

From: Sue Bruce
To: Leonie Purnell; Donna Thomas
Cc: Greg Moore
Subject: RE: Cert IV in Indigenous Cultural Capability
Date: Wednesday, 7 September 2022 2:30:35 PM
Attachments: Unit_Delivery_Schedule.docx

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Apologies, now with attachment.

Thanks,
 Sue

From: Sue Bruce
Sent: Wednesday, 7 September 2022 2:30 PM
To: Leonie Purnell <Leonie.Purnell@dssatsip.qld.gov.au>; Donna Thomas <Donna.Thomas@dssatsip.qld.gov.au>
Cc: Greg Moore <greg.moore@acpa.edu.au>
Subject: Cert IV in Indigenous Cultural Capability

Hi Donna and Leonie,

As requested last week, please find below a table providing an indication of enrolments and the various stages of progress towards the Cert IV in Indigenous Cultural Capability.

You will note we have enrolments from November 2021 (initial offering) and continuing throughout 2022. While last week's email prompt admittedly caused some concern, it also created a flurry of activity! We have seen some completions this week in addition to positive feedback from people wanting to take up the option of restarting. Again for clarity, the email offer was to just extend their completion due date (it's a self-paced course and early study is not cancelled). As a consequence the below report is dynamic and we believe we will continue to see progress to certification with time.

Department	Enrolment date	Enrolments	NYS	Started	50% Completion	100% Completions	Withdrawals	Totals
Ambulance Qld	Mar-22	1	1	0	0	0	0	1
	Sep-22	1	1	0	0	0	0	1
CHDE	Nov-21	9	5	2	1	1	0	9
	Mar-22	2	2	0	0	0	0	2
DCYJMA	Mar-22	7	6	0	1	0	0	7
DES	Nov-21	1	0	0	0	0	0	1
	Mar-22	29	20	6	0	0	3	29
	Jul-22	5	5	0	0	0	0	5
DSDILGP	Nov-21	1	1	0	0	0	0	1
	Mar-22	7	4	2	0	1	0	7
DSDSATSIP	Nov-21	7	2	4	0	1	0	7
	Mar-22	10	0	9	0	0	1	10
	Jul-22	8	0	7	0	0	1	8
Education QLD	Nov-21	22	7	9	4	2	0	22
	Mar-22	18	14	1	0	1	2	18
Premier & Cabinet	Nov-21	1	0	0	1	0	0	1
Translink	Jul-22	2	2	0	0	0	0	2
TMR	Mar-22	2	2	0	0	0	0	2
	May-22	1	0	1	0	0	0	1
	Jul-22	1	1	0	0	0	0	1
QLD Health	Nov-21	3	3	0	0	0	0	3
Totals		138	76	41	8	6	7	138

Legend	
NYS	Not Yet Started
	Enrolled 2021
	Enrolled 2022

Leonie, we also noted your request for us to share any further questions with you around the Cert IV process, in your role as the conduit between ACPA and Queensland Government departments. Thanks for this offer and Greg Moore our ACPA head of Music, cc'd to this email, administers the Cert IV enrolments, and works with CIP to ensure student support is ongoing. I wanted to connect you. We could provide periodic updates of this report to assist you with monitoring progress if this would be helpful?

Also attached is a schedule which was developed to assist students to plan their progress to complete the Cert IV, which you can share with students. It is provided on enrolment but we are aware that information like this can be overlooked when starting something new. Some further information we share with this schedule is:

- Work with the schedule to understand the anticipated time commitment
- Unit 1 introduces the Cert IV and has the longest and most intensive content. The readings can be seen as a hurdle, but the workload becomes lighter once Unit 1 is completed

- The Schedule provides a rough guide for completion of approximately 8 months, allowing for a holiday period over December
- Online forums have also been developed through Teams, dedicated to each of the Unit. By joining the online forums Students can ask questions or gain advice from other students who have completed the Units
- Forums will include video tutorials to guide assessment for each Unit

Let Greg or I know if you have any questions or comments with respect to the above. Thank you again for working with us to progress this program.

kind regards,
Sue

Sue Bruce
Interim General Manager
Aboriginal Centre for the Performing Arts



07 3569 5869
sue.bruce@acpa.edu.au
Judith Wright Arts Centre
Level 2, 420 Brunswick St
Fortitude Valley QLD 4006

