



# A glance at the Northern Territory Youth Sector 2021



Youth Voice NT Project Report



## A glance at the Northern Territory Youth Sector 2021: Youth Voice NT Project Report

This report was written by Aysha Kerr and Marissa Pattison. Importantly, this report includes and elevates the voices of young people from across the Northern Territory (NT).

Published by the Northern Territory Council of Social Service Inc.

Email: [admin@ntcoss.org.au](mailto:admin@ntcoss.org.au)

Website: [www.youthvoicent.org.au/](http://www.youthvoicent.org.au/)

© Northern Territory Council of Social Service (NTCOSS), 2021

This publication is copyright. Apart from fair dealing for the purpose of private study, research, criticism, or review, as permitted under the Copyright Act 1968, no part may be reproduced by any process without written permission. Enquiries should be addressed to the CEO, NTCOSS.

This report has been designed by Refuel Creative.

Kerr, A., & Pattison, M. (2021). A glance at the Northern Territory Youth Sector 2021: Youth Voice NT Project Report. Northern Territory Council of Social Service, Darwin, Australia.

### Acknowledgement

*This report was written on Larrakia country in the Darwin region and Arrernte country in Mparntwe (Alice Springs). Youth Voice NT acknowledges the Traditional Owners of country throughout the NT and recognises their continuing connection to land, waters and culture. We pay our respects to their Elders past, present and emerging. Aboriginal sovereignty has not been ceded. This always was, and always will be, Aboriginal land.*



This report uses the term 'Aboriginal' to refer to First Nations people living in the NT. Any reference to 'Aboriginal' people in this report should be read to include the diversity of language, cultural practices and spiritual beliefs of both Aboriginal and Torres Strait Islander people. This report uses the term 'Aboriginal and Torres Strait Islander' where original sources are being quoted.

## About Youth Voice NT

Youth Voice NT is a youth advocacy project that elevates the voices of young people and the youth sector in the Northern Territory (NT). The project helps young people to have a say about things that impact everyone in the community, and focuses on building the capacity of young people and the youth sector in the NT. This includes sharing the talents and stories of young Territorians.

The project has a particular focus on supporting young people from diverse backgrounds, including:

- Aboriginal young people
- Culturally and linguistically diverse (CALD) young people
- Young people in remote and very remote areas of the NT
- Young parents
- Young people not engaged in education, training or employment
- Young people in the out of home care system
- Young people at risk of or involved in the youth justice system

- Young people at risk of or experiencing homelessness
- Young people with chronic health conditions and mental health conditions
- Young people with alcohol and other drug use
- Young LGBTQIA+ people
- Young people from low socioeconomic backgrounds
- Young people with disability
- Young people who have experiences with domestic, family, and sexual violence



## Acknowledgements

Youth Voice NT acknowledges and thanks each and every young person and youth service provider who contributed to this project. A special thank you to our Youth Voice Steering Committee:



Youth Voice NT acknowledges the Commonwealth Government Department of Education, Skills and Employment (DESE) and thanks the Department for making this project possible.



## About the front cover artist

The artwork on the front cover of the report was purchased from an upcoming young artist named Cedella Marika (5 years old). Cedella's clan is Rirratjinu and she is from the North East Arnhem Land region in the NT. Daughter of Dhurumuwyu.

Her mother's mother's mother is Gulumbu Yunupingu, the First Prize winner in the National Aboriginal & Torres Strait Islander Art Award (NATSIAA) 2004. Her father's mother's father is Yanggarriny Wunumurra, the First Prize winner in 1997.

In mid-2021, Cedella started making artwork for sale and her precocious talent amazed everyone.

## About the Youth Voice NT logo

Melanie Gunner, a young artist and advocate for youth mental wellbeing from Mparntwe, was commissioned by NTCOSS to produce the Youth Voice NT logo. The colours in the logo represent the diverse communities and backgrounds of young Territorians.

A former chair of the Youth Round Table and winner of the Glencore McArthur River Mining Regionals and Rural Initiative Award in 2020, Melanie is committed to communicating how life is different in the regional and rural communities for young people.

Melanie has worked in the youth services sector for several years. She has experience in delivering workshops and presentations, primarily around mental health and wellbeing, and now works for Balanced Choice – an organisation passionate about supporting young people across the Territory and working closely with them to encourage them to make positive choices. Sharing her mental health story has helped many young people across the Territory. Melanie's work caught the eye of SBS

Insight in 2019, when they interviewed her about her story and growing up in a small town with limited resources.

Despite her challenges with mental health and other challenges, Melanie also runs her own successful art business. With this business she has also completed over five murals around Mparntwe, as part of the Alice Springs Street Art festivals.

# Contents

<b>Background</b>	<b>6</b>
<b>Findings</b>	<b>9</b>
<b>Looking to the future</b>	<b>28</b>
<b>Appendix A</b>	<b>32</b>
<b>Appendix B</b>	<b>56</b>



# Background

In late 2020, NTCOSS was awarded a Youth Advocacy Support Grant from the Commonwealth Government's DESE to employ a youth advocacy project officer and set up the Youth Voice NT project.

NTCOSS applied for this grant funding as the NT is the only jurisdiction in Australia without a fully funded youth peak body or youth affairs council. As such, this Commonwealth Government Youth Advocacy Support Grant funding has been a significant win for the youth sector and young people in the NT as it is the first time the NT has had a youth peak role. As a result, this is first time a peak body has provided coordinated sector support specifically for the youth sector.

## Introduction

The report presents findings from the Youth Voice NT project about the current state of the NT Youth Sector and priorities for building the capacity of youth services in the NT.

This report is complementary to the final Youth Voice NT project report titled 'Young Territorians Report 2021: Youth Voice NT Project Report', which elevates the voices of young people and provides

policy recommendations to the Commonwealth and NT governments.

## Methodology

This report is primarily based on findings from the 2021 NT Social and Community Sector Workforce Survey (the workforce survey) of managers and employees. This is the third version of the workforce survey, with NTCOSS previously conducting a workforce survey in 2019 and 2012. For the first time, the 2021 workforce survey asked respondents whether they work in the youth sector to capture the unique voices and experiences of youth workers for this report. The workforce survey was completed by 236 respondents, with 79 respondents stating they work in the Youth Sector (33%). Of the respondents who work in the Youth Sector, 57 (72%) were employees and 22 were managers (28%).

In addition to these survey data, the report is informed by broader consultations with the NT youth sector. This includes feedback received from youth workers at the Anglicare Youth Worker Forum in August 2021 and at 62 youth sector meetings attended between March 2021 and October 2021.

## Demographics

Of the respondents who work in the Youth Sector, most identified as female (80%), 15 (19%) identified as male and one (1%) identified as non-binary. Similarly, most managers (82%) and employees (79%) identified as female.

Throughout consultations, youth services highlighted the opportunity for the NT youth sector to recruit and retain more male youth workers to address this gender gap.

Thirteen (13) per cent of all Youth Sector respondents speak another language at home, with 11% of Youth Sector employees and 19% of Youth Sector managers speaking another language at home. The Youth Sector had a higher percentage of managers (19%) who speak another language at home when compared with other managers surveyed who do not work in the youth sector (7%).

Figure 1: World Map with Languages



As shown in Figure 1, respondents identified a range of languages spoken at home including Tok Pisin, Punjab, Urdu, Mandarin, Arrernte, Vietnamese, Hindi, Nepalese, Shona, Burarra, and German.

Figure 2 shows over half (52%) of Youth Sector employees are aged between 25-34 years old, and 7% of Youth Sector employees who responded to the survey are young people (aged between 18-24 years old). As shown in Figure 2, the most common age range for Youth Sector managers was 45-54 years old (27%). Of note, the Youth Sector had a higher percentage of managers aged

25-44 years old (23%), when compared with other managers surveyed who do not work in the youth sector (12%).

Fourteen (14) per cent of all Youth Sector respondents identify as Aboriginal, with a higher per centage of Youth Sector employees (11%) identifying as Aboriginal when compared to Youth Sector managers (5%). For comparison, Aboriginal and/or Torres Strait Islander people represent 30% of the NT population.<sup>1</sup>

Eighteen (18) per cent of all Youth Sector respondents identify as LGBTQIA+, with this per centage being the same

for Youth Sector managers and employees.

Six (6) per cent of all Youth Sector respondents identify as having disability, with 5% of Youth Sector employees and 9% of Youth Sector managers stating they have disability. For comparison, people with disability represent 11% of the NT population.<sup>2</sup>

Two (2) per cent of employees with disability indicated that they require work-related adjustments, while no managers with disability require work-related adjustments.

1. ABS, (2016), Estimates of Aboriginal and Torres Strait Islander Australians.  
 2. Northern Territory Government, (2018), NTPS EmployAbility Strategy 2018 – 2022.

Figure 2: Age of respondents

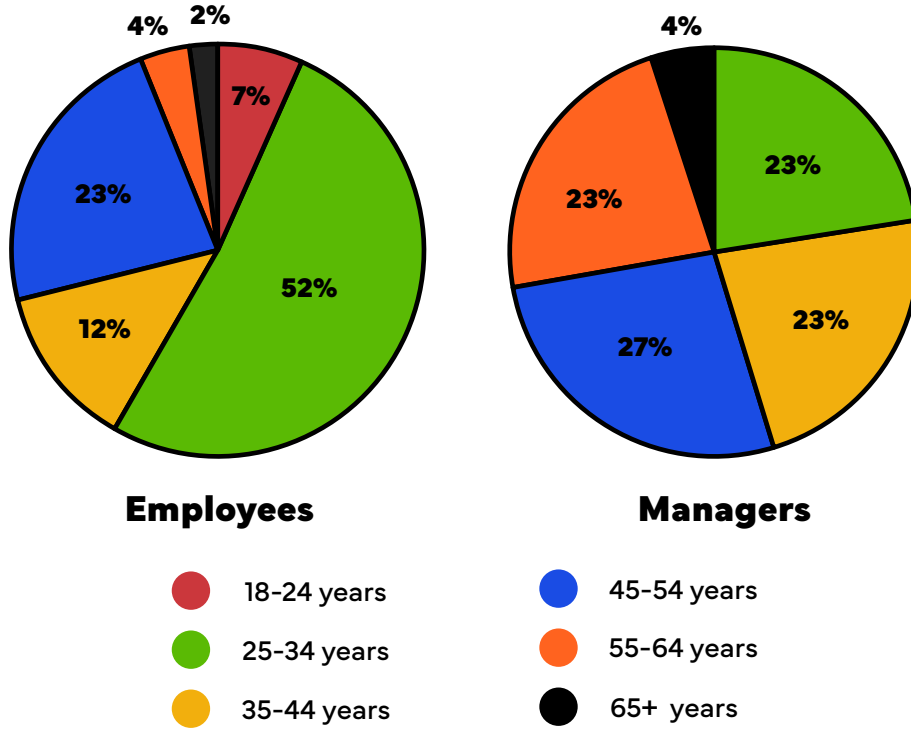


Figure 3: Diversity of respondents

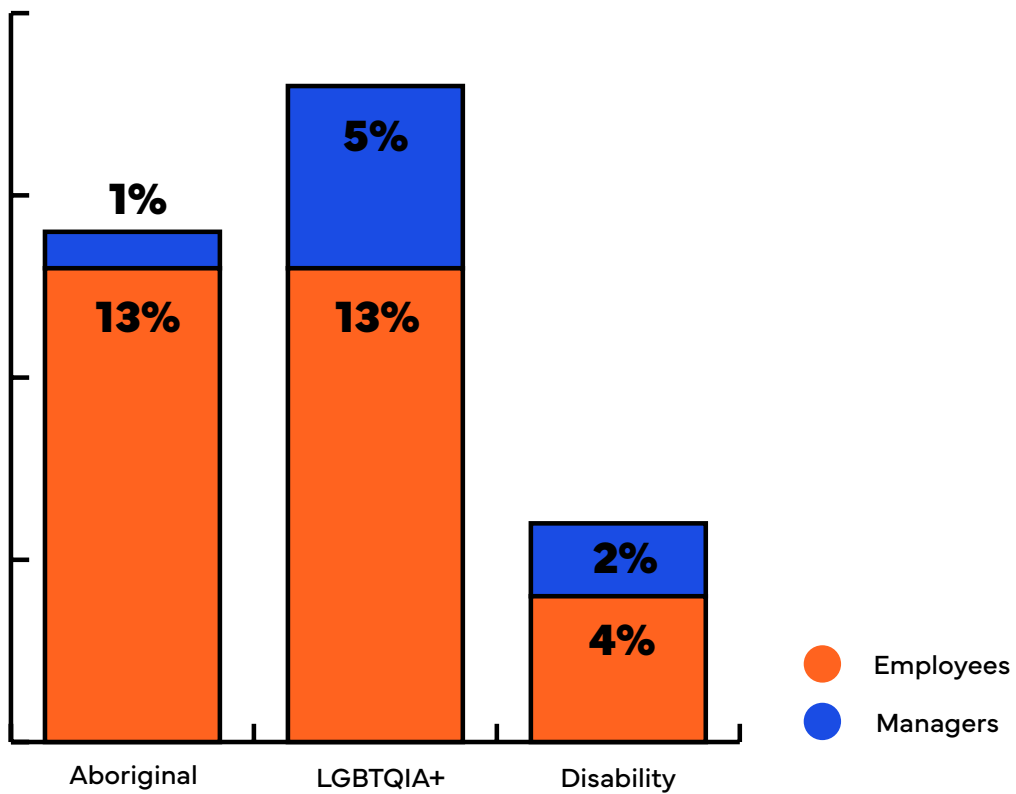




Figure 4: Caring responsibilities among respondents

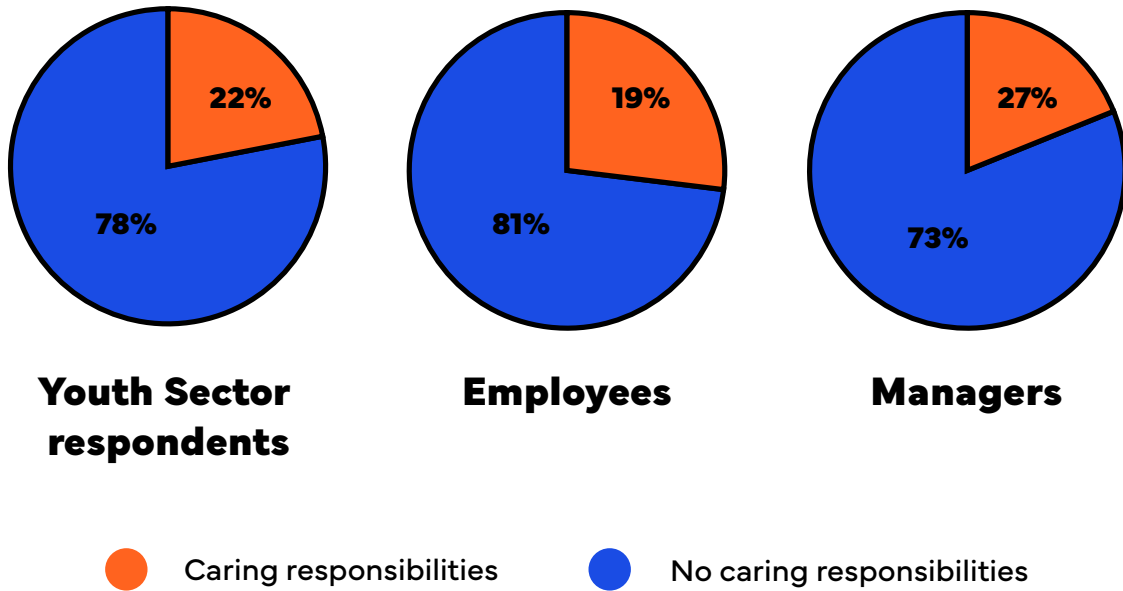


Figure 4 shows almost one quarter (22%) of Youth Sector respondents stated they have caring responsibilities, with a higher per centage of Youth Sector managers having caring responsibilities (27%) when compared with Youth Sector employees (19%).

While a higher per centage of Youth Sector managers have caring responsibilities, Youth Sector employees on average spend more hours a week fulfilling caring responsibilities. Youth Sector employees with caring responsibilities spend an average of 49.9 hours a week fulfilling their caring responsibilities, whereas Youth Sector managers spend an average of 29.1 hours per week.

