

Annual Review 2024



Waalitj
FOUNDATION



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Welcome to the Waalitj Foundation's 2024 Annual Review.

This year, the Foundation has experienced significant growth and continues to successfully deliver our mission to empower First Nations Australians through education, employment, and business programs.

In 2024, we formally become an Aboriginal Community Controlled Organisation (ACCO). Whilst we have always listened to the Aboriginal Voices on our Board, our staff and the Community, this step formalises our commitment to self-determination for First Nations Peoples in Australia and has the potential to make a greater impact in our communities.

With a majority First Nations Board and 72% of our staff identifying as First Nations Peoples, our new membership structure ensures that our organisation and programs are consistently guided and led by First Nations voices. Our dedicated team remains committed to making a meaningful difference in the communities we serve, advocating for our participants and the broader community, ensuring their voices are heard and their needs met. We have wonderful staff, and I continue to be proud of their efforts and commitments.

Celebrating 20 years of operation in 2025, the Waalitj Foundation stands at the forefront of providing opportunities in education, employment, and business for First Nations Peoples. Our focus is on empowering individuals, their families, and communities by fostering capacity-building and sustainable growth.

The Foundation prioritises the delivery of programs designed and led by First Nations people for First Nations people. Our initiatives aim to enhance student retention in schools, support jobseekers in securing meaningful employment, provide pathways to further education and vocational training, assist those who have had a troubled past and assist entrepreneurs in establishing and maintaining competitive businesses.

We extend our heartfelt thanks to our key funders—the National Indigenous Australians Agency, Shell, Alcoa Foundation, Western Power, Woodside, Water Corporation, and the State Government—for your support and partnership, which enable us to continue delivering impactful programs.

Our participants are emerging as role models within their communities, inspiring others and contributing to a cycle of positive change that extends beyond individuals to families and the wider community.

Thank you for being a part of our journey. Together, we will continue empower First Nations Peoples to grow, to lead and help them make a positive impact in their communities.



Alan Cransberg
Chairman, Waalitj Foundation





Waalitj
FOUNDATION



Over the past year, we have seen our programs grow in strength, our people maintain dedication, and our community unite. As we celebrate our 20th anniversary of service delivery in 2025, we reflect on a journey marked by growth, dedication, and community.

Since our inception in 2005 on Whadjuk Noongar Boodja, in collaboration with our founding partner, the West Coast Eagles, our journey has been one of resilience and growth. We started with a humble team of three focused on promoting healthy lifestyles and school attendance among First Nations children.

Today, we have evolved into an Aboriginal Community Controlled Organisation, operating 16 programs across Western Australia, Victoria, and Queensland, reaching over 60,000 Aboriginal and Torres Strait Islander people. Our commitment to prioritising the employment of strong and passionate First Nations role models remains steadfast.

In 2024, we were proud to be awarded WA Business News Charity of the Year. This award is an amazing recognition of our dedicated and passionate staff and the support they provide to our First Nations community.

Each day, the Waalitj Foundation empowers individuals to make life-changing decisions, guided by our passionate staff who assist participants, students, and businesses in achieving their goals. From the youngest participants enrolled in our education programs to our Waalitj Hub business clients, our Foundation strives to make a meaningful impact.

This past year, we mentored over 2,000 students through our education programs, including our Deadly Sista Girlz program, which supported over 1,300 girls in 18 schools across WA and Victoria. Delivered by First Nations women, this program not only encourages students to take pride in their culture and identity but also improves school attendance and engagement.

We successfully placed 362 jobseekers into meaningful and sustainable employment in 2024. This remarkable outcome is a testament to the dedication of our team of employment and justice mentors who work tirelessly to support participants in overcoming barriers to employment.

With over 450 business clients, our Waalitj Hub serves as a catalyst for cultivating competitive and resilient First Nations businesses. Our Hub businesses, ranging from startups to large-scale operations, receive support from business coaches providing expert guidance and sourcing services to empower individuals to grow and sustain their businesses.

Stepping into our 20th year, I look forward to further growth and strength in our programs and among our people. We are grateful for your support and look forward to achieving even greater milestones in the future.



Lisa Cunningham
CEO, Waalitj Foundation





The Foundation is governed by a separate Board of Directors.

The Foundation is governed by an independent Board of Directors. The Board possess extensive commercial and strategic acumen and meet four times a year. They run on an entirely voluntary basis. The focus of the Board continues to be strong governance and financial management. At all times the board comprises a majority First Nations membership.

Troy Cook



DIRECTOR



DEPUTY CHAIRPERSON

Trevor Nisbett

DIRECTOR



Josie Janz-Dawson

DIRECTOR



Amanda Healy

CHAIRPERSON
CHAIRPERSON



Brad Collard



Alan Cransberg

DIRECTOR

DIRECTOR

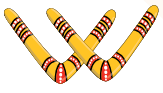


COMPANY SECRETARY
AND DIRECTOR

Richard Godfrey

DIRECTOR





OUR STORY

8



OUR MISSION

“To lead the provision of education, employment and business opportunities. We influence and inspire the empowerment of our people through our diverse workforce, which is led by our First Australian role models.”