IP RELEASE

Core Units (all seven must be undertaken)			
Unit Code	Unit Name	Prerequisite	Suggested Duration
NAT10963001	Research and analyse historical context of Indigenous Australia	Nil	8 weeks
NAT10963002	Research and evaluate demographic research of Indigenous Australians	NAT10963001	4 weeks
NAT10963003	Research and document legal and non-legal commitments impacting Indigenous Australians	Nil	4 weeks
NAT10963004	Research and document legislation and regulation to delivery of services for Indigenous Australians	NAT10963003	4 weeks
NAT10963005	Research and apply Indigenous governance frameworks	NAT10963003 NAT10963002 NAT10963003	4 weeks
NAT10963006	Design and implement strategies for procuring services from Indigenous businesses and persons	NAT10963003 NAT10963005	4 weeks
NAT10963007	Implement product and service delivery to Indigenous Australians	NAT10963002 NAT10963005	4 weeks
Elective units (choose one)			
NAT10963008	Procure Indigenous intellectual property	NAT10963003 NAT10963005 NAT10963006	4 weeks
NAT10963009	Develop an Indigenous employment strategy	NAT10963002 NAT10963005 NAT10963007	4 weeks
NAT10963010	Ensure workplace cultural safety for Indigenous Australians	NAT10963002 NAT10963005	4 weeks

From: [Sue Bruce](#)
To: [Donna Thomas](#); [Leonie Purnell](#)
Cc: [Greg Moore](#)
Subject: Enrollment update as at 2 November 2022, Cert IV in Indigenous Cultural Capability
Date: Wednesday, 2 November 2022 12:25:36 PM
Attachments: [CertIV ICC enrolment update 2 Nov 2022.pdf](#)

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Hi Donna and Leonie,

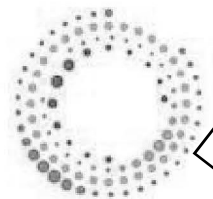
Ahead of our meeting next Tuesday morning, and as previously discussed, please see attached an updated report of student statistics in the Cert IV in Indigenous Cultural Capability.

I have invited Greg to join yourselves, Tracy and I, as he has the full history of the Cert IV delivery and has compiled this update. We are continuing to see enrolments trickle in, albeit in very small numbers.

Thanks & regards,
Sue

Sue Bruce

Interim General Manager
Aboriginal Centre for the Performing Arts



ACPA
ABORIGINAL CENTRE FOR
THE PERFORMING ARTS

07 3569 5869

sue.bruce@acpa.edu.au

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Level 2, 420 Brunswick St
Fortitude Valley QLD 4006

We acknowledge the original inhabitants of this land and their descendants and pay our respects to the elders past and present. We thank them for their connection to community and for the songs, dances, lessons, and stories that have been shared with us so that we can continue to share and pass them on to future generations.

UPDATE AS OF 2ND NOVEMBER 2022

Department	Enrolment date	Enrollments	NYS	Started	50% Completion	100% Completions	Withdrawals	Not Enrolled	Total active Students
Ambulance QLD	Mar-22	2	2	0	0	0	0	0	2
CHDE	Nov-21	12	5	1	1	2	1	2	9
	Mar-22	3	2	0	0	0	0	1	2
DCYJMA	Mar-22	8	3	2	1	0	2	0	6
	Nov-21	1	0	0	1	0	0	0	1
DSDILGP	Mar-22	40	21	8	1	2	8	0	32
	Nov-21	8	3	2	0	1	1	1	6
DSDSATSIP	Mar-22	1	0	0	0	0	0	1	0
	Nov-21	14	2	3	0	1	8	0	6
Education QLD	Mar-22	19	12	4	0	0	3	0	16
	Nov-21	31	7	9	2	5	3	5	23
Premier & Cabinet	Mar-22	16	8	1	0	1	1	5	10
	Nov-21	1	0	0	1	0	0	0	1
Translink	Mar-22	3	3	0	0	0	0	0	3
	Mar-22	5	3	0	0	0	2	0	3
QLD Health	Nov-21	8	2	0	0	0	5	1	2
	Nov-21	1	0	0	0	0	1	0	0
Treasury	Nov-21	1	0	0	0	0	1	0	0
Totals		173	73	30	7	12	35	16	122
								Total (W & NE)	51

Legend	
NYS	Not Yet Started
	Enrolled 2021
	Enrolled 2022
W & NE	Withdrawn or not-enrolled

From: [Donna Thomas](#)
To: [Wesley Aird](#)
Cc: Wesley@indigenouspolicy.com.au
Subject: FW: Indigenous Cultural Capability
Date: Friday, 12 August 2022 11:49:10 AM
Attachments: [image002.png](#)
[image004.png](#)
[image003.png](#)

Dear Wesley

I am writing to you in your capacity as the General Manager of the Aboriginal Centre for the Performing Arts (ACPA). Thank you for your email to Dr Mackie. He has asked me to respond to this on his behalf. I note that the Centre for Indigenous Policy Pty Ltd (CIP) is the course owner for the Certificate IV in Indigenous Cultural Capability and that the agreement for delivery of this course to the Queensland Government is with ACPA.

