



Barra-gi

Giving you wings to fly


2024

BARRA-GI CONSULTING PATHWAYS AND MENTORING

Barra-gi Consulting are delighted to share with you our First Nations employment pathway and mentoring booklet. This