## Findings

### Qualifications

Findings indicate the Youth Sector attracts and recruits highly qualified staff, with 91% of all Youth Sector respondents having a vocational or tertiary qualification (Figure 5). For comparison, the 2016 Census found 41% of the NT population aged over 15 years old had completed either a tertiary or vocational qualification.<sup>3</sup>

As shown in Figure 6, most employees (88%) and all managers (100%) from the Youth Sector who participated in the survey have a vocational or tertiary qualification. Figure 8 shows the most common

qualification is a Bachelor degree for employees and a Graduate Diploma or Graduate Certificate for managers from the Youth Sector.

Throughout consultations, youth services highlighted the need for more youth work related courses in the NT as there are currently no vocational and tertiary education providers that offer these courses locally. In particular, there is no provider in the NT that offers CHC40413 Certificate IV in Youth Work, CHC50413 Diploma of Youth Work or a Bachelor of Youth Work. Instead, youth workers in the NT are required to complete these qualifications online via an external provider. A list of face-to-face and online

3. ABS, (2016), 2016 Census QuickStats: Northern Territory.

Figure 5: Percentage of Youth Sector respondents with tertiary or vocational qualifications compared to the NT population

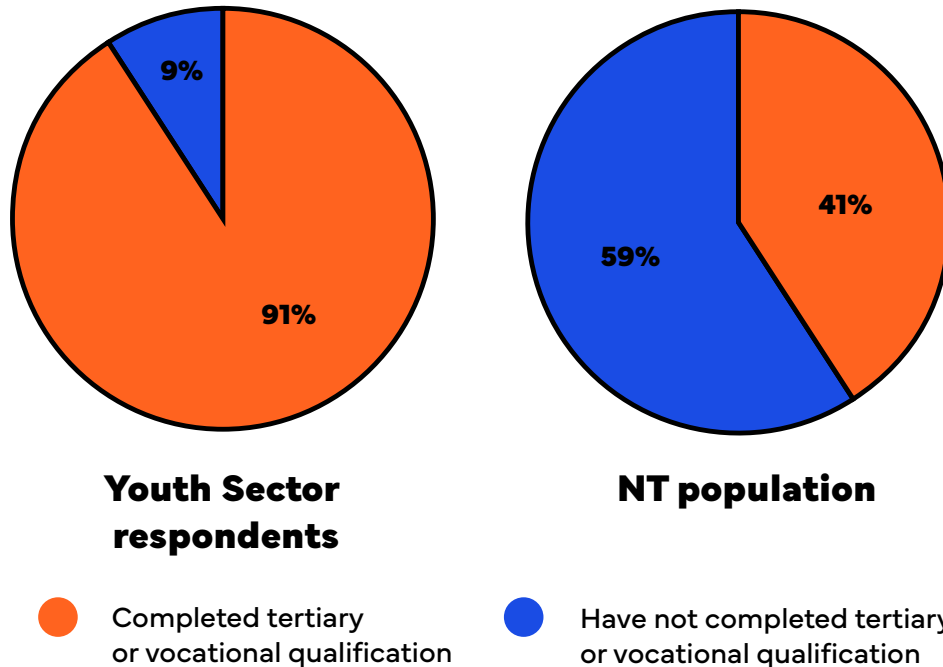
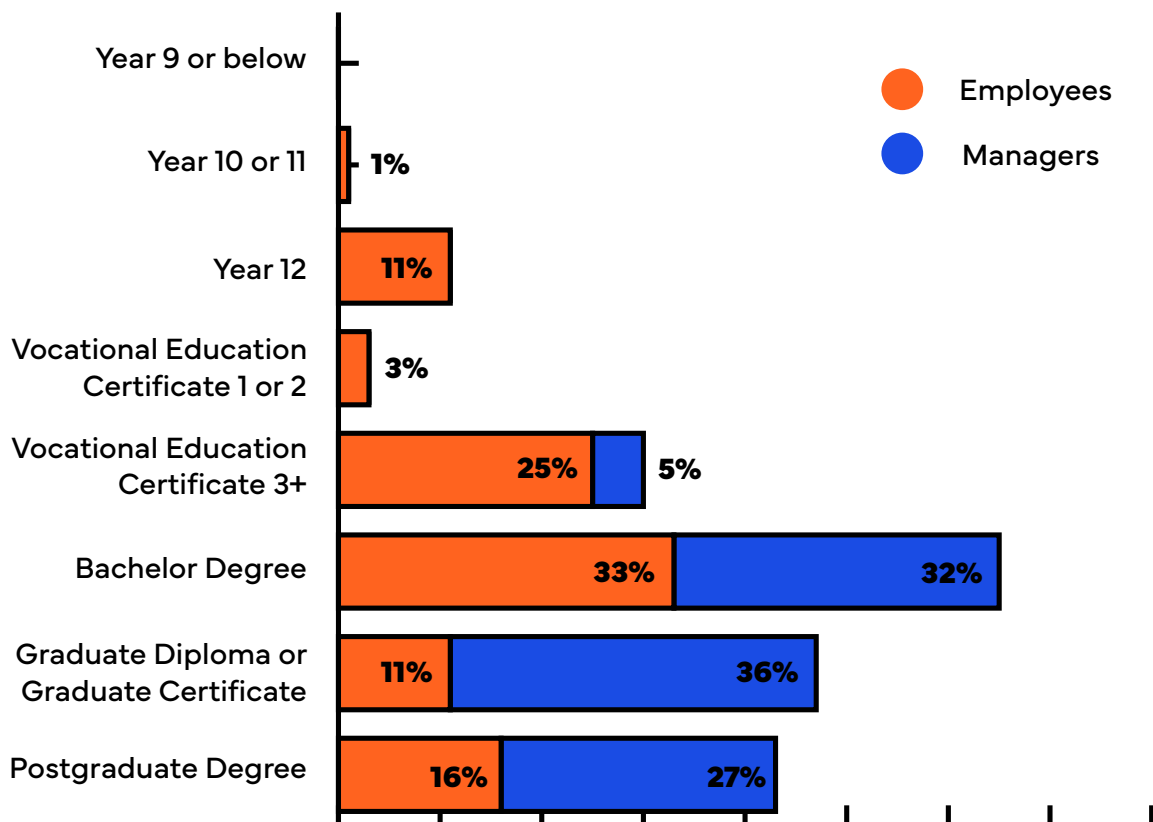


Figure 6: Highest level of education completed



qualifications relevant and available to individuals working in the NT Youth Sector is provided at Appendix A.<sup>4</sup>

Furthermore, a Certificate IV in Youth Work and a Diploma of Youth Work are not JobTrainer eligible courses in the NT. JobTrainer is joint initiative between the Australian Government and state and territory governments that offers young people aged 17-24 free or low-fee training courses. For comparison with other jurisdictions, the Certificate IV in Youth Work is a JobTrainer eligible course in New South Wales (NSW), Queensland, South Australia, Victoria, and Western Australia (WA) and

the Diploma of Youth Work is a JobTrainer eligible course in NSW and WA.

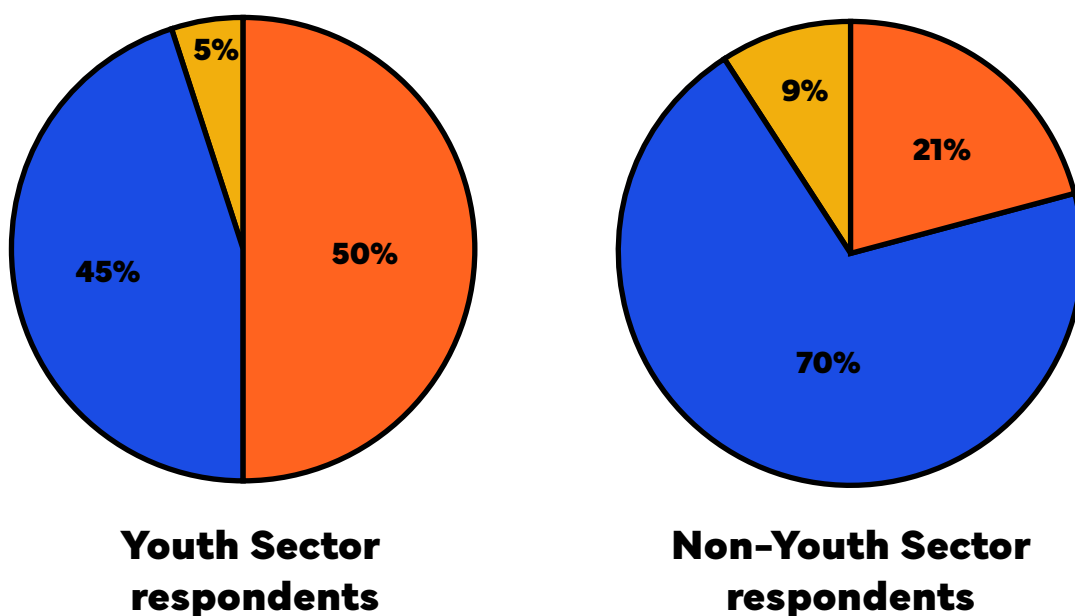
### Location and type of organisation

Managers were asked to identify whether their organisation is national, NT specific, or multi-jurisdictional. As shown in Figure 7, half (50%) of Youth Sector respondents stated their organisation delivers services nationally. This was significantly higher than respondents who do not work in the Youth Sector (21%). While most non-Youth Sector respondents worked for NT specific organisations

(70%), only 45% of respondents who work in the Youth Sector stated that their organisation is NT specific.

Managers and employees were asked to identify where their organisation is primarily located in the NT. Of all Youth Sector respondents (n=78), the majority of organisations are primarily located in Darwin (58%), Alice Springs (21%), Katherine (12%), and Palmerston City (6%). For managers specifically (n=21), the most common responses were Darwin (67%) and Alice Springs (14%). Other responses included East Arnhem (9.5%) and Palmerston City (9.5%).

Figure 7: Organisational jurisdiction



4. This list is not an exhaustive list of all qualifications and providers of qualifications relevant to the youth sector.

In addition, managers were asked to select all locations where their organisation delivers services (multi-answer). The top results were Darwin (77%), Alice Springs (55%), East Arnhem (55%), Palmerston City (55%), Katherine (50%), Barkly (32%) and West Arnhem (32%) (see Figure 8).

Figure 10 shows respondents identified eight other locations in the NT where their organisation delivers services. This suggests that while Youth Sector organisations are primarily located in urban centres, many organisations also deliver services throughout regional and remote areas of the NT.

Figure 8: Map of NT and locations where services were delivered



Noting the small sample size of this survey and the potential for self-selection bias, it is unlikely these findings accurately represent the delivery of youth services across the NT.

Throughout consultations, youth services highlighted the opportunity for NT-wide service mapping to be undertaken for the NT Youth Sector. This task would enable the collection of comprehensive data that outlines how and where youth services are delivered in both urban and remote areas of the NT.

## Primary areas of service provision

Respondents were asked to specify the primary areas of service provision for their agency. The most common responses were:

- youth services
- advocacy
- child and family services
- employment and training
- mental health
- housing and homelessness
- domestic, family and sexual violence (DFSV)
- education

## Roles within the Youth Sector

The most common positions held by employees surveyed were:

- case manager/direct case worker
- frontline or support worker
- program coordinator
- project manager

The most common positions held by managers surveyed were:

- CEO/EO
- operations manager
- team leader
- program manager
- employment status

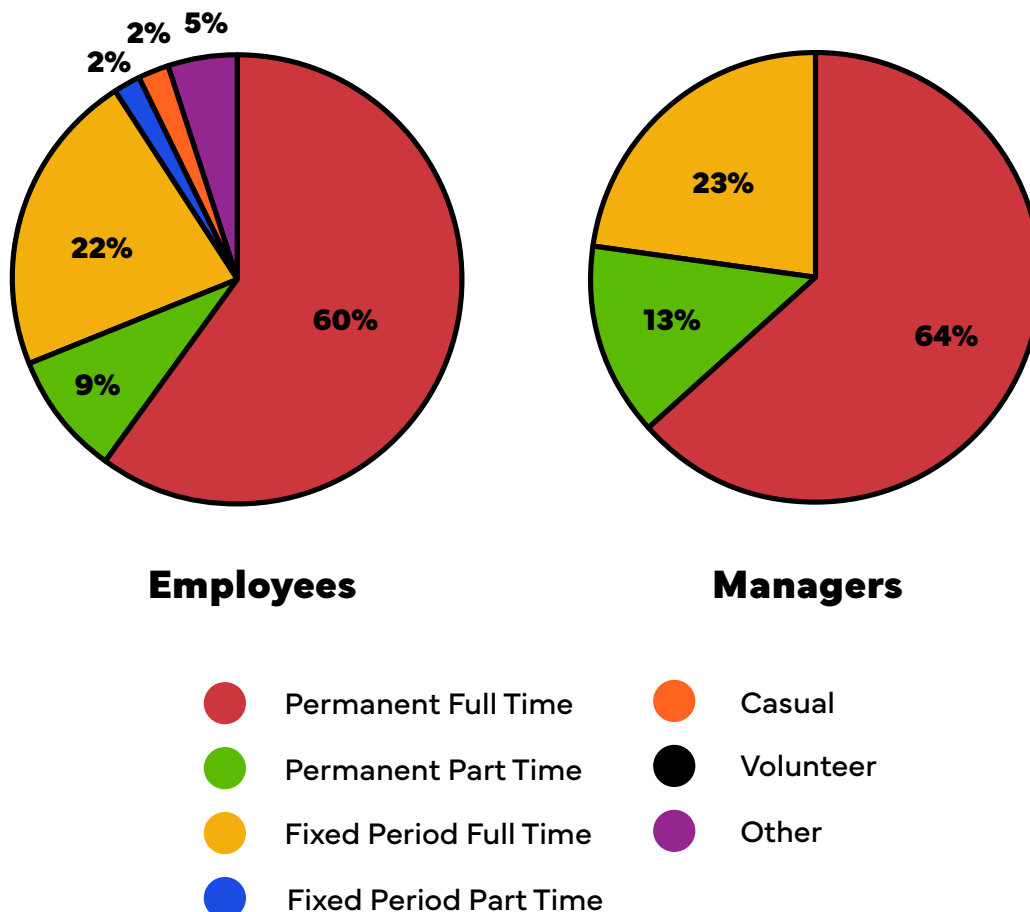
Most Youth Sector managers (63%) and employees (60%) surveyed are employed on a permanent/ongoing full-time basis (Figure 9).

Approximately one quarter of managers (23%) and employees (24%) are employed on temporary/fixed period contracts.

There were more employees (14%) than managers (9%) who are employed on a part time ongoing basis, and the remainder of managers and employees are employed on a casual basis (2% respectively).

The total number of hours that Youth Sector managers work ranged from 25 to 74 hours per week. In comparison, the total number of hours that Youth Sector employees work ranged from 5 to 60 hours per week. The average number of hours worked per week was 37.2 for employees and 46 for managers.

Figure 9: Employment status



Consistent with findings from the broader workforce survey, the results for employees vary from the general population. The Census found most employed people in the NT work 40 hours or more per week. However, 16% of employees reported that they currently work at more than one workplace, which may explain the lower average number of hours worked.

## Trends within the workforce

As is the norm in the NT and consistent with findings in the broader Workforce Survey Report, the survey results highlight the transience of

the workforce within the NT Youth Sector.

Figure 10 shows 42% of employees and 32% of managers had been in their current role for less than 12 months. However, as highlighted in the broader Workforce Survey Report, this may apply mostly to location and position, noting many respondents indicated that they have been working in the community sector for a long time.

As shown in Figure 11, around one fifth (21%) of Youth Sector employees stated they had been in the community sector for 10-14 years and just under a

quarter (23%) stated they had been in the community sector for 6-9 years. This trend was even stronger for managers, as expected, with 55% of Youth Sector managers indicating they have worked in the community sector for over 15 years (Figure 11).

The transience of the Youth Sector workforce is further supported by the number of organisations that respondents have worked for within the community Sector. Figure 12 shows just under half of all Youth Sector employees (46%) and managers (41%) surveyed have worked for two to four organisations within the community sector.