I'm aware that you met with Ms Leonie Purnell, Acting Director, Culture and I on 2 March 2022 in your role as General Manager, ACPA. During this meeting, the option of the delivery of stand-alone units from the Certificate IV in Indigenous Cultural Capability was discussed and supported. This was later affirmed in correspondence, dated 5 April 2022, to you (as General Manager, ACPA) from Dr Chris Sarra, Director-General, Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships.

Ms Purnell and I have never met with you in your capacity as Director, CIP. Additionally, any engagement with departmental staff and CIP would need to exclude any discussion of the ACPA agreement as this would attract commercial in confidence material which would be inappropriate to disclose in relation to the delivery of the course.

In the meeting on 2 March 2022, it was clear that you were representing ACPA, therefore it is the department's understanding that ACPA would be the training provider for the standalone units. In that regard, ACPA would be responsible for acquiring the appropriate licences to enable it to deliver the stand-alone units. I note that any delivery of stand-alone units by the Centre for Indigenous Policy would not be accredited as I understand CIP is not a registered training organisation. This would limit individuals' ability to use the units as a recognition of prior learning for any pathway to the Certificate IV qualification.

Your email of 19 May 2022 is in your capacity as Director, Centre for Indigenous Policy and your subsequent email of 7 August 2022 represents the interests of the Centre for Indigenous Training as well as referring to issues regarding the ACPA agreement. I am concerned that you may have been representing your own business interests, rather than ACPA's interests, when attending the meeting of 2 March 2022, and in your subsequent emails, and will need to raise this with the ACPA Board and relevant government department.

I note your comments in relation to the Dispute Notice and the enrolment numbers.

Please contact me on 3003 6381 or by email at Donna.Thomas@dssatsip.qld.gov.au if you would like to discuss this.

Kind regards

Donna Thomas

Donna Thomas | Executive Director
Culture and Economic Participation
[Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships](#)

Level 15, 111 George Street, Brisbane Qld 4001

T: 07 300 36381 **M:** **E:** Donna.Thomas@dssatsip.qld.gov.au

www.dssatsip.qld.gov.au

I work flexible hours and do not expect a response outside of business hours.

I acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Owners of this Country and pay my respect to

Elders past and present.

From: Wesley Aird <Wesley@indigenouspolicy.com.au>
Date: 7 August 2022 at 1:36:52 pm AEST
To: Ian Mackie <Ian.Mackie@dssatsip.qld.gov.au>
Cc: Accounts <accounts@acpa.edu.au>
Subject: RE: Indigenous Cultural Capability

Dear Ian,

For the sake of clarity, ACPA does not 'own' the course for the Certificate IV in Indigenous Cultural Capability. A quick look at Training.gov.au shows that Centre for Indigenous Policy Pty Ltd (CIP) is the course owner. Therefore, the only way ACPA is able to deliver the course is through a licence agreement with CIP. The licence agreement between ACPA and CIP is limited to the full course. ACPA has no licence to deliver individual units whether accredited or not.

If any Queensland Government agency seeks to purchase units directly from the Centre for Indigenous Training that is an entirely appropriate course of action.

I note that the Dispute Notice issued on 10 June 2022 continues to remain active and the Queensland Government commitment to enrolments continues to decline. Please be aware that by resolution of the ACPA Directors on 26 July 2022, the Directors have assumed responsibility for this matter, and I am given to understand the ACPA Directors are engaging DSSATSIP staff on this.

Kind regards,
Wesley Aird

From: Ian Mackie <Ian.Mackie@dssatsip.qld.gov.au>
Sent: Wednesday, 15 June 2022 4:09 PM
To: Wesley Aird <Wesley@indigenouspolicy.com.au>
Subject: RE: Indigenous Cultural Capability

Hi Wesley

Thank you for your email to me below regarding the compilation of a package for how to deliver individual units from the Certificate IV as either accredited or non-accredited units. It has been noted that this was sent from you in your role as the Director of the Centre for Indigenous Policy Pty Ltd.

