITY INITIATIVES

RESPONSIBILITY

- EGM IET working with EGM Operations, GM ICE, GM NITA, Manager Real Jobs program

TIMELINE AND TARGETS

June 2016, 2017, 2018

- Continue to support projects that provide social, cultural, economic and environmental benefits for Aboriginal and Torres Strait Islander communities including through the Mutitjulu Foundation and the APY Lands Work Experience program.
- Continue to support the diverse fund raising activities and events across the Resort to support the Mutitjulu Foundation.
- Continue to request a donation of \$3 from each guest room to the Mutitjulu Foundation.
- Continue to match all guest contributions dollar for dollar, up to \$200,000 each year to the Mutitjulu Foundation.
- Work with local Aboriginal and Torres Strait Islander communities in Voyages areas of operation to identify mutually beneficial opportunities to support the needs and aspirations of local Aboriginal and Torres Strait Islander communities and Traditional Owners.

7. ENCOURAGE AND FACILITATE OPPORTUNITIES FOR STAFF TO VOLUNTEER IN LOCAL COMMUNITIES

RESPONSIBILITY

- EGM Operations working with GM ICE, GM MGC, GM HVS

TIMELINE AND TARGETS

June 2016, 2017, 2018

- Encourage staff to volunteer in local communities by communicating upcoming opportunities.
- Work with local communities to identify partnership opportunities and promote valuable volunteering experiences.
- Encourage and support all employees to participate in volunteering opportunities each year including through supporting local community events, participating in cultural festivals, regular community sporting events, career expos and local school based activities.

VOYAGES ABORIGINAL AND TORRES STRAIT ISLANDER ENTERPRISE BASED TRAINING



Voyages offers enterprise based accredited training across its three tourism properties. All trainees are employed by Voyages while undertaking training and are guaranteed an offer of employment on successful completion of training. Trainees complete industry recognised qualifications while gaining the industry experience to support this training.

NATIONAL INDIGENOUS TRAINING ACADEMY

The National Indigenous Training Academy (NITA) was established in Yulara in 2011 and has celebrated the graduation of over 140 Aboriginal and Torres Strait Islander employees from local communities and across Australia. NITA provides enterprise based accredited training in hospitality and tourism for 100 Aboriginal and/or Torres Strait Islander trainees each year. Trainees undertake Certificate II or Certificate III qualifications while undertaking enterprise based training at Ayers Rock Resort. Intakes of trainees

ABOVE
TRAINEES AT THE NATIONAL
INDIGENOUS TRAINING ACADEMY



commence every six weeks. Trainees reside at Yulara in trainee dedicated accommodation with access to mentoring and support 24 hours a day. Ayers Rock Resort also offers wellbeing programs including regular sporting and cultural events.

On completion of their traineeship employees are placed in a variety of positions including front and back of house, administration and corporate services.

A number of graduate trainees have progressed to supervisory positions at the Resort.

MOSSMAN GORGE CENTRE

Mossman Gorge Training Centre provides accredited training for at least 20 Aboriginal and Torres Strait Islander trainees/apprentices each year. Eight trainees/apprentices undertake their enterprise based training at MGC, while other trainees are placed with local host employers to undertake enterprise based training. Trainees continue employment with Voyages on

ABOVE
NATIONAL INDIGENOUS TRAINING
ACADEMY GRADUATES MARCH 2014

successful completion of training. Mossman Gorge Training Centre has a 20 bed residential complex for Aboriginal and Torres Strait Islander trainees.

HOME VALLEY STATION

Home Valley Station provides 10 residential accredited traineeships each year. As Home Valley Station does not operate in the wet season, trainees undertake part of their training at Home Valley Station and the remainder of their training at Ayers Rock Resort.

William Angliss Institute is Voyages preferred training provider and provides accredited training across all three businesses. Voyages offers flexible traineeships allowing trainees to complete their training between the National Indigenous Training Academy, Mossman Gorge Centre and Home Valley Station.

Voyages is creating a highly skilled Aboriginal and Torres Strait Islander workforce for the hospitality and tourism industry.

TRACKING PROGRESS AND REPORTING



1. REPORT ACHIEVEMENTS, CHALLENGES AND LEARNINGS TO RECONCILIATION AUSTRALIA FOR INCLUSION IN THE RAP IMPACT MEASUREMENT REPORT

RESPONSIBILITY

- EGM IET

TIMELINE AND TARGETS

July 2016, 2017, 2018

- Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.

2. REPORT ON PROGRESS AGAINST THE RAP IN THE ILC ANNUAL REPORT

RESPONSIBILITY

- EGM IET

TIMELINE AND TARGETS

June 2016, 2017, 2018

- Provide information annually on employment and training achievements to be included in the Indigenous Land Corporation's Annual Report.

3. REPORT ON PROGRESS AGAINST THE RAP INTERNALLY AND EXTERNALLY VIA VOYAGES WEBSITE

RESPONSIBILITY

- EGM IET

TIMELINE AND TARGETS

July 2016, 2017, 2018

- Develop and implement systems and capability needs to track, measure and report on RAP activities.
- Include the RAP on Voyages website and SharePoint and report on progress against the RAP annually.
- Report RAP progress and achievements to employees annually.

4. REFRESH AND UPDATE A NEW RAP FOR VOYAGES INDIGENOUS TOURISM AUSTRALIA

RESPONSIBILITY

- EGM IET

TIMELINE AND TARGETS

December 2018

- Draft a new RAP based on learnings, challenges and achievements from Voyages previous RAP.
- Send draft RAP to Reconciliation Australia for formal review, feedback and endorsement.



Established by Voyages in 2003, the Mutitjulu Foundation aims to raise money to fund projects for local Aboriginal communities, including Mutitjulu, Docker River and Imanpa, and other Aboriginal communities in the immediate area. The Foundation's goals are to remove barriers by supporting the local communities in the vitally important areas of health, education and economic prosperity. With the ongoing help of guests, staff and corporations contributions, the Foundation has reached well over \$1,000,000 to date.

VISION

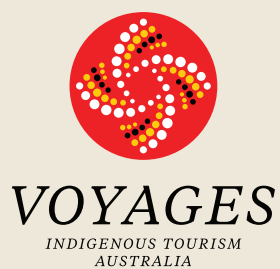
To improve the well-being of the Anangu people, from Mutitjulu and their neighbouring communities, through improved health, education and greater economic and social participation.

MISSION

The Mutitjulu Foundation promotes and facilitates successful participation in education, health and well-being, skills development, employment and sustainable enterprise development for Anangu people.

PROJECTS

The Mutitjulu Foundation has supported several projects including construction of an elderly respite care centre at Mutitjulu, a community recreation hall and sponsorship of a book promoting the Tjanpi Desert Weavers.



**VOYAGES
EXECUTIVE
RAP CHAMPION**

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