Figure 10: Time in current role

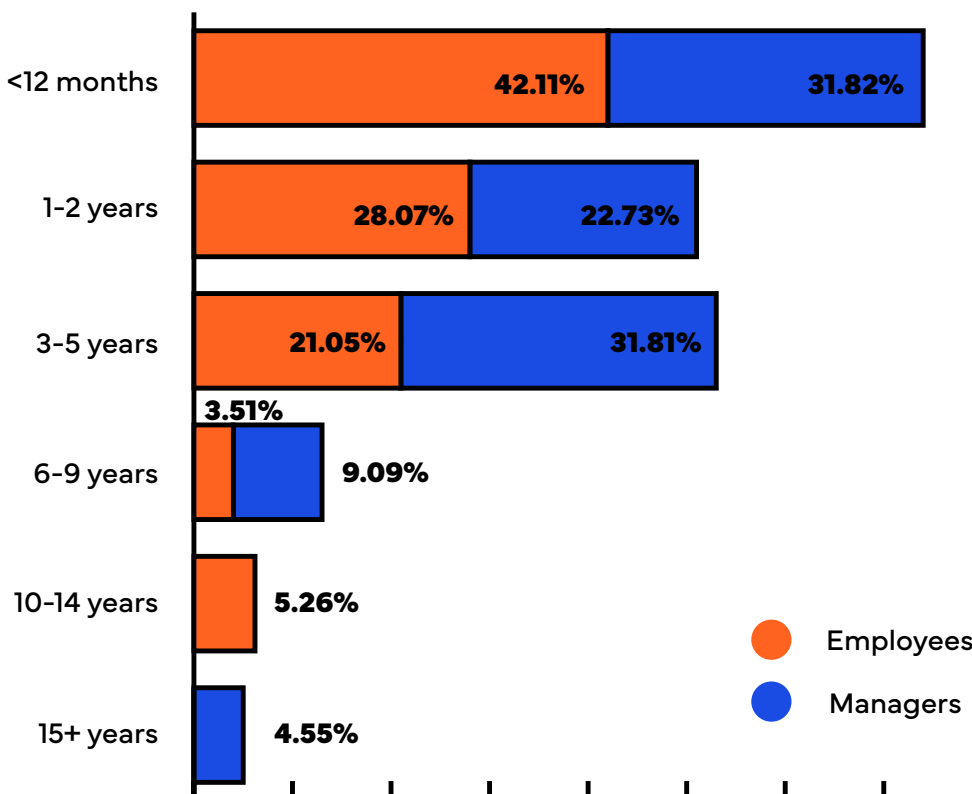


Figure 11: Length of service in the community sector

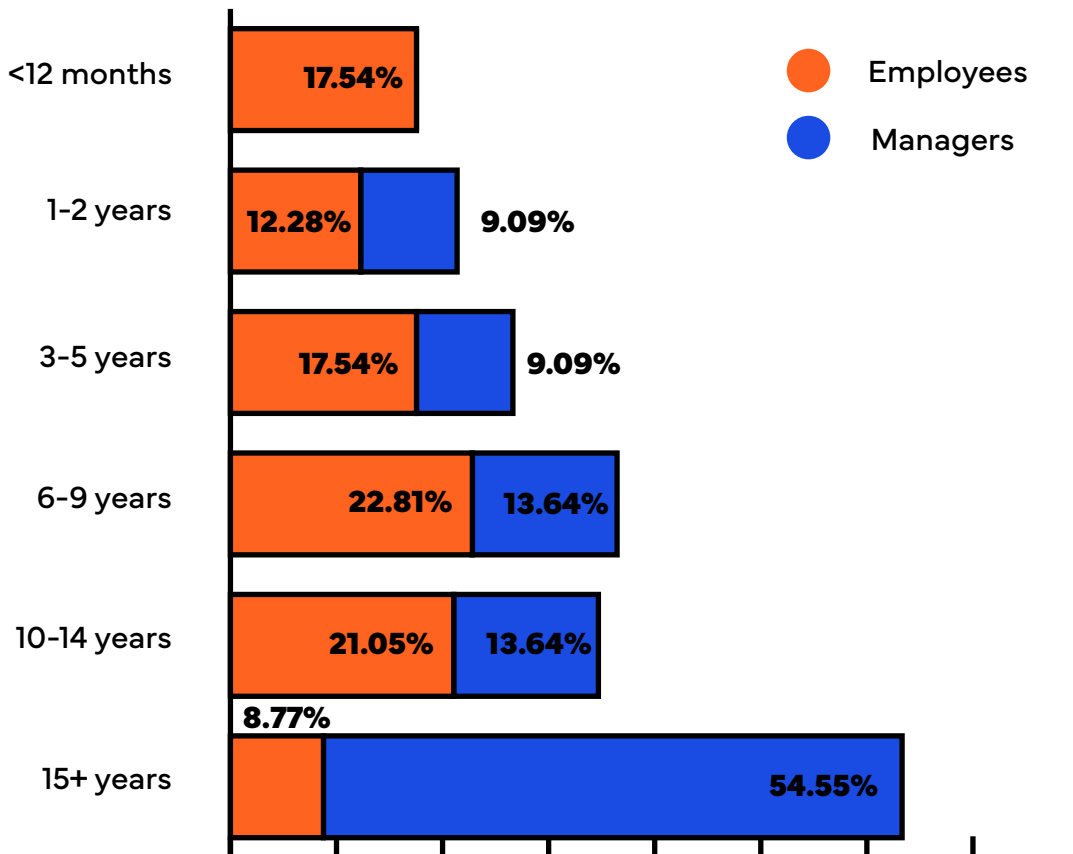
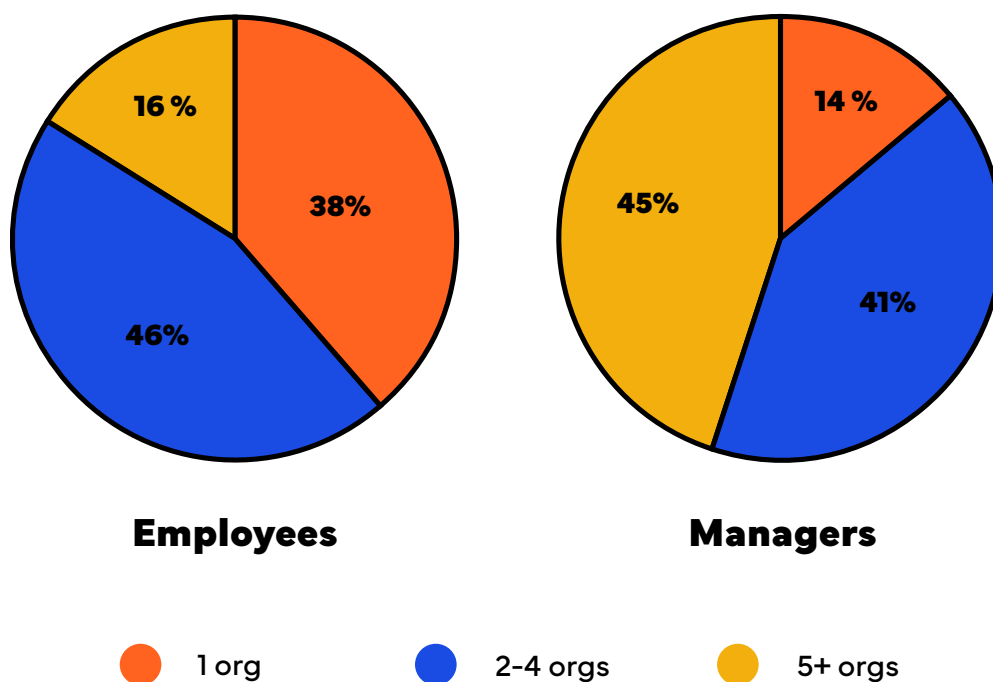


Figure 12: Number of organisations worked for in the community sector



Similarly, just under half of all Youth Sector managers (46%) surveyed have worked for over five organisations within the community sector.

## Value of the Youth Sector

Managers and employees were asked to identify what attracted them to their role in the Youth Sector. The top responses for managers and employees were the role/program/type of work, the opportunity to make a difference, and the organisation's reputation. The least common responses were salary (for managers and employees), opportunity for promotion (for employees), and flexible working arrangements (for managers).

Similarly, 95% of managers and 96% of employees surveyed from the Youth Sector stated that work satisfaction is very important or extremely important. These findings suggest the Youth Sector is highly motivated, passionate, and committed to supporting young Territorians.

This was further emphasised throughout consultations in which youth workers spoke about the importance of providing relationship-based, strengths-focused, and individualised/tailored support

for young people. During these conversations, youth workers highlighted the important role they play in delivering therapeutic, trauma-informed, and culturally appropriate services for young people. It was noted that a key strength of youth services in the Territory is their ability to creatively use resources and implement innovative approaches. Many youth workers referenced ways that they engage young people using nature, the environment, and place-based therapeutic resources.

When asked about key strengths of the Youth Sector in the NT, youth workers noted the positive increase in the diversity of programs and activities available for young people. They also spoke about the way in which long term youth service providers have developed trust and strong relationships with young people. It was noted this trust is fundamental for supporting young people to access services when they need help.

Throughout consultations, it was evident youth services in the NT have strong connections with young people, other services, and the community. In fact, youth workers identified young people themselves as a key strength of the Youth Sector and spoke about the importance of youth services

being youth friendly, youth oriented, and youth focused. In other words, youth services emphasised the importance of placing young people at the centre of everything we do. This includes encouraging young people's voices and advocating for governments to listen to, and action, what young people are saying.

Many youth workers also spoke about the 'sense of community amongst youth services' and highlighted the strong ability for youth services to work together to achieve common goals. This included the value of networking opportunities and the strengths that come from being connected. In addition, youth workers noted the value of two-way learning and working in partnerships with Aboriginal people. It was noted this strengthens access to culture, generational supports for young people, and community capacity building.

## Demand and capacity

When asked what is important to them in the workplace, most managers (68%) and employees (86%) stated that a manageable workload is very important or extremely important.

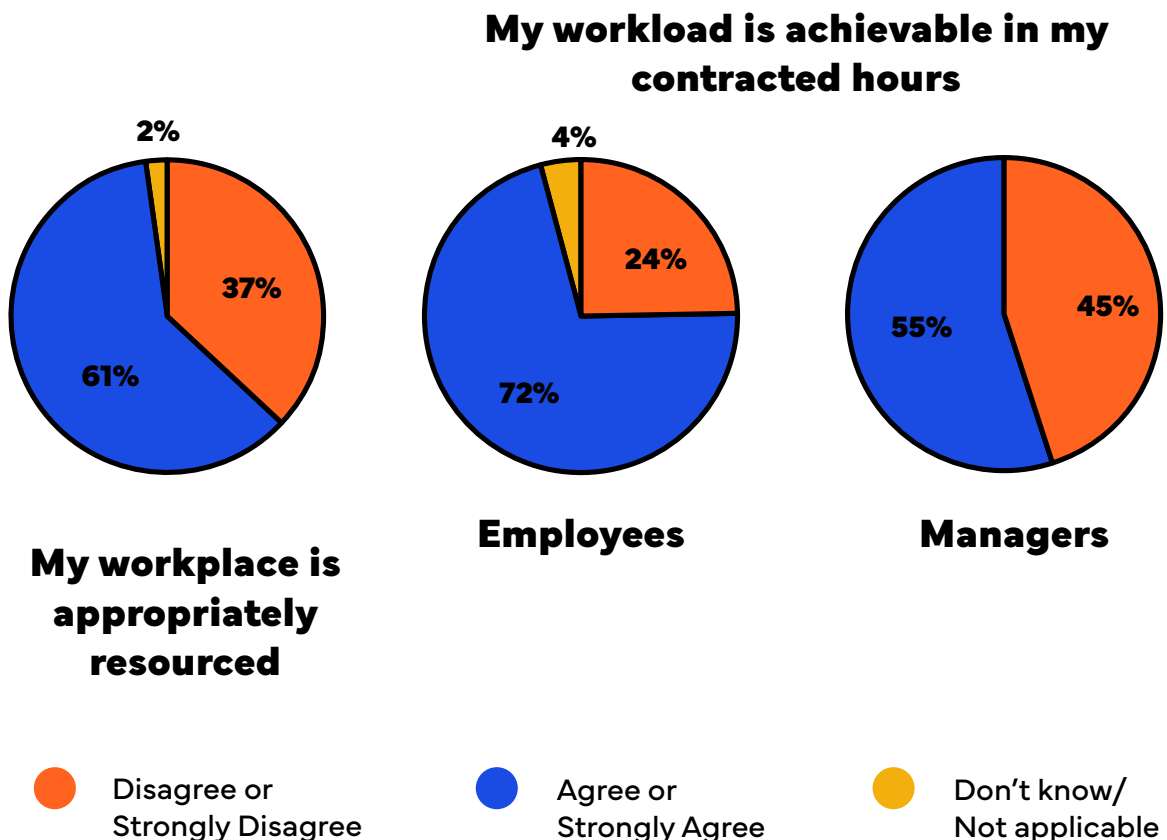


Throughout consultations, many youth services reported there is a high demand on the Youth Sector in the NT, which generally outweighs current capacity of services. Youth services voiced feedback that the system is not well-resourced to keep up with the dynamics of young people, and programs and services are often overstretched. For instance, some youth services reported instances where programs have one staff member who is responsible for delivering services to entire regions or communities. In addition, several youth services reported there are waitlists for young people to access their services.

When asked about key issues facing managers in the Sector, over half (59%) of all Youth Sector managers identified 'areas of growing or unmet service need' as a key issue.

As shown in Figure 13, over a third (37%) of Youth Sector employees either strongly disagreed or disagreed that their workplace is appropriately resourced. Similarly, just under half (45%) of managers and one quarter (25%) of employees from the Youth Sector disagreed or strongly disagreed that their workload is achievable in their contracted hours.

Figure 13: Perspectives on workload and resourcing



## Recruitment

Despite respondents having a high level of tertiary and vocational qualifications, the top issue facing Youth Sector managers was difficulties recruiting appropriately trained staff (77%).

Interestingly though, the majority of managers (64%) from the Youth Sector stated they are able to recruit candidates with appropriate skills, education, and experience most of the time (Figure 14). On the other hand, around one fifth of managers stated they are only able to recruit candidates with appropriate

skills, education, and experience around 50% of the time (18%) and some of the time (18%).

This suggests other factors, such as time, capacity, and specialised positions, likely contribute to difficulties recruiting appropriately trained staff. For instance, 41% of managers stated they have had ongoing unfilled job vacancies and the average time that a vacancy remained unfilled was four months.

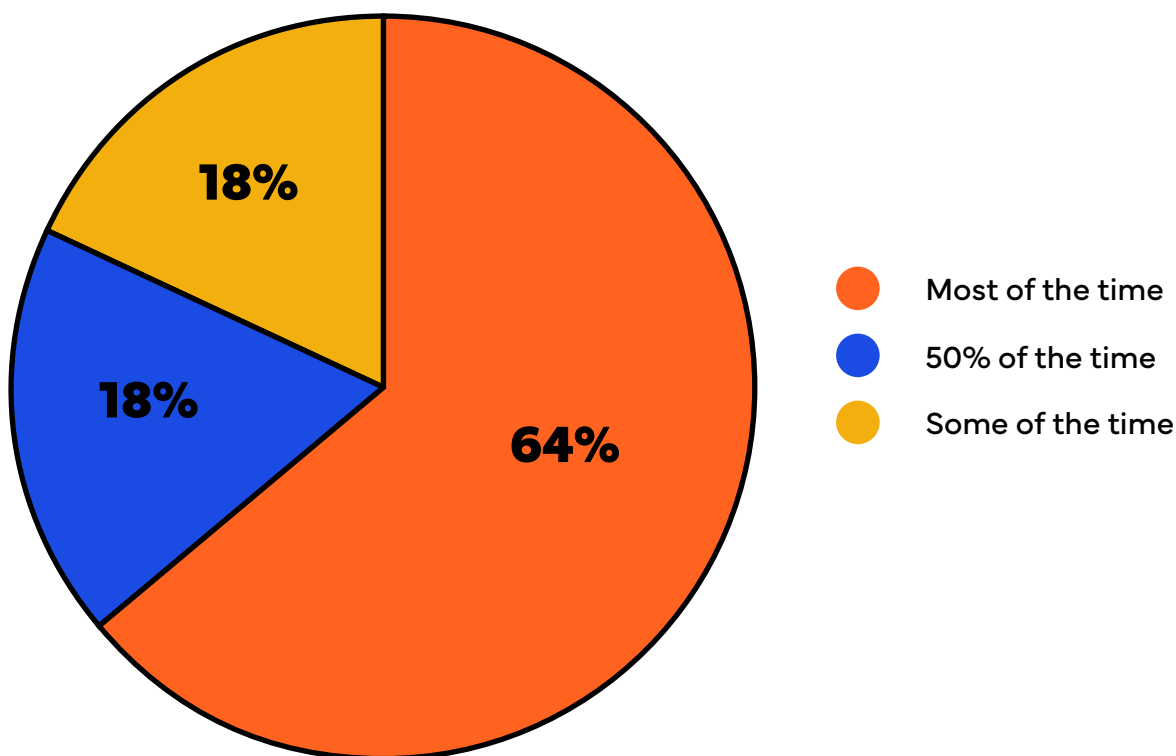
Managers reported that the three most successful methods used to recruit staff are websites, social media, and word of mouth.

