

# Conservation Cadetships “Nature Program”

Round 3 – January to June 2023  
Information and Application Kit



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**Australian Government**

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# INTRODUCTION

Running Wild is a local Southern Moreton Bay Islands based not-for-profit that has been running work-readiness programs since 2017.

***“No one will protect what they don’t care about, and no one will care about what they have never experienced.”***

**Sir David Attenborough**

We have established a new social enterprise – Running Wild Outdoors offers inclusive eco-tourism and nature-skills experiences, including wildlife walking and kayaking tours.

We are recruiting for our third cohort of six people with disabilities from across the four islands, who will help design, pilot, and assist with some of these experiences over a paid, 20-week part-time cadetship starting in January 2023.

Alongside this, cadets will work on conservation projects around the islands learning about, and raising awareness of, our precious natural environment.

Cadets will gain essential work-readiness skills, as well as statements of attainment for introductory conservation and tourism modules that will count towards future study and prepare them for future employment.

A key tenet of the program will be the cadets’ opportunity to interact with potential local employers, as well as the wider community on projects, all the time challenging perceived barriers to employment with actions not words.

# GENERAL INFORMATION

## About us

Running Wild began as an organisation aiming to provide support services and meaningful activities for young people living on the Southern Moreton Bay Islands. Over the years the organisation has expanded to offer work-readiness programs for all ages, and employment generation through social enterprises such as Containers for Change and the Wild Goat Bistro. We have a strong environmental, community and cultural focus, and work hard to incorporate these values into all programs.

Running Wild is a supportive workplace and cadets are assisted to overcome any personal challenges they are experiencing. They are provided with on-site support and engaged in developing Pathway Plans (to identify employment/training goals) that:

- are tailored to individual needs and goals
- provide professional support to meet personal and social development needs including referral to specialised support services
- include ongoing progress feedback throughout the program
- explore training and employment networks to meet desired outcomes.

## About Nature Program Conservation Cadetships

Running Wild has been successful in securing this project funding on the basis that unemployed or under-employed people with disabilities from the Southern Moreton Bay Islands will have increased job prospects after participating in a cadetship.

With our ambition to launch an inclusive social enterprise, we are able to proactively discriminate to ensure all activities are designed for, and by, people with disabilities.

To apply for a Running Wild cadetship you must be:

- At least 15 years of age, and if under 16, an eligible school leaver
- Currently registered for Australian Government disability employment services or assistance, or self-declare as having a disability
- A resident on the Southern Moreton Bay Islands

# Project works

Project works are facilitated by Running Wild supervisors. Supervisors are staff members qualified and experienced in the relevant industry. The project works will provide an 'on-the-job' learning environment to promote a range of cadet learning experiences. Projects are community based and all add value to our unique island environment.

General work-readiness skills that all cadets can expect to develop during the program include:

- ability to work collaboratively within a team
- self-organisation, time management and discipline
- communication
- safe work practices and procedures
- working cooperatively with community groups
- leadership/initiative
- basic administration (i.e., filling in timesheets, weekly activity sheets)
- budgeting
- job search

The primary project for cadets will be the design, piloting and assistance of Running Wild's new eco-tourism and nature-skills experiences. These will include wildlife walks and kayaking tours to begin with.

Alongside this, cadets will work on conservation projects around the islands learning about, and raising awareness of, our precious natural environment. These will include:

- Maintaining Ocean Watch fishing tackle waste collection bins
- Working with Tangaroa Blue, to enter the marine debris collected into the Australian Marine Debris Initiative database
- Maintaining a native species nursery, propagating from seeds and cuttings at Conservation Corner
- Participating in native species habitat cataloguing, and other citizen-science based wildlife surveys

# TRAINING

## **Accredited Training**

Axiom College (a Registered Training Organisation) will deliver accredited training on site. Training is aligned to practical project works and will give cadets an introduction to both Tourism and Conservation qualifications, and cadets will gain statements of attainment for the following modules:

- SITXCCS006 Provide service to customers
- SITXCOM002 Source and present information
- BSBSUS201 Participate in environmentally sustainable work practices
- AHCPCM201 Recognise plants
- AHCFAU201 Recognise fauna
- AHCWHS301 Contribute to work health and safety processes

## **Non-accredited Training**

Running Wild will also deliver non-accredited training that will focus on job search activities to assist meeting employment goals. This training is integrated into the program and will support each cadet to develop the following:

- goal setting (pathway planning)
- job search documents (resume, portfolio, letters and marketing materials)
- communication skills
- job search strategy and action planning.

## WORK SCHEDULE AND CONDITIONS

Cadets will work according to the conditions of the Horticulture Award 2020.

Cadets are expected to abide by the Policies and Procedures of Running Wild. In particular, they will be made aware of the Code of Conduct and engaged in the development of a Working Agreement which will be established in the early stages of the program.