OUR VISION

“The Waalitj Foundation is recognised as a leader enabling First Australians to thrive”

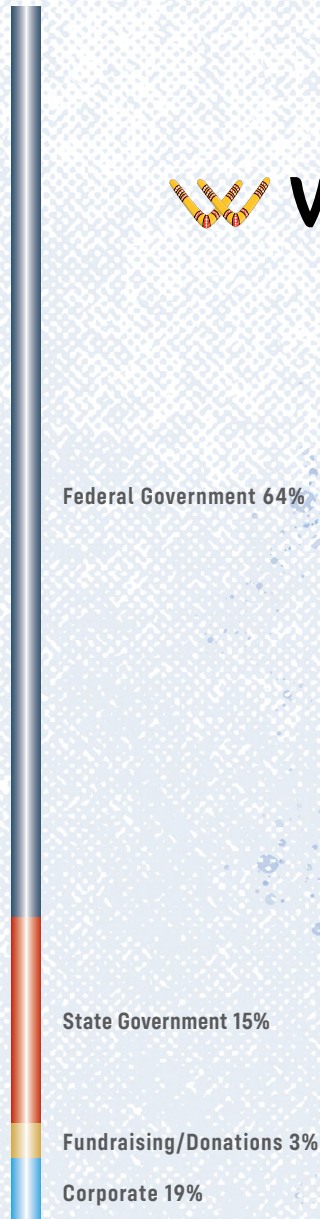
The Waalitj Foundation is a not-for-profit organisation with DGR item 1 status, Incorporated on 11 January 2002 and endorsed as an income tax-exempt charity on 12 February 2002. The Foundation is a wholly-owned separate legal entity of Indian Pacific Limited, trading As West Coast Eagles Football Club. The West Coast Eagles provide financial, IT and media services under a shared service agreement that ensure the Foundation’s administration and staffing costs are kept to a minimum.

OUR PEOPLE

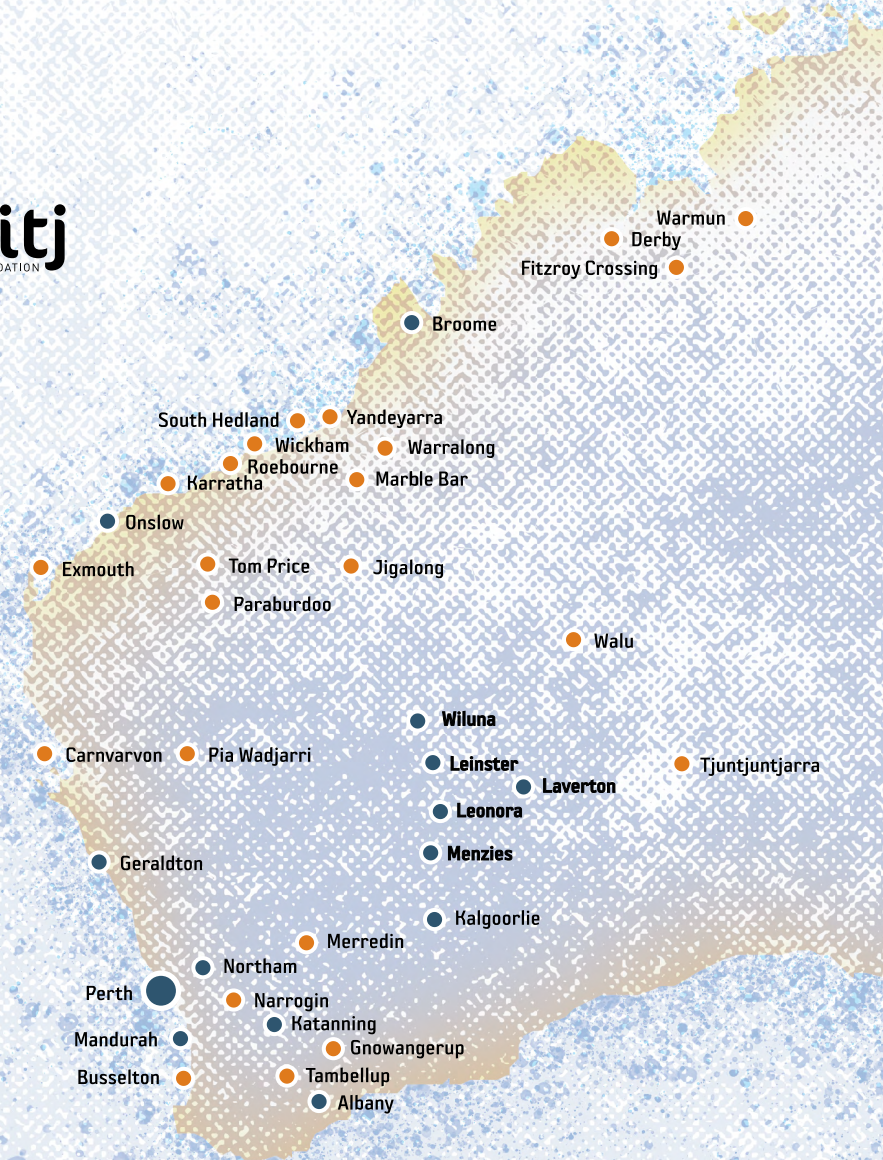
Strong, successful, and passionate First Nations mentors are employed to deliver our programs, with 72% of our current employees being First Nations peoples. We currently employ over 120 staff members nationally, all of whom have completed culturally appropriate facilitator and mentor training. The Foundation is committed to fostering community partnerships and engaging and empowering parents, families, and community groups to break the cycle of disadvantage.