## Recruitment of Aboriginal staff

Managers were asked what strategies their organisation uses to recruit, train, and retain Aboriginal staff. The top responses were targeted roles and positions, flexible employment, and career development pathways. It was noted that more work is needed in this area at both the NT and national levels.

Throughout consultations, youth services also spoke about the importance of recruiting more Aboriginal staff to deliver youth services. This included the importance of

Figure 14: How often managers can recruit suitable candidates



having both male and female Aboriginal staff to ensure young people can access culturally appropriate youth services.

## Recruitment of young people

Managers were asked what strategies their organisation uses to recruit, train, and retain young people. The top responses were career development pathways, flexible employment, and traineeships and cadetships. Several managers commented that their organisation does not currently use strategies to specifically recruit and retain young people.

Throughout consultations, youth services voiced that there is a key opportunity for the youth sector to recruit, train, and retain more young people to deliver services. An increased focus on employing young people within the Youth Sector would provide more employment, mentoring, and professional development opportunities for young Territorians.

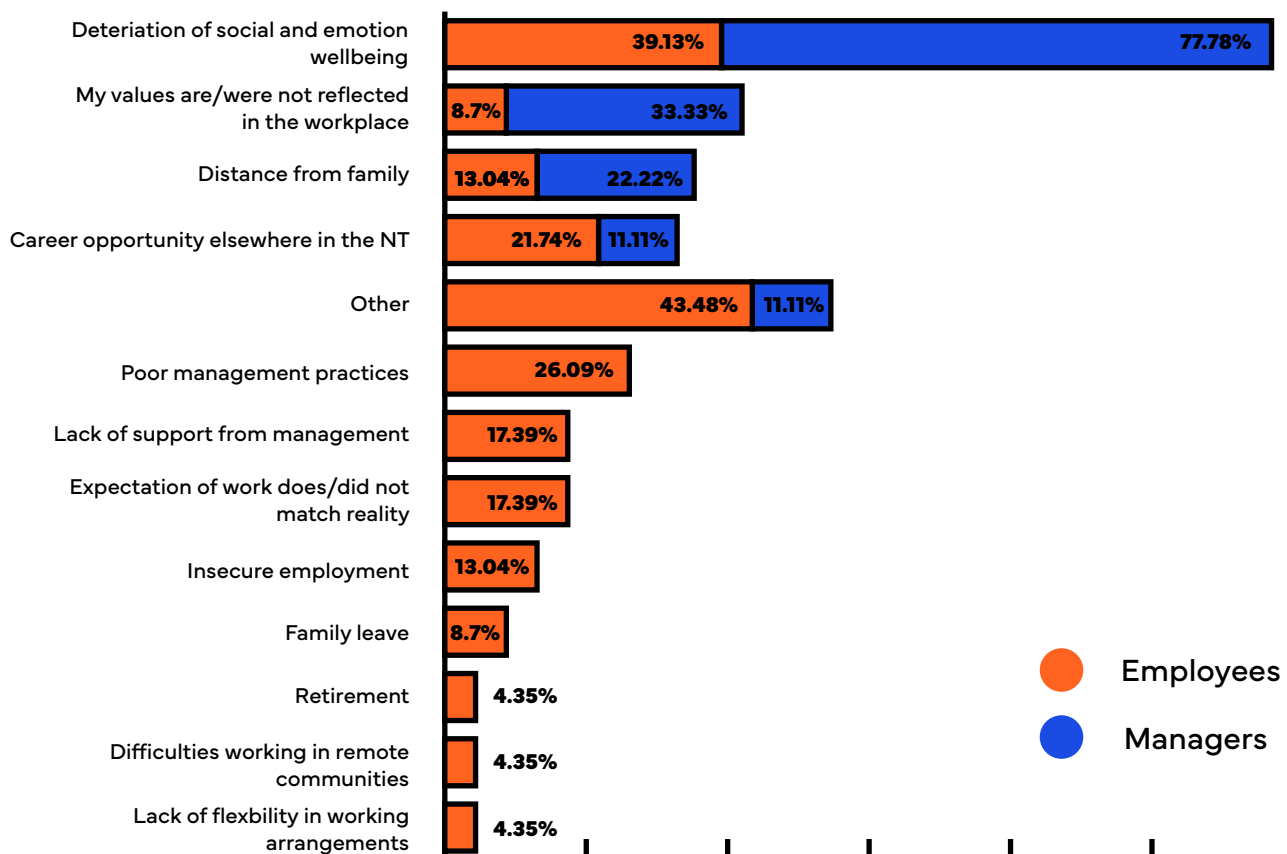
## Retention

Just under half (45%) of all Youth Sector managers identified retention of staff as a key issue they face in their role.

Approximately one third (34%) of respondents from the Youth Sector stated they are considering leaving their current job, with roughly the same per centage for managers (36%) and employees (33%).

The majority (78%) of managers who are considering leaving their job stated it was due to deterioration of social and emotional wellbeing due to work related stress (Figure 15). This per centage is significantly higher than other survey respondents, with only 39% of employees who work in the youth sector and 37% of managers (n=19) who do

Figure 15: Reasons that respondents were considering leaving their jobs



not work in the Youth Sector identifying this as the reason they are considering leaving their job.

The other main reasons that managers identified were that their values are not reflected in the workplace (33%) and distance from family (22%).

When asked what would assist them to stay in their role for an additional 12 months, the top responses from managers who were considering leaving their role were the opportunity to reduce/vary working hours (42%), the opportunity to change roles/case load (42%), and a higher rate of pay (42%).

In comparison, the most common reasons employees were considering leaving their role included deterioration of social and emotional wellbeing due to work related stress (39%), poor management practices (26%) and career opportunity elsewhere in the NT (22%).

When asked what would assist them to stay in their role for an additional 12 months, the top response from employees who were considering leaving their role was a higher rate of pay (73%). This percentage is significantly higher than other survey respondents, with only 42% of managers who work

in the youth sector, 53% of employees who do not work in the youth sector and 50% of managers who do not work in the Youth Sector identifying this as the reason they are considering leaving their job.

Similarly, when asked about what is important to them in the workplace, more employees (67%) than managers (50%) stated that salary and workplace conditions were very important or extremely important.

## Training and workforce development

### Access to training

Most employees (93%) and managers (77%) strongly agreed or agreed that access to training and professional development enhances wellbeing at work. In addition, youth services highlighted the positive impact training and professional development opportunities have on staff retention.

However, there were mixed responses from youth services about the level of training and workforce development opportunities available to the Youth Sector. Some youth services stated there is adequate funding for, and

availability of training across the Youth Sector. Others stated funding for, and access to training is a key service gap, and should be a priority area for building the capacity of the Youth Sector. Throughout consultations, some youth services reported that training and professional development is built into their organisational budget and funding allocation, while others stated they have no allocated budget or funding for training.

This varied feedback was supported by the Workforce Survey data. Most managers (81%) stated their organisation dedicates a specific budget per employee for professional development, while just over a quarter (19%) stated that their organisation does not dedicate a specific budget per employee for professional development. On the other hand, most managers (67%) stated their organisation does not dedicate a specific budget per employee for supervision.

## Barriers in accessing training

Just under a third (32%) of employees from the Youth Sector stated they experience barriers in accessing training and professional development. The most common barriers identified were:

- financial/funding barriers such as limited or no budget
- cultural barriers including language difficulties and cultural and family commitments
- location/remote access barriers such as limited face-to-face training opportunities in remote locations, lack of infrastructure, and the high costs associated with staff traveling intrastate or interstate to attend training
- organisational barriers such as policies that prevent staff from accessing paid training within the first 12 months of employment, organisations not approving training or lack of office space
- travel barriers such as limited ability to access interstate training due to COVID-19 restrictions
- capacity barriers such as lack of time to attend training or inability to attend due to caseload/workload



## Barriers in implementing training

Throughout consultations, youth services highlighted barriers in implementing learnings from training in the workplace. In particular, youth services reported there is currently limited opportunity for reflection provided within training sessions. It was noted that this reflective practice is integral for supporting staff to integrate and embed training in the workplace.

Similarly, youth services noted that training delivered by organisations external to the NT allocates limited time for content to be localised to the NT. Youth services spoke about the unique context within the NT, and the importance of incorporating discussions on local application and approaches to trainings.

Youth services noted that these barriers can lead to:

- difficulties implementing training in the workplace
- training fatigue
- perceptions that theory and practice will not be supported in the workplace

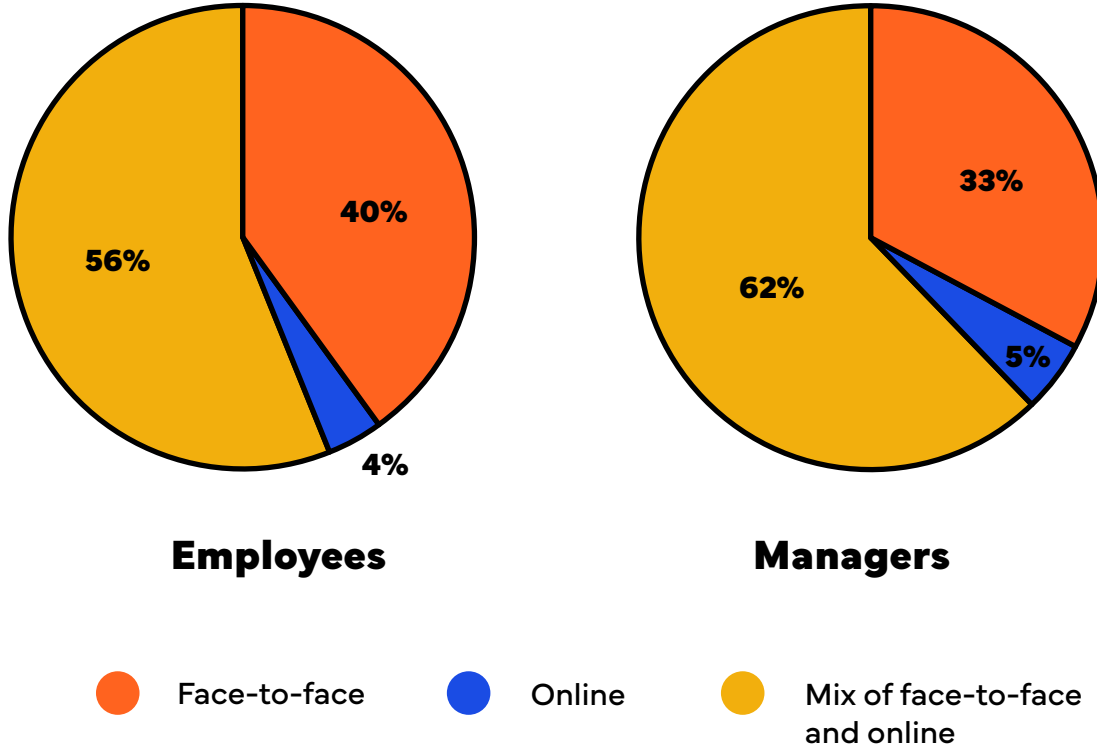
## Preferred way of accessing training

As shown in Figure 16, most managers (62%) and employees (56%) prefer to access training and events via a mix of face-to-face and online delivery. However, many managers (33%) and employees (40%) stated they prefer face-to-face training and events.

When asked about the reasons for this preference, respondents highlighted that face-to-face training is more engaging, has better learning outcomes, and includes better opportunities for networking.

However, respondents acknowledged that online training is more affordable, accessible, and convenient – particularly for youth services in remote areas. In addition, online training saves time and resources that youth services would otherwise spend organising flights, accommodation, and travel allowance.

Figure 16: Preference for training and events delivery



### Training priorities

Managers were asked what training topics they felt would be useful for their organisation. The top responses were:

- staff management and supervision
- evaluations
- recruitment/retention strategies
- customised in-house training
- media/social media training

Employees were asked what training they would like to see

delivered for the Sector. The top responses for the Youth Sector were:

- trauma-informed practice and trauma awareness
- cultural awareness/safety
- mental health
- DFSV
- networking with the sector
- mediation and de-escalation

Other common topics that respondents mentioned were training relating to LGBTQIA+ people (especially LGBTQIA+ Aboriginal people), basic

counselling skills, and Alcohol and Other Drug (AOD) support. A full list of training and professional topics identified in the workforce survey and throughout consultations is provided at Appendix B.

### Experiences of working in the Youth Sector

#### Discrimination in the workplace

Most employees (76%) stated that they do not experience any discriminatory barriers

at their workplace. However, some employees reported experiencing discriminatory barriers relating to disclosure of mental health concerns (7%), lack of part time or flexible working arrangements (6%), disclosure of harassment in the workplace (6%), disclosure of domestic and family violence (4%) and stigma about attending cultural duties (4%) (Figure 17).

Employees were provided the option to identify other discriminatory barriers they experience at their workplace. Responses included experiences relating to:

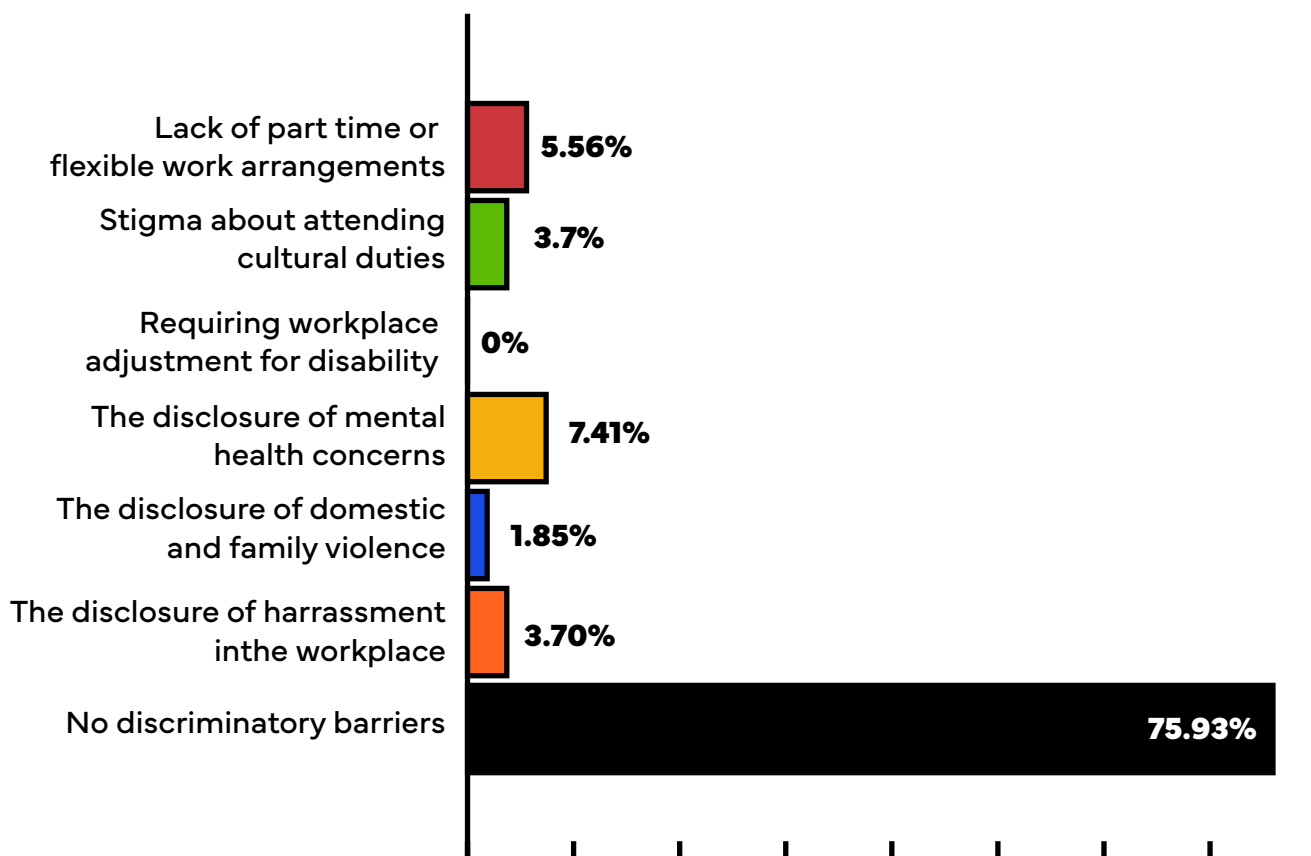
- a lack of understanding about differences in the workplace including sexuality and gender
- sexism
- racism
- ageism

### Work environment

When asked what is important to them in the workplace, most managers (91%) and employees (98%) stated that a supportive workplace is very important or extremely important.

