



Reef & Rainforest
RESEARCH CENTRE

**DEADLY
WOMEN**

STORY REPORT

**INDIGENOUS
LEADERSHIP
+ TRAINING
PROGRAM**

RRRC's

Deadly Women

Indigenous Leadership
and Training Program

supports

and

empowers

Northern Australia's remote and
regional Indigenous women to
undertake training and achieve
nationally accredited

qualifications

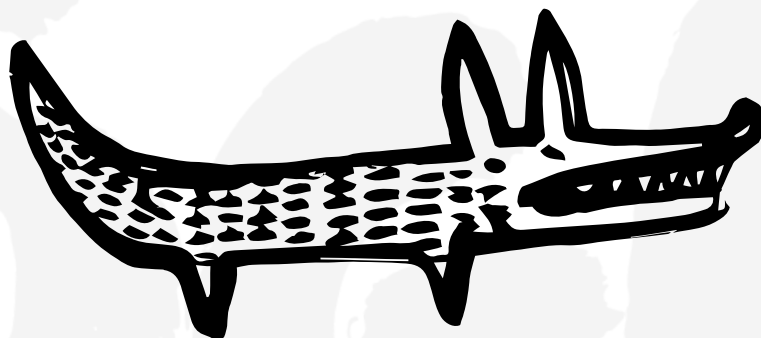
in important fields.

Delivered by professional
instructors, the training is

community-based

and supported by

mentors.



A CHALLENGE

Indigenous women in Northern Australia's remote and regional communities have few opportunities to undertake formal training and build the skills needed for formal employment and business. Many are further hampered by limited financial and social supports, and low literacy.

As a result, very high numbers of Indigenous women are without paid work:

50%
in remote areas

60%
in very remote areas



Learning changes lives! It allows First Nations women to reach personal goals and boosts social and economic outcomes in communities. Unfortunately, many First Nations women have experienced discrimination within the mainstream education system, and even exclusion, and never reach their learning potential.

The Deadly Women program is sensitive to these factors and its design and implementation maximises confidence-building alongside learning.



Lydia Miller

Deadly Women Project
Leader and Mentor

RRRC'S

INNOVATIVE SOLUTION

Recognising an unmet need for readily accessible training for such women, the Reef and Rainforest Research Centre (RRRC) developed the Deadly Women program to provide free Vocational Education and Training (VET).

In North Queensland training has been taken to Thursday Island, Mapoon, Napranum, Cairns and Ravenshoe, and in the Northern Territory to Alice Springs, Katherine and Jabiru where it was adapted and tailored for each community.

Smart educated women are the basis and fabric of society. To move a group or community forward – the most important thing is training women.

We are building on women's existing experience with a qualification and skills that build agency and capacity. It's a really, really important thing for women, especially young women. The program equips them to progress their aspirations for engagement in work and business with nationally recognised qualifications, a prepared resume, and strong confidence in their own ability and skills.



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Sheriden Morris
RRRC Managing Director



Uptake of the training program was enthusiastic and between 2021–2024 53 Indigenous women gained VET certificates and associated knowledge and 7 certificates of attainment. They also acquired self-confidence, peer networks, technological skills and a vastly broadened understanding of how to seek and realise business and employment opportunities.

These women almost certainly would never have been able to achieve these without the program. Feedback from participants confirms the program as a huge success: **'I now feel like I can do anything!'**, said Candeka from Yarrabah.

Other graduates are already using expertise gained through their training, including Ms Georgina Dorante of Thursday Island who uses her newly acquired skills to run the first and only snack and beverage van in Torres Strait.

The foundational program offered
Certificate 1 in Tourism (Australian Indigenous Culture) and **Certificate 1 in Workplace Skills**

80 WOMEN TRAINED





The **curriculum** includes:

Workforce readiness and empowerment – Personal presentation, organisation, acquisition of skills and confidence.

Workforce participation, protocols and practice – Interview process, resumes, applications, expectations, work environment, technology.

Entrepreneurship and employment pathways to financial security – Business development processes and requirements, enterprise models, marketing.

Communicating Culture – Key principles, cultural and eco-tourism models and opportunities, cultural appropriateness and safety.

Leadership and teamwork – Leadership qualities and styles, confidence, the value of mentors.

Women's safety and workplace health and safety – Obligations and responsibilities, bullying, harassment, domestic violence, community safety.

Keys to
success:

Inspirational speakers

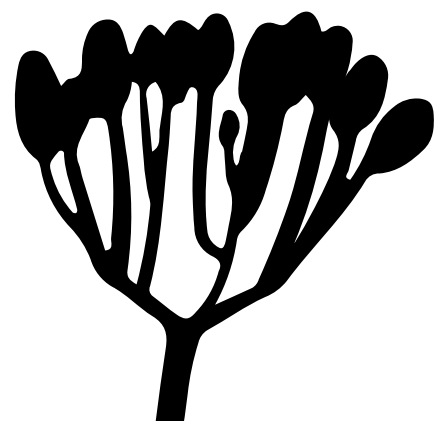
Transport to classes

Local cultural focus

Literacy adaptive

On-location training

Indigenous women mentors





**Samantha
Walker**

Trainer and
Program Manager

I'm very, very proud of the work we have done together... it is a privilege... a thrill to see the growth and commitment as the ladies progress through the program... It can be quite nerve wracking for some to sit in a classroom. Some haven't done it for 40 years. We put technology and new big words in front of them. Myself and my team really adapt to the lady in front of us. We make sure the way we deliver is a way they can learn from.

I'd like this to go further in other areas but also to return to the current locations and ladies to allow them to build on the training they've just completed with further qualifications.

Graduating feels really good... My goal is to do business at home on country... it's given me ideas on how to get it started... possibly ranger work, possibly art with my cousins... Most of us are really timid and shy... to get to learn technology, learning how to write and talk. It boosts my confidence.

Melanie Henry
Graduate



Jdaler Rosas
Graduate

It was very important for me... I've never done any training in Indigenous tourism and culture before so I've learnt a lot and it's been amazing. I definitely want to continue with my self-development. I would love to continue training in finance and business. I'd like to continue and receive higher education.

It's so great to have this come out to us in Ravenshoe. We are far away, so you don't have the opportunities that you would have in the city. Most available training would be online and most people don't have access or the skills to be able to navigate all that.



Seeking
support to

DIVERSIFY + EXPAND

The Australian and Queensland Governments, and a generous philanthropic donation, supported Deadly Women 2021–2024.

Word of the success of the program has spread throughout the North and Indigenous women – potential new students and alumni are asking for information on our next programs. Many have expressed interest in specific fields including the mining industry, health care, administration and community support.

RRRC's team are keen to expand the Deadly women program to meet these women's needs, as well as those of communities and employers.

To do this requires new funding.

The Deadly Women training team are seeking visionaries within industry, government and the philanthropic sector who recognise the immense value of our innovative program.

If you would like to support us to assist disadvantaged women in the north, please contact RRRC's Managing Director Sheriden Morris at sheriden.morris@rrrc.org.au.







deadlywomen.org.au



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