Our current funding breakdown is approximately:



10



2,407

Since 2008 the Waalitj Foundation has assisted over 2,407 job seekers into employment and provided ongoing mentoring

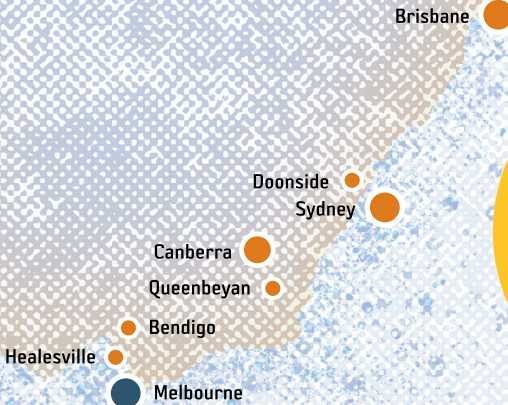
100%

of Deadly Sista Girlz staff are First Nations Women

1389

Girls reached through Deadly Sista Girlz in 2024

- Programs currently delivered
- Programs previously delivered



Over 120 Staff



6082
 Deadly Sista Girlz
 Mentored since 2007

16
 Programs across
 education,
 employment and
 business

877
 Adult justice
 participants
 mentored
 in 2024





2001

- West Coast Eagles registered David Wirrpunda Foundation Inc
- Endorsed as Deductible Gift Recipient (DGR)

2002

- David Wirrpunda Foundation Inc register for Income Tax Exemption

2005

- David Wirrpunda Foundation Inc Launch at the old Subiaco Football Club
- Wirra Club Program commences

2014

- Change of Name from David Wirrpunda Foundation Inc to The Wirrpunda Foundation Ltd
- Opened Great Southern Office in Albany to support the Wirra Sports Program and the role of the Great Southern Aboriginal Sports Development Manager position

2013

- Opened Kwinana Office to support the delivery of the P242 Happy Families Employment Program, Parenting Program, Driver Training Program, Deadly Brotha Boyz Program and DSG Program
- National DEADLY AWARD for Excellence in Education for DSG Program
- Opened ACT Office in Canberra to support the Wirra Club Program

2012

- Opened Victorian Office to support the delivery of DSG programs
- The DSG program named a best practice program by the Commissioner of Children and Young People in WA.
- DSG was named a best practice program in the AMP Foundations Best of Every Woman: An overview of approaches for philanthropic investment in Aboriginal women and girls.

2015

- Launched the Moorditj Ngoorndiak Program in Perth Metro
- Launched the Deadly Sistas Program in Brisbane in Partnership with Institute of Urban Indigenous Health and Office for Women

2016

- Decision to move to Cannington to be closer to many of our participants and readiness for our transition to the new Lathlain Facility
- Foundation attended the SOD ceremony at Lathlain facility site
- Commencement of the Remote School Attendance (RSAS) program for Wiluna
- Establishment of the Western Australian Training Academy (WATA)

2017

- Launch of the youth justice contracts: Bunuru in partnership with Outcare and Full Circle partnership with Life without Barriers in the West Kimberley
- Relocation of our Victorian office to Korin Gamadji Institute (KGI) at Richmond Football Club
- Commencement of program delivery in Onslow, WA
- Launch of the Empowering Youth Initiatives employment program: Bidi Waalitj, in collaboration with the West Coast Eagles and the Department of Jobs and Small Business
- Expansion of the Deadly Sista Girlz program to include 11 delivery sites across Australia and inclusion of the DSG Football Program
- Acquisition of training facility in East Victoria Park

2021

- Proudly changed our name to Waalitj Foundation, signifying our evolution and expansion after almost two decades of growth.
- In 2021 we launched three new employment programs our Bunbury Driver Training Program, Employment Enabling Support for Aboriginal Youth, and the Indigenous Scholarship Program in Queensland, further expanding our employment sector.
- Established 3 new Deadly Sista Girlz sites and surpassed 1000 participants in the program.
- Awarded the Maxima Training Group Outstanding Contribution by a Host 2021

2022

- Launched the Indigenous Scholarships program in Queensland, aimed at increasing the number of First Nations Australians with tertiary and trade qualifications.
- Expanded the Plan 2day 4 2morrow Employment Program expand into the Kwinana, Peel and Upper-South West Region.
- Commenced our tailored boys program at Clontarf Aboriginal College in Perth.

