



ONE WAY SOLUTIONS INDIGENOUS CORPORATION

Strategic Plan

2022-2024



Our Vision



Our Story

Opportunities Never End When Applied Yourself

ONE WAY SOLUTIONS is the brainchild of David Ahboo – a Torres Strait Island man born and bred. In 2010 David was dissatisfied by the gaps in mainstream service delivery to Torres Strait Islanders and Aboriginal people, particularly youth; the lack of opportunities available to local Indigenous people and the high failure rate of youth when required to engage in mainstream training and employment.

David worked tirelessly in the Torres Strait Islands and Northern Peninsula Area for almost 12 years to advocate for systemic change for Indigenous people in the region. He built strong partnerships with stakeholders and learned the way 'the system' works so that he could better assist local people to realise their training and employment dreams and goals.

In 2018, David determined that a formal structure was required that would enable engagement with funding bodies. OWS became incorporated under the CATSI Act as a not-for-profit and One Way Solutions Indigenous Corporation (OWSIC) came into being. The corporatisation of OWSIC has allowed it to expand its service delivery model, although the business core remains firmly focused on local training and employment for Indigenous people. OWSIC utilises a range of strategies in the training room or workplace to ensure success of participants and these have proven to be invaluable enabling many people to complete training, qualifications and stay in jobs.

The symbol of OWSIC is the trochus shell which is found in the Torres Straits. The pattern on the shell – a spiral which follows the circumference of the shell in an upwards direction until it reaches its top, is meaningful to OWSIC. It is the metaphor for what we desire for our people – to follow the path of life one way upwards, forever learning and achieving until our aspirations and goals are accomplished and we reach the pinnacle of our dreams and capabilities.

This 3-year Strategic Plan runs from 1 July 2022 to 30 June 2024 and is the blueprint for our goals and activities and will enable us to fulfill our Vision, Mission and Goals with integrity, transparency, compassion and care. We will revisit the Strategic Plan regularly to ensure we are on track to supporting our people and meeting their needs.

The Board of Directors
OWSIC





Our Values

OUR VALUES form the foundation to achieving our goals and carrying out activities. They are reflected through OWSIC's Rulebook and are the responsibility of, and implemented through, the work of our board of directors. We have 5 core values:

R **ESPECT** – We show respect to our clients, our stakeholders and each other and we expect our stakeholders to demonstrate these values when providing services to our people.

P **ASSION** - We practise unwavering care and compassion when undertaking activities to ensure there are long-term positive outcomes and benefits for our people.

P **ROFESSIONALISM** – We endeavour to build the capacity of our people and to ensure that services are accessible, affordable and viable to our communities.

C **ULTURE** - We acknowledge the different languages and the depth of cultural diversity that exists in the region and their importance to our people and we will deliver services in accordance with cultural protocols.

I **NTEGRITY** – We will be honest, transparent and accountable in the delivery of our services and we endeavour to base all our relationships on trust.

Our Mission

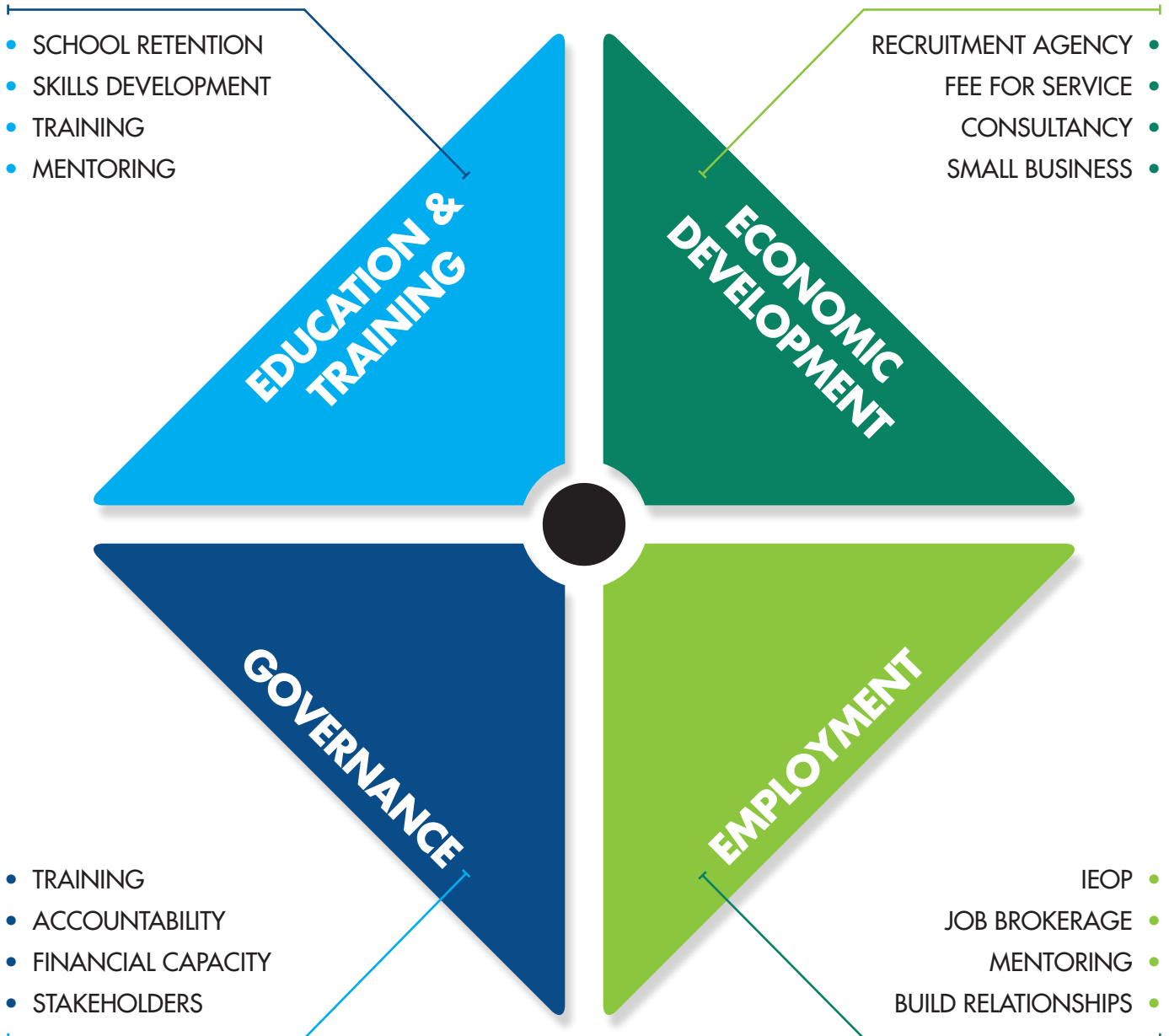
To deliver quality education and employment services that will support and assist school retention; access to training and skill development; and local employment in meaningful work.