I also noted that the Centre for Indigenous Training Pty Ltd was referenced as the training company. The department's agreement for the delivery of the Certificate IV in Indigenous Cultural Capability is with the Aboriginal Centre for the Performing Arts. I will be meeting with the Board of the Aboriginal Centre for the Performing Arts this week and intend to raise this with the Board as this falls outside our agreement.

Kind regards

Dr Ian Mackie

Dr Ian Mackie
Deputy Director-General, Culture and Economic Participation
Aboriginal and Torres Strait Islander Partnerships
Department of Seniors, Disability Services and Aboriginal and Torres Strait

Islander Partnerships

P 07 3003 6311 Mobile phone number
Level 9, 1 William Street, Brisbane QLD 4000
Ian.Mackie@dssatsip.qld.gov.au
www.datsip.qld.gov.au

From: Wesley Aird <Wesley@indigenouspolicy.com.au>
Sent: Thursday, 19 May 2022 11:52 AM
To: Ian Mackie <Ian.Mackie@dssatsip.qld.gov.au>
Subject: Indigenous Cultural Capability

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Ian,

Many thanks for your time on the phone the other day.

You will find at www.indigenouspolicy.com.au a 3 minute video for anyone considering the Certificate IV in Indigenous Cultural Capability.

With regard to individual units, we have put together a package (see attached) for how to deliver individual units from the Certificate IV as either accredited or non-accredited units. If the unit is being undertaken on its own (as against the full Cert IV) and isn't assessed, then we can work around the issue of prerequisites. Down the track an individual can upgrade to do the assessment and get the accredited unit and or move on to the full course.


It's a bit of a work in progress, however, I hope you get the picture that there is a very wide range of options on the table in addition to the full Cert IV.

I look forward to catching up in due course.

Kind Regards

Wesley Aird
Director

✉ wesley@indigenouspolicy.com.au ☎ 0402 003 721
🌐 www.indigenouspolicy.com.au

 CENTRE FOR
INDIGENOUS POLICY

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Our reference: 02331-2022

Department of
Seniors, Disability Services and
Aboriginal and Torres Strait
Islander Partnerships

Mr Wesley Aird
General Manager
Aboriginal Centre for the Performing Arts
Judith Wright Arts Centre
420 Brunswick Street
FORTITUDE VALLEY QLD 4006
Wesley.Aird@acpa.edu.au

Dear Mr Aird

Thank you for your email of 10 June 2022 regarding the Certificate IV in Indigenous Cultural Capability, stating that the email should be viewed as notification that the Aboriginal Centre for the Performing Arts (ACPA) and the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships (the department) are in dispute, as provided for in clause 10 of the Agreement of Parties. Your email also requested a meeting with myself or Dr Ian Mackie, Deputy Director-General, Culture and Economic Participation.


I am aware that you and officers from the department's Culture and Economic Participation branch have had regular contact and discussed enrolment numbers and other matters in order to increase access to, and retention in, the Certificate IV in Indigenous Cultural Capability.

Noting your request for a meeting, I can confirm that Dr Mackie met with the Board of the ACPA on 16 June 2022 to discuss the course.

While the projected target number for enrolments is proving challenging to meet, the department will continue to engage with Queensland Government agencies and ACPA to promote the course in an effort to increase enrolment rates.

If you would like to discuss this, or require further information, I encourage you to contact Ms Donna Thomas on 3003 6381 or by email at Donna.Thomas@dssatsip.qld.gov.au.

Yours sincerely


Dr Chris Sarra
Director-General
08/07/2022

73(2) internal email not within scope

From: Wesley Aird <wesley.aird@acpa.edu.au>
Sent: Friday, 10 June 2022 8:53 AM
To: Chris Sarra <Chris.Sarra@dssatsip.qld.gov.au>
Cc: Ian Mackie <Ian.Mackie@dssatsip.qld.gov.au>
Subject: Dispute Notice - Certificate IV in Indigenous Cultural Capability

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Dear Chris,

I trust this finds you well.

The Agreement of Parties between DSDSATSIP and Aboriginal Centre for the Performing Arts signed in December 2020 set out the Queensland Governments target commitment of 300 students each year for three years.

Nothing in that Agreement made the number of students contingent on funding or subsidies. ACPA, acting reasonably on your commitment, made arrangements and entered into subsequent agreements for the delivery of the course.

In spite of months of remedial work aimed at improving the numbers, the Queensland Government is yet to enrol even half of the anticipated number for the first year. This is not a mere slow start, the number of enrolments are actually slowing down over time.

