



One Way Solutions Indigenous Corporation



Strategic Plan 2026 – 2028



Our Story

For over seven years, our corporation has pursued the goals outlined in our Strategic Plan (2026–2028) and remains on track. Through consistent community engagement, we’ve identified key areas of need that will shape our future efforts.

Our core purpose is to create employment, education, and training opportunities for Indigenous people in remote communities. We’ve made progress through tailored initiatives like job brokerage, training referrals, improving school attendance, and advocating for stakeholder support. We actively promote the government’s Indigenous Procurement Policy and Indigenous Economic Development Policy (IEOP) by working with local contractors and service providers.

We’ve recently expanded into economic development by mentoring individuals seeking to start small businesses in the region.

Leadership

OWSIC is led by three directors:

- **David Ahboo**, founder and public face of OWSIC, is a skilled mentor committed to helping Indigenous people achieve education and employment goals.
- **Jeffrey Aniba**, the newest director and long-time supporter, brings cultural authority and strong ties to local education stakeholders.
- **Lyn Sutton**, a founding member, ensures our compliance with funding and registration requirements.

Symbolism and Vision

Our symbol, the trochus shell, represents growth and upward progress, mirroring our vision for continuous learning and achievement. Our motto, “opportunities never end when applied yourself,” reflects our mission: One Way Solutions.

Progress and Highlights

The trend of our successes since 2022 reflect the growing reach and effectiveness of our support programs across the NPA and TSI.



Increase in IEOP uptake



Increase in New clients



Increased Mentoring services



Increase in job partnerships



Continued strong partnerships

Strategic Plan Overview

This **Strategic Plan (2026–2028)** serves as our roadmap to fulfill our vision with integrity, transparency, compassion, and care. We will review it regularly to ensure we’re meeting the evolving needs of our community.

- ## Our Vision & Mission

- To deliver quality education and cultural 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 vision and that will help create and support local opportunities for economic development.



“ Growing local capability, creating lasting opportunity.”

- ## 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:

RESPECT

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.

PASSION

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

PROFESSIONALISM

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

CULTURE

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.

INTEGRITY

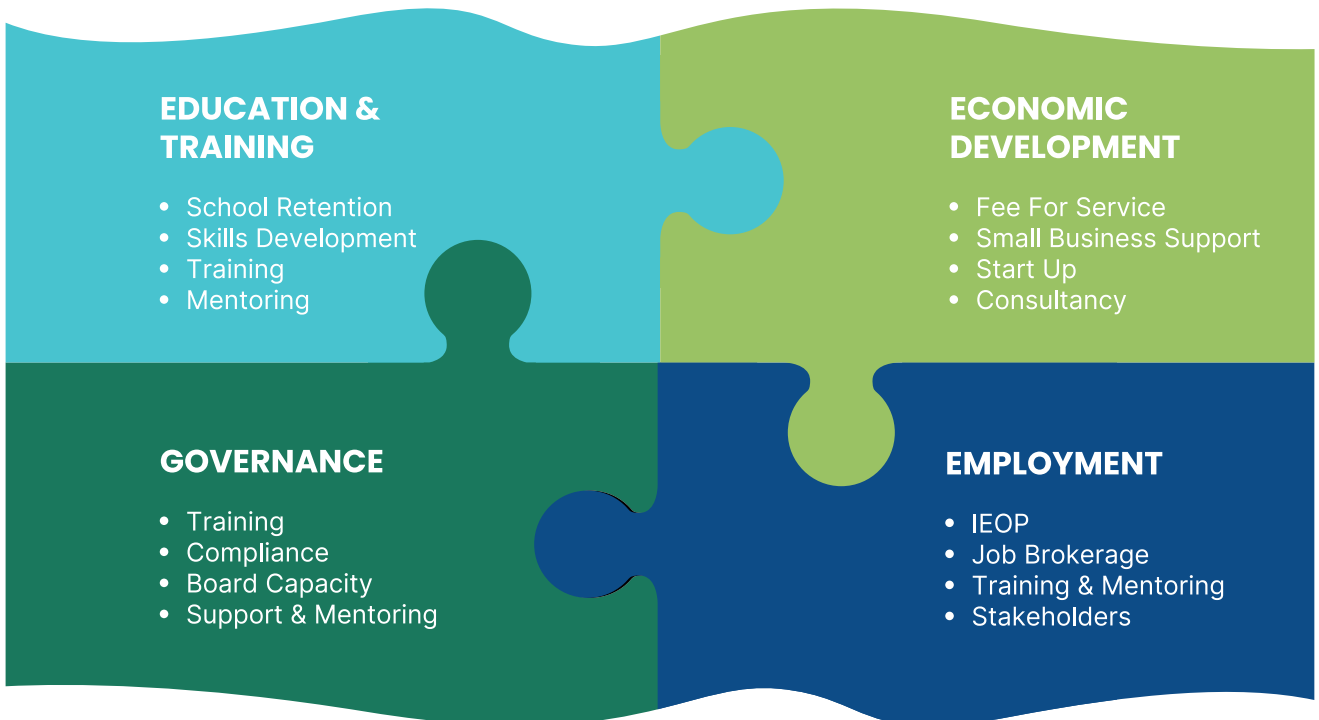
We will be honest, transparent and accountable in the delivery of our services and we endeavour to base all our relationships on trust.