2006

- Pilbara Office Opened in Wickham with the support of Rio Tinto

2007

- Dare to Dream for girls commences and develops into the Deadly Sista Girlz (DSG) Programs
- On My Way Leadership Program in Pilbara
- Troy Cook Health and Fitness Program in Pilbara Dare to Dream at Balga SHS

2008

- P242 Employment Program with Bunnings
- Change of Name from David Wirrpunda Foundation Inc to David Wirrpanda Foundation Inc

2011

- Moved head office from Subiaco Oval to Central Institute of Technology in Leederville
- Commenced DSG in Doonside and Queanbeyan in NSW
- Commenced DSG in Healesville in VIC
- Commenced DSG Program in Broome with the support of Shell Australia

2010

- Commenced the Indigenous Employment Program (IEP) with Central Institute of Technology

2009

- Commenced P242 Employment Program in Partnership with Central Institute of Technology based in Leederville

2018

- ReSet program launched
- Commencement of the ParentsNext Program, in collaboration with Stirling Skills Training
- Midland/Perth North office opened
- Expansion of our VTECs to include the Goldfields, Wheatbelt and South West Regions
- VTEC program alongside Skill Hire named as a finalist for the Innovation in Indigenous Employment award at the NESA Excellence Awards

2019

- Relocated operations to our new home at Mineral Resources Park, alongside the West Coast Eagles in Lathlain
- Commenced delivery of the Community Development Program in the Yaaliku Region of WA
- Design and Delivery commenced for the WA Indigenous Business and Employment Hub (Wirra Hub) in Burswood.
- Expansion of the Deadly Sista Girlz Program to include 14 full-time delivery sites
- Extension of Bunuru and Full Circle Youth Justice Programs of a further 2 years

2020

- Opened the Wirra Hub: WA Indigenous Business and Employment Hub in Burswood, WA, supporting over 140 Indigenous Businesses.
- Our partnership with the Town of Victoria Park, West Coast Eagles and Perth Football Club won the national award for the Community Based Initiative of the Year at the 2020 Parks and Leisure National Awards of Excellence.
- Onslow Family support won the Onslow Chamber of Commerce and Industry People's Choice Award
- Commenced Stronger Communities Program, providing intensive mentoring support to Indigenous Jobseekers

2023

- Relocated the Waalitj Hub from Burswood to our Head Office at Mineral Resources Park
- Commenced Deadly Sista Girlz at two additional school sites

2024

- Formally became an Aboriginal Community Controlled Organisation (ACCO)
- Awarded WA Business News Charity of the Year





Exploring Careers at Water Corporation

Meet Molly!

Molly is in year 11 at Darling Range Sports College and is a part of the Deadly Sista Girlz (DSG) program there.

Molly has been involved with the DSG program since it commenced at the school over a year ago.

"I have really enjoyed the Deadly Sista Girlz program, it's been really eye opening to me for my career path and opportunities, as well as making my own goals. It has been such a good support and there have been a lot of positive changes here."

This past summer, Molly completed a work placement with our partner, Water Corporation, in their Leederville office. Molly wanted to branch out to try something different to her usual creative and outdoorsy interests.

With the help of her DSG mentors, she reached out to Water Corporation to do a two- week work placement at their Leederville office. Her mentors provided her with the contact details and guided her on what to say so that she felt confident on the phone.

Throughout the two weeks, Molly had the opportunity to shadow a range of Water Corporation employees, complete administrative tasks and assist in catering for events. She toured their offices and

Operations Centre, and was introduced to different teams to see the various roles across the organisation and give her insight into what her career could look like at Water Corporation.

Molly was also given the opportunity to participate in some of Water Corporation's fundraising events. Her favourite was the Wheelchair Basketball game to celebrate International Day of People with Disability, where she got to have some fun on the court with her colleagues.

Throughout her placement Molly was able to learn about the pathways available to her at Water Corporation and said one day she would love to try her hand at some of the other roles within the organisation.

Speaking on her experience, Molly said, "I really loved my time at Water Corporation. At first, I was nervous and didn't know where to go or what to do but they were so supportive and made me feel very welcome. I found it so easy to go back each day. Normally I would get anxious, but they were great at making me feel comfortable and teaching me things as I went. It was great to learn more about the different career pathways available to me there. One day, I would be interested in exploring some of the more hands-on roles, like checking the pipes and drains."