Additionally, the majority of Youth Sector managers (91%) and employees (86%) surveyed stated that they feel safe and included at their workplace. A small percentage of managers (9%) and employees (9%) chose not to answer this question, while 5% of employees stated that they do not feel safe and included at their workplace. When asked about the reasons why they don't feel safe and included, employees provided the following:

Figure 17: Discrimination barriers in the workplace



"I feel vulnerable due to my lived experience and role and worried about people sharing my story without permission"  
- Employee, Youth Sector

"The workplace could do more to support the Social Model/ Cultural Models of care that social workers strive to employ in our work with clients and community stakeholders"  
- Employee, Youth Sector

## Changes in the workplace due to COVID-19 pandemic

Given that the COVID-19 pandemic has had broad implications for workplaces, worker wellbeing and service demand, the survey asked respondents to describe the changes they have experienced in their workplaces because of the pandemic. The main changes observed by respondents were:

- increase in working from home and flexible working practices
- implementation of social distancing and increased hygiene protocols at work
- inability to see certain vulnerable clients and clients in remote areas due to restrictions
- impacts on face-to-face service delivery
- increase in online meetings, training, and service/ program delivery
- difficulty recruiting from interstate
- staff loss/ staff retention issues (particularly for staff with family interstate)
- increase in spending on personal protective equipment

## Worker wellbeing

Respondents were asked to rate several statements regarding workplace culture and factors which influence their wellbeing in the workplace.

### Employee work satisfaction

Using a scale of 1 – 100, Youth Sector employees rated their satisfaction with contracted hours of work per week as an average of 85, their employment status as an average of 86, and rate of pay and financial incentives as an average of 70 out of 100.

### Social and emotional wellbeing

Using a scale of 1 – 100, respondents rated their social and emotional wellbeing at work. Managers had an average rating of 76 out of 100 and employees had an average rating of 79 out of 100.

Respondents were also asked to rate factors which enhance their wellbeing at work. For employees, the factors that were rated the highest were:

- supportive management
- a supportive environment that accepts that the effects of stress and trauma are normal and should not be stigmatised



- opportunity to engage in diverse work
- safety and comfort at work

For managers, the factors that were rated the highest for enhancing wellbeing at work were:

- positive relationships with staff/ board
- opportunity to engage in diverse work
- safety and comfort at work
- flexible working arrangements

Consistent with findings from the broader Workforce Survey, additional factors including a higher rate of pay and access

to counselling were rated as more important to Youth Sector employees than managers.

### Supporting staff wellbeing

The majority (95%) of managers indicated that their organisation supports staff to access counselling if required (Figure 18).

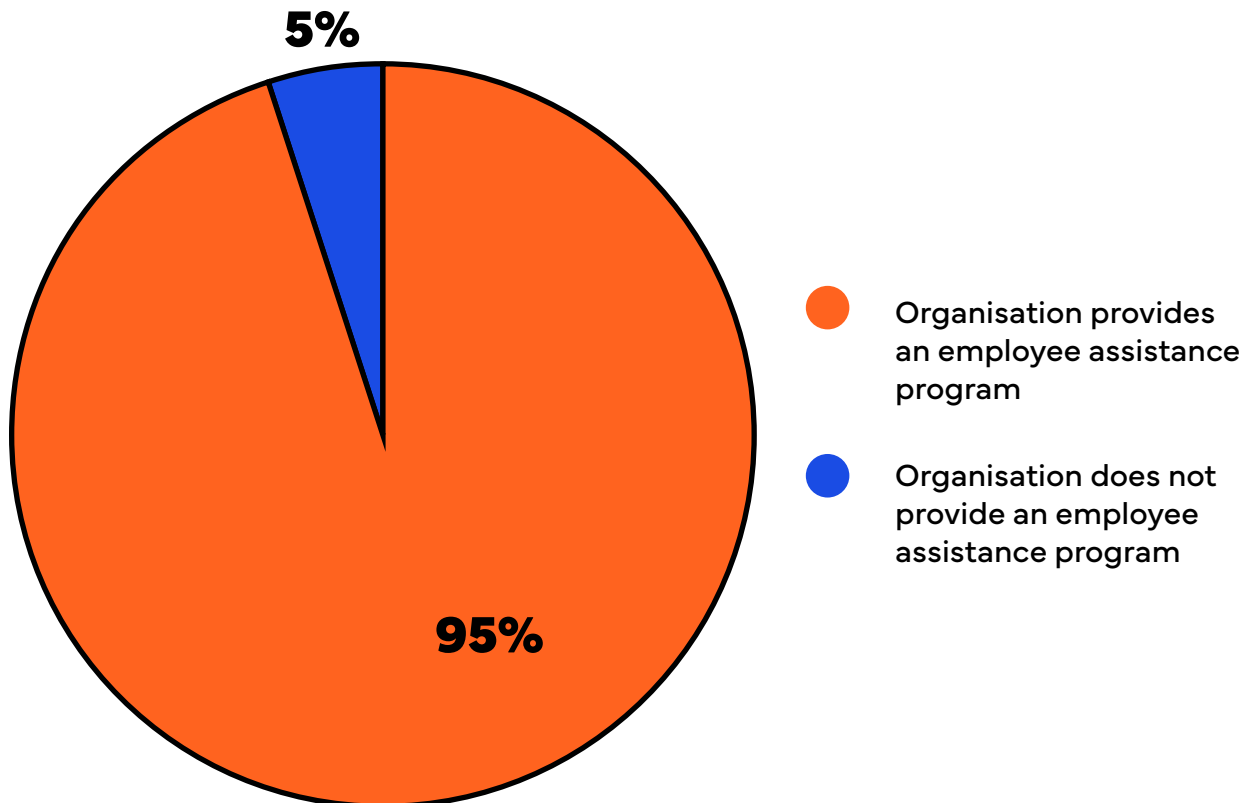
Managers were asked about other ways that their organisation supports staff wellbeing. Responses included:

- self-care hour every fortnight for staff
- organising cultural activities

- team bonding and team building days
- reflective practice and debriefing
- regular supervision and peer support
- individual work plans
- management training

Several managers stated that their organisation offers very little support above offering counselling. Similarly, many of the responses managers provided are practices that should already be being implemented by community sector organisations, rather than strategies that specifically target worker wellbeing.

Figure 18: Access to counselling for staff



## Funding

The main challenge that the Youth Sector identified throughout consultations is funding. When asked about key issues they are facing, most managers from the Youth Sector (64%) identified funding security and length of funding contracts as key challenges. Several managers provided detailed responses about specific challenges regarding funding:

"[A key issue is..] managing national organisations' agendas that don't match local agendas and so much local funding being given to major national head offices when they don't even know who you are here!"  
- Manager, Youth Sector

"I am very disappointed to see that 5 years post election, the government has not delivered on wide spread implementation of 5 year funding agreements. Whilst my organisation enjoys some, there are many contracts that are not 5 years. I am tired of hearing the excuses as to why this has not been achieved. It has such a tangible and immediate detrimental impact on service delivery."  
- Manager, Youth Sector

"Major loss of content knowledge within key funding bodies, chaotic rhetoric driven funding processes that deconstruct and negatively impact on sector cooperation, money that should be outsourced to sector being used to employ more public servants under the misnomer 'the sector doesn't have capacity'"  
- Manager, Youth Sector

These issues were also raised repeatedly throughout broader consultations with the Youth Sector. During these conversations, youth services spoke about the opportunity for contracts and grant agreements to be more flexible, noting that there is currently lack of flexibility in service provision due to:

- funding restrictions
- strict eligibility criteria for programs/services
- short-funded programs/projects

Additionally, youth services spoke about the way in which funding insecurity is influenced by changing government priorities, policies, and legislation.

Just under half (41%) of managers from the Youth Sector stated that government reform is a key issue facing them in their current role. Similarly, youth services provided examples of situations where long-term programs or services have been defunded due to Government reform. This includes reforms where youth services have been dissolved and incorporated into family services. Youth services spoke about the implications of services being defunded, which included young people losing connection with staff and

services with whom they have developed strong relationships.

Youth services highlighted that there is an opportunity for greater coordination of funding across the NT Youth sector to address service gaps and overlap; however, a barrier to this is a necessary prioritised focus on service delivery, role continuity, and ensuring continuation of organisational funding agreements.

## Priorities for young people

Throughout consultations, youth services spoke about the importance of asking young people about their priorities and listening to the solutions they provide. Youth services also reported several priorities based on their experiences working in the youth sector:

- increased investment in crisis accommodation/support for young people and young families
- more youth friendly spaces and youth drop in centres
- more programs that support new/young fathers
- more services for young people using or experiencing domestic, family, and sexual violence
- more mentoring opportunities for young people

- long-term funding for youth services to ensure young people can maintain relationships with trusted supports
- more specialised services, especially in remote communities
- building community capacity and providing community education
- trauma-informed support and training to upskill young people, parents, families, and workers
- more positive stories promoting young Territorians
- two-way learning and collaborative approaches
- increased support and safe talk about mental health and suicide
- increased investment in early intervention and prevention programs
- cultural healing and truth-telling about Aboriginal history
- delivering education in first languages
- highlighting the strengths of Aboriginal culture
- more peer support networks and workers
- raising the minimum age of criminal responsibility

- more transport options for young people and families including support for young people to obtain a licence and buy a car
- assisting young people to understand how trauma affects us and our behaviour
- more employment opportunities for young people
- implementing a community-based approach to youth service delivery that involves Elders and community members
- developing resources in language
- providing adequate and affordable housing and food security, particularly in remote communities
- streamlining approaches to better support transient young people accessing programs in different locations
- appropriate mental health support
- cultural safety in policy making
- increased funding for youth specific services in community that focus on acute presentations, particularly related to alcohol and drug use and mental health

## Looking to the future

### A voice for young people and the Youth Sector in the NT

This report shows there is an opportunity for enhanced coordination and collaboration across the NT Youth Sector. Currently, the onus falls on youth service providers to coordinate networking opportunities; promote information sharing across regions; and advocate on priorities within the NT Youth Sector.

Whilst there are existing youth networks and regional youth coordinators in several regions across the NT, there is no peak body or group that brings together youth service providers and networks across the NT. Youth services suggested that this 'brokerage' role is essential for sharing promising practices within the NT Youth Sector; creating a space for strategic thinking; undertaking policy and advocacy work; and coordinating training and workforce development for the Sector.

As noted within the Young Territorians Report 2021, the NT is the only jurisdiction in Australia without a fully funded youth peak body, yet we have the highest proportion of young people in the country.<sup>5</sup> Establishing a youth peak body in the NT will elevate the voices of young people and the NT youth sector by providing a coordinated voice to policy makers, governments, and ministers.

#### Recommendation:

Fully fund a youth peak body in the NT to support continued collaborative partnerships between governments, the non-government youth sector, and young people in the NT.

5. ABS 2021. National, state and territory population.

## Qualifications

This report highlights a key opportunity for a provider in the NT to develop and offer youth work vocational and tertiary courses via face-to-face and online delivery, noting current options are limited to online interstate providers.

The Commonwealth Government has appointed the Youth Workers' Association (YWA) as the accrediting body for university degree youth work programs.<sup>6</sup> YWA is working with university providers to process formal accreditation of Youth Work courses. Youth work course accreditation in the NT will raise the professional standards of the industry and provide a positive marketing opportunity for education and training providers.<sup>7</sup>

As demonstrated in this report, there is a high uptake of vocational and tertiary education training within the Youth Sector in the NT. Therefore, there is a key opportunity for a tertiary education provider in the NT, such as Charles Darwin University or Batchelor Institute, to establish and submit a Youth Work course for accreditation.

### Recommendation:

*Advocate for a tertiary education provider in the NT to establish and provide local Youth Work related courses.*

## Valuing the Youth Sector

This report highlights the strong contribution and value of the NT Youth Sector as well as the integral role youth services play in supporting young Territorians. There is an opportunity for more initiatives that value the contribution of youth workers and youth services in the NT. For example, Youth Action, the youth peak body in NSW, hosts annual youth work awards that celebrate the contribution of youth services and youth workers in NSW.<sup>8</sup>

### Recommendation:

*Fully fund a youth peak body in the NT to organise NT Youth Work Awards.*

## Building the NT Youth Sector

A key finding of this report is that there is an opportunity to grow the capacity of the NT Youth Sector by providing adequate, secure, and flexible funding agreements to youth services.

Additionally, there is an opportunity for enhanced coordination of funding across the NT Youth Sector to reduce duplication and meet priority areas for new service delivery.

### Recommendation:

*Fully fund and implement the 10-Year Generational Strategy for Children and Families in the NT.*

## Growing the Youth Sector workforce

This report highlights a key opportunity for the NT Youth Sector to attract, recruit, and retain more young people, Aboriginal people, people with disability, and male youth workers into the NT Youth Sector.

6. AYAC, (2021), 'Youth Work Education'.

7. YWA, (2021), 'Course Accreditation'.

8. Youth Action NSW (2021), 'NSW Youth Work Awards 2021'

Developing targeted strategies will help build employment pathways for young people, Aboriginal people and people with disability in the NT, as well as enhance service delivery by providing role models and mentors for young Territorians. Targeted recruitment strategies may also address difficulties recruiting appropriately trained staff as local young people and Aboriginal people will be supported to build and sustain careers in the NT Youth Sector.

Noting the low number of managers in the Youth Sector who identify as Aboriginal or between the age of 18-24 years old, retention could be improved by providing greater workforce development and mentoring opportunities for these staff to build their skills and step into managerial roles.

Another strategy that could be employed to increase recruitment of young people in the NT Youth Sector is expanding the JobTrainer program to include youth work related courses in the NT.

### **Recommendation:**

Develop targeted strategies to recruit, retain, and train more young people, Aboriginal people, people with disability, and male youth workers into the NT youth sector.

### **Recommendation:**

Advocate for the JobTrainer program to be expanded in the NT to include Youth Work related courses.

### **Recommendation:**

Upskill youth sector managers and organisational leadership in identifying and implementing strategies to improve workforce wellbeing.

## **Youth Sector workforce wellbeing**

A key finding of this report is that there is a high demand on the NT Youth Sector, which significantly impacts the social and emotional wellbeing of many staff and in particular, managers. In addition to ensuring the NT Youth Sector is adequately resourced, there is an opportunity for an increased focus on supporting worker wellbeing.

### **Recommendation:**

Undertake service mapping for the NT Youth Sector.

## **Training and workforce development**

This report outlines current training and workforce development priorities for the NT Youth Sector. In other jurisdictions in Australia, youth peak bodies source and facilitate jurisdictional-wide training and workforce development opportunities for youth services.

Noting the identified barriers in accessing and implementing training within the NT Youth Sector, there is an opportunity for a youth peak role in the NT to source and facilitate coordinated training for the NT Youth Sector. In partnership with other peak bodies in the NT, a youth peak role could deliver a range of professional development opportunities in line with training priorities identified in this report.

Additionally, this report demonstrates an opportunity for increased reflective practice within and between NT Youth Sector organisations on current knowledges, training, and learnings. In particular, there is an opportunity for reflective practice training that focuses on how to integrate and embed training.

### Recommendation:

Fully fund a youth peak body in the NT to facilitate training and workforce development sessions for NT the Youth Sector.

### Recommendation:

Establish an NT-wide youth network meeting, with regular professional development sessions delivered to the NT Youth Sector as part of this meeting.

### Recommendation:

NT and Commonwealth Governments to prioritise a specific budget per employee for supervision as well as training in funding agreements.

