



**NATIONAL  
INDIGENOUS  
TRAINING  
ACADEMY**

*small community*

**BIG  
OPPORTUNITY**



## **TRAINEESHIP PROGRAM**

CHANGING THE LIVES OF INDIGENOUS AUSTRALIANS BY PROVIDING MARKET LEADING TRAINING AND EMPLOYMENT PROGRAMS AND EMPOWERING AN INDIGENOUS WORKFORCE.

*NITA acknowledges the Traditional Owners of country throughout Australia and their continuing connection to land, sea and community. We pay our respects to them and their culture and the Elders both past and present and acknowledge that we operate on the traditional lands of several Aboriginal groups.*



# NATIONAL INDIGENOUS TRAINING ACADEMY (NITA)

**The National Indigenous Training Academy (NITA) aims to change the lives of Indigenous Australian's by providing market leading training and employment programs and empowering a growing Indigenous workforce.**

In partnership with William Angliss Institute RTO ID 3045, NITA delivers a number of nationally recognised qualifications and provides critical long-term pathways into the workforce across the hospitality, tourism, horticulture and retail sectors. Upon successful completion of the traineeship, there will be opportunities to explore future employment with Voyages Indigenous Tourism Australia (Voyages) or its partners in the following roles:

Food & Beverage Attendant	Houseman	Public Area Cleaner
Gardener	Kitchen Steward	Reception/Administration
Guest Services	Laundry Attendant	Retail Assistant
Housekeeper	Porter	Room Attendant

The unique training, working and residential program supports trainees to participate in the local community, learn life skills and build a solid foundation for their future career. It includes accommodation and a dedicated residential and training team on location.

Pivotal to the trainee's support system are the on-site NITA Residential Supervisors and the Voyages Wellbeing Team. Often, trainees are living away from home for the first time and this can sometimes create a multitude of personal and individual complexities to living in a remote rural community and together the teams are often the crucial first point of contact. The teams work to build solid and trusting relationships with the trainees and have both the appropriate experience and training, as well as existing relationships with external services such as the Mossman Gorge Medical Centre, Mossman Community Centre and QLD Health.

The program of activities on offer include trivia, cooking, gardening, art and cultural information sessions, book club, gaming, indoor and outdoor sports and health and fitness programs. They promote a healthy balanced lifestyle both inside and outside of work and run as once-offs, weekly, fortnightly, monthly or even annually such as participating in NAIDOC Week. Over time the trainees themselves have suggested all the activities on the current schedule.

On offer is a broad spectrum of educational opportunities that are not just related to employment goals but are in place to help trainees to gain life skills and support their development as young adults. As an example, the Living out of Home series includes education related to budgeting, cleaning, cooking, hygiene and fundamental health and safety concerns such as substance abuse, diet and mental health and wellbeing.

Each trainee is provided with everything they need to start their journey the right way and includes essential living, wellbeing and personal items, as well as uniforms and the PPE they need to do their job.

To be eligible for this program the trainee must:

Be committed and ready to start a career in the Hospitality industry
Be able to make a commitment to live at Mossman Gorge Centre for the duration of the traineeship
Be aged between 18 and 25 at the time of commencing the program
Identify as an Aboriginal or Torres Strait Islander person



*For more information on applying for a traineeship contact [RecruitmentMMG@nita.edu.au](mailto:RecruitmentMMG@nita.edu.au) or 07 4099 7000.*



# VOYAGES INDIGENOUS TOURISM AUSTRALIA

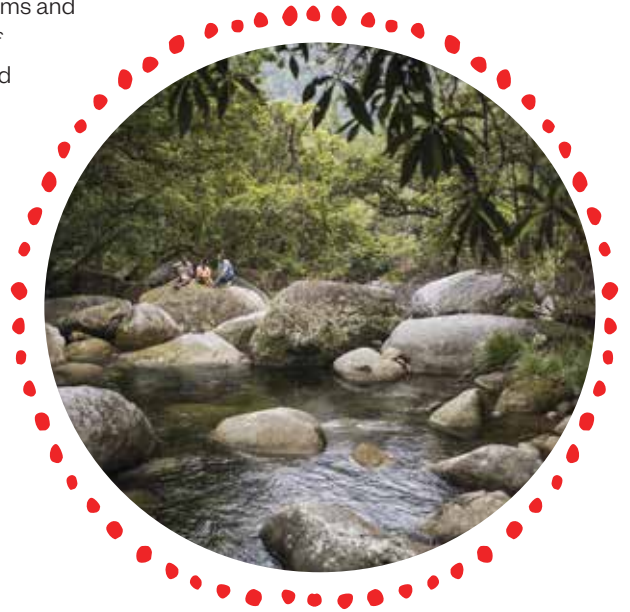
The National Indigenous Training Academy (NITA) is part of Voyages Indigenous Tourism Australia (Voyages). The Indigenous Land and Sea Corporation (ILSC) wholly owns Voyages and assists the ILSC in managing the tourism and resorts on their behalf. With a strong commitment to social responsibility, all profits from business activities go towards supporting Indigenous training and employment across Australia.