Before she graduates next year, Molly plans to get more experience in different fields to find out what she wants to do after school. Next, she wants to explore her interest in nursing and is looking at doing a traineeship at a chemist to get some experience.

As part of Deadly Sista Girlz, participants are equipped with the tools they need to flourish both during and after high school. Whether they intend to enter the workforce or go on to further study, our mentors guide and support them to create an individual pathway plan to kick-start their career.

The program works with our students to incorporate pathways into our delivery sessions, assist them with school-based traineeships, work experience opportunities, casual employment opportunities and assist with transitioning for life after school whether that be higher education, training, or employment.



Deadly Sista Girlz

Delivered by strong Aboriginal and Torres Strait Islander role models, Deadly Sista Girlz is a culturally appropriate healthy lifestyle program that aims to improve engagement and education amongst school-aged Aboriginal and Torres Strait Islander girls. Participants are enabled to make informed decisions about their health and well-being to lead a positive and healthy lifestyle.

The Program focuses on building self-esteem and confidence, pride in Aboriginal and Torres Strait Islander identity, having practical cultural contribution in the community, positive social interactions, building relationships based on mutual respect, encouraging active self-development and yarning about sexual and women's health, drug and alcohol abuse, road safety, healthy nutrition, financial literacy, and healthy relationships.

Onslow Family Support

The Onslow Family Support Program works with Aboriginal families in Onslow and the Bindi Bindi community with the primary aim of improving school attendance, and building capacity in parents and caregivers. Local mentors work with the community and nearby services to provide support and overcome any barriers that may prevent children from regular school attendance. Intensive mentoring is provided to families that covers support for establishing routines, school pick-ups, dealing with departmental agencies, paperwork, and medical concerns.

EEAI Wiluna

(Education, Engagement, and Attainment Initiative)

Our Education, Engagement, and Attainment Initiative (EEAI) is a community-focused program run in partnership with Wiluna Remote Community School in the Mid-West town of Wiluna. EEAI aims to improve school attendance for Aboriginal and Torres Strait Islander children by working together with families and the wider community to ensure attendance and retention at school. Wiluna based mentors engage other community members and services to work together to overcome any potential barriers that may prevent children from regularly attending school through organising rewards, mentor visits, sport and recreation activities, community events and supporting families with daily responsibilities.

Waalitj Club

As part of the Town of Victoria Park's Community Benefits Strategy, the Waalitj Foundation delivers Waalitj Club Lathlain, a weekly engagement program for local youth. Waalitj Club utilises our strong Aboriginal and Torres Strait Islander role models to deliver activities focusing on a mix of health, wellbeing and physical activity.

1647
students mentored
through education
programs





Kevin's Inspiring Journey to Employment

Kevin, a Yamatji man from Mullewa, came to the Waalitj Foundation determined to get a job. He had moved in with his son after losing his house earlier in the year and was looking to find a job and change his lifestyle. Kevin's son had told him he had one month to get his life in order, which led him to Fit4Work.

"He sat me down and said, 'Look, I'll give you a month here.' So straight away, I started going to Fit4Work and all this stuff, so he could see I was doing it. Every day, I wasn't home. I was out at job interviews and going to Fit4Work every Thursday." Kevin attended the Fit4Work sessions in Lathlain and connected with Employment Mentor, Sandy. He said he loved coming to have a chat with Sandy and connect with different organisations.

"It's great, I get to come in here, have a good laugh with Sandy and get introduced to all these different places that come in and do presentations. You can approach them for whatever job you want and go for it."

Sandy put Kevin's resume through to a range of companies, including Eastern Guruma who later came into a Fit4Work session to present. When Eastern Guruma attended Fit4Work, Kevin hadn't heard back from them and had started working for his previous employer in welding but was still attending Fit4Work every Thursday hoping for another opportunity to pop up. Sandy approached Eastern Guruma at the session to put Kevin's name forward for a utilities role and to connect him personally with the employer.

"She was like, 'Have you employed him yet?', and it gave them that push. She believed. She believed in me big time."

On August 19th, Kevin flew out for his first swing with Eastern Guruma, the same date his son started his FIFO job in utility just a few years earlier. His son, who has most recently been working at Bostech Drilling as a driller, was a huge inspiration for Kevin to get into the same industry. Kevin and his family, having many synchronicities with aligning dates in their life, saw this as a sign that he was on the right path.

Kevin has been enjoying his role at Eastern Guruma, especially the people he gets to work with. He is very grateful for the supportive team around him, who recently helped Kevin when he injured his back, restricting him to light duties.

"Every time I needed to pick up a mop, my team would be like, 'Put that mop down. I'll do the mopping!' They're all watching. The ones that care for you, you know? So, on Monday morning, when they asked if we had anything to celebrate, I spoke up and said 'Well, I want to celebrate all the ones that have been



doing the mopping for me.' All of them. I thank them all for taking up my slack, real teamwork."