Please accept this email as notice of that we are in Dispute as provided for in clause 10 of the Agreement. As per the Agreement, I now request the opportunity to meet (in person or electronically) with yourself and or Dr Mackie to work towards resolution.

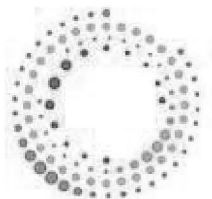
I would appreciate advice from you within the next five working days as to our next steps.

Kind regards,

Wesley Aird

General Manager

Aboriginal Centre for the Performing Arts



ACPA
ABORIGINAL CENTRE FOR
THE PERFORMING ARTS

07 3569 5869

wesley.aird@acpa.edu.au

Judith Wright Arts Centre

420 Brunswick St, Fortitude Valley QLD 4006

IP RELEASE

Ann-marie Foster

From: Sue Bruce <sue.bruce@acpa.edu.au>
Sent: Tuesday, 1 November 2022 8:49 AM
To: Donna Thomas
Cc: Leonie Purnell; Kacey Cusack
Subject: RE: ACPA Cert IV enrolments discussion

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Hi Donna,

Apologies for my late response. I work part time and have just returned to the office today.

I have two meetings this morning already committed. Do you have any free time tomorrow, Wednesday or Thursday? I am happy to hold the meeting at either location so whatever suits you best.

Kind regards,
Sue

Sue Bruce

Interim General Manager
Aboriginal Centre for the Performing Arts



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sue.bruce@acpa.edu.au
Judith Wright Arts Centre
Level 2, 420 Brunswick St
Fortitude Valley QLD 4006

We acknowledge the original inhabitants of this land and their descendants and pay our respects to the elders past and present. We thank them for their connection to community and for the songs, dances, lessons, and stories that have been shared with us so that we can continue to share and pass them on to future generations.

From: Donna Thomas <Donna.Thomas@dssatsip.qld.gov.au>
Sent: Friday, 28 October 2022 3:19 PM
To: Sue Bruce <sue.bruce@acpa.edu.au>

Cc: Leonie Purnell <Leonie.Purnell@dldsatsip.qld.gov.au>; Kacey Cusack <Kacey.Cusack@dldsatsip.qld.gov.au>
Subject: RE: ACPA Cert IV enrolments discussion

Hi Sue

Lovely to hear from you. Happy to meet next week. I would also like Leonie to attend this meeting. We are both free on Tuesday morning and could visit you at ACPA if you like.

If Tuesday morning doesn't suit you, can you please let me know and I'll ask Kacey in my team to arrange this with you?

Kind regards

Donna

Donna Thomas | Executive Director
Culture and Economic Participation
Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships

Level 15, 111 George Street, Brisbane

T: 07 300 36381 | **M:** [07 300 36381](tel:0730036381) | **E:** Donna.Thomas@dldsatsip.qld.gov.au
www.dldsatsip.qld.gov.au

I work flexible hours and do not expect a response outside of business hours.

I acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Owners of this Country and pay my respect to Elders past and present.

From: Sue Bruce <sue.bruce@acpa.edu.au>
Sent: Thursday, 27 October 2022 4:00 PM
To: Donna Thomas <Donna.Thomas@dldsatsip.qld.gov.au>
Subject: ACPA Cert IV enrolments discussion

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Hi Donna,

I hope you are well? Apologies for the length of my message on your voice mail!

Would you have time to meet next week to talk about the Queensland Government enrolments in the Certificate IV for Indigenous Cultural Capability?

For context, we are close to the 1 year anniversary of the first enrolments which occurred under the contract between ACPA and the Queensland Government in November 2021. While the recent 'restart' email has created good engagement and further enrolments, we also have a number of people across Departments who haven't responded or commenced their study despite being enrolled. Ahead of the meeting I will provide you with the enrolment numbers (as we agreed previously) and in greater detail, the two specific groups of people I wanted to talk through. We are preparing this by Department, and with names, just for you. Namely:

- those who have enrolled and paid but have stopped their study; and
- those who have enrolled and paid but never started their study.

One year in we are looking at our options to exhaust all options to get people studying, prior to reviewing their enrolment. This is what I would like to talk through with you at a suitable time. I am happy to come and meet with you in person, or meet by phone.

Please let me know what works best for you?

Thanks & regards,
Sue

Sue Bruce

Interim General Manager
Aboriginal Centre for the Performing Arts



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