Voyages is Australia's most respected and successful Indigenous tourism company and through a connection with country and community, operates sustainable tourism businesses, where guests experience the diversity of Indigenous cultures. On offer are experience-based holidays in spectacular wilderness locations including Ayers Rock Resort in the iconic Red Centre and tourism facilities at Mossman Gorge in tropical Queensland.

Voyages is privileged to operate in some of Australia's most sensitive ecosystems and culturally significant locations and have built their reputation on a philosophy of supporting the local communities and protecting and enhancing the culture and environment at each site. It is committed to behaving ethically and operating in a sustainable manner that continues to strengthen economic, societal and environmental values.

As a recognised leader in employment and training of Aboriginal and Torres Strait Islanders, Voyages supports the development of hospitality and tourism specialists within its operations, while supporting the development of local Indigenous businesses. With a strong commitment to social responsibility, and through cultural tourism, it creates opportunities for Indigenous Australians.

Voyages is dedicated to building and sustaining an Indigenous workforce through attracting the right talent, aiding secure employment, promoting career advancement and fostering empowerment.



**VOYAGES**  
INDIGENOUS TOURISM  
AUSTRALIA

**CORE PURPOSE**  
*Why we exist, why the company does what it does outside of making money*

**THROUGH CULTURAL TOURISM WE CREATE OPPORTUNITIES FOR INDIGENOUS AUSTRALIANS**

**CORE VALUES**  
*Our guiding principles, what we stand for and how we believe*

**RESPECT**  
We treat people with our commitment with respect. We recognise the talent 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 business.

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

**EXCELLENCE**  
We strive for excellence in everything we do. We deliver highly skilled, innovative, and reliable service and products that meet the demands of our customers. We are consistently focused and deliver sustainable financial returns.

**COURAGE**  
We have the courage to step out of the herd, the ease and the confidence. We are committed to achieving our goals.

**THE VISION IN DETAIL**  
*Our optimal desired future*

**VISION STATEMENT**  
*Our direction, what we want to be*

# NITA TRAINEESHIPS

## *What is a traineeship?*

A traineeship is a type of vocational training (training under a supervisor) where you earn a wage and learn about the industry and job. The current traineeship available at Mossman Gorge Centre is a SIT30616 Certificate III in Hospitality.

## *How long will it take to complete your traineeship?*

Every trainee is different, and therefore there is no set timeline for each student, however on average, the traineeship will be between 10-12 months.

## *What will help you to complete a traineeship?*

<b>Commitment</b>	Recognise that a traineeship is a 12-month commitment to support you in setting up your future career
<b>Perseverance</b>	Continue doing something even though it is difficult – “Keep on, Keeping on”
<b>Self-Belief</b>	Have confidence in your abilities and judgement.

## *Why is a Traineeship a good career choice?*

Upon successful completion you will have the necessary skills to gain employment
Earn while you learn
Test-drive your future career
All-round support from mentors, trainers, employers and other employees who have also completed the traineeship

## *Where to next?*

### **Application**

The first step in applying for a traineeship is to send your resume RecruitmentMMG@nita.edu.au or calling 07 4099 7000 to find out more about the traineeship you're interested in. The NITA Recruitment team will then contact you for your first yarn. If shortlisted, you will receive an interview opportunity with the NITA Operations Manager.

### **Preparing for your interview**

Do your homework! Know where you are going and what they do – We will ask you what you know about Mossman Gorge Centre
Make sure you know the name of the person or people interviewing you
Think about the questions you might be asked (google “interview questions”) – we want to know all about you. Put yourself in the interviewer’s shoes and think of what you would want to find out about yourself
Think about how you might respond to the questions
Develop questions that you can ask your interviewers (what do you want to know about Ayers Rock Resort, the traineeship or Yulara)
Practice interviewing by answering questions in front of your mirror
Have a friend or family member ask your questions so you can work on your answers and delivery
Allow enough time to travel to ensure you arrive on time and don't be late! If your interview is being conducted online, make sure you check your Skype and technology to make sure it works at least 30 minutes before your interview
Have contact numbers with you in case there are any problems with technology or physically arriving to the interview

