



COVID-19 EDITION

TITEB Tiwi Islands Training & Employment Board Annual Report 2021-22





This report was compiled by
CEO Maria Harvey on behalf of
the TITEB Board of Directors.

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Introduction

The Tiwi Islands Training and Employment Board (TITEB) was established by the Tiwi Land Council in 1999 to coordinate training and employment activities on the Tiwi Islands. The Board is owned and managed by a Tiwi Board of Directors and is nationally registered as a Registered Training Organisation under the Australian Quality Training Framework.

TITEB coordinates and delivers a range of development and life choice services to the Tiwi communities.

Community Development Program (CDP)

Delivering employment and community activities for unemployed job seekers who receive Job Seeker Payment, Disability Support Pension or Parenting Payment with children over the age of six.

Registered Training Organisation RTO 4742

Delivering training and development programs, and coordinating training on the Islands, to support employment and improved quality of life for all Tiwi.

Group Training Organisation (GTO)

Identifying and coordinating opportunities for apprenticeships and traineeships with local employers to improve Tiwi employment on the Islands.

Remote School Attendance Strategy (RSAS)

Working with families and children in three communities to improve school attendance for a positive future for all Tiwi, and assisting with referrals to support services where needed.

School Nutrition Program (SNP)

Providing a range of nutritious meal options for the children attending school on Melville Island, including Milikapiti Primary School and Pularumpi School at Pirlangimpi.

Nuwa papuranjuwy!

(You can do it!)

Strategic Overview

We are proud of the work we do for the Tiwi people. We are committed to training and employing local people, incorporating where possible meaningful community-driven initiatives that increase confidence and improve engagement, employability, and life-skills for our clients.

From a strategic point of view, our aims have remained the same. We are focusing on acquiring the best resourcing and attracting the right people, to begin transferring both employment and training knowledge to our local workforce.

The 2021-2023 Strategic Plan provides a clear road map for our workforce, stakeholders, and the community.

2021-2023 Strategic Plan

Purpose

Changing Tiwi lives for the better, through strong local employment, training, school attendance and school meals programs.

Mission

Building education and employment capacity for all Tiwi through dedicated program delivery.

Vision

A prosperous future for all Tiwi through lifelong learning and skills development.

TITEB Directorate

In 2021-2023, TITEB will proactively use all our programs to positively impact the Tiwis, creating a locally owned service

for all education, employment, training services on the Tiwi Islands. We will provide:

- Services by the people for the people;
- Culturally appropriate based services.

Registered Training Organisation RTO 4742

Up-skill Tiwi students by securing a literacy and numeracy package for adults by 2022. Increase access to practical credentials that support employment entry or enrolment in further study by Dec 2021. Increase enrolment from 126 in 2020 to at least 150 in 2021 and increasing by 10% annually. We will:

- Harness the strong learning culture on Tiwi Islands;
- Provide the foundational training required to progress to work or study;
- Implement a 'VET in schools' model for high schools on the Tiwi Islands.

Group Training Organisation (GTO)

Facilitate qualification of the Tiwi workforce to National Standards. Increase the industries in which we employ apprentices and trainees, develop sports and recreation and construction by end of 2021, and retail by 2022. We will:

- Capitalise on school-based apprenticeships/traineeships at both Xavier College and Tiwi College;
- Support existing Tiwi workers to become qualified in a supported environment.

Community Development Program (CDP)

Broker strong engagement with all employers to increase paid work opportunities for Tiwi communities progressively by 5% each year, using the bench mark of 137 placements in 2020. We will provide:

- An engaged local labour market;
- Preferred provider of employment services.

Remote Schools Attendance Strategy (RSAS)

Implement, by education and inclusion, strategies to increase the school attendance rate from 58.6% 2020 to 70% by 2023. We will:

- Provide awareness/education campaign for regular school attendance to become a community priority;
- Work directly with disengaged parent/carers to improve their school attendance.

School Nutrition Program (SNP)

Provision of SNP services to Pularumpi and Miikapiti schools, inclusive of parent/carer and school community directly impacting high attendance by the end of 2021. We will be:

- The leading SNP service in the Top End;
- Leaders in school nutrition menus and initiatives.

We will be moving to our updated 2023-2026 Strategic Plan from July 2023.

CEO Report



The blur that was the 2021/2022 Financial Year has been one of the most challenging times in TITEB's 22-year history. Constant policy changes due to the global Covid-19 pandemic had a dramatic impact on all our programs and placed a strain on staffing levels. Active Covid cases on the Islands resulted in many pauses in service from late 2021 through to May 2022.

The Tiwi people saved themselves and future generations from high mortality by having one of the highest triple vaccinated rates in the Northern Territory remote regions. Congratulations and thanks to everyone on the Islands, including all the health services, who learned to live with Covid and to comply with the directions that have kept the community as safe as possible and kept the Islands operating.

Along with Covid, the CDP program was impacted numerous policy changes, resulting in significantly reduced attendance at activities and training courses. When activities became voluntary attendance dropped from 60%

to 30% on a good day. The silver lining is a more positive dynamic at activities and training as we are now working with people who really want to be there.

As Covid restrictions limited access by interstate trainers, the RTO was unable to achieve expected outcomes. Our MOU with Batchelor Institute however, ensured that Certificate I and II Arts students were able to graduate, which demonstrated the importance of local partnerships. For many students, the Graduation Ceremony in June was first time they had received public recognition and it was a proud moment for everyone.

The Remote School Attendance Strategy (RSAS) staff as always have done an amazing job. In particular, the RSAS Futures Expo was a huge success, showcasing the high-level investment from schools, local providers and visiting services in providing high quality education for Tiwi children. With RSAS staff on both islands, we are able to support all Tiwi children to attend school every day.

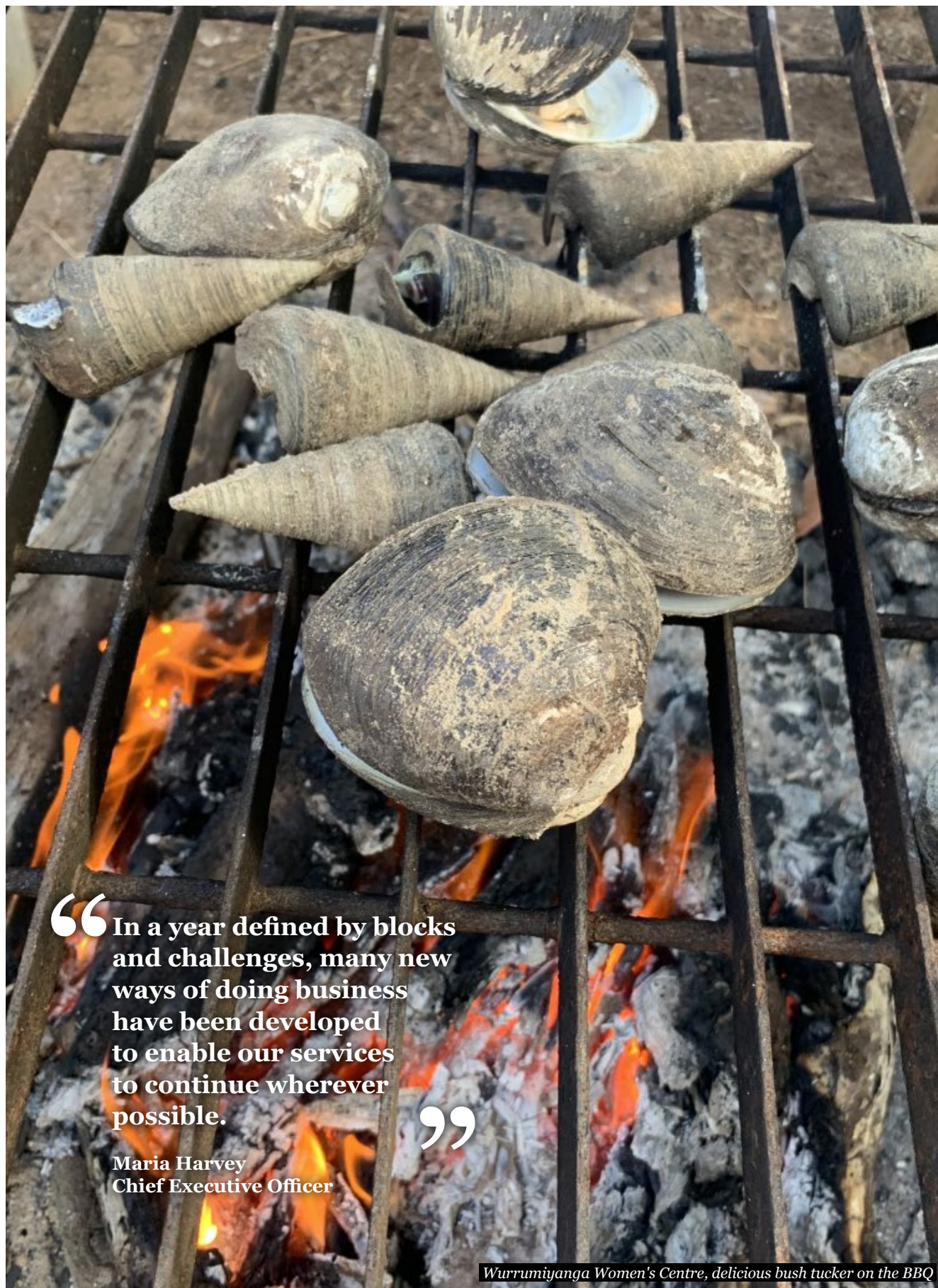
The School Nutrition Program staff, who manage school canteens at both schools on Melville Island, were our champions during the height of Covid in Term 1. The ladies quickly became experts at contactless services to ensure all the children received their recess and lunch.