He is incredibly grateful for his Mentor, Sandy. From giving him a glowing reference to secure his job, to organising a taxi to drive him to the airport at 3am for a swing, he feels very uplifted by her ongoing support and the faith she has in him.

"Sandy bent over backwards for me, and she really believed in me, believed in what I could become. I had a shady past, I've had habits, drug and stuff like that, but she could see that I'm trying to move forward in my life, and what I could do. She could see that I had potential. I showed her my police clearance and there were some driving offences and stuff, but not criminal minded things. It looked like a big list, but some of the offences were 15 years old. People don't like that, that's the thing, if you don't have someone there, someone saying, 'I'm going to vouch for you.' And that's what Sandy did for me. So that's what I'm grateful for."

Sandy spoke about how proud she is of Kevin and his hard work dedication to achieving his goals.

"I always like to make mention to Mob, to never give up no matter what, as there is always light at the end of the tunnel and a great attitude to go along side that can make some of your dreams become reality" she said.

Looking to the future, Kevin is thinking about moving to a traffic control role in the Pilbara when he gets his licence back next year, but for now he wants to continue working for Eastern Guruma, gaining experience and seeing what opportunities can open up to him there.

"I just want to keep working and hopefully build my career from this. This is the door opening for future things."

Kevin plans to put his hard work towards helping his son buy property outside the city for his family to live on, with a house, some chickens and a veggie patch to grow their own vegetables. He hopes one day to put their skills to use and create a fun country getaway for families to go.

"We can have tiny homes or something. We can build them; it's hands on fabricating and stuff like that. My son loves woodworking, and I can do the steel work. Even his wife loves welding and fabricating, stuff like that. My son wants to have a little golfing area, and we could set up some campgrounds, with a motorbike track for kids can ride on. Somewhere just an hour out of town, where people can come for the weekend and camp out on land."

Kevin reflected on how his new job has changed his life, not just the change in routine but the new opportunities it's presented for him.

"Now I have something to look forward to. Like, I get away, I'm not stuck in Perth all the time now. Go up there, do my work and just chill out with a new team. Meeting new people in the camp and stuff as well. Doors are opening, I'm getting introduced to different things, learning a whole new lifestyle. It's influenced me to not ever go back down that old track, you know? I won't change this lifestyle now. No doubt about it. I'm loving it."

Kevin said, if you are looking for a job, go to Fit4Work, see what's on offer and work with the team. He even plans on bringing his daughter into a session to meet Sandy and see what opportunities there are for her.

"It will really open your eyes; you hear from a lot of people about what's on offer. Sandy and the team will bend over backwards for you. They'll put the potential in you. They will see that in you and put you through to any job you want to go for. They will even help you do your resumes and everything. If you show you're keen, they will be twice as keen to help you, I mean get right behind you and support you all the way. So, if you want to do it, go to Fit4Work and do it."





436

Jobseekers attended
Fit 4 Work in the last 12
months

362

Jobseekers assisted
into employment across
all programs in 2024

877

Adult justice
participants mentored
in 2024

Plan 2day 4 2morrow (P242)

P242 focuses on improving the employability of First Nations job seekers through the development of foundational skills and work readiness. Program delivery combines weekly pre-employment group sessions (Fit 4 Work) with individual mentoring support.

Fit 4 Work sessions incorporate presentations from potential employers, complimentary service providers (including health/mental health) with physical activity, mock interviews, budgeting sessions, Assessment Centres for multiple roles and promotion of healthy lifestyle choices. The Foundation's mentors deliver the weekly program and provide mentoring support for participants whilst also improving the health and wellbeing of attendees.

Community Development Program

The Community Development Program (CDP) is a remote employment and community development service. CDP supports job seekers in remote Australia to build skills, address barriers and contribute to their communities through a range of flexible activities. It is designed around the unique social and labour market conditions in remote Australia. Community Development Program participants with activity requirements complete up to 20 hours per week of work-like activities that benefit their community. CDP offers a broad range of flexible activities to increase our participants' skills and contribute to their community. The Waalitj Foundation is the CDP provider for the Yaaliku Region, covering Leonora, Laverton, Wiluna, Menzies, Mt Margaret and Mulga Queen.

Acacia Real Support Network - Perth Metro

Waalitj Foundation staff form part of the Real Support Network, delivering holistic prisoner-focused services that support the rehabilitation and reintegration of Prisoners at Acacia Prison.

The Foundation's RSN team specialise in the delivery of employment and training services to Aboriginal males aged 18-28 both in a custodial setting and upon release to the community.

Staff are based in Acacia Prison delivering group sessions and working on an individual basis with prisoners to improve their employability with throughcare support into community. Waalitj Foundation staff utilise existing employer networks to place clients into sustainable and culturally appropriate employment opportunities.

The Network is a group of like-minded organisations that deliver collaborative services across key areas of focus determined as critical to overcoming barriers leading to recidivism. Other RSN members include Community Transitions, SHINE for Kids, Wungening Aboriginal Corporation, Aboriginal Males Healing Centre and Real Futures.