• **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.

“ Strong people build strong communities, through opportunity, skills and purpose.”



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

Economic Development

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

Actions:



- * Establish OWSIC as a consulting service to service providers and businesses
- * Provide small business start-up support to get business ideas off the ground
- * Offer mentoring support to new and established small business to foster sustainability
- * Continue to offer fee-for-service
- * Develop cultural resources for use by employers to help overcome barriers around employment of local people

Governance

- Promote the practice of good governance locally amongst Indigenous corporations and not-for-profits.

Actions:



- * Provide local governance training to build the capacity of board members to support proper decision making and to run their corporations effectively
- * Assist the development of internal documents, policies and procedures for local corporations to implement good governance
- * Offer secretariat support and mentoring to assist maintenance of proper records, adopt best practice meeting procedures and be compliant with corporate legislation
- * Provide grant writing and dispute resolution services

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
- * Promote IEOP outcomes
- * Build sustainable linkages, partnerships and joint ventures for mutually beneficial outcomes
- * Continue to provide intensive workplace mentoring



• 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 which we will continue to nurture in addition to establishing others that are relevant to our charter.

ITEC GROUP **CAIRNS**

Build individuals' capabilities and create meaningful opportunities for youth employment in health and construction.

NORTHERN PENINSULA STATE COLLEGE

The high school of the Northern Peninsula Area.

BUILDING & CONSTRUCTION INDIGENOUS CORPORATION **THURSDAY ISLAND**

The main advocacy group raising the profile of local indigenous builders and tradesmen.

APUTHAMA LANDS TRUST

Managers of Traditional lands in the Northern Peninsula Area.

LOCAL GOVERNMENTS

Including Torres Shire Council, Torres Strait Islands Regional Council and Northern Peninsula Area Regional Council.

TAGAI STATE SCHOOL

The only high school in the Torres Strait Islands.

CONSTRUCTION COMPANIES

eg - Hutchinson Builders

KAURAREG NATIVE TITLE ABORIGINAL CORPORATION RNTBC

The traditional holders of the Kaiwalagal region above Cape York.

GUR A BARADHARAW KOD TORRES STRAIT SEA & LAND COUNCIL GBK

The current RAES provider in the Torres Strait Islands.

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.

NPA FAMILY & COMMUNITY SERVICES

RAES Provider in the Northern Peninsula Area.

TORRES STRAIT REGIONAL AUTHORITY

The Australian Government statutory body for Torres Strait Islander communities.

AUSTRALIAN TRAINING WORKS

Indigenous employment services provider in FNQ

COMMONWEALTH & STATE GOVERNMENT DEPARTMENTS

eg - Education Queensland

VARIOUS SMALL BUSINESS OWNERS IN TSI & NPA

New and existing businesses.



• 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.

O W S I C – F E B R U A R Y 2 0 2 6



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COMMUNITY BASED • NOT FOR PROFIT