In a year defined by blocks and challenges, we have learned a lot about the health and wellbeing of our Tiwi client base and staff. In addition, many new ways of doing business have been developed to enable our services to continue wherever possible.

A massive thank you to the whole TITEB team for their work and to the Board for maintaining their vision and leadership during an unprecedented time. Thank you for supporting me in my role.

Thanks also to our Tiwi clients, employers, and stakeholders – we are nothing without you, thank you for working with us. Well done everyone!

Maria Harvey
Chief Executive Officer



“In a year defined by blocks and challenges, many new ways of doing business have been developed to enable our services to continue wherever possible.”

Maria Harvey
Chief Executive Officer

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Wurrumiyanga Women's Centre, delicious bush tucker on the BBQ

Co-Chair Reports



With Covid this year has been challenging for Tiwi, but we have learnt a lot about what we can achieve when we all pull together. We are starting new CDP work activities, including lawn mowing in Melville and headstones business in Wurrumiyanga.

We are excited about the future. Covid has taught us we need to rely more on local people and less on bringing people in. Our goal is for Tiwi to step up.

Our young people can go to university and study to be doctors and lawyers, or graduate in community services, education, or trades here on the Islands. We need to provide clear pathways and train them up early. Their parents and grandparents should be involved in bilingual, two-way learning so that the young ones learn the Tiwi way and new technology, so they can see a bright future for themselves.

We can incubate businesses on the Islands. I can see many business opportunities, such as hairdressing, cooking or baking, early years education, media and communications, farm produce, and maintenance work. We need more ideas and input from people in each community about what they need – Wurrumiyanga, Milikapiti and Pirlangimpi communities all have their own visions.

This was a challenging year but I'm proud of what our TITEB staff and our Tiwi communities have achieved. I would like to thank our CEO and staff who have worked hard and made us proud.

Lesley Tungatulum
Co-chair, Wurrumiyanga



As the Co-chair from Melville, I would like to welcome Cheryl Kerinaiaua, our new director at Bathurst. Cheryl is a welcome addition to the Board, interested in working with parents to improve school attendance at Wurrumiyanga.

Special thanks this year to local staff on Melville who held it all together during Covid, when managers left the island to be with their families. Thanks also to the CDP Men's teams for taking care of funerals and ceremony on the island.

Thanks also to stakeholders on Melville – strong stakeholder partnerships are vital. We have strong partnerships with CatholicCare, Tiwi Regional Council, Tiwi Enterprises, Jilamara Arts, Munupi Arts and Mamunta, and would like to talk to more stakeholders to identify job-specific training for example, Forestry.

We would also like to hear from stakeholders with ideas for joint projects. This year, the fencing project at Pirlangimpi and Pitjamirra campground project provided paid jobs and next year we have the new CDP trial, headstone project at Bathurst, Pirlangimpi women's space, and shades and BBQ areas at Rambu. Small projects can provide meaningful paid work and give jobseekers pride in themselves.

Congratulations to three Tiwi staff promoted in the Employment Services office this year. Currently, 65 out of 80 TITEB staff are Indigenous, which is good, but it could be higher. We look forward to providing more professional development for our Tiwi staff and encouraging them to step up into management roles.

Karina Coombes
Co-chair, Melville Island

“This was a challenging year but I’m proud of what our TITEB staff and our Tiwi communities have achieved.”

Lesley Tungatulum
Co-chair, Wurrumiyanga



'First death on the Tiwi Islands', by Gordon Pupangamirri, David Tipuamantumirri, Barry Kantilla and Graham Tipungwuti. This artwork was a finalist in the prestigious Wynne Art Award, and sold to art collectors in Sydney.

Highlights



TITEB
Established 1999



Our challenge

2,000 working-age adults **550** jobs including seasonal work

Tiwi enrolled
in courses:

57
enrolled

26
completed

Job placements:

125 jobs

13-week
outcomes **51**

40 26-week
outcomes

Employer
payments **22**

11 Local CDP Host
Organisations

RTO

Registered
Training
Organisation

CDP

Community
Development
Program

Average school
attendance

61.75%

Xavier
College **52%**

MC Primary
School **54%**

Milikapiti
School **72%**

Pularumpi
School **69%**

RSAS

Remote Schools
Attendance
Strategy

GTO

Group Training
Organisation

Trainees &
Apprenticeships:

21
enrolled

2
completed

SNP

School Nutrition
Program

TITEB

Corporate
Services

27,708
School meals served
Pularumpi Primary School
Milikapiti Primary School

TITEB Employees

80
Total staff

65
Indigenous

Governance

2021-2023 Goal: TITEB will proactively use all our programs to positively impact the Tiwis, creating a locally owned service for all education, employment and training services on the Tiwi Islands.

Vision: A prosperous future for all Tiwi through lifelong learning and skills development.

At the 2021 Annual General Meeting the voting was tied and a resolution was passed for a Co-Chair governance arrangement. Now each Island has a dedicated Board member leading the strategic vision of TITEB. So far, this has served us well and we look forward to reviewing its effectiveness at the AGM in November.

Despite Covid restrictions, all board members attended Australian Institute of Company Directors (AICD) Governance Foundation training that had been delayed since the start of 2021. This has expanded the working knowledge of our board, CEO and Finance Manager and we will continue to invest in Governance training with the equivalent Financial Governance basics taking place early in 2023.

Our Board Members



Leslie Tungatalum
Co-Chair, Wurrumiyanga

This year we have learnt a lot about what we can achieve when we all pull together. We are excited about the future. Our young people can go to university or continue their training here on the Islands, and there are many business opportunities, but we need more ideas and input from people in each community about what they need.



Karina Coombes
Co-Chair, Melville Island

Strong stakeholder partnerships are vital. We have strong partnerships with stakeholders on Melville and would like to work with others, such as Forestry, to identify job-specific training. We are also looking for ideas for joint projects, which provide meaningful paid work and give jobseekers pride in themselves. Please feel free to contact one of the Co-chairs or Directors. There is always room for improvement.



Andrew Bush
Director, Milikapiti

We need to keep supporting the community, more projects. Now we have people from TITEB working on the Milikapiti Farm, we need more recruitment and training for the croc farm setting up in 2023. We need to keep supporting school attendance, and more projects for the men, like cleaning up and building barbecues and tables, places where people normally sit.