ReSet

Using an integrated suite of tailored, culturally competent and evidence-based reintegration services, ReSet provides support to men and women while in prison and after leaving prison. The Foundation's ReSet team specialise in the employment and education space of the program and work closely with other providers using a throughcare model aimed at addressing individual barriers to employment that a person exiting the justice system may be facing. Our ReSet Reintegration Program forms part of a consortium of partners including Wungening Aboriginal Corporation, Centrecare and St Bartholomews House. The program covers connecting with family, community, positive parenting relationships, adjusting to life after prison, finding a place to live and preparing for work.

Workforce Australia

Workforce Australia is the front door for government employment and skills services, helping Australians to find and keep a job, change jobs or create their own job, connecting employers with job seekers, and a refreshed network of providers to deliver tailored case management. Workforce Australia employment services give individuals the knowledge and tools they need to get a job, learn new skills or access the extra support if they need it. Waaliti Foundation is the Workforce Australia provider for Kalgoorlie, providing tailored case management services with local knowledge.





Full Circle Partnership

Full Circle Partnership provides intensive individual mentoring support to Aboriginal youth involved in the Youth Justice System in the Kimberley region. Delivered in partnership with Hope Community Services, the program mentors operate in Broome with participants exiting Banksia Hill Detention Centre, as well as servicing surrounding communities. The program uses re-engagement in school, and other healing programs such as Equine Therapy and 'Reconnection On Country' weekly excursions to ensure our young participants are supported to acknowledge and address offending behaviours. Encouraging and guiding participants to make better choices which lead to law-abiding and healthy lifestyles.

Bunuru

Bunuru provides intensive mentoring support and development for participants involved in youth justice across the key development areas of education and training with the ultimate aim of reducing recidivism and providing employment pathways for young males. Delivered in partnership with Nulsen Group, Bunuru has both the practical and class-based elements to develop work readiness. Registered Training Organisation Site Skills provides training and an opportunity for participants to complete a Certificate 1 in Resources and Infrastructure Operations.

Employment Enabling Support for Aboriginal Youth

The program supplements the Foundation's delivery of pre-employment programs and wraps around support services to Aboriginal youth job seekers by providing funding to address eligible youths' identified barriers that are not being met through these programs and services. The program will support Aboriginal youth job seekers aged 15-24 years engaged in the Foundation's pre-employment programs.

Eligible youth can receive support to address multiple identified barriers, for example, the need to pay for high-risk training and the associated licence, and the purchase of work-related PPE, to assist them entering the workforce.

Indigenous Scholarships Program

The Indigenous Scholarships program is aimed at increasing the number of First Nations Australians with tertiary and trade qualifications to enhance employment outcomes, with a specific focus on the resources sector. The Foundation provides mentoring services to support the administration of tertiary and vocational scholarships.

Each scholarship recipient is guided by an Individual Career Plan, which they establish with their mentor, ensuring they have all the support and tools required to reach their goals. The delivery of this program is guided by consultation with Traditional Owners to ensure its success. Local First Nations staff coordinating the program are empowered to adjust the content and delivery to a local community and individualised context.

Priority for scholarships is given to the following Traditional Owner Groups: Iman, Mandandanji, Bigambul, Barunggam, Cobble Cobble, Jarowair, Western Wakka Wakka, Yiman, Byelle, Gurang, Gooreng Gooreng, Taribelang, Bunda, Wulli Wulli, Wakka Wakka and Gangulu. Waalitj Foundation in partnership with Shell's QGC business is proud to deliver this program.





Revolutionising the Maintenance Industry



Shane Lewis, a Banjima man from the Pilbara, is the Founder and CEO of Koodaideri Innovation and Technology (KIT). After decades of experience in the mining industry, Shane founded KIT with a clear mission; to help save lives and prevent injuries in live maintenance in the mining industry.

In 2018 Shane developed the first prototype for Hydratune, a remote hydraulic tuning system, to enable safer, more efficient and effective maintenance practices in the industrial and mining environment. The existing technology requires workers to go into high-risk environments and make the mechanical adjustments themselves. Hydratune enables the tuning of hydraulic systems on machineries to be done remotely via a tablet, resulting in safer and more efficient maintenance.

After a number of years coordinating intellectual property licensing and international patents, Shane set out on a journey to commercialise Hydratune and make it market ready, leading him to the Waalitj Business Hub for support.

Indigenous businesses, like KIT, have access to a wide range of free services through our Waalitj Hub. Some of these services include office facilities, mentoring from business coaches, industry

connections, and independent professional services. Clients can also receive specialised support in key business areas like tendering, marketing, and legal. Shane came to the Waalitj Hub where his business coach, Verity, has supported him through a range of services.