### Recommendation:

Facilitate training for the NT Youth Sector on reflective practice and applying theory to practice in the NT context.

# Appendix A

## Youth Voice NT – Youth Sector Training (Accredited and Non-accredited)

Accredited	35
<b>Youth Work</b>	35
CHC40413 Certificate IV in Youth Work	35
CHC50413 Diploma of Youth Work	35
Bachelor of Youth Work	36
<b>Youth Justice</b>	36
CHC40513 Certificate IV in Youth Justice	36
CHC50513 Diploma of Youth Justice	37
<b>Child, Youth and Family Intervention</b>	37
CHC40313 Certificate IV in Child, Youth and Family Intervention	37
CHC50313 Diploma of Child, Youth and Family Intervention	38
<b>Trauma Informed Care and Practice</b>	39
10800NAT Graduate Certificate in Developmental Trauma	39
<b>Community Services</b>	39
CHC32015 Certificate III in Community Services	39
CHC42015 Certificate IV in Community Services	40
CHC52015 Diploma of Community Services	41
YSCCR1 Diploma of Social Care	41
CHC62015 Advanced Diploma of Community Sector Management	42
<b>Disability Support</b>	42
CHC33015 Certificate III in Individual Support	42
CHC43115 Certificate IV in Disability	43
<b>Mental Health</b>	43
CHC43315 Certificate IV in Mental Health	43
CHC43515 Certificate IV in Mental Health Peer Work	44
CHC53315 Diploma of Mental Health	45
VTP322 Supporting Mental Health Wellbeing	45
Standard Mental Health First Aid	45
Youth Mental Health First Aid	46
Teen Mental Health First Aid	46



<b>Alcohol and Other Drugs</b>	46
CHC43215 Certificate IV in Alcohol and Other Drugs	46
CHC53215 Diploma of Alcohol and Other Drugs	47
<b>Child Protection</b>	48
Graduate Diploma of Safe Communities (Child Protection)	48
Graduate Certificate of Safe Communities (Child Protection)	48
CPSC001 Child Protection Short Course	48
CPSC002 Child Trauma Care and Protection Skill Set	48
Non-accredited	48
<b>Trauma Informed Practice and Care</b>	48
Understanding the Neurobiology of Complex Trauma	48
Trauma Responsive Practice with Children	48
Trauma Responsive Practice with Families	49
Trauma Responsive Practice for Responding to Children and Young People Engaging in Harmful Sexual Behaviour	49
Trauma, Attachment and Healing Knowledge Bursts	49
Supporting Children and Young People to Heal from the Trauma of Family Violence	49
Neurobiology of Self Care	49
Trauma Responsive Practice in Youth Justice	49
Three Phased Approach - Safety and Stabilisation	49
Foundations for Building Trauma Awareness	50
Trauma Awareness in Practice	50
Understanding the Steps of Direct Personal Response (Redress)	50
Trauma Awareness: Supporting People with a Disability	50
Using a Trauma Lens when working with Domestic and Family Violence	50
Managing Wellbeing and Recognising Vicarious Trauma	50
Three Phased Approach - Safety and Stabilisation	50
Trauma Informed Diversity Awareness - Masterclass	51
Trauma Informed Care & Practice: An Indigenous approach to developing worker skills	51
Understanding Trauma and Trauma-Informed Approaches	51
<b>Early Intervention and Prevention</b>	51
Bringing up Great Kids - Facilitator Training	51
Understanding the role of pornography in the development of harmful sexual behaviour by children and young people	51
Bringing Up Great Kids in the First 1000 days	51

Bringing Up Great Kids for Aboriginal and Torres Strait Islander Families	52
Bringing Up Great Kids Parenting Adolescents	52
Bringing Up Great Kids for Kinship Carers	52
Bringing Up Great Kids Parenting after Family Violence	52
Bringing Up Great Kids Learning the basics for professionals who work 1 on 1 with parents	52
Moving and Soothing: Body based interventions for children and young people	52
Dyadic Development Psychotherapy	52
<b>Positive Behaviour Support</b>	53
Positive Behaviour Support and Reducing Restrictive Practices: Supporting NDIS Practice Standards	53
Conflict Management and Personal Safety	53
Positive Approaches to Behaviour and Safer De-escalation	53
Personal Safety and Guiding: Children and Young People	53
<b>Consulting with young people</b>	53
Tools for Seeking and Integrating Children’s Voices in Service Design and Delivery	53
<b>Disability Support</b>	53
FASD Webinar Series	53
FASD Train It Forward Masterclass	53
FASD Information Workshop	54
Sensory Strategies for FASD	54
Strategies-focused Introduction to FASD	54
<b>Leadership and Mangement</b>	54
Grounded Neuroscience of Leadership	54
Trauma Responsive Leadership	54
<b>Policy and Advocacy</b>	54
Advocacy Training	54
<b>Human Rights</b>	54
Promoting Human Rights and Reducing Restrictive Practices	54
<b>Training and promising practice presentations (delivered by NT Youth Sector)</b>	55
Domestic and Family Violence and young people	55
Creative Industries	55
Respectful Relationships	55
Knowledge and skill sharing	55

## Accredited

### Youth Work

#### CHC40413 Certificate IV in Youth Work

- Average Course Fee: \$4000<sup>1</sup>
- Average Course Duration: 1 Year
- Not a JobTrainer eligible course in the NT
- Availability of Australian Apprenticeships in the NT:
  - Youth Housing Worker
  - Youth Case Worker
    - Nominal Duration (24 months)
    - Not eligible for Australian School-based Apprenticeships
    - Can be completed part-time
    - Zero commencements in the NT<sup>2</sup>

Provider	Length	Cost	Location	Link
Open Colleges	1.5 years	\$5,730	Online with Work Placement	<a href="https://bit.ly/3wSglee">https://bit.ly/3wSglee</a>
Australian College of Community Services and Care	1.5 years	\$1,499	Online with Work Placement	<a href="https://bit.ly/3zPADHu">https://bit.ly/3zPADHu</a>
Australian Workplace Training	1.5-2 years	\$4,986	Online with Work Placement	<a href="https://bit.ly/3qpBMRM">https://bit.ly/3qpBMRM</a>

#### CHC50413 Diploma in Youth Work

- Average Course Fee: \$8951<sup>3</sup>
- Average Course Duration: 1 Year<sup>4</sup>
- Not a JobTrainer eligible course in the NT
- Availability of Australian Apprenticeships in the NT:
  - Youth Case Worker
    - Nominal Duration (36 months)
    - Not eligible for Australian School-based Apprenticeships
    - Can be completed part-time
    - Zero commencements in the NT

1. <https://www.myskills.gov.au/courses/details?Code=CHC40413>

2. Commencement data source: National Apprentices and Trainees collection, VOCSTATS, extracted 12/04/2021, rounded estimates for October 2019 to September 2020. This data is for general information purposes only.

3. \$8951 is the average course fee entered on My Skills by 18 training provider(s). Not all training providers enter this information on My Skills. Contact each training provider directly for further information.

4. 1 Year is the average course duration entered on My Skills by 15 training provider(s).

Provider	Length	Cost	Location	Link
Open Colleges	2 years full time		Online with Work Placement	<a href="https://bit.ly/3qIRKMM">https://bit.ly/3qIRKMM</a>
TrainSmart Australia	1 year full time	\$10,500	Online with Work Placement	<a href="https://bit.ly/35lGAlg">https://bit.ly/35lGAlg</a>
Australian Institute of Professional Counselling	1 year full time	\$5,510	Online with Work Placement	<a href="https://bit.ly/3d2EWp6">https://bit.ly/3d2EWp6</a>
Australian College of Community Services and Care	1.5 years full time	\$1,499	Online with Work Placement	<a href="https://bit.ly/2SVWl6t">https://bit.ly/2SVWl6t</a>

## Bachelor of Youth Work

Provider	Length	Location	Link
Victoria University	3 years full time or longer part time	Online (work placement can be in the NT)	<a href="https://www.vu.edu.au/courses/bachelor-of-youth-work-abyw">https://www.vu.edu.au/courses/bachelor-of-youth-work-abyw</a>
Tabor	3 years full time or longer part time	Online	<a href="https://tabor.edu.au/course/bachelor-applied-social-science-youth-work/">https://tabor.edu.au/course/bachelor-applied-social-science-youth-work/</a>

## Youth Justice

### CHC40513 Certificate IV in Youth Justice

- Average Course Fee: \$3750<sup>1</sup>
- Average Course Duration: 1.5 years
- Not a JobTrainer eligible course in the NT
- Availability of Australian Apprenticeships in the NT:
  - Youth Justice Worker (Centre-based)
  - Youth Case Worker (Community-based)
    - Nominal Duration (24 months)
    - Not eligible for Australian School-based Apprenticeships
    - Can be completed part-time
    - Zero commencements in the NT

1. 3750 is the average course fee entered on My Skills by 1 training provider(s). Not all training providers enter this information on My Skills. Contact each training provider directly for further information.

Provider	Length	Cost	Location	Link
Australian Childhood Foundation	Tailored	Tailored	Tailored (online or face to face)	<a href="https://bit.ly/35QHzWZ">https://bit.ly/35QHzWZ</a>
Australian Workplace Training	1.5 years	\$4,161	Online with Work Placement	<a href="https://bit.ly/3zUnHQA">https://bit.ly/3zUnHQA</a>

## CHC50513 Diploma of Youth Justice

- Average Course Fee: \$4200<sup>1</sup>
- Average Course Duration:
- Not a JobTrainer eligible course in the NT
- Availability of Australian Apprenticeships in the NT:
  - Youth Justice Worker
    - Nominal Duration (36 months)
    - Not eligible for Australian School-based Apprenticeships
    - Can be completed part-time
    - Zero commencements in the NT

Provider	Length	Cost	Location	Link
Australian Workplace Training	1-1.5 years	\$4,586	Online with work placement	<a href="https://bit.ly/3xKdtQM">https://bit.ly/3xKdtQM</a>

## Child, Youth and Family Intervention

### CHC40313 Certificate IV in Child, Youth and Family Intervention

- Average Course Fee: \$4325<sup>2</sup>
- Average Course Duration: 1 Year<sup>3</sup>
- This course is a JobTrainer eligible course in the NT
- Availability of Australian Apprenticeships in the NT
  - Family Support Worker<sup>4</sup>
  - Residential Care Worker<sup>5</sup>
    - Nominal Duration (24 months)
    - Not eligible for Australian School-based Apprenticeships

1. \$4200 is the average course fee entered on My Skills by 1 training provider(s). Not all training providers enter this information on My Skills.

2. \$4325 is the average course fee entered on My Skills by 19 training provider(s). Not all training providers enter this information on My Skills. Contact each training provider directly for further information.

3. 1 Year is the average course duration entered on My Skills by 21 training provider(s).

4. <https://www.aapathways.com.au/jtd/family-support-worker/6a44b14e-8d14-49b5-b794-833b09b00a89>

5. <https://www.aapathways.com.au/jtd/residential-care-worker/28e27782-5344-490a-b770-2b189797e7ea>

- Can be completed part-time
- Zero commencements in the NT

Provider	Length	Cost	Location	Link
Charles Darwin University	0.5 year/s	\$14,875 (full fee) \$3,062.50 (subsidised)	Alice Springs, Casuarina	<a href="https://bit.ly/3vOHAoV">https://bit.ly/3vOHAoV</a>
Australian Childhood Foundation	Tailored	Tailored	Tailored (online or face to face)	<a href="https://bit.ly/3d87OvU">https://bit.ly/3d87OvU</a>
Australian College of Community Services and Care	1.5 years	\$1,499	Online with Work Placement	<a href="https://bit.ly/3zWjxrw">https://bit.ly/3zWjxrw</a>
Australis College	1.5 years	\$3,204	Online with Work Placement	<a href="https://bit.ly/3d66RUW">https://bit.ly/3d66RUW</a>
Bradford Institute of Advanced Education	1 year	Not listed	Online with Work Placement	<a href="https://bit.ly/2SXUONG">https://bit.ly/2SXUONG</a>

### CHC50313 Diploma of Child, Youth and Family Intervention

- Average Course Fee: \$6539<sup>1</sup>
- Average Course Duration: 21 Months<sup>2</sup>
- Not a JobTrainer eligible course in the NT
- Availability of Australian Apprenticeships in the NT
  - Residential Carer (Child Protection)
    - Nominal Duration (36 months)
    - Not eligible for Australian School-based Apprenticeships
    - Can be completed part-time
    - 5 commencements in the NT

Provider	Length	Cost	Location	Link
Charles Darwin University	1 year full time	\$17,986 (full fee) \$3,703 (subsidised)	Alice Springs, Casuarina	<a href="https://bit.ly/3qigtS1">https://bit.ly/3qigtS1</a>
Australian Childhood Foundation	Tailored	Tailored	Tailored (online or face to face)	<a href="https://bit.ly/3d87OvU">https://bit.ly/3d87OvU</a>
Australis College	1.5 years	\$4,122	Online with Work Placement	<a href="https://bit.ly/2U2BISA">https://bit.ly/2U2BISA</a>
Bradford Institute of Advanced Education	1 year	Not listed	Online with Work Placement	<a href="https://bit.ly/3j4Zkth">https://bit.ly/3j4Zkth</a>

1. \$6539 is the average course fee entered on My Skills by 8 training provider(s). Not all training providers enter this information on My Skills. Contact each training provider directly for further information.

2. 21 Months is the average course duration entered on My Skills by 8 training provider(s).

## Trauma Informed Care and Practice

### 10800NAT Graduate Certificate in Developmental Trauma

Provider	Length	Cost	Location	Link
Australian Childhood Foundation	Tailored	Tailored	Tailored (online or face to face)	<a href="https://bit.ly/3d87OvU">https://bit.ly/3d87OvU</a>

## Community Services

### CHC32015 Certificate III in Community Services

- Average Course Fee: \$2863<sup>1</sup>
- Average Course Duration: 1 Year<sup>2</sup>
- This course is a JobTrainer eligible course in the NT
- Availability of Australian Apprenticeships in the NT:
  - Migrant Support Worker<sup>3</sup>
  - Neighbourhood Centre Worker<sup>4</sup>
    - Nominal Duration (12 months)
    - Eligible for Australian School-based Apprenticeships
    - Can be completed part-time
    - 15 commencements in the NT

Provider	Length	Cost	Location	Link
Charles Darwin University	0.5 year/s	\$10,370 (full fee) \$2,135 (subsidised)	Alice Springs, Casuarina, Katherine	<a href="https://bit.ly/3A23JUb">https://bit.ly/3A23JUb</a>
Train Smart	6-9 months	\$3,500	Online with Work Placement	<a href="https://bit.ly/2U0bucE">https://bit.ly/2U0bucE</a>
Batchelor Institute	1 year	Fees charged at \$2.20 per nominal hour for enrolment	Batchelor campus	<a href="https://bit.ly/3daDMrt">https://bit.ly/3daDMrt</a>
Upskilled	1.5 years	\$3,360	Online with Work Placement	<a href="https://bit.ly/3xLYoOx">https://bit.ly/3xLYoOx</a>

1. \$2863 is the average course fee entered on My Skills by 38 training provider(s). Not all training providers enter this information on My Skills.

2. 1 Year is the average course duration entered on My Skills by 52 training provider(s).

3. <https://www.aapathways.com.au/jtd/migrant-support-worker/b9764617-8148-4846-9408-db0967a394e4>

4. <https://www.aapathways.com.au/jtd/neighbourhood-centre-worker/f37e0607-658b-406b-938b-c7d16acf592b>

## CHC42015 Certificate IV in Community Services

- Average Course Fee: \$4400<sup>1</sup>
- Average Course Duration: 1 year
- Not a JobTrainer eligible course in the NT
- Availability of Australian Apprenticeships in the NT
  - Community Health Worker<sup>2</sup>
  - Family Support Worker<sup>3</sup>
  - Migrant Community Worker<sup>4</sup>
  - Relationship Educator<sup>5</sup>
  - Tenants Advisory Worker<sup>6</sup>
  - Welfare Rights Workers<sup>7</sup>
    - Nominal Duration (24 months)
    - Not eligible for Australian School-based Apprenticeships
    - Can be completed part-time
    - 10 commencements in the NT

Provider	Length	Cost	Location	Link
Charles Darwin University	0.5 years	\$14,025 (full fee) \$2,887.50 (subsidised)	Alice Springs, Casuarina, Katherine	<a href="https://bit.ly/2U2eyEQ">https://bit.ly/2U2eyEQ</a>
Australis College	1.5 years	\$3,180	Online with Work Placement	<a href="https://bit.ly/3qIEiby">https://bit.ly/3qIEiby</a>
National College	1 year	\$4,490	Online with Work Placement	<a href="https://bit.ly/3jdYsCZ">https://bit.ly/3jdYsCZ</a>
Bradford Institute of Advanced Education	1 year	Not listed	Online with Work Placement	<a href="https://bit.ly/35OidZG">https://bit.ly/35OidZG</a>

1. 4400 is the average course fee entered on My Skills by 45 training provider(s). Not all training providers enter this information on My Skills.