Cheryl Kerinaiaua
Director, Wurrumiyanga

Yellow shirts are doing good work with getting kids to school. It's a bit sad that we have lower attendance at Wurrumiyanga, it's hard to get the kids to school. We are trying to encourage the parents to help the Yellow Shirts because they are there to help the kids and to provide something good for them – education.



Connell Tipiloura
Director, Milikapiti

We need more school attendance and engagement activities. People can sign up on the day and finish about 12 o'clock. If people need to attend a family funeral or they are unwell, they need to let the TITEB know. We also need to make sure the kids go to school – parents, teachers and community working together.



Stanley Tipiloura
Director, Wurrumiyanga

The highlight last year was what we achieved at the farm. People were saying we couldn't do it and we proved everyone wrong. Going forward I would like to try and get more kids back at school. It's important to close that gap there. We need to talk to the parents Tiwi way and educate them on the importance of school to secure their kids' future.



Richard Tungatalum
Director, Wurrumiyanga

This year was a difficult year for everyone on the Islands. With Covid and changes to the CDP we have to find new ways to engage the community to get participant numbers up. We need to hold regular community meetings attended by TITEB board members to let people know what is available and listen to what people need and want for their families and communities.



Debbie Coombes
Director, Pirlangimpi

Education is still number one. If we want Tiwi to take over from TITEB staff in Darwin or on the community, they need the education first. Education is not only in the schools, but also having those career pathways, so people can work towards something, no matter how slowly, as long as they know where they're heading. That is still big for me, that's what we would love to see.

Community Development Program

2021-2023 Goal: To broker strong engagement with all employers to increase paid work opportunities for Tiwi communities progressively by 5% each year, using the benchmark of 137 placements in 2020.

Employment Services

TITEB Employment Services aims to increase Tiwi capacity and capability through the delivery of quality employment and activity services. The CDP is focused on creating a skilled Tiwi workforce and identifying employment opportunities. We assist Tiwi job seekers to prepare for employment, including developing resumes, assisting with online applications, cover letters, mock interviews, and referrals.

Helping jobseekers to prepare for work kept the Employment Services team busy in 2021-22.

To make the return to work less daunting, we assisted with pre-employment checks, training referrals, and the re-issue of work-related tickets. We also tracked down tax file numbers and superannuation details, and helped people make fine repayments to lift licence suspensions.

Maintaining great relationships with employers on the Islands is

essential. Employment Services works closely with employers to find the right staff and create new opportunities for Tiwi people. We invite employers to speak to our Employment Team about their recruitment needs.

Tiwi Enterprise partnership

This year, TITEB and Tiwi Enterprise worked together to create jobs for Tiwis and tidy up Wurrumiyanga, making it safer for the community. Tiwi Enterprise is



Pink Mowing Crew L-R: Hayley Kelantumama, Bernadette Puruntatameri, Deanne Dunn, and Nancy Puruntatameri

secured funding to clean up and mow several yards in town, and TITEB identified teams of men and a team of women to work on the project. The women's team in their bright pink personal protection equipment (PPE) and purple boots inspired other young women to enquire about non-traditional roles.

CatholicCare Child Care Centres

The Early Learning Centres in Wurrumiyanga, Milikapiti and Pirlangimpi re-opened in June after a long wait and many delays, giving parents the opportunity to return to work and young children the opportunity for some early childhood education. TITEB has been providing referrals to the service for jobseekers with children, as well as assisting CatholicCare with recruitment of

local staff into roles.

New CatholicCare staff were helped through the process of pre-employment checks and received First Aid training with the TITEB RTO. We continue to maintain regular contact with staff and supervisors as part of our post placement support program.

Melville Island

Melville Island CDP Employment Offices are a hub for community engagement, supporting a range of visiting service providers. Our teams regularly provide information to visitors about community and support them to connect with community.

Thanks to our local staff at Milikapiti and Pirlangimpi for their resilience and patience during the pandemic, working without on site managers for much of the time. We

also thank the staff who left TITEB in this period to prioritise their family and other commitments off the Islands. You will always be part of the TITEB family and we wish you well.

Mamanta – Pitjamirra campground

TITEB worked together with Mamanta to prepare the Pitjamirra campground to provide space for positive programs on country. The Pirlangimpi CDP team spent several days on country clearing scrub, building a strong fire pit, and providing firewood in preparation for Mamanta's first camp. We also worked with Mamanta on the RSAS 'Think about your future' project and the Tiwi Futures Expo.



Childcarers, Sarafina Munkara and Anne Francine Puauntulura with Robert



Augustine Munkara earned his White Card



CDP Employment Consultant, Liz Angell meets students at the Tiwi Futures Expo

Men's Activities

Men's activities participants provide a valuable service to disadvantaged community members such as free yard maintenance, firewood delivery, and many essential community services such as mowing/slashing grass, cleaning up, and building ceremony shelters for funerals.

Federal Government mutual obligation changes made CDP Work for the Dole activities voluntary, which had a huge impact on attendance. When the Government implemented double job seeker payment, we also lost part time employees who were better off financially receiving the payment than attending their part time job.

Bathurst Island

Mantiyupwi Community Fish Trap

At a community meeting, the Mantiyupwi clan group were asked to build a community fish trap and a willing TITEB crew provided assistance. Under leadership of Donald (Dookie) Benson it was decided that pine from the Old Forest near Four Mile Camp would work best, as this would not be eaten by mangrove worms. Traditional Owners were consulted, and the Tiwi Land Council granted permission for TITEB to harvest the timber.

Using chainsaw skills learnt last year, CDP Men's Groups harvested 200 poles, which were stored ready for use. On the right tide, Dookie and small band of volunteers and the TITEB crew dug out the holes and stood up the timber poles.

New Ride-on Mowers

We purchased two ride-on mowers, which made a big difference to the speed the mowing crew can clean up yards in Wurrumiyanga. The men have also learned valuable skills and saved money repairing the mowers and other small machinery on the Island.

Wurrumiyanga Farm Project

With an ABA grant, we were able to build much-needed accommodation at Wurrumiyanga Farm, as well as built an ablution block and a water filtration system to supply drinking water for farm workers and onsite security. As a result, TITEB can now expand farm operations. In Stage 2, the men will be trained in fencing and landscaping, another useful skill for the Wurrumiyanga community.

Headstone Project

TITEB identified a need for an alternative to the expensive headstones that are shipped across from the mainland, costing families thousands of dollars. Participants learned how to pour and polish headstones using locally sourced materials. The men have produced some stunning work and can now produce affordable headstones for the community.

Melville Island

At Milikapiti and Pirlangimpi, CDP Men's Groups continued to support community with preparations for ceremony. Sadly, there were a lot of funerals which meant the men spent a lot of time erecting shade structures and in Pirlangimpi collecting timber for Pukamani poles.



Daniel Brannigan from Concrete Creations provided training in headstone production.

The men are regularly called upon to assist with community events and projects and general community support. They enjoy beautifying cultural places, making them safe to visit for families. They also tidy up waterholes and beaches, often going for a swim or fishing after their hard work.

Our teams are frequently the people behind the BBQ or community events, preparing the area for events to be successful. They also collect firewood for elderly community members, help with maintenance of yards and support Sport and Recreation programs.

At Pirlangimpi, the installation of fencing around TITEB's new accommodation facilities provided participants with paid work with on-the-job training. The men also installed seating at Pirlangimpi clinic.



Headstone Project team supporting
Les Ullungura on the tools.



TITEB Director Richard Tungatalum
and CDP Projects Manager, Craig Bate



Sophie Tipuamantumirri, Brigita Puautjimi, Ella
Puruntatameri, Dianne (Louise) Kelantumama



New mowers, L-R: Damien Munkara, Andrew Portaminni,
Stuart Tipiloura, Trevor Puruntatameri, Rupert Pupangamirri



Fish trap construction, Donald
(Dookie) Benson, Stewart
Tipiloura, Richard Tipungwuti, Les
Ullungura, Richard Tungatalum

Women's Centres

Throughout the year, Tiwi women participate in daily activities at their community Women's Centres, to practice new skills for themselves and their communities. Keeping traditional culture alive is a large focus, including going out on country to look for traditional art materials and bush medicine.