“Verity is fantastic, and very passionate about what we’re doing. It’s good to know that if we bump up against any issues, we know the Hub is there. Having someone of that caliber on hand, having those discussions and that touch point to talk through business direction makes a huge difference”.

Through the Hub, KIT has utilised the office space for their advisory board meetings, coaching on the approach to market strategy and external provider referrals. Shane said he tries to keep the KIT team as lean as possible, outsourcing and taking on as many jobs as he can, making the guidance and services provided by the Hub a vital support to him.

“The support that the Waalitj Foundation have given us, particularly around marketing strategy, has been extremely helpful because of the amount of hats I tend to wear, from website designer to the marketing guy, getting a direction documented in a way that makes sense

to people can be difficult. Having Waalitj give us that support in documenting that strategy and putting the plan together is invaluable to our journey and long-term strategy.”

Looking to the future, Shane hopes one day for HydraTune to be a base change to the industry, ensuring the productivity and safety of other global maintenance industries.

To anyone thinking about getting in contact with the Waalitj Hub, Shane said do not hesitate.

“It’s a fantastic facility. The team is more helpful than 98% of the people you’re going to find in the corporate environment and it’s just a great community in general. The relationship you have with not only your business coach, but the other business coaches, is invaluable. They are not only hugely interested in what you’re doing but they also genuinely want you to succeed, which is unfortunately kind of rare a lot of the time.”





The Healing Power of Art

Wayne Davis is a Kaytej artist and Waalitj Hub Client who was featured in the Waalitj Foundation (Healing Stories) Art Exhibition at Central Park Perth.

Wayne's art engages all five senses, inviting viewers to connect spiritually, physically, and emotionally. The traditional stories he shares reflect a lifelong commitment to preserving Aboriginal culture in a meaningful and culturally safe way.

"My artistry began a long time ago when I went back to my traditional lands and found my cultural identity and learned my cultural lore. My Mother was part of the Stolen Generation. She was taken from her ancestral lands at just 3 years of age.

The intense trauma from that cultural upheaval is central to my ongoing journey of intergenerational healing. I began painting my stories, sharing certain cultural obligations and maintaining ancient ways and practices through the art."

Wayne spent over seven years studying traditional healing under his grandfather, Nangari-Jimmy. Drawing from this knowledge, Wayne incorporates spiritual

healing practices into his artwork, which often depicts sacred stories and symbols in a contemporary way.

"Some of it is based on water, land, a lot of conservation stuff, a lot of healing. In some of my pieces, it's really around the traditional healing. The Nangari way of healing."

Feeling a deep connection to his own ancestral lands and a calling to preserve his cultural practices, Wayne moved to Kaytej country near Alice Springs and began painting his own stories, integrating his cultural obligations with contemporary art. He has established himself as a respected Elder within his community, having participated in cultural lore ceremonies from a young age and ensuring this knowledge was passed to his son.

Wayne said the support he has received from the Waalitj Hub has helped him learn about commercialising his artwork and allowed him better position himself in the art selling market.

"The Waalitj Hub has supported me through business mentoring, coaching around what

a website might look like, and having that two-way learning so I can share where I've been and what I need to learn more of, how to better position myself in the market of selling art. It is a technique, I have always been on the other end, as it was based on healing. It's a therapy for me, good therapy, putting healing into ourselves and turning it into commercialisation, in a traditional contemporary way."

Indigenous business owners have access to a range of free services, including state-of-the-art facilities, mentoring from business coaches, industry connections, and independent professional services. Clients can access specialised, one-on-one support across a range of business areas, such as tendering, industrial relations, marketing and HR.

Inspiring and empowering the Aboriginal and Torres Strait Islander community to cultivate competitive and resilient Businesses is at the heart of the services we offer. Since its inception in 2020, the Waalitj Hub has serviced over 500 Aboriginal and Torres Strait Islander clients.





Waalitj Hub

WA INDIGENOUS BUSINESS AND EMPLOYMENT HUB

Waalitj Hub

The Waalitj Hub, also known as the WA Indigenous Business and Employment Hub, assists the Indigenous business sector to thrive in WA.

The Hub provides support to Aboriginal and Torres Strait Islander people wanting to start, grow or sustain their businesses. With our in-house business coaching - plus direct access to independent, professional support - we inspire and empower Aboriginal and Torres Strait Islander people to build their business capability.

The Waalitj Hub also proudly supports the wider business community (across WA's public, private and not-for-profit sectors) to achieve their Aboriginal and Torres Strait Islander procurement and employment targets.

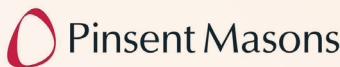
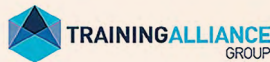
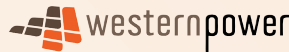
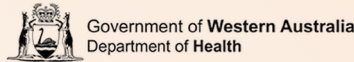
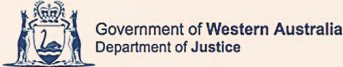


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