2. <https://www.aapathways.com.au/jtd/community-health-worker/76bb27e0-ce47-4709-b389-2abe3a2b59ae>

3. <https://www.aapathways.com.au/jtd/family-support-worker/467aea13-b2d8-47db-b2f5-579ce1ebec9d>

4. <https://www.aapathways.com.au/jtd/migrant-community-worker/12c26cad-9827-4f93-abe9-ad3b2e08a283>

5. <https://www.aapathways.com.au/jtd/relationship-educator/9957e12f-17db-4562-99fa-8466f89e4916>

6. <https://www.aapathways.com.au/jtd/tenants-advisory-worker/ff534de6-85ce-401e-871d-6651c249e4e8>

7. <https://www.aapathways.com.au/jtd/welfare-rights-worker/986509f2-0646-4aec-93af-f1d46243a3c7>



## CHC52015 Diploma of Community Services

- Average Course Fee: \$8340<sup>1</sup>
- Average Course Duration: 1.5 years<sup>2</sup>
- Not a JobTrainer eligible course in the NT
- Availability of Australian Apprenticeships in the NT:
  - Child Welfare Officer<sup>3</sup>
  - Community Services Case Manager<sup>4</sup>
  - Social Housing Coordinator<sup>5</sup>
    - Nominal Duration (36 months)
    - Not eligible for Australian School-based Apprenticeships
    - Can be completed part-time
    - 20 commencements in the NT

Provider	Length	Cost	Location	Link
Open Colleges	2 years	\$7,720	Online with Work Placement	<a href="https://bit.ly/35N9siB">https://bit.ly/35N9siB</a>
Australian College of Community Services and Care	1.5 years	\$1,399	Online with Work Placement	<a href="https://bit.ly/3vY7OFG">https://bit.ly/3vY7OFG</a>
Train Smart Australia	1 year	\$15,750	Online with Work Placement	<a href="https://bit.ly/3zV6eqY">https://bit.ly/3zV6eqY</a>
UNE partnerships	2 years	\$10,490	Online with Work Placement	<a href="https://bit.ly/3gRy8wJ">https://bit.ly/3gRy8wJ</a>
Tabor	1 year	Varies	Online with Work Placement	<a href="https://bit.ly/3j8gOFh">https://bit.ly/3j8gOFh</a>
Australis College	1.5 years	\$4,122	Online with Work Placement	<a href="https://bit.ly/35LZ2Q6">https://bit.ly/35LZ2Q6</a>
Upskilled	2 years	\$5,700	Online with Work Placement	<a href="https://bit.ly/2UyXmaz">https://bit.ly/2UyXmaz</a>

## YSCCR1 Diploma of Social Care

Provider	Length	Cost	Location	Link
Charles Darwin University	1 year	Not listed	Casuarina campus, online	<a href="https://bit.ly/3gYz7tZ">https://bit.ly/3gYz7tZ</a>

1. \$8340 is the average course fee entered on My Skills by 125 training provider(s). Not all training providers enter this information on My Skills.

2. 18 Months is the average course duration entered on My Skills by 132 training provider(s)

3. <https://www.aapathways.com.au/jtd/child-welfare-officer/81b02b30-b652-420e-a8b6-43926921fdbf>

4. <https://www.aapathways.com.au/jtd/community-services-case-manager/ceda9360-9e60-4d85-8976-23dc6bebd198>

5. <https://www.aapathways.com.au/jtd/social-housing-coordinator/32ebaab7-73cc-4f14-9301-01a18e30029f>

## CHC62015 Advanced Diploma Of Community Sector Management

- Average Course Fee: \$5735<sup>1</sup>
- Average Course Duration: 66 Weeks<sup>2</sup>
- Not a JobTrainer eligible course in the NT
- Australian Apprenticeships not available in the NT

Provider	Length	Cost	Location	Link
Upskilled	1.5 years	\$5,910	Online	<a href="https://bit.ly/3x5QMXp">https://bit.ly/3x5QMXp</a>
Royal College of Health Care	1.5 years	\$4,995	Online	<a href="https://bit.ly/3qMvA6B">https://bit.ly/3qMvA6B</a>

## Disability Support

### CHC33015 Certificate III in Individual Support

- Average Course Fee: \$2914<sup>3</sup>
- Average Course Duration: 1300 hours
- Not a JobTrainer eligible course in the NT
- Availability of Australian Apprenticeships in the NT:
  - Disability Support Worker
    - Nominal Duration (12 months)
    - Eligible for Australian School-based Apprenticeships
    - Can be completed part-time
    - 25 commencements in the NT

Provider	Length	Cost	Location	Link
Charles Darwin University	0.5 years	\$11,050 \$12,580 (full fee) \$2,210 \$2,516 (subsidised)	Alice Springs, Casuarina, Katherine	<a href="https://bit.ly/2UIPE8n">https://bit.ly/2UIPE8n</a>
Australian College of Community Services and Care	1 year	\$899	Online with Work Placement	<a href="https://bit.ly/3gYz7tZ">https://bit.ly/3gYz7tZ</a>
Australis College	1.5 years	\$2,880	Online with Work Placement	<a href="https://bit.ly/3qkbUGE">https://bit.ly/3qkbUGE</a>
Upskilled	1.5 years	\$3,790	Online with Work Placement	<a href="https://bit.ly/2UoMDPI">https://bit.ly/2UoMDPI</a>

1. \$5735 is the average course fee entered on My Skills by 32 training provider(s). Not all training providers enter this information on My Skills.

2. 66 Weeks is the average course duration entered on My Skills by 29 training provider(s).

3. \$2914 is the average course fee entered on My Skills by 178 training provider(s). Not all training providers enter this information on My Skills.

## CHC43115 Certificate IV in Disability

- Average Course Fee: \$4000<sup>1</sup>
- Average Course Duration: 1 Year
- Not a JobTrainer eligible course in the NT
- Availability of Australian Apprenticeships in the NT:
  - Disability Officer – Day Support <sup>2</sup>
  - Disability Support Worker<sup>3</sup>
    - Nominal Duration (24 months)
    - Not eligible for Australian School-based Apprenticeships
    - Can be completed part-time
    - 0 commencements in the NT

Provider	Length	Cost	Location	Link
Australian College of Community Services and Care	1.5 years	\$999	Online with Work Placement	<a href="https://bit.ly/3wR6WUk">https://bit.ly/3wR6WUk</a>
Open colleges	1.5 years	\$5,250	Online with Work Placement	<a href="https://bit.ly/3j9Oan1">https://bit.ly/3j9Oan1</a>
Australis College	1.5 years	\$3,204	Online with Work Placement	<a href="https://bit.ly/3zQnLkd">https://bit.ly/3zQnLkd</a>

## Mental Health

### CHC43315 Certificate IV in Mental Health

- Average Course Fee: \$4537<sup>4</sup>
- Average Course Duration: 1 Year<sup>5</sup>
- Not a JobTrainer eligible course in the NT
- Availability of Australian Apprenticeships in the NT:
  - Mental Health Outreach Worker
    - Nominal Duration (24 months)
    - Not eligible for Australian School-based Apprenticeships
    - Can be completed part-time
    - 5 commencements in the NT

1. \$4000 is the average course fee entered on My Skills by 104 training provider(s). Not all training providers enter this information on My Skills.

2. <https://www.aapathways.com.au/jtd/disability-officer-day-support/c5d542e4-fb95-4827-b738-1a122871a6eb>

3. <https://www.aapathways.com.au/jtd/disability-officer-day-support/c5d542e4-fb95-4827-b738-1a122871a6eb>

4. \$4537 is the average course fee entered on My Skills by 46 training provider(s). Not all training providers enter this information on My Skills.

5. 1 Year is the average course duration entered on My Skills by 46 training provider(s).

Provider	Length	Cost	Location	Link
Charles Darwin University	0.5 years	\$15,385 (full fee) \$3,167.50 (subsidised)	Alice Springs, Casuarina, Katherine, Remote	<a href="https://bit.ly/3zMJrxL">https://bit.ly/3zMJrxL</a>
Train Smart Australia	6-9 months	\$4,000	Online with Work Placement	<a href="https://bit.ly/3h3JJrt">https://bit.ly/3h3JJrt</a>
Open Colleges	1.5 years	\$6,060	Online with Work Placement	<a href="https://bit.ly/2TWDAFI">https://bit.ly/2TWDAFI</a>
Australian College of Community Services and Care	1.5 years	\$1,499	Online with Work Placement	<a href="https://bit.ly/3dbsPWY">https://bit.ly/3dbsPWY</a>
Upskilled	1.5 years	\$4,210	Online with Work Placement	<a href="https://bit.ly/2U0AFfa">https://bit.ly/2U0AFfa</a>

### CHC43515 Certificate IV in Mental Health Peer Work

- Average Course Fee: \$4162<sup>1</sup>
- Average Course Duration: 9 Months
- Not a JobTrainer eligible course in the NT
- Availability of Australian Apprenticeships in the NT:
  - Coordinator - Mental Health (Carer Peer Work)<sup>2</sup>
  - Coordinator - Mental Health (Consumer Peer Work)<sup>3</sup>
    - Nominal Duration (24 months)
    - Not eligible for Australian School-based Apprenticeships
    - Can be completed part-time
    - 0 commencements in the NT

Provider	Length	Cost	Location	Link
Train Smart Australia	6-9 months	\$4,000	Online with Work Placement	<a href="https://bit.ly/3vQ9gd6">https://bit.ly/3vQ9gd6</a>
Mental Health Coordinating Council (MHCC)	1 year	Not listed	Online with Work Placement	<a href="https://bit.ly/3xOTffe">https://bit.ly/3xOTffe</a>

1. \$4162 is the average course fee entered on My Skills by 12 training provider(s). Not all training providers enter this information on My Skills.

2. [https://www.aapathways.com.au/jtd/coordinator-mental-health-\(carer-peer-work\)/48a0c1b3-e102-4fd8-a7a2-560db11ebd49](https://www.aapathways.com.au/jtd/coordinator-mental-health-(carer-peer-work)/48a0c1b3-e102-4fd8-a7a2-560db11ebd49)

3. [https://www.aapathways.com.au/jtd/coordinator-mental-health-\(consumer-peer-work\)/6279abf3-4b10-4ac0-af68-489a12dd2ce6](https://www.aapathways.com.au/jtd/coordinator-mental-health-(consumer-peer-work)/6279abf3-4b10-4ac0-af68-489a12dd2ce6)

## CHC53315 Diploma of Mental Health

- Average Course Fee: \$8770<sup>1</sup>
- Average Course Duration: 50 weeks<sup>2</sup>
- Not a JobTrainer eligible course in the NT
- Availability of Australian Apprenticeships in the NT:
  - Mental Health Community Worker<sup>3</sup>
    - Nominal Duration (48 months)
    - Not eligible for Australian School-based Apprenticeships
    - Can be completed part-time
    - 0 commencements in the NT

Provider	Length	Cost	Location	Link
Australian College of Community Services and Care	2 years	\$1,499	Online with Work Placement	<a href="https://bit.ly/35NRH2G">https://bit.ly/35NRH2G</a>
Train Smart Australia	1 year	\$15,750	Online with Work Placement	<a href="https://bit.ly/3qqG62X">https://bit.ly/3qqG62X</a>
Jigsaw Training Group	1 year	Not listed	Online with Work Placement	<a href="https://bit.ly/3gO1PPk">https://bit.ly/3gO1PPk</a>

## VTP322 Supporting Mental Health Wellbeing

Provider	Length	Cost	Location	Link
Charles Darwin University	3 months	\$2,720 (full fee) \$560 (subsidised)	Online with Work Placement	<a href="https://bit.ly/3wS0Pix">https://bit.ly/3wS0Pix</a>

## Standard Mental Health First Aid

Provider	Length	Cost	Location	Link
Two Two One Mental Health Charity	2 days	\$264.84	Darwin	<a href="https://bit.ly/2T3osGn">https://bit.ly/2T3osGn</a>
Mental Health First Aid Australia	12 hours	Varied	NT (Varies location)	<a href="https://bit.ly/3gZybW5">https://bit.ly/3gZybW5</a>

1. \$8770 is the average course fee entered on My Skills by 23 training provider(s). Not all training providers enter this information on My Skill

2. 50 Weeks is the average course duration entered on My Skills by 20 training provider(s).

3. <https://www.aapathways.com.au/jtd/mental-health-community-worker/c3792263-8dc8-4bcb-bb4c-da3742b08d74>

## Youth Mental Health First Aid

Provider	Length	Cost	Location	Link
Two Two One Mental Health Charity	2 days	Varied	Darwin	<a href="https://bit.ly/2T3osGn">https://bit.ly/2T3osGn</a>
Mental Health First Aid Australia	12 hours	Varied	NT (Varies location)	<a href="https://bit.ly/3gZybW5">https://bit.ly/3gZybW5</a>

## Teen Mental Health First Aid

Provider	Length	Cost	Location	Link
Two Two One Mental Health Charity (for high school students Years 7-9 and Years 10-12)	Not provided	Varied	Darwin	<a href="https://bit.ly/2T3osGn">https://bit.ly/2T3osGn</a>

## SafeTalk Workshop

Provider	Length	Cost	Location	Link
Two Two One Mental Health Charity	Half-day	Varied	Darwin	<a href="https://bit.ly/2T3osGn">https://bit.ly/2T3osGn</a>

## Mental Health First Aid for Self-Injury Workshop

Provider	Length	Cost	Location	Link
Two Two One Mental Health Charity	Half-day	Varied	Darwin	<a href="https://bit.ly/2T3osGn">https://bit.ly/2T3osGn</a>

## Mental Health First Aid Refresher Workshop

Provider	Length	Cost	Location	Link
Two Two One Mental Health Charity	Half-day	Varied	Darwin	<a href="https://bit.ly/2T3osGn">https://bit.ly/2T3osGn</a>

## Alcohol and Other Drugs

### CHC43215 Certificate IV in Alcohol and Other Drugs

- Average Course Fee: \$10289<sup>1</sup>
- Average Course Duration: 1 Year<sup>2</sup>
- Not a JobTrainer eligible course in the NT

1. \$10289 is the average course fee entered on My Skills by 20 training provider(s). Not all training providers enter this information on My Skills.

2. 1 Year is the average course duration entered on My Skills by 22 training provider(s).

- Availability of Australian Apprenticeships in the NT:
  - Drug and Alcohol Worker<sup>1</sup>
    - Nominal Duration (24 months)
    - Not eligible for Australian School-based Apprenticeships
    - Can be completed part-time
    - 5 commencements in the NT

Provider	Length	Cost	Location	Link
Charles Darwin University	0.5 years	\$2,720 (full fee) \$560 (subsidised)	Alice Springs, Casuarina, Katherine, Remote	<a href="https://bit.ly/3wSOPix">https://bit.ly/3wSOPix</a>
Train Smart Australia	1 year	\$4,000	Online with Work Placement	<a href="https://bit.ly/3qkzxiz">https://bit.ly/3qkzxiz</a>
Open Colleges	1.5 years	\$6,060	Online with Work Placement	<a href="https://bit.ly/3wTiwhS">https://bit.ly/3wTiwhS</a>
Upskilled	1.5 years	\$3,790	Online with Work Placement	<a href="https://bit.ly/3zVgIML">https://bit.ly/3zVgIML</a>

### CHC53215 Diploma of Alcohol and Other Drugs

- Average Course Fee: \$10000<sup>2</sup>
- Average Course Duration: 18 Months<sup>3</sup>
- Not a JobTrainer eligible course in the NT
- Availability of Australian Apprenticeships in the NT:
  - Alcohol and Drugs Worker<sup>4</sup>
    - Nominal Duration (48 months)
    - Not eligible for Australian School-based Apprenticeships
    - Can be completed part-time
    - 0 commencements in the NT

Provider	Length	Cost	Location	Link
Charles Darwin University	1 year	Dependent on subjects	Casuarina, online	<a href="https://bit.ly/2UtkVBr">https://bit.ly/2UtkVBr</a>
Train Smart Australia	1 year	\$15,750	Online with work placement	<a href="https://bit.ly/3j7wt7K">https://bit.ly/3j7wt7K</a>

1. <https://www.aapathways.com.au/jtd/drug-and-alcohol-worker/229a0f5f-24f3-4887-9789-a06491ba94cc>

2. \$10000 is the average course fee entered on My Skills by 11 training provider(s). Not all training providers enter this information on My Skills.

3. 18 Months is the average course duration entered on My Skills by 11 training provider(s).

4. <https://www.aapathways.com.au/jtd/alcohol-and-drugs-worker/c98bc4ae-9ae7-479c-80ee-1d0de8362769>

## Child Protection

### Graduate Diploma of Safe Communities (Child Protection)

Provider	Length	Cost	Location	Link
Charles Darwin University	2 years	Dependent on subjects	Casuarina, online	<a href="https://bit.ly/3wT4CMJ">https://bit.ly/3wT4CMJ</a>

### Graduate Certificate of Safe Communities (Child Protection)

Provider	Length	Cost	Location	Link
Charles Darwin University	1 year	Dependent on subjects	Casuarina. online	<a href="https://bit.ly/3d7B1HB">https://bit.ly/3d7B1HB</a>

### CPSC001 Child Protection Short Course

Provider	Length	Cost	Location	Link
Australian College of Community Services and Care	1 month	\$129	Online	<a href="https://bit.ly/2UyYzyD">https://bit.ly/2UyYzyD</a>

### CPSC002 Child Trauma Care and Protection Skill Set

Provider	Length	Cost	Location	Link
Australian College of Community Services and Care	3 months	\$449	Online	<a href="https://bit.ly/3wXKlpe">https://bit.ly/3wXKlpe</a>

## Non-accredited

### Trauma Informed Practice and Care

#### Understanding the Neurobiology of Complex Trauma

Provider	Length	Cost	Location	Link
Australian Childhood Foundation	2 days	\$330	Online	<a href="https://bit.ly/3vS77gW">https://bit.ly/3vS77gW</a>

#### Trauma Responsive Practice with Children

Provider	Length	Cost	Location	Link
Australian Childhood Foundation	4 hours	\$165	Online	<a href="https://bit.ly/3da1Agx">https://bit.ly/3da1Agx</a>



## Trauma Responsive Practice with Families

Provider	Length	Cost	Location	Link
Australian Childhood Foundation	2 days	\$330	Online	<a href="https://bit.ly/2StXLKK">https://bit.ly/2StXLKK</a>

## Trauma Responsive Practice for Responding to Children and Young People Engaging in Harmful Sexual Behaviour

Provider	Length	Cost	Location	Link
Australian Childhood Foundation	4 hours	\$165	Online	<a href="https://bit.ly/3da6Mj4">https://bit.ly/3da6Mj4</a>

## Trauma, Attachment and Healing Knowledge Bursts

Provider	Length	Cost	Location	Link
Australian Childhood Foundation	Varies	\$25 each	Recorded webinars	<a href="https://bit.ly/3jcs1Vu">https://bit.ly/3jcs1Vu</a>

## Supporting Children and Young People to Heal from the Trauma of Family Violence

Provider	Length	Cost	Location	Link
Australian Childhood Foundation	4 hours	\$165	Online	<a href="https://bit.ly/3vPjhHm">https://bit.ly/3vPjhHm</a>

## Neurobiology of Self Care

Provider	Length	Cost	Location	Link
Australian Childhood Foundation	4 hours	\$165	Online	<a href="https://bit.ly/3jdZkay">https://bit.ly/3jdZkay</a>

## Trauma Responsive Practice in Youth Justice

Provider	Length	Cost	Location	Link
Australian Childhood Foundation	4 hours	\$165	Online	<a href="https://bit.ly/3zYEaTS">https://bit.ly/3zYEaTS</a>

## Three Phased Approach - Safety and Stabilisation

Provider	Length	Cost	Location	Link
Blue Knot Foundation	1 day	\$330	Face-to-Face	<a href="https://bit.ly/2T2ipBK">https://bit.ly/2T2ipBK</a>

## Foundations for Building Trauma Awareness

Provider	Length	Cost	Location	Link
Blue Knot Foundation	1 day	\$350	Face-to-Face	<a href="https://bit.ly/3d7OM99">https://bit.ly/3d7OM99</a>

## Trauma Awareness in Practice

Provider	Length	Cost	Location	Link
Blue Knot Foundation	1 day	\$330	Face-to-Face	<a href="https://bit.ly/3zWP6kY">https://bit.ly/3zWP6kY</a>

## Understanding the Steps of Direct Personal Response (Redress)

Provider	Length	Cost	Location	Link
Blue Knot Foundation	1 day	Not listed	Face-to-Face	<a href="https://bit.ly/3hdspQQ">https://bit.ly/3hdspQQ</a>

## Trauma Awareness: Supporting People with a Disability

Provider	Length	Cost	Location	Link
Blue Knot Foundation	1 day	\$330	Face-to-Face	<a href="https://bit.ly/3hiQzJM">https://bit.ly/3hiQzJM</a>

## Using a Trauma Lens when working with Domestic and Family Violence

Provider	Length	Cost	Location	Link
Blue Knot Foundation	1 day	\$330	Face-to-Face	<a href="https://bit.ly/3w0arGU">https://bit.ly/3w0arGU</a>

## Managing Wellbeing and Recognising Vicarious Trauma

Provider	Length	Cost	Location	Link
Blue Knot Foundation	1 day	\$310	Face-to-Face	<a href="https://bit.ly/3heMoi2">https://bit.ly/3heMoi2</a>

## Three Phased Approach - Safety and Stabilisation

Provider	Length	Cost	Location	Link
Blue Knot Foundation	2 days	\$670	Face-to-Face	<a href="https://bit.ly/3duNdSL">https://bit.ly/3duNdSL</a>

## Trauma Informed Diversity Awareness – Masterclass

Provider	Length	Cost	Location	Link
Blue Knot Foundation	1.5 days	\$370	Online	<a href="https://bit.ly/3y1h118">https://bit.ly/3y1h118</a>

## Trauma Informed Care & Practice: An Indigenous approach to developing worker skills

Provider	Length	Cost	Location	Link
We al-li	1.5 days	\$825	Online	<a href="https://bit.ly/3hit4AD">https://bit.ly/3hit4AD</a>

## Understanding Trauma and Trauma-Informed Approaches

Provider	Length	Cost	Location	Link
MAYBO	4 modules	\$90	eLearning	<a href="https://bit.ly/3y4p2T2">https://bit.ly/3y4p2T2</a>

## Early Intervention and Prevention

### Bringing Up Great Kids – Facilitator Training

Provider	Length	Cost	Location	Link
Australian Childhood Foundation	2 days	\$297	Online	<a href="https://bit.ly/3vTTz4B">https://bit.ly/3vTTz4B</a>

### Understanding the role of pornography in the development of harmful sexual behaviour by children and young people

Provider	Length	Cost	Location	Link
Australian Childhood Foundation	4 hours	\$165	Online	<a href="https://bit.ly/3w15a1W">https://bit.ly/3w15a1W</a>

### Bringing Up Great Kids in the First 1000 Days

Provider	Length	Cost	Location	Link
Australian Childhood Foundation	3.5 hours	\$165	Online	<a href="https://bit.ly/3wXnOZA">https://bit.ly/3wXnOZA</a>

## Bringing Up Great Kids For Aboriginal and Torres Strait Islander Families

Provider	Length	Cost	Location	Link
Australian Childhood Foundation	3.5 hours	\$165	Online	<a href="https://bit.ly/3xPwf9j">https://bit.ly/3xPwf9j</a>

## Bringing Up Great Kids Parenting Adolescents

Provider	Length	Cost	Location	Link
Australian Childhood Foundation	3.5 hours	\$165	Online	<a href="https://bit.ly/3gWn1mm">https://bit.ly/3gWn1mm</a>

## Bringing Up Great Kids For Kinship Carers

Provider	Length	Cost	Location	Link
Australian Childhood Foundation	3.5 hours	\$165	Online	<a href="https://bit.ly/3gWn1mm">https://bit.ly/3gWn1mm</a>

## Bringing Up Great Kids Parenting after family violence

Provider	Length	Cost	Location	Link
Australian Childhood Foundation	3.5 hours	\$165	Online	<a href="https://bit.ly/3gTVKAP">https://bit.ly/3gTVKAP</a>

## Bringing Up Great Kids Learning the basics for professionals who work 1 on 1 with parents

Provider	Length	Cost	Location	Link
Australian Childhood Foundation	3.5 hours	\$165	Online	<a href="https://bit.ly/3jhZyO5">https://bit.ly/3jhZyO5</a>

## Moving and Soothing: Body based interventions for children and young people

Provider	Length	Cost	Location	Link
Australian Childhood Foundation	4 hours	\$165	Online	<a href="https://bit.ly/3j8yiBv">https://bit.ly/3j8yiBv</a>

## Dyadic Developmental Psychotherapy

Provider	Length	Cost	Location	Link
Australian Childhood Foundation	4.5 hours	\$165	Online	<a href="https://bit.ly/3x0DzPy">https://bit.ly/3x0DzPy</a>

## Positive Behaviour Support

### Positive Behaviour Support and Reducing Restrictive Practices: Supporting NDIS Practice Standards

Provider	Length	Cost	Location	Link
MAYBO	4 modules	\$105	eLearning	<a href="https://bit.ly/3y6vyZp">https://bit.ly/3y6vyZp</a>

### Conflict Management and Personal Safety

Provider	Length	Cost	Location	Link
MAYBO	6 modules	\$90	eLearning	<a href="https://bit.ly/3hiliGH">https://bit.ly/3hiliGH</a>

### Positive Approaches to Behaviour and Safer De-escalation

Provider	Length	Cost	Location	Link
MAYBO	6 modules	\$90	eLearning	<a href="https://bit.ly/3wdyiml">https://bit.ly/3wdyiml</a>

### Personal Safety and Guiding: Children and Young People

Provider	Length	Cost	Location	Link
MAYBO	Not provided	Not provided	Face-to-Face	<a href="https://bit.ly/2SCaYRC">https://bit.ly/2SCaYRC</a>

## Consulting with Young People

### Tools for Seeking and Integrating Children's Voices in Service Design and Delivery

Provider	Length	Cost	Location	Link
Australian Childhood Foundation	4 hours	\$297	Online	<a href="https://bit.ly/3wZ22on">https://bit.ly/3wZ22on</a>

## Disability Support

### FASD Webinar Series

Provider	Length	Cost	Location	Link
NOFASD	Varies	FREE	Online	<a href="https://bit.ly/3AawMVz">https://bit.ly/3AawMVz</a>

### FASD Train it Forward Masterclass

Provider	Length	Cost	Location	Link
NOFASD	1 day	Contact provider	Face-to-Face	<a href="https://bit.ly/3qBwJOD">https://bit.ly/3qBwJOD</a>

## FASD Information Workshop

Provider	Length	Cost	Location	Link
NOFASD	2-3 hours	Contact provider	Face-to-Face	<a href="https://bit.ly/3qBwJOD">https://bit.ly/3qBwJOD</a>

## Sensory Strategies for FASD

Provider	Length	Cost	Location	Link
NOFASD	Not listed	Contact provider	Face-to-Face	<a href="https://bit.ly/3qBwJOD">https://bit.ly/3qBwJOD</a>

## Strategies-focused Introduction to FASD

Provider	Length	Cost	Location	Link
NOFASD	Not listed	Contact provider	Face-to-Face	<a href="https://bit.ly/3qBwJOD">https://bit.ly/3qBwJOD</a>

## Leadership and Management

### Grounded Neuroscience of Leadership

Provider	Length	Cost	Location	Link
Australian Childhood Foundation	4 hours	\$165	Online	<a href="https://bit.ly/2SX6lly">https://bit.ly/2SX6lly</a>

### Trauma Responsive Leadership

Provider	Length	Cost	Location	Link
Blue Knot	1.5 hours	\$70	Online	<a href="https://bit.ly/3jaGxga">https://bit.ly/3jaGxga</a>
Blue Knot	1 day	\$330	Face-to-Face	<a href="https://bit.ly/3jaGxga">https://bit.ly/3jaGxga</a>

## Policy and Advocacy

### Advocacy Training

Provider	Length	Cost	Location	Link
Australian Youth Affairs Coalition	Tailored	Tailored	Online	<a href="https://bit.ly/3n1tL5l">https://bit.ly/3n1tL5l</a>

## Human Rights

### Promoting Human Rights and Reducing Restrictive Practices

Provider	Length	Cost	Location	Link
MAYBO	1 module	\$35	eLearning	<a href="https://bit.ly/3dx7WFE">https://bit.ly/3dx7WFE</a>

## Training and promising practice presentations (delivered by NT Youth Sector)

### Domestic and Family Violence and young people

Provider	Topic/s	More funding required
Tangentyere Domestic Violence Services Children Specialists	Best practice for working with young people who are experiencing domestic and family violence	Not stated

### Creative industries

Provider	Topic/s	More funding required
Katherine Regional Cultural Precinct Limited (T/As: Godinymayin Yijard Rivers Arts & Culture Centre)	<ul style="list-style-type: none"> <li>○ Lighting and Sound Tech</li> <li>○ Youth Performing Arts Hub - Performance Development</li> <li>○ Accessing Actors Centre Australia Intensive Workshops</li> </ul>	Additional funding of \$6,000 required to deliver this program.

### Respectful relationships

Provider	Topic/s	More funding required
SARC (Sexual Assault Referral Centre)	<ul style="list-style-type: none"> <li>○ Sexualised behaviour and its respect towards others</li> <li>○ The importance of self-respect and respect to others</li> <li>○ Self-esteem building</li> <li>○ AOD use and the behaviours that follow</li> </ul>	Yes

### Knowledge and skill sharing

Provider	Topic/s	More funding required
Laynhapuy Homelands Aboriginal Corporation	<ul style="list-style-type: none"> <li>○ Health related topics</li> <li>○ Land care</li> </ul>	Yes
MacDonnell Regional Council	<ul style="list-style-type: none"> <li>○ Sport and Recreation</li> <li>○ Case Management (case work)</li> </ul>	Yes

# Appendix B

## List of training priorities for NT Youth Sector

Employee training and workforce development topics

- Trauma informed practice and care
- Basic youth counselling skills
- Cultural awareness/safety/sensitivity/competency
- Domestic, family and sexual violence including cultural training led by Aboriginal workers within the domestic and family violence sector
- Mental health and suicide prevention including training with a cultural lens such as Aboriginal Mental Health First Aid and Suicide Story (Aboriginal Suicide First Aid)
- Alcohol and other drugs (AOD)
- De-escalation/mediation
- Vicarious trauma
- LGBTQIA+
- Advocacy
- Youth service provider networking/collaboration
- Reflective practice and applying theory to practice
- Respectful relationships
- Sexual education and safety
- Peer work
- Volatile Substance Abuse (VSA) legislation
- Understanding and supporting young people with complex needs
- Communication skills for interacting with youth with impairments, disabilities or histories of trauma
- Leadership
- Confidence building
- Neurodisability including FASD and neurodivergence including ADHD
- Financial literacy including money management
- Health
- Environment care
- Vocation based skills
- Job readiness training, professional skills development, and business foundations



- Community services, cleaning, caring.
- Assisting young people to apply for birth certificates, driver's licences, tax file numbers and other key documentation
- Unconscious bias
- Working with families
- Language tutoring
- Self-care and emotional wellbeing
- Alternative therapy including sandtray therapy and narrative therapy
- Coaching and mentoring
- Building rapport and trust
- Restorative practices
- Volunteering and work experience

#### Manager training and workforce development topics

- Evaluation
- Staff management and supervision
- Recruitment/retention strategies
- Customised in-house training
- Funding/grant applications
- Media/social media
- Quality and compliance
- Strategic planning
- Financial Management
- Governance
- Industrial relations

#### Government briefings topics

- Youth justice including changes to youth justice related legislation
- Child protection
- Legal rights and responsibilities
- Cultural respect, responsibilities and working respectfully together
- VSA legislation
- Parameters of approved information sharing