Bathurst Island

The Wurrumiyanga Women's Centre focused on connecting with Xavier College students this year. The women joined the schoolgirls out on school camps and fetes, teaching weaving skills and assisting in cultural activities such as foraging, hunting, and cultural songs.

Every month CatholicCare's financial counsellor and members of the No More Domestic Violence Team join the women to deliver workshops focused on family. The workshops provide support and training in budgeting, credit cards, avoiding money scams, and domestic violence awareness.

In June 2022, our CDP Women pulled on their pink shirts and purple work boots as the first Tiwi Islands women's lawn mowing team. The women learnt how to use all the machines and tools required to help Tiwi Enterprises with a contract to manage up to 300 private lawns and gardens. Thanks to Tiwi Enterprises for employing women in this great community enterprise.

Share the Dignity

In June, Share the Dignity donated their 100th pallet to the Wurrumiyanga Women's Centre, which means we have plenty of women's care products and necessities available free to Tiwi women when they need them. We are grateful to Share the Dignity who are making a real difference in the lives of Tiwi women.

International Women's Day

In March, we hosted 2022 International Women's Day in collaboration with CatholicCare. TITEB staff and participants worked together in preparation for the big day, including cleaning up, setting up tables, baking cakes, making lunch, preparing materials



Womens Health Day Event at Wurrumiyanga

for arts and crafts activities, and promoting the event.

Over 50 women came along and enjoyed a weaving workshop, tie-dying, dream catcher making, nail painting, delicious food, and discussions on why it's so good to be a woman. A few months later, they provided jewellery and tie-dyed t-shirts for supporters at the local AFL footy finals in May, as well as face-painting and hair spray in team colours for fans on the day.

Melville Island

In response to the huge drop in attendance and disengagement following the Mutual Obligation changes, Pirlangimpi and Milikapiti CDP Women's Groups held a Women's Ideas and Pamper

Day. All women were invited, and elders were collected, which resulted in a great turn out, particularly in Pirlangimpi.

Feedback from women in both communities was they wanted more cultural activities on country, collecting and gathering food and materials including pandanas. They also wanted to try different crafts and undertake training in a range of areas. Elders expressed concern for their disengaged youth and the desire to pass on cultural knowledge and skills.

TITEB responded by accommodating all the women's ideas, and attendance slowly increased. Training included women's basic computer course, and White Card training. Tuesdays

became cooking days where the women often prepared meals for the CDP Women and Men's Groups.

At Pirlangimpi, the women continued to support community with fabrics and skirts for funerals and preparations for the footy finals. There was some friendly rivalry between Pirlangimpi Imalu Tigers and Milikapiti Muluwurri Magpies as the women created banners for the day.

Pirlangimpi Women's Centre also made T-shirts to sell. This is something that we will continue to support, as next year the women are keen to create bigger and better banners and more items to sell.



Columba Orsto modelling her woven creations



Wurrumiyanga Women's Centre kitchen



Ella Puruntatameri singing cultural songs and teaching the Xavier girls how to weave

Hosted Activities

When local Tiwi organisations agree to host CDP activities everyone wins. Job seekers gain valuable on-the-job training and experience, and host organisations benefit from well-supported Tiwi workers. In addition, TITEB CDP is able to cater for job seekers with diverse interests and abilities and provide a greater range of activities. Among our host organisations are Ngaruwanajirri, Tiwi Designs, Bima Wear and TITEB's own RTO.

Bathurst Island

Ngaruwanajirri Art Centre

In addition to providing a great service to artists with disabilities in Wurrumiyanga, Ngaruwanajirri has the best attendance of all our CDP activities. As most participants are in a high-risk

group, Covid made operations challenging and the Centre has been closed to the public. However, local artists have continued to produce great work, and many have been nominated for awards.

Not surprisingly, Ngaruwanajirri had a very successful stall at the Darwin Aboriginal Art Fair (DAAF) and sold out of all the artwork they had on display. In addition, the work *First death on the Tiwi Islands* by Gordon Pupangamirri, David Tipuamantumirri, Barry Kantilla, Graham Tipungwuti, was a finalist in the prestigious Wynne Art Award, and sold to art collectors in Sydney.

Tiwi Designs

At Tiwi Designs, Covid restrictions also had an impact. Fortunately, restrictions lifted in time for the Annual Grand Final Art Sale in

March, which was well attended, and Tiwi Tours art tours began running again. Once again, we attended the Darwin Aboriginal Art Fair virtually.

Bima Wear returns

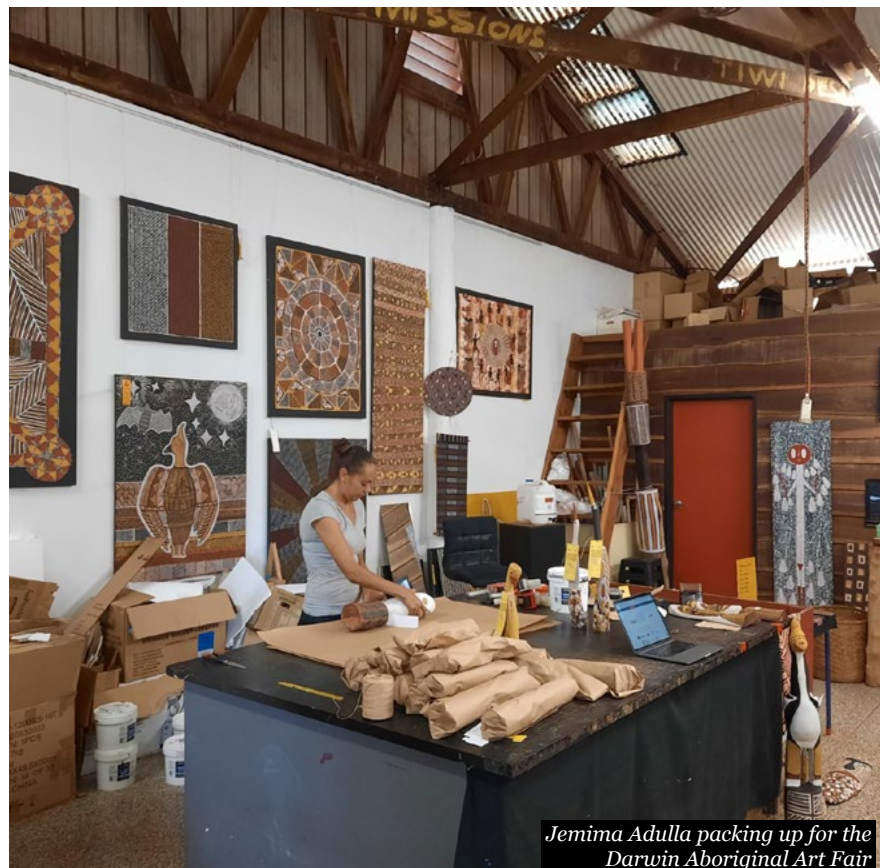
TITEB is supporting Bima Wear to get re-established post-Covid. With a new manager, the centre will soon be hosting CDP activities, which will enable local artists, designers, and seamstresses to work at Bima Wear.

Foundation Skills

TITEB's Foundation Skills training provides basic computer skills and allows the participants to learn at their own pace in a culturally safe environment. Local trainer, Theresa Puruntatameri guides the participants through a variety of topics increasing their computer skills and confidence.



Artists David Tipuamantumirri and Graham Tipungwuti working on 'First death on the Tiwi Islands'. See finished artwork on page 9.



Jemima Adulla packing up for the Darwin Aboriginal Art Fair



Printing fabric at Bima Wear



Marita Kantilla and Theresa Munkanome working at Bima Wear



Michaela Tipungwuti working on Tiwi language healthy eating poster

Melville Island

Munupi Arts, Pirlangimpi

This year we worked in partnership with Munupi to create more opportunities of interest for CDP participants. Our CDP Men's Group assisted in tidying up the pottery shed and collecting timber, bark, and ochre for the artists. This kept Munupi artists busy with enough materials to create some incredible works for their exhibitions and art fairs.