# TRAINEESHIP REQUIREMENTS

## Essentials

All trainees must meet the following minimum requirements in order to apply for a traineeship with NITA
Participate in the Voyages Employment Sustainability Assessment (VESA)
Submit a current National Criminal History Check (no less than 6 months old)
Meet the entry requirements for enrolment into the course

It will be important to have the following qualities:

### Strengths

Reliable
Trustworthy
Respectful
Courageous
Attention to detail

### Abilities

Communicate with others
Manage your own time
Engage in physical standing for long periods of time
Handle financial interactions
Uphold the resort grooming requirements
Work under pressure
Work safely

### Passions

A passion for customer service and engaging with people
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## Experience

A traineeship does not require any past working experience and does not limit you from applying. Any experience you do have though will be taken into consideration when applying.



For more information on applying for a traineeship contact [RecruitmentMMG@nita.edu.au](mailto:RecruitmentMMG@nita.edu.au) or 07 4099 7000.



# MOSSMAN GORGE CENTRE

Mossman Gorge is located in the southern part of Daintree National Park in Far North Queensland, Australia, 80 kilometres north of the regional town of Cairns and about five kilometres from the cane-farming town of Mossman. It is part of the traditional homeland of the Eastern Kuku (Goo-goo) Yalanji (Ya-lan-gee) people and was declared a part of the Daintree National Park in 1967. The Eastern Kuku (Goo-goo) Yalanji (Ya-lan-gee) people have occupied this area for thousands of years prior to first contact. They are recognised as the Traditional Owners for this area.

Mossman has a population of 1,732 people (2011 Census) and has a hospital, a shopping centre including Woolworths, four hotels, two motels, a tourist information Centre, two public halls, a showground, a swimming pool, and golf and bowling venues. There are five churches, State and Catholic primary schools and a high school.

The Mossman Gorge Centre is an Indigenous eco-tourism development and the gateway to Mossman Gorge. It is staffed by local residents with a breadth of knowledge on the area. At the Centre you will find an official welcome area, a contemporary café, art gallery, gift shop and tour desk.

**The community of Mossman Gorge is home to around 200 people and has a number of facilities including:**

Mossman Gorge Primary Health Care Centre
Wellbeing Centre
Art Shed

**Free Community Programs including:**

Money Management Services
Parenting Courses
Purchasing Programs
Gardening Support



# MOSSMAN GORGE CENTRE

## Weather

From approximately December to April, we can experience high levels of humidity and high rain fall. Known as the Green Season, it is also common for tropical cyclones to develop in the area and the weather at this time is incredibly warm. Our Dry season however May to November is generally cooler and very enjoyable.

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Average temp	24-31	24-31	23-30	21-29	20-27	17-26	17-25	17-26	19-28	20-29	22-30	23-31
Rainfall (mm)	395	424	425	204	72	48	16	25	32	49	108	205



## Travelling to Mossman Gorge Centre

From	Kilometres	Hours drive
Port Douglas	18	20 minutes
Cairns	75	1.5
Adelaide	1,759	22



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## Services and Facilities

<b>Police, Fire and Medical Centre</b>	If you have an emergency, it is advised that you call 000 immediately. For medical matters, please call: Mossman Medical Centre on 07 4098 1248 Mossman Community Clinic 07 4037 7380
<b>Post Office</b>	Australia Post Office is located on Front St.
<b>Banking</b>	ANZ, Bendigo Bank and NAB are all located on Front St.
<b>Service Station</b>	Mossman has two service stations on Front St where you can purchase fuel, takeaway food and convenience shop items.
<b>Shuttle Bus</b>	A free shuttle bus is available for staff to access the National Park during Mossman gorge opening hours of 8am – 5pm. Tickets must be collected from the Gallery.
<b>Sport and Recreation Facilities</b>	Mossman has a full size public lap pool for entry cost of \$4.50 located on Foxtan Avenue. Pringle St Gym is also available for use of equipment only (no group sessions), they will also provide you with a personal exercise plan to assist your fitness journey.
<b>Supermarket - Woolworths</b>	Fully serviced supermarket Located on Front St.
<b>Takeaway Food</b>	Chinese and Thai are available on Johnson Rd and Front St.
<b>Wellbeing Support</b>	The Wellbeing Team, located remotely at Ayers Rock Resort, provide social and emotional wellbeing support to everyone at Mossman Gorge Centre, including support and education around issues you might face. Some examples may be the stress of living away from home and off country, making new friends, building up your self-esteem, ways to manage anxiety and depression, or how to change your habits with alcohol or other drugs. We also have counsellors who can support you in therapy to better understand yourself and any challenges you might face. We are here for you and looking forward to meeting you.
<b>Wild Life Support</b>	During summer, it is not unusual to encounter wildlife that you may not be used to, such as snakes. If you have any problems with wildlife, please call Douglas Shire Snake Removals – Chris 0410 417 605 or Brydie 0423 640 209.