### Hours of work

Cadets will work a 24-hour week. Work hours may vary to reflect the project requirements and plans. Our projects are run collaboratively with community groups and other organisations, so we need to maintain a flexible schedule that can adapt to their changing needs. Running Wild tries to align start and finish times with ferry arrivals and departures, but this is never guaranteed.

We have an operational base where conservation cadets will start and finish some of their working days - Conservation Corner at 172 High Street, Russell Island.

As projects are delivered in the community, cadet groups will work across all four islands and attend various facilities. Start and finish locations may vary depending on project needs and cadets will sometimes be required to start or finish on a different island, or occasionally at Redland Bay. Cadets will be advised in advance in these cases.

Normal hours of work for conservation cadets will be:

- Tuesday, Thursday & Friday: 07:30 to 16:00 with one paid 10-minute morning tea break and a half hour unpaid lunch break.

The lunch break will generally be taken on-site where project work for the day is being undertaken. Cadets need to be able to come prepared for work in the morning with sufficient food and drink for the entire day. At times, there be no facilities on the work sites to keep food cool, or to heat up meals, so cadets will need to pack appropriately for these conditions.

Cadets will be required to fill in timesheets on a weekly basis.

In most cases cadets will be encouraged to save their annual leave to be paid out at completion of the employment term.

All cadets will be released from the workplace for prior approved appointments and job search activities such as interviews and information sessions.

## Uniforms

Cadets will be issued with uniforms as part of their Personal Protective Equipment (PPE). Lost items will be replaced at the expense of the cadet. They will be issued with uniforms as follows:

- 1 pair steel cap boots
- 1 pair waterproof shoes
- 1 hat
- 2 pair drill trousers
- 1 long-sleeve UV shirts
- 2 long-sleeve drill shirt
- 3 pair of socks
- 1 pair safety glasses
- 1 pair gloves



## **Wages and allowances**

Wages are in line with the Horticulture Award 2020. The pay rate varies depending on individual factors. Hourly rates can be calculated using the pay calculator on [fairwork.gov.au](http://fairwork.gov.au).

If cadets are required to use the passenger ferries to travel to the mainland for work purposes, they will be paid an allowance in their next pay to cover the charge to their Go Card.

## **Industry visits**

During the cadetship, regular visits to workplaces/sites of relevance and sessions from guest speakers will be incorporated into the work plans. These will provide complementary learning opportunities, insight into the diverse types of workplaces that could be available to graduates and potential for networking for project development and future employment opportunities.

## **In the field training trip**

All cadets will attend a week-long field trip to a location in a bushland area on the mainland in the latter part of the program. We will be camping for four nights and engaged in a range of activities related to their training program.

Dates for the training trip will be confirmed during the first half of the cadetship program. Cadets will be required to supply their own camping gear – i.e., tent, sleeping bag, crockery and cutlery. Basic facilities will be available at the campsite, such as toilets, showers and shelter.

## POSITION DESCRIPTION



**Position: CADET**

**Part-time, temporary**

**(24 hours /week for 20 weeks)**

### **Purpose of the position**

Cadets will design and pilot eco-tourism and nature-skills experiences, whilst delivering essential conservation projects across all four Southern Moreton Bay Islands.

### **Requirements of the position**

Cadets must be:

- At least 15 years of age, and if under 16, an eligible school leaver
- Currently registered for Australian Government disability employment services or assistance, or self-declare as having a disability
- A resident of the Southern Moreton Bay Islands

### **Duties**

- Undertake accredited training in Conservation and Tourism
- Undertake job search training
- Undertake the week-long “in the field training” trip – staying four nights at a location on the mainland
- Participate in identified project works:
  - Designing and piloting SMBI eco-tourism and nature skills experiences, such as wildlife and bush-tucker walking and kayak trips
  - Installing & maintaining Ocean Watch fishing tackle waste collection bins
  - Working with Tangaroa Blue to enter the marine debris collected into the Australian Marine Debris Initiative database

- Maintaining a native species nursery, propagating from seeds and cuttings at Conservation Corner
- Participating in native species habitat cataloguing, and other citizen-science based wildlife surveys
- participate in personal development opportunities – *in a team, Cadets will learn work skills required to gain and sustain employment such as communication, time management and personal management*
- participate in goal setting and action planning – *each Cadet will be supported to develop individually tailored plans towards a transition to employment or further learning.*

### **Reporting Relationships**

Cadets report to the relevant Supervisor and Project Manager

### **Related Award**

MA000028: Horticulture Award 2020

### **Start date**

This third round of cadets will start work on Tuesday 31 January 2023.

### **How to apply**

Please complete [the application form found here](#), answering all questions and send a CV/Resume if you have to [admin@runningwild.org.au](mailto:admin@runningwild.org.au)

Or contact Running Wild on the details below for a hard copy:

Ph: 0473 435 086

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

### **Closing date for applications**

Friday 13 January 2023.