Jilamara Art, Milikapiti

Despite Covid, Jilamara continued to be well attended by CDP participants. Most participants

are talented artists and work on commission, which provides extra incentive. In addition, Jilamara participants joined in TITEB training and workshops, and many of the women came along and enjoyed the CDP Women's pamper day.

Milikapiti Farm – Tiwi Enterprises, Milikapiti

While initially impacted by changes to Mutual Obligations, attendance at Milikapiti Farm steadily increased towards the end of the year. The farm continued to produce quality fruit and vegetables and fresh eggs for the community, and some

were sold at the Welcome Centre operated by Tiwi Enterprises at the Wurrumiyanga Ferry Terminal.

This hosted activity has now expanded to include TITEB Nursery, located adjacent to TITEB's main office. Tiwi Enterprise employee, Wendy Petherick, who started at the farm as a CDP participant, is now based at the nursery, bringing a wealth of knowledge and passion and inspiring the community to get involved. We look forward to seeing the nursery expand to include a community garden and plants for sale to community members.

Registered Training Organisation RTO 4742

2021-2023 Goal: To up-skill Tiwi students by securing a literacy and numeracy package for adults by 2022. Increase access to practical credentials that support employment entry or enrolment in further study by December 2021. Increase enrolment from 126 in 2020 to at least 150 in 2021 and increasing by 10% annually.

During 2021/22, Covid-19 disruptions, the dismantling of Mutual Obligations, sorry business and cultural commitments, the RTO continued to operate, co-ordinating external training where possible in addition to our own. Over the year, participation has noticeably declined.

In March 2022 we employed Gerard Broersen to strengthen delivery in Community Services with a strategic view towards engaging male participants. With a more gender balanced approach, we have been able to make our Community Services more relevant to Tiwi students and the initial reaction has been positive.

Women's Yarning Area

As part of the Community Services course, Tiwi students planned a Women's Sitting Area under the mahogany tree at our Wurrumiyanga Training Centre. Students were invited to draw their own artwork, trace it onto corrugated iron, cut out the profile and paint and then install their artwork along the fence. Next steps include landscaping, raised garden beds, privacy screens and seats around the tree, along with a small fire pit.

Student Graduation

In June 2022, Tiwi students graduated in the Certificate I in Visual Arts at Batchelor Institute. Our students presented Pukamani poles to the Institute and led the academic procession with Tiwi song and dance. The artwork for the Graduation Booklet was provided by Allanah Papajua from Pirlangimpi, further enhancing the Tiwi flavour of the day.

Thanks to Zanette Kahler and Batchelor for supporting our Tiwi students. We are proud of their accomplishment.

Looking forward

The national training agenda has recognized that there needs to be investment in Indigenous Australians, and we hope to be able

to deliver more training programs in 2022/23 and beyond. The Covid pandemic can now be managed to a stage where progress can still take place and we are in the process of increasing our trainer numbers and hope to ramp up training delivery in the next 12 months to full production.

We welcomed Simon Shoko to be based in Pirlangimpi, bringing experience and enthusiasm to the RTO on Melville Island. Trainer and Assessor, Natarsha Krug will also be joining us in July to undertake Language, Literacy, Numeracy and Digital (LLND) assessments. Her appointment will enable benchmarking of existing LLND skill levels on the Islands and the development of training plans for Tiwi people.

TITEB 2021-22

Accredited training

Community Services enrolled	25
Foundation Studies enrolled	10
First Aid completed	22

External providers 2021-22

Chemical Handling*	38
Chainsaw*	29
Construction Certificate II	15
Metal Engineering Certificate I	14
Visual Arts Certificate I	19
Visual Arts Certificate 2	17

* Carried over / Covid interrupted



Maverick Poantumihui completed the Certificate I in Visual Arts and moved on to Certificate II



Jasmine Puruntatameri with her artwork



Latoya at First Aid Training with trainer Gerard Broersen



Trevor Puruntatameri constructing his BBQ project, Certificate I in Metal Engineering

Pukamani Poles Project

In August 2021, a group of 12 Tiwi students from Wurrumiyanga and Pirlangimpi flew to Batchelor Institute to begin their Certificate I in Visual Arts (CUA10320). The students soon noticed five Tiwi Pukamani poles on the college grounds looking old and worn out, and decided to replace them.

On their return to community, students Michaelina Woodroffe, John Tipiloura, Peter Alimankinni, Therese Puruntatameri, Suzie Tipiloura, Karen Tipiloura and Maverick Poantumilui put their plan into action. John Tipiloura and Peter Alimankinni went out bush to collect the wood and carved the new Pukamani poles in figures of our Tiwi dreamtime ancestors Purrukuparli and Wayayi. Once the poles were carved, the students all took turns painting the poles using ochre paint.

On June 2, 2022, TITEB hosted a ceremony on Bathurst Island to farewell the poles. Later that day, as part of the graduation ceremony at Batchelor, our Tiwi students presented the poles to Chair, Pat Anderson AO, and Council members. TITEB board members and staff also attended the presentation.

Speaking at the event, Michaelina Woodroffe said, *“We present these poles to Batchelor as a memento of our Tiwi culture and for others to view when they visit.”*

A large slab of mahogany sits at the base of the poles. Each student’s name and skin group is etched and burned into the slab, alongside the text, ‘Ngini-ngawula Jilamara Ngini Yuwurrara Ratuwati’ (Our Tiwi arts from both islands).



Purrukuparli amintiya Wayayi

Parlingarri purumuwu Purrukuparli amintiya ngarra-punayinga Wayayi. Wuta pakinya purumuwu awungarra murrakupuni Tiwi Islands. Wuta purruwuni yati kirijini ngarra yintanga Jirnani. Natinga wumunga Purrukuparli yuwurtiyarra ngarra-purnayinga ngini ngarra awuja kularlaga. Ngarra Purrukuparli yipmwarriyi ngarra-purnayinga amintiya Jirnani kapi Yiparli api ngarra kularlaga yinkiti.

Karri ngarra Purrukuparli yuwuriy kularlaga yinkiti kapi warta api nyirra ngarra-purnayinga Wayayi juwuriyi kularlaga nyoni tini ngini nyirra pwakayini jiyimi, Japarra. Nyirra yunikuni juwuriyi api jipmariyi nyirra-mwari kapi warnarringa. Ngarra pirlikiti yimi, awunganila pirlikiti yimi kiya yimarra-rami pili ngarra pariwani amintiya warnarringa jikiyawumi. Karri Purrukuparli yipakupwarli japujua ngarra wiya yuwunayi ngarra-mirani ngarra yimirrami waya api kuwayi yimi ngarra-purnayinga. Nyirra wiya Wayayi kuwayi juwarimi kapi nyirra-purnayi api ngarra Japarra yupujurra ngini nyirra yirripurra. Purrukuparli kuwayi yimi api ngarra wiya Japarra yimi tuwariyi. Nyirra kalikali jiyimi api juwunayi nyirra-mwari ngarra yimirrami amintiya nyirra-purnayi ngarra karluwu kukunari yimi kapi nyirra.

Kiya Japarra yuwuriyi kapi Purrukuparli api nanginta yimi, nguntaluwapa muwa-mirani pili ngimaja anga jajirrima wumunga pili yiminga ngimpakirayi kiya nguni-pakipwarli muwa-mirani kangijila wiya. Purrukuparli yimi, “karluwu” yimi. Kiya Purrukuparli yuwunga awinyirra murrakunga kiya yuwunawu kapi awarra Japarra. Japarra ngarra wiya yuwurtariyi kiya yipapurti kuriyuwu, tuwurri, tuwurri, tuwurri yimamani kangi yirrakunga karri yipapurti kuriyuwu. Ngarra wiya Purrukuparli yipwalapirri ngarra-mirani kiya yipangurlimayi kapi winga api yimi, “Ngiya-mirani yimarrarami api ngini-najingawula ngawuliyapu-nyanyimi ngiya-mirani.” Purrukuparli yimi ngawurli-yapuny-nyimi jipamunumi yimi tuwanga, kiya pirri-pamulijupa wuti-yati ngarra-mirani kangi jaluwuni.