## Staff Benefits

<b>Rent Charge (Pre-tax benefit)</b>	Rent is deducted on a before-tax basis rather than after-tax, which results in a tax saving.
<b>Ayers Rock Resort</b>	As an employee of Voyages, you will be eligible to receive discounts at the various hotels, restaurants and retail outlets (conditions apply). The discounts you will receive will depend on your position and entitlements.
<b>Uniforms</b>	Uniforms are supplied.
<b>Training and Development</b>	Voyages are committed to ongoing training and development and conduct regular informative training programs through our L&D Department.





# MOSSMAN GORGE CENTRE

## Living at the Residence

**Rental accommodation at the Mossman Gorge Training Centre is owned and operated by Voyages. Voyages will provide you with accommodation at the Mossman Gorge Centre while you are enrolled in the traineeship and the accommodation is Dormitory style living. By living in the one location NITA is able to ensure we provide trainees with the support required to living away from home.**

## Rent, Board and Bond

The rent at the Residences is \$110/week. Board is an additional \$140/week and includes utilities and three meals per day.

Payment of a rental bond is required for you living in the accommodation and is 4 weeks rent, \$440.

Subject to Voyages remaining a recipient of a grant under the Commonwealth of Australia's Remote Australia Strategies Programme, Voyages will not charge you rent for your accommodation. However, if this funding is no longer available, for whatever reason, you will be responsible for paying the weekly rent and board amounts. It is important to note that the grant does not cover bond.

## Tenancy Agreement

A Tenancy Agreement including a property condition report between Voyages and yourself will be provided for your review, completion and return. This agreement will cover the basic terms and conditions of the rental agreement including a property condition report between yourself and Voyages.

As housing is provided as a condition associated with your traineeship, a Tenancy Agreement must be entered into. Once your employment ceases you must give up vacant possession of your accommodation at the Residences within 48 hours, where practicable, from the date your employment terminates.

## Housing Inspections

A Voyages part of the program includes encouraging and supporting trainees who reside on-site to adopt healthy lifestyles and life-skills. One aspect that supports this is room inspections and occur as per the Room Inspection Policy.

Room inspections are conducted every three (3) months by NITA Residential Supervisors. An additional inspection is required for any tenant that suspends, resigns or goes on more than four (4) weeks leave from the traineeship program. The inspection will be conducted 24 hours before departure. Tenants will be provided with at least one week's notice, in writing, before an inspection occurs. For more information please consult the current Residences Handbook.



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# WHERE ARE THEY NOW?

## Graduated Trainees

Carlee Clarke	
Where are you from?	Mildura, VIC
When did you graduate the traineeship?	2014
What certificate did you complete?	Certificate III Hospitality
What made you come to Mossman Gorge?	To start working and gain a certificate in hospitality.
What was the hardest lesson you learned?	I learnt that I can do any job with the right training and support putting 110% every day. There is never a problem without a solution.
What was your most memorable moment of the traineeship?	Becoming very good at my job and being asked to stay and work full-time in Far North Queensland. Being proud of myself.
What is your advice to people joining the traineeship program?	Give it a go, always put in 110% into any work you do. You never know what you can do until you give it your all. Never doubt yourself.
Where are you now (where did your journey take you)?	Still living and working Full Time in a job in Far North Queensland in the middle of buying my own home and travelling.



Nakita Czygan-Brischetto	
Where are you from?	Mossman, QLD
When did you graduate the traineeship?	2019
What certificate did you complete?	SIT30616 Certificate III Hospitality
What made you come to Mossman Gorge?	I actually live locally in Mossman.
What was the hardest lesson you learned?	Don't assume you know everything. Being willing to learn new things and being open to new experiences.
What was your most memorable moment of the traineeship?	Graduation. After all the hard work we went through, and having my two girls be there to see me receive my qualification was amazing. A very proud moment.
What is your advice to people joining the traineeship program?	Take the opportunity presented and run with it. You don't often get given a chance this amazing. Stay committed.
Where are you now (where did your journey take you)?	I am the Team Leader at the Mossman Gorge Gallery. My traineeship made me appreciate my position, my team mates and the business itself. Mossman Gorge offered great support and I am now qualified in my role.



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