



Learning to Work Together Our Journey Moree Plains Shire Council

Debby Baxter-Tomkins



- Debby joined MPSC in 2003 as our Human Resource Manager under the leadership of our General Manager David Aber.
- She has a strong commitment to lifelong learning and ethical practises.
- She is passionate about the Moree Community and has internally driven our work to improve employment outcomes for Aboriginal people with Council.

Mitchell Johnson



- Local man, born in Moree, moved back to join MPSC in 2008
- Passionate about my community
- Worked in Local Government 17 years
- Recently appointed Director Corporate Services



Set the scene



Our Organisation





Our Approach



Use of Project Funding Opportunities



Positive Role Models



Career Development and Training



School Based Trainees



The Way Ahead for Aboriginal People

The Way Ahead for Aboriginal People provides mentoring services for Aboriginal apprentices and trainees who need additional support in the workplace.

Mentors are chosen because of their experience and acceptance within Aboriginal communities.





LG Careers

- Do you enjoy or are you good at
- **CHEMISTRY?**
- Have you considered the following occupations at Moree Plains Shire Council?

<p>LEVEL 1 Usually has a skill level equal to the completion of Year 10, the Senior Secondary Certificate of Education, Certificate I or Certificate II qualification. Australian Apprenticeships may be offered at this level.</p>	<p>LEVEL 3 Usually requires a level of skill equal to a Diploma or Advanced Diploma. Study is often undertaken through TAFEs or Registered Training Organisations. Some universities offer studies at this level.</p>
<p>LEVEL 2 Usually has a skill level equal to a Certificate III or IV or at least three years relevant experience. Australian Apprenticeships may be offered at this level.</p>	<p>LEVEL 4 Usually requires the completion of a Bachelor Degree or higher qualification. Study is often undertaken at university.</p>
<p>This chart shows a selection of jobs that have some relation to the subject of English. For further information visit jobguide.dest.gov.au. The four education and training levels are to be used as a guide only. These levels indicate the most common education and/or entry requirements for these jobs.</p>	

Aquatics Manager

LEVEL 3

Waste Operator

LEVEL 2

www.mpshc.nsw.gov.au

LEVEL 1

Plan-it Youth Mentoring

- Aimed at 15-19 year olds
- Students at risk of dropping out of school
- 1:1 support with goal setting, resolving problems,
- Free accredited mentoring training for mentors
- 8-10 weeks one hour per week mentoring



MOREE:

Leading the way
in Reconciliation

YAAMA





CENTRE FOR CULTURAL COMPETENCE AUSTRALIA

Mitchell Johnson

- Gomilaroi man from Moree NSW
- My family ties are to the people from Terry Hie Hie, east of Moree and the people from Caroonna Mission, south of Tamworth.



Who Am I

My interests are

- Family
- Sports
- Community Involvement
- Aboriginal Issues
- Career and Education
- Outdoors



My Family



My Family



Ambition & Motivation

2006 Career Profile

- **What opportunities do you have in the future to develop your career?**
- In Local Government there are a lot of opportunities to advance your career, especially if you are willing to do extra studies such as courses through university, TAFE and so on.
- In the future I hope to progress to Finance Manager and then on to Director and General Manager of Council



Career Journey

- Worked in 3 NSW Local Councils over the past 17 years
- Bathurst City 4 Years
- Byron Shire 4 Years
- Moree Plains Shire 8+ Years

Education

- I have completed tertiary qualifications at Southern Cross University
- Bachelor of Business (BBus) in 2002
Double Major HRM & Finance
- Masters Business Administration (MBA) in 2006 Accounting Specialisation

Leadership Development

National Indigenous Leadership Program

- 2008 National Indigenous Mens Leadership Program run by FaHCSIA
- 2010 Advanced Program
- Focused on yourself as a leader and your own leadership journey

My personal journey

- But besides being a Local Government employee I am also;
- A family man
- A community person
- A football club President and player
- A services club Treasurer
- A nephew, a cousin, an uncle, a mate
- WE ARE A LOT OF DIFFERENT THINGS

Walking in Two Worlds



Community Involvement

- Drug and Alcohol rehabilitation programs
- Domestic violence programs
- Rugby league football clubs
- Youth Programs and
- The Registered Clubs Industry

Putting It All Together

- Motivated and Ambitious
- Set yourself goals
- Formal Education
- Community Involvement

If we don't know who we are and
where we come from,

then how do we know where we
are going?