Kiya karri ngimpi-ngirra-rami api ngawa ngini-ngaji-ngawula Tiwi ngawa waya pukamani. Wuta wiya parlingari wurriyi kapi wuta murrakupuni. Kiya ngarra Purrukuparli yipmwarri-pira ngini-ngatwa ngirramini ngini yoyi, jilamara, pukamani amintiya

ngari-kuruwala ngirramini ngini-naji ngatawa. Karri waya ngari-kijiga tiwi api yiniwutaga yintanga ngarra pukumani arima. Ngawa waya ningani ngawa ngapawurli-pirri aminitiya ngawurra-piliga ngini-ngawula pikaringini ngini ngawa-ampi putuwuripura.

Tiwi legend of Purrukuparli

Long time ago there lived a man called Purrukuparli and his wife Wayayi. They were the first people on the Tiwi Islands. They had one son, and his name was Jirnani. One day Purrukuparli told his wife that he was going out hunting. Purrukuparli left his wife and son Jirnani at a place called Yiparli on the Eastern side of Melville Island and went looking for food.

While Purrukuparli went hunting, Wayayi went in search of another man/her lover Japarra, the moon man. She went for too long and left her son and by that time the sun had changed its course and Jirnani was left in the sun. He started to cry, and he cried until he died from hunger and heat. When Purrukuparli came home he found his son dead, and he called out to his wife. Wayayi called back to her husband, but Japarra was blocking her mouth. Purrukuparli called again and this time Japarra let her go. She ran to find her dead baby and angry husband who wasn't happy with her.

Then Japarra went up to Purrukuparli and said, "Give me our little boy, I'll take him for 3 days to breathe life into him and I will return him back alive." Purrukuparli said, "No." Then Purrukuparli picked up a fighting stick and he threw it at Japarra. Japarra was hurt and rose up to the sky. Then Purrukuparli picked up his dead son and walked towards the sea chanting, "My son is dead now and we shall all follow him," Purrukuparli kept saying over and over as they both disappeared into the whirlpool in the sea.

When death comes, we Tiwis will know this as 'pukamani' and we Tiwis had to start to have ceremonies to bury our dead and make sure they entered the spirit world in the right way. Purrukuparli passed down information about how to do this properly and today we still remember the dances, kurlama songs and designs that go with our ceremonies. We also have traditions for our dead and placing

a taboo on the names of the deceased and placing pukamani poles to protect our dead relatives from evil spirits. Now today we have certain rules and protocols of the Tiwi that was made up of rules of the dreamtime by Purrukuparli which we uphold and maintain to teach our Tiwis of today.



eckō This page: Alana Papajua

Opposite page: Tiwi Visual Arts students.
Back row: Peter Alamankinni, Zanette Kahler, Maverick Poantumilui, John Tipiloura. Front row: Suzie Tipiloura, Therese Puruntatameri, Karen Tipiloura, Karlene Tipuamantumerri, Michaellina Woodroffe Babui.

Group Training Organisation

2021-2023 Goal: Facilitate qualification of the Tiwi workforce to National Standards. Increase the industries in which we employ apprentices and trainees, develop sport and recreation and construction by end of 2021, and retail by 2022.

TITEB works closely with employers on the Islands to facilitate traineeships and apprenticeships for their new and existing staff members. Together with employers, we are developing an increasingly qualified and competent Tiwi workforce.

This Financial year was particularly challenging for TITEB's Group Training Organisation. The pandemic resulted in the scheduled apprentice training in Darwin to be cancelled. In addition, the commencement of Community Services trainees was delayed due to the interstate trainer being unable to return to the Islands.

Trades Apprenticeships

Employers found it challenging this financial year as many of their local staff had very poor attendance or quit their jobs due to the extra Covid supplement.

We supported Bathurst Islands Housing Association and Nguui Garage where possible with their apprentices, however with Covid travel restrictions in place, limited contact was made in person.

In March, DT Hobbs were awarded a major contract to deliver construction, refurbishment, and upgrades, including 13 new homes on Melville Island. In response, we immediately began coordinating training courses to prepare people for employment in Milikapiti and Pirlangimpi.

Our process for employing apprentices is to offer them part-time work on a trial basis first. After completing their trial, three enthusiastic and reliable young men are expected to commence in early July 2022 as carpentry apprentices with DT Hobbs. TITEB will continue to support DT Hobbs with Apprentice Management services.

Certificate II in Sport and Recreation

In 2021, TITEB RTO added the Certificate II in Sport and Recreation to scope to increase localised delivery for the existing and new Senior Young Men at Tiwi College. We plan to offer the course to Tiwi Islands Regional Council and CatholicCare staff, as well as our CDP pre-employment program participants.

School-based Trainees and Apprentices

Tiwi College

TITEB is proud of its success in delivering the Young Men's Sport and Recreation Program in partnership with Tiwi College and SEDA. The program engaged young men at school, increasing attendance levels by offering paid employment and training to be used upon leaving school. After participating in the program, many senior young men have graduated from school and stepped straight into meaningful employment.

For the last few years, TITEB had also been working with Tiwi College to increase opportunities for the young women and school-based trade apprenticeships. We were also training up local staff to become Teachers Assistants, helping to manage school-based



TITEB GTO Manager, Philippa Walsh and DT Hobbs Construction Manager, David Hobbs with carpentry apprentices, Dylan Lynch, Dakotah Lynch and Jack Nelson in Pirlangimpi.

Workplace Training	RTO	Job	Total Students	Completed	Cancelled	Continuing from 20/21	New in 2021/22
Pickertaramoor							
Cert II in Sport & Rec	RTO CDU/ SEDA	Sport & Rec Officer	13	2	11	9	4
Cert II in Education Support	RTO CDU & BIITE	Teachers Assistant	2	-	2	2	-
Cert II in Business	TITEB	Admin & Library Assistant	-	-	-	-	-
Wurrumiyanga							
Cert III in Light Vehicle Mechanical Technology	CDU	Apprentice Mechanic	2	-	1	2	-
Cert III in Carpentry	CDU	Carpentry Apprentice	3	-	2	3	-
Cert III in Plumbing	CDU	Apprentice Plumber	1	-	-	1	-
TOTAL			21	2	16	17	4

trainees, including ensuring the students were paid.

With a change of school leadership in early 2022, however, all school-based apprenticeships and traineeships were cancelled, including the Sport and Recreation program and Community Services traineeships that were planned for senior students that year.

Nevertheless, two Tiwi College Senior Young Men successfully completed their Certificate II in Sport and Recreation in December 2021. Unfortunately, six cancelled as unable to continue in 2022. We look forward to supporting Tiwi College when they are ready to offer their students school-based apprenticeships once again.

Xavier College

In Wurrumiyanga, Xavier College also had a new principal start in February 2022, with student disengagement high on the agenda. We provided provided information about school-based

apprenticeships and traineeships at the Tiwi Futures Expo in May at Xavier College, and hope to work closely with their new leadship team to offer traineeships and assist with hosted work placements for students in 2023.



White Card training at Pirlangimpi for future apprentices

Remote School Attendance Strategy

2021-2023 Goal: Implement, by education and inclusion, strategies to increase the school attendance rate from 58.6% 2020 to 70% by 2023.

Our Remote School Attendance Strategy (RSAS) 'Yellow Shirts' are a team of Tiwi people who represent all four skin groups of the Islands and provide a vital interface between schools and families. Our vision is that all Tiwi children are safe and happy at school.

Our Yellow Shirts work hard to encourage and support all students to attend school on time every day. They follow up and provide support to the families of children who do not attend school regularly. They also work with schools, and other support services to identify and implement strategies to increase school attendance.

Tiwi Futures Expo

In November 2021, Xavier and the Yellow Shirts collaborated on developing an opportunity for employers to meet with students to showcase employment opportunities. Due to covid-19 restrictions, the event was limited to local stakeholders, with strong representation from most organisations at the employer's lunch at Xavier College. Feedback indicated that there was interest in continuing the event in 2022 in an outdoor setting and during the dry season.

