



**North
Metropolitan**



1300 300 822
sip@nmtafe.wa.edu.au
RT0 52786



ABORIGINAL COMMUNITY BENEFIT FOR CLEAN ENERGY PROJECTS

Training Capability





North Metropolitan TAFE: Training Capability to Support a Just Transition

North Metropolitan TAFE (NMTAFE) delivers culturally inclusive and accessible training and education to address disparities faced by Aboriginal and Torres Strait Islander communities. By equipping individuals with the skills and knowledge needed for meaningful careers, NMTAFE is supporting improved health, employment, and economic participation. Committed to embedding the principles of the [National Agreement on Closing the Gap](#) into all our operations, we aim to foster equity, opportunity and empowerment for Aboriginal and Torres Strait Islander peoples.

A Just Transition

As a supporting member of the First Nations Clean Energy Network, we are committed to a shift toward renewable energy that is equitable, inclusive, and empowering for Aboriginal and Torres Strait Islander peoples. Renewable energy projects provide opportunities for alternative employment, sustainable energy solutions, and community-led initiatives. These efforts promote capacity building, skills development, and deliver broader social and economic benefits.

North Metropolitan TAFE aims to contribute to a just transition by ensuring Aboriginal and Torres Strait Islander peoples benefit from clean energy developments on-Country by developing pathways to training and employment opportunities. NMTAFE demonstrates a strong commitment by co-delivering programs with

Aboriginal organisations that empower students and communities. Through flexible learning, intensive training blocks, apprenticeships, and traineeships, these partnerships enhance skills development, strengthen workforce readiness, and deliver lasting educational and economic outcomes. This also aligns with the Western Australian Government's Aboriginal Empowerment Strategy.

This document highlights how we are working with organisations to maintain access to education and training opportunities, ensuring sustainable employment pathways for Aboriginal and Torres Strait Islander peoples and the communities we support.



Training Services

Working together with organisations, NMTAFE can develop bespoke qualifications that address specific skills needs for businesses. With more than 350 qualifications available, we work with organisations to tailor training to suit business needs.

With a network of connected training facilities across the northern metropolitan area of Perth, we train more than 34,000 students annually for jobs in many industries and the State Government's key focus areas including Energy. With capability in our training and partnerships for the delivery of **solar, wind, electric vehicle, hydrogen and battery storage technology**, NMTAFE is working with industry to meet the workforce needs of our national clean energy sector. This includes the delivery of pre-apprenticeship, apprenticeship and post-trade skills including:

- Electrical
- Plumbing and Gas
- Instrumentation
- Electrical and Mechanical Fitting
- Engineering Fabrication

NMTAFE also offers a wide range of business, finance, IT and HR qualifications, as well as skillsets to support businesses in the areas of:

- Business Administration
- Accounts Administration
- Human Resource Management
- Project Management
- Leadership and Management
- Entrepreneurship and New Business
- Applied Digital Technologies

Traineeships are available to help businesses onboard new employees in areas such as Business Administration and Information Technology.



Visit our '[Explore Career Pathways](#)' page to see some of the exciting career paths we offer across a range of in-demand industry areas.

Bespoke Training Design

Examples of how NMTAFE is partnering with organisations to create meaningful career opportunities for Aboriginal and Torres Strait Islander peoples, and support Aboriginal-owned businesses include:

- Courses providing pathways to employment across industries such as: **land and natural resource management, mine site rehabilitation, forestry, and national parks** are delivered from our Joondalup and Midland campuses, with well-established pathways in **Horticulture, Conservation, and Ecosystem Management**.
- The development of the **Certificate III in On Country Management**. This qualification is being shaped through consultation with an industry reference group which includes cultural knowledge representatives, Aboriginal associations, and potential employers such as local government departments such as the WA Department of Planning, Lands and Heritage.
- Courses in **Water Industry Operations**: an industry that plays a crucial role in various sectors by ensuring a reliable supply of clean water. This is essential for communities, but also for manufacturing, agriculture, energy production and healthcare.
- NMTAFE is the sole provider of training in Water Industry Operations which has been recently expanded at our East Perth Campus. This campus stands on Boodjar (land) that once formed part of a system of waterways and wetlands.
- We acknowledge the connection of our land to the waterways and recognise the importance of clean and safe water as an integral part of closing the gap in health and education outcomes for regional and remote Aboriginal and Torres Strait Islander peoples.
- NMTAFE is working closely with energy and utility partners to provide practical training solutions for the maintenance of stand-alone power systems. This is a key part of the State Government's commitment to reliable energy supply and ensuring clean drinking water for all remote communities.
- NMTAFE's Perth Campus is Western Australia's leading provider of **Creative Industry** training across visual arts, photography, film, music, ceramics, fashion and textiles, jewellery and graphic design. We have a longstanding relationship with the **Aboriginal Art Centre Hub of WA** – the peak advocacy and resource body for Aboriginal art centres in Western Australia. Together we have delivered the **Aboriginal Arts Worker Training Program** and have also collaborated for **Revealed** – the State's largest Aboriginal art market and exhibition, providing a key platform for artists to share their stories, connect with new audiences and sell their artwork.
- Accredited Skillsets are available and can be contextualised for larger cohorts in business focussed areas such as the **Marketing Digital Creator Skill Set** and the **Accounting Principles Skill Set**.
- Entry level skills sets provide a small taste of a larger qualification and can be the building blocks to a qualification. **The Job Ready Basics Skill Set, Business Ready Skill Set and Human Resources Foundations Skill Set** among many others, provide valuable business skills.
- We are currently developing a **Tender Writing Skill Set**.
- Non-accredited customised professional development for business groups. For example, a customised course in **Time-Saving AI for Leaders** or a range of business professional development skills (without the need for assessment) such as **Excel for Beginners** or **Power BI Basics**.
- Accredited job-ready tickets such as the **Construction White Card, Working at Heights and Working in Confined Spaces**, can be contextualised for the wind and electrical industry, or other industry areas such as residential and civil construction.
- The delivery of **Bespoke Onboarding programs** for Aboriginal and Torres Strait Islander peoples entering new working environments. NMTAFE has a commercial arrangement with a large mining client, and through this, we have delivered an **Introduction to Mining Program** for preparation for work in the mining industry.
- This non-accredited program is delivered in partnership with the mining client over a two-week intensive program and includes skills in **First Aid, Health and Wellbeing, Fitness, Nutrition, Communication, Teamwork, Planning and Organisation Skills**, to improve employability skills and retention of new workers.





Customised and Supported Pathways – Koomba Birdal

NMTAFE's Koomba Birdal program provides tailored, supported training pathways for Aboriginal and Torres Strait Islander students, addressing barriers to education and employment.

Co-designed with industry and community partners, the program integrates Indigenous lecturers and mentors, combining Indigenous knowledge and values with vocational training to create culturally safe and empowering learning experiences.

By incorporating Indigenous knowledge and values into the classroom, Koomba Birdal fosters an environment where students feel respected, empowered, and proud of their cultural identity. This approach not only supports academic success but also strengthens students' sense of pride.

NMTAFE also has developed robust industry partnerships to ensure tangible job outcomes for Aboriginal and Torres Strait Islander peoples. For example, our 2025 Certificate II in Surface Extraction Operations includes client-funded surveying units, PPE, travel, accommodation, and 4WD training, with employment opportunities available for successfully completing participants.

Since its inception, Koomba Birdal has provided sponsored and supported pathways in areas including:

- Conservation and Ecosystem Management (Care for Country)
- Surface extraction operations
- Automotive mechanic
- Engineering Pathway (Metal Fabrication)
- Hairdressing
- Rail infrastructure

By partnering with us in sponsoring the Koomba Birdal program, our industry partners benefit from well-supported, workplace-ready employees and apprentices who are positioned to contribute effectively to business success.

Support Services

Koolark Centre for Aboriginal Students

The Koolark Centre for Aboriginal Students at NMTAFE's Perth campus, facilitates access to quarantined positions for Aboriginal and Torres Strait Islander students across all qualifications from Certificate III and above, and scholarships and sponsorship opportunities. This is done in partnership with Aboriginal Corporations and industry stakeholders.

The Koolark Centre collaborates with Aboriginal community organisations to co-design programs that address community needs, while ensuring culturally safe learning environments and providing targeted mentoring support.

The centre supports and promotes pathways to higher education and employment through initiatives such as the Koomba Birdal Program and events like the Deadly Jobs Expo. These initiatives align with the State Government's Closing the Gap priorities, promoting equitable educational, employment, and economic outcomes for Aboriginal and Torres Strait Islander peoples.

The Koolark Centre has a presence across all NMTAFE campuses is a cornerstone of inclusive education. For example, there are additional facilities like the Yellagonga Meeting Place at NMTAFE's Joondalup campus, as well as dedicated spaces at our Midland, Balga and Perth campuses. Koolark empowers Aboriginal and Torres Strait Islander students to thrive academically and professionally while celebrating and supporting their cultural identity.



Jobs and Skills Centres

NMTAFE's Jobs and Skills Centres (JSC) located at our Balga, Joondalup, Midland and Perth campuses provide free career, training, and employment advice to prospective, current, and graduate students, as well as support for the broader Western Australian community.

JSC Consultants offer course guidance, career advice, and employment support, including assistance with job search strategies, resumes, cover letters, selection criteria, and interview preparation. Industry consultants support businesses with recruitment and workforce development initiatives, including strategies to attract and retain Aboriginal staff.