To continue to form partnerships that will support our mission and that will help create and support local opportunities for economic development.



Strategic Goals

OUR GOALS are underpinned by cultural engagement with, and by all, stakeholders so that language and cultural differences are supported and contribute to improving outcomes.



Goal: **EDUCATION & TRAINING**

Improve school retention rates and focus on skills development and further education to enhance employability.

Actions:

- Apply for funding to deliver target specific programs
- Continue to partner with Education QLD and local high schools to focus on year 10,11 & 12 students
- Partner with a Registered Training Organisation for delivery of accredited training
- Provide program delivery, research and data collection
- Mentor students and those in training to overcome barriers to further learning

Goal: **ECONOMIC DEVELOPMENT**

Deliver services and programs that support sustainable economic and business development for our people and communities

Actions:

- Grow OWSIC via grant opportunities and forming partnerships with the 'right' people and agencies
- Establish OWSIC as a consulting service to service providers
- Support small businesses to be established locally
- Continue to offer fee-for-service
- Establish a recruitment agency to facilitate local employment options and post-placement support
- Develop cultural resources for use by employers to overcome work barriers

Goal: **GOVERNANCE**

Build and manage the resources and capacities of OWSIC to implement our mission and to enable us to better support our people.

Actions:

- Establish a OWSIC office
- Develop policies, procedures and planning documents that support our operations and mission
- Undertake training so we run our organisation using 'good governance' processes
- Develop financial capacity in line with our growth
- Establish a high integrity reputation so that government, business and service providers choose to partner with us

Goal: **EMPLOYMENT**

Strengthen the scope for local employment of Indigenous people and the availability of sustainable jobs.

Actions:

- Advocate at all levels to ensure that local employment remains high on the agenda of stakeholders
- Continue to provide job brokerage services to providers and employers
- Improve IEOP outcomes
- Build sustainable linkages, partnerships and joint ventures for mutually beneficial outcomes
- Continue to provide intensive workplace mentoring
- Become an employer of choice



Partnerships

WE ARE PROUD to have strong relationships that will deliver mutually beneficial outcomes for all. Our relationship-building and hard work have developed effective partnerships with:

- **EMG Workforce** in Cairns – labour hire brokerage for construction and other projects on Thursday Island
- **ITEC Group** in Cairns – employment, youth, health, construction
- **Building and Construction Indigenous Corporation** on Thursday Island – the advocacy group raising the profile of local indigenous builders and tradesmen
- **Tagai State College** – the only high school in the Torres Strait Islands
- **Kaurareg Native Title Aboriginal Corporation RNTBC** – the traditional holders of the Kaiwalagal region above Cape York
- **Gur A Baradharaw Kod Torres Strait Sea and Land Council (GBK)** – the current CDP provider in the Torres Strait Islands
- **Northern Peninsula Area Ngurpai Ikama Ikyia Council** – the Education Council is the advisory body to the NPA State School, the only high school in the NPA which services the 5 communities of the NPA
- **Crystal Ilan Pty Ltd** – a local indigenous business which has commenced recycling of abandoned vehicles on Badu Island
- **Paul Ware Constructions** – a local construction company based on Moa Island
- **Aputhama Lands Trust** – managers of traditional lands in the NPA
- **NPA Family and Community Services** – CDP provider in the NPA
- **Local Governments** including Torres Shire Council, Torres Strait Islands Regional Council and NPA Regional Council
- **Torres Strait Regional Authority** – the Australian Government Statutory Authority
- **Various State Government departments** including Education Queensland, Department of Small Business, Employment and Training, Communities
- **Construction Companies** eg. Hutchinson Builders, Rob Clarke Builders
- **Various small business owners** in the TSI and NPA

We will continue to nurture these partnerships and establish others relevant to our charter.



Monitoring & Review

THE PROGRESS of this Strategic Plan will be monitored regularly throughout the three year period of its implementation. It will be reviewed by the Board of Directors regularly to ensure projects stay on track and remain achievable.

This process will allow risks to achieving strategic goals to be identified and managed appropriately to ensure success, viability and sustainability.

OWSIC – May 2022





OWSIC

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