In 2022, Xavier College again offered to host the event, now named 'Tiwi Futures Expo'. The



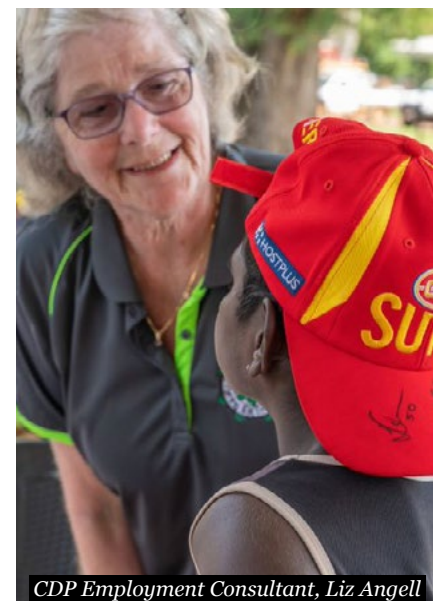
Alan and Raphael on ferry trip for MCPS End of Semester Reward

response from stakeholders was outstanding, with 45 information and activity stalls relating to employment, training, and wellbeing, set up by both local and Darwin-based organisations. All Tiwi Islands schools were invited, with students from Milikapiti and Pularumpi and MCPS attending on the day. The feedback from those who attended the event was overwhelmingly positive, and we look forward to making the 2023 event even better.

Yellow Shirts Promotional Video

In 2021, the Yellow Shirts commissioned Mamanta, a Tiwi-based business, to develop a video promoting school attendance across the Tiwi Islands, due to be released mid-July. The process

included acting workshops and filming in all three Tiwi Islands communities and was a great opportunity for children to imagine their futures and to encourage lifelong learning across the communities.



CDP Employment Consultant, Liz Angell

Melville Island Over 80% Attendance AFL Match

Another first for this reporting period was the Melville Island 80% Attendance AFL Match held in Milikapiti. The Yellow Shirts and CDP participants supported the event, which was very well attended by parents and the community - so much that the principal introduced an impromptu goal kicking competition for adults to join.

Leading up to the game, students were monitoring their own attendance to make sure they received an invitation to compete.

Approximately sixty students from the two schools reached the entry requirement of 80% attendance.

Given the small size of the schools, this was a very impressive achievement. Plans are underway to run this event each term and invite MCPS students on Bathurst to join in future AFL matches.

School Attendance Rates

While attendance at all schools has fluctuated throughout this reporting period, in general attendance is currently strong in Milikapiti and Pularumpi and has increased overall at Xavier College.

Unfortunately, MCPS school appears not to have recovered to pre-covid attendance rates. This is despite offering exciting and engaging activities at school, including the Swimming Program, which included swimming lessons in Pirlangimpi, a Sealink Ferry Cruise, and the school visit from the Essendon Academy Team.

Yellow Shirts in Wurrumiyanga will be working closely with MCPS families in Semester 2 to raise attendance. We urge the community to get on board to create an environment that values the wellbeing and education of Tiwi children.



School Nutrition Program

2021-2023 Goal: To be the leading School Nutrition Program service in the Top End, inclusive of parent/carer and school community directly impacting high attendance by the end of 2021.

At Pirlangimpi and Milikapiti, our SNP teams continue to deliver healthy meals and snacks for students and provide health education for the school community. This year, we faced some challenges as we implemented Covid safety procedures and worked out how to work safely together. We are proud of our achievement in being able to continue to deliver school meals and support community events.

As always, we passed our Public Health Service assessments with flying colours. The Department is very happy with the kitchen and cleanliness as well as our food storage systems, including biodegradable single-use containers and cutlery to minimise harm to the environment.

We supported the Yellow Shirt Day, joining in the march to school and delivering breakfast for everyone. We also assisted with the sausage sizzle during the swimming carnival and provided lunches and cold fruit for Milikapiti students visiting Pirlangimpi for the footy as part of their school attendance award (80% and over).

Our school meals are now much healthier. Working closely with Jenae Fortae, Public Health Nutritionist/Dietitian for Top End Health Service, we have continued to improve our menu and portion

sizes, and now exceed the NT School Nutrition and Healthy Eating Policy and the NHMRC Australian Dietary Guidelines.

This year we added a savory snack to our afternoon fruit breaks so that meals are more filling and students can stay more focused in class in the afternoons. Our most popular meals are spaghetti bolognese, shepherd's pie, chicken curry and our newly introduced afternoon savory snacks, such as banana oat muffins or banana cake. All our meals are made from scratch, we cook the cakes and muffins ourselves and are always willing to try new recipes.

We continue to work with suppliers to ensure we are getting the freshest produce and value for money. We purchase fresh fruit and vegetables weekly and buy packaged goods in bulk, where possible, to bring down the cost and save on freight.

In addition, our staff attended Certificate I in Retail Services training, online Safe Food Preparation units, and First Aid training to provide first aid to children and adults.





Students enjoy lunch at Milikapiti School



Students enjoy lunch at Milikapiti School



SNP staff, Irene Tipiloura, Agnes Lorenzo and Petrina Puruntatameri

Human Resources

Our Human Resources strategy acknowledges that our success is determined by the quality and commitment of our management and staff. This year, operations suffered from the lack of staff due to Covid-19. We lost several key non-local staff who were not easily replaced which made conducting the normal levels of service delivery extremely challenging.

Our staff on the Islands were the real heroes this year, holding the fort and carrying on with minimal supervision as we re-built the management team. We are also grateful to Philippa Walsh who stepped to support services on Melville Island, in addition to her GTO management responsibilities.

From September to January, the resignations of CDP Site Manager, Milikapiti, Veronica Russo, TITEB Services Manager for Melville Island, Matt Watts, and CDP Women's Activities Coordinator, Kathy Long, left a significant management gap on Melville. In June 2022, Peter Bates joined us to fill the role in Milikapiti, bringing experience in CDP and the NIAA. Matt Watts also returned to manage CDP activities at Pirlangimpi.

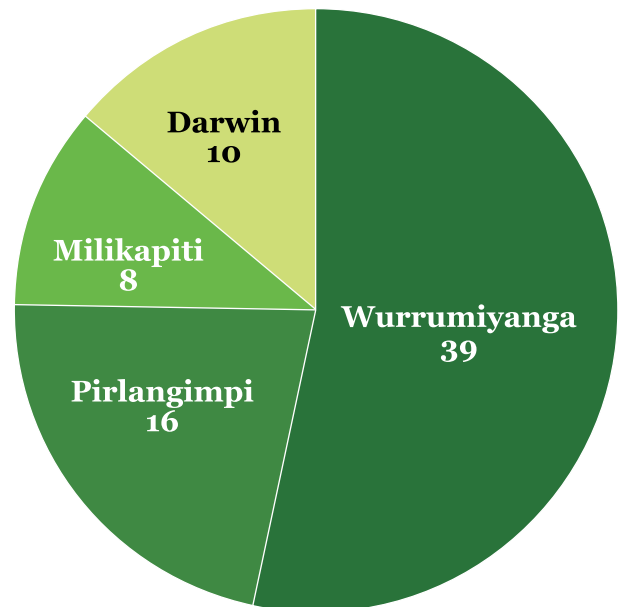
At Pirlangimpi, the SNP has a new staff member Karen Puruntatameri, who started in April 2021. Karen is employed as a casual staff member to help assist whenever a team member is away. She enjoys working within the school meals and providing meals for the kids.

On Bathurst, CDP husband-and-wife team, Craig and Joanne Bate, are doing a great job. As CDP Services Manager, Jo has built up the CDP Employment team, recruiting employment consultants, Liz Angell and Amy Johnston, and Geoff Collins in post-placement support.