A key component of the JSC is the Enhanced Aboriginal Engagement Team (EAETeam), which provides specialised services for disengaged Aboriginal youth aged 15–25 years. The mobile EAETeam works with schools, communities and industry partners to assist Aboriginal and Torres Strait Islander youth to become job ready. In addition to guidance through the JSC, the EAETeam delivers mentoring and broader support services for Aboriginal and Torres Strait Islander students exploring alternatives to traditional schooling pathways.



Scholarships and Financial Assistance

In addition to existing incentives such as Fee Free and Lower Fee TAFE courses, NMTAFE offers a range of annual scholarships to help reduce barriers to participation and training for Aboriginal and Torres Strait Islander students, as well as those experiencing financial or personal hardship.

NMTAFE also offers sponsored scholarships in specific training areas where organisations wish to provide additional incentives for underrepresented groups in their industry through sponsored scholarships. For example, in 2025 the WA Dental Health Service (DHS) sponsored a scholarship program for up to four (4) Aboriginal and Torres Strait Islander students to complete a nationally recognised Certificate III in Dental Assisting qualification. The scholarship covered course fees, learning materials were provided, and included a pathway to employment opportunities with DHS as a Dental Clinic Assistant on the successful completion of the course.





Community Engagement and Partnerships

We are committed to collaborating with Aboriginal and Torres Strait Islander organisations, businesses, and community groups to create pathways for students and to increase the representation of Aboriginal people in our workforce of lecturing and support staff, as well as on our Industry Advisory Groups.

The North Metropolitan TAFE Governing Council (Board) is Chaired by Dr Mara West. Dr West, a Yamatji Elder, has dedicated her career to improving outcomes for Aboriginal communities and was awarded the prestigious Aboriginal Award at the 2025 Western Australian of the Year Awards.

Under the leadership of the Governing Council, our **Aboriginal Employment, Education and Training Committee** is supported by members from both government and private sectors, including representatives from Water Corporation, BP, Development WA, Fortescue, and others. This support ensures our programs:

- **Support Aboriginal and Torres Strait Islander students** through education and employment pathways;
- **Facilitate collaboration** across departments and external partners; and
- **Guide strategic initiatives** like new course development, cultural engagement, and industry partnerships.

In August 2025, NMTAFE hosted the Deadly Jobs expo at East Perth campus, welcoming hundreds of Aboriginal and Torres Strait Islander job seekers who engaged with more than 60 exhibitors including employers and training providers. Career advice was available for attendees from Koolark and the Jobs and Skills Centre. This event provided the opportunity to highlight and promote the upcoming Koomba Birdal courses at NMTAFE, and provide enrolment support for those wishing to participate. Local Aboriginal businesses also showcased art and fashion. The event's aim was to empower futures and creating real pathways into work, study and business for Aboriginal and Torres Strait Islander peoples.





The TAFEWA Network

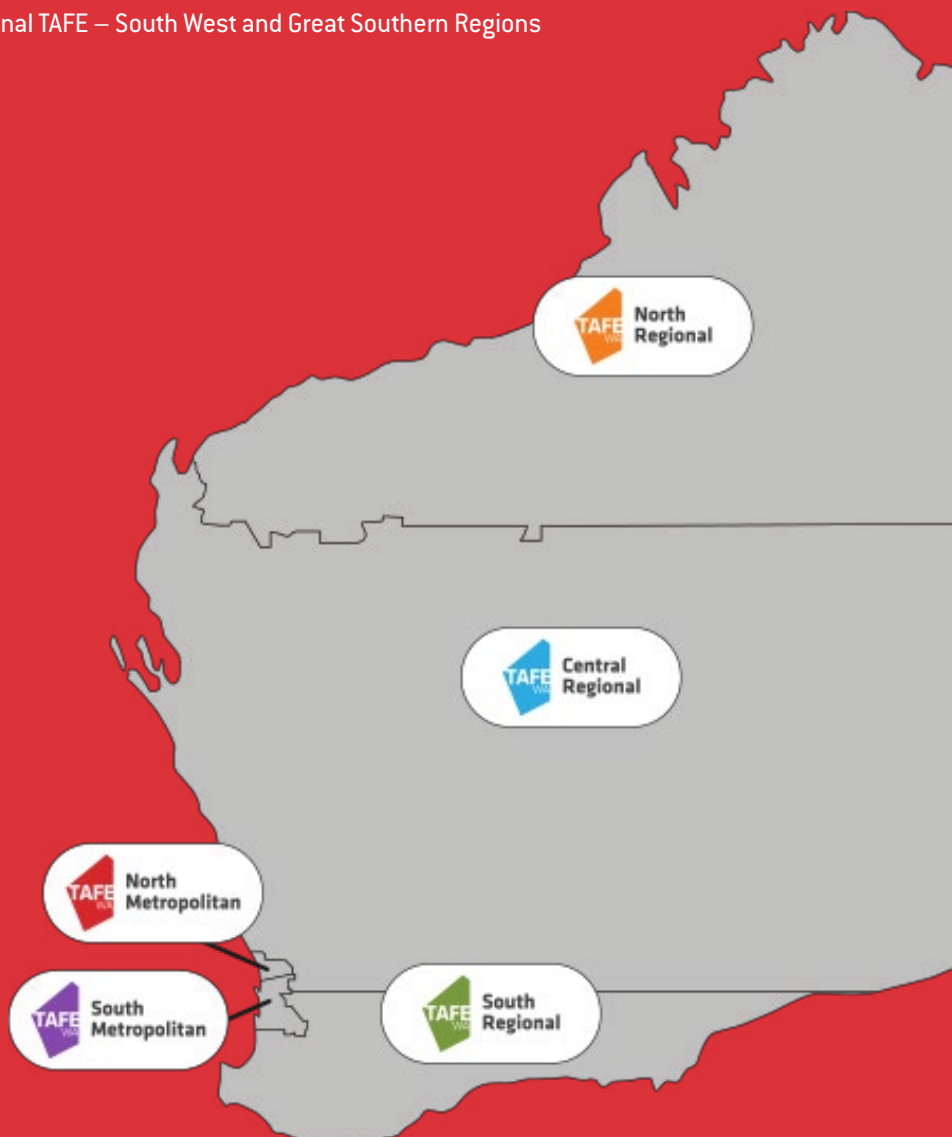
As the largest publicly funded training provider in Western Australia, North Metropolitan TAFE plays a significant role in supporting access and participation in training for Aboriginal and Torres Strait Islander peoples across Western Australia. In some areas, such as Dental Assisting or Water Operations we are the only provider of training in these areas, in the State.

Where training is needed outside of the metropolitan areas, there are a range of ways NMTAFE can work with regional TAFE Colleges to ensure that the needs of businesses and communities can be met. For example, we can assist with areas of training delivery where regional TAFEs are unable to secure local and industry-current lecturing staff. Where funding supports this, we can also travel to deliver training where a regional college does not have the required qualifications on their approved scope of delivery.

Our regional college partners have well developed and longstanding relationships with the country on which they are based. They play a vital role in ensuring that local communities can advocate for and access culturally relevant and safe training opportunities.

Our regional college partners are:

- North Regional TAFE – Kimberley and Pilbara Regions
- Central Regional TAFE – Mid-West, Gascoyne and Goldfields Regions
- South Regional TAFE – South West and Great Southern Regions





How to partner with us

Advocate

We are confident that we are the preferred training provider for industry partners seeking expertise in the future of energy and a deep understanding of how the energy transition can create meaningful opportunities for Aboriginal and Torres Strait Islander peoples and communities across Western Australia. **We invite you to share our training capabilities and expertise** with your professional networks and colleagues.

Donate or Sponsor

Our students and industry partners value **access to cutting-edge training resources**. Talk to us about how you can support NMTAFE by **donating equipment, technology or sharing your expertise**. You can also partner with us by **sponsoring a** Koomba Birdal program or offering scholarship to provide an opportunity for prospective students in your industry area.

Engage

We love hearing about the direction your business or community organisation is heading, it helps us prepare a future-ready workforce that can hit the ground running.

Our industry advisory committees and events provide valuable opportunities to collaborate and share insights on how our training delivery can evolve to meet your needs.

Contact Information

For more information about how you can work with North Metropolitan TAFE please contact:
The **Strategic Industry Partnerships** team sip@nmtafe.wa.edu.au



RT0: 52786

1300 300 822 | sip@nmtafe.wa.edu.au | northmetrotafe.wa.edu.au

[Balga](#) | [Clarkson](#) | [East Perth](#) | [Joondalup \(Kendrew\)](#) | [Joondalup \(McLarty\)](#) | [Leederville](#) | [Midland](#) | [Mount Lawley](#) | [Perth](#)

North Metropolitan TAFE recognises Australian Aboriginal and Torres Strait Islander Peoples unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society. We acknowledge the Noongar People, the traditional custodians of the lands on which our campuses are located and pay our respects to ancestors and Elders past and present.

We support the Uluru Statement from the Heart and embrace the invitation to walk alongside Aboriginal people, in a movement for a better future for all Australians.

As part of our **Disability Access and Inclusion Plan** this document is available in alternative formats upon request, including electronic format (USB, CD, emailed) hardcopy (standard and large print) audio format and on the North Metropolitan TAFE website.