The CDP has seen some fantastic advancement of our local staff. In Employment Services, three of our Tiwi staff have been promoted, including Charlotte Portaminni who moved from Administration Officer to Trainee Employment Consultant, Nelsina Portaminni from Receptionist to Administration Officer, and Lena Puruntatameri who started as a cleaner in 2021 and is now learning the Receptionist role. Following the resignation of senior supervisors, CDP Project Manager, Craig is now running CDP Activities with local Tiwi supervisors, Dominic Kantilla, Rupert Pupangamirri and Damien Munkara.

In the RTO space, under the management of Peter Tubb, we have been able to employ four new trainers, with Donna Chamberlin, Natarsha Krug and Gerard Broersen in Wurrumiyanga, and

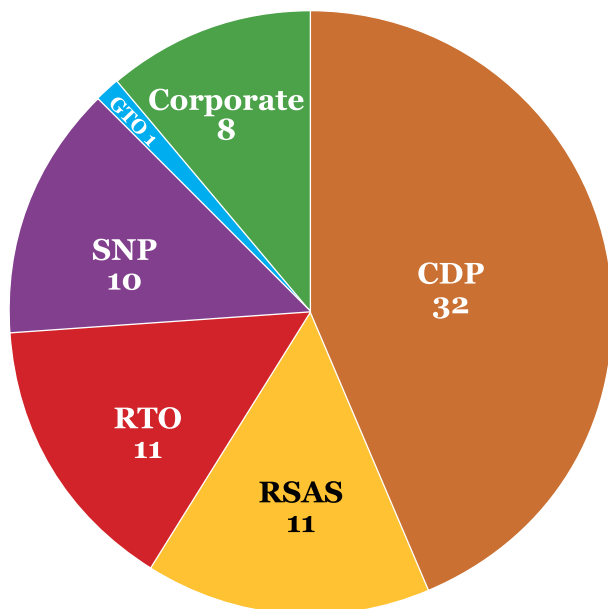
Staff by Location



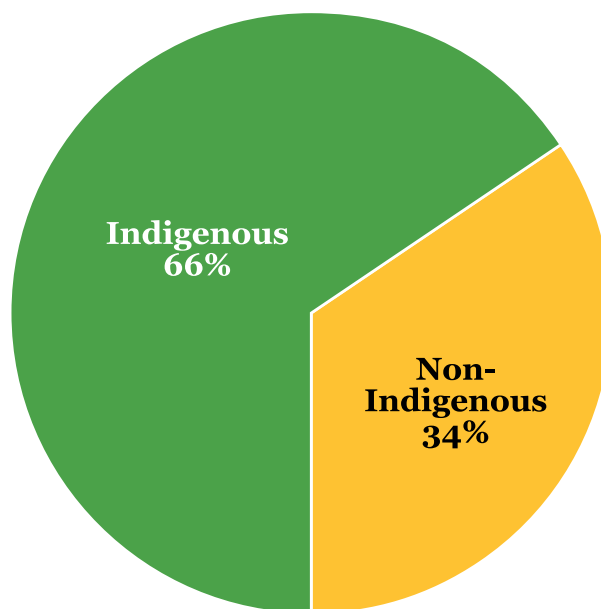
Simon Shoko in Pirlangimpi. Trainer, Debbie Marshall, resigned in November 2021, and we thank her for her work supporting Tiwi through accredited and non-accredited training, and her volunteer work with the army cadets on Bathurst.

At Head Office in Darwin, Finance Manager, Manik Gowda, replaced George Marin. Manik has brought the finance team together and established an assets portfolio with a new Property Manager, Ron Kepa, which builds our capacity to settle new staff and manage TITEB assets on the Islands. Manik brings a financial auditing background and experience working in a major Aboriginal organisation in Darwin and we see a lot more stability in this role in the future.

Staff by Program



Indigenous Staff



Ladies preparing meals in the Wurrumiyanga Women's Centre kitchen

Management Teams



Maria Harvey
CEO



George Marin
Finance Manager



Louis Malaibe
HR Officer



Philippa Walsh
CDP Policy Manager /
GTO Manager



Craig Bate
CDP Project Manager,
Bathurst



Peter Tubb
RTO Manager



Brenda Ryle
RSAS Coordinator



Sheryl McDonald
Senior Finance &
Payroll Officer



Joanne Bate
CDP Employment
Services Manager,
Bathurst



Matt Watts
CDP Site Manager,
Pirlangimpi



Peter Bates
CDP Site Manager,
Milikapiti



Tabatha Burt
RSAS Coordinator,
Bathurst



Cara Munn
CDP Women's Coordinator,
Bathurst



Chris Handicott
SNP / CDP Women's
Coordinator

Financial Report

Independent Audit Report

This summary financial report is an extract from the full financial report for the year ended 30 June 2022.

The financial statements are derived from, and are consistent with, the full financial report of Tiwi Islands Training and Employment Board.

The summary financial report cannot be expected to provide as detailed an understanding of the financial performance and financial position as the full financial report. A copy of the full financial report and auditor's report will be sent to a member free of charge, upon request.



Police officers, Ellen and David, and Aboriginal Liaison Officer, Jerone-Lim talking to job seekers about opportunities with NT Police.

GRAY PERRY - DFK

Chartered Accountants

PARTNERS

James Perry
Michael Gray
Brendon Skates
Samuel Handley

Independent Audit Report to the members of Tiwi Islands Training and Employment Board

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of 2022 Tiwi Islands Training and Employment Board (the Entity), which comprises the statement of financial position as at 30 June 2022, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, notes to the financial statements and the statement by members of the board.

In our opinion, the accompanying financial report presents fairly, in all material respects, including:

- (i) giving a true and fair view of the Entity's financial position as at 30 June 2022 and of its financial performance and its cash flows for the year ended; and
- (ii) complying with Australian Accounting Standards and the Associations Act (NT) 2003 (as modified by Part 3, Division 2 of the Stronger Futures in the Northern Territory Regulations 2013).

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Entity in accordance with the auditor independence requirements of the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance

Management is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the Associations Act (NT) 2003 (as modified by Part 3, Division 2 of the Stronger Futures in the Northern Territory Regulations 2013), and for such internal control as management determines is necessary to enable the preparation of the financial report is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

ADDRESS

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Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the management.
- Conclude on the appropriateness of the management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the management with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with the management, we determine those matters that were of most significance in the audit of the financial report of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Gray Perry – DFK



Brendon J Skates
No 428188
89-92 South Terrace
Adelaide SA 5000

Dated this 17 day of FEBRUARY 2022

Statement of Profit or Loss

For the Year Ended 30 June 2022

	2022 \$	2021 \$
Revenue	8,543,934	8,562,091
Depreciation and amortisation expense	(377,014)	(475,215)
Other expenses	(2,702,639)	(2,467,244)
Employee benefits expense	(4,391,046)	(4,077,767)
Profit/(Loss) for the year	1,073,235	1,541,865
Total comprehensive income for the year	1,073,235	1,541,865

Statement of Financial Position

As at 30 June 2022

	Note	2022 \$	2021 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents		6,640,284	5,315,663
Trade and other receivables	5	11,253	687,921
TOTAL CURRENT ASSETS		6,651,537	6,003,584
NON-CURRENT ASSETS			
Investments in associates		2	2
Property, plant and equipment	6	2,731,083	2,361,038
Right-of-use assets	7	1,046,177	1,018,408
Employee benefits		81,290	-
TOTAL NON-CURRENT ASSETS		3,858,552	3,379,448
TOTAL ASSETS		10,510,089	9,383,032
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	8	532,064	500,292
Lease liabilities	9	33,828	29,925
Employee benefits	10	395,530	343,787
Other financial liabilities	11	39,303	212,881
TOTAL CURRENT LIABILITIES		1,000,725	1,086,885
NON-CURRENT LIABILITIES			
Lease liabilities	9	1,173,040	1,127,373
Employee benefits		81,290	-
TOTAL NON-CURRENT LIABILITIES		1,254,330	1,127,373
TOTAL LIABILITIES		2,255,055	2,214,258
NET ASSETS		8,255,034	7,168,774
EQUITY			
Trust settlement sum		10	10
Retained earnings		8,173,736	7,168,764
TOTAL EQUITY		8,173,736	7,168,764



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Nuwa papuranjuwy!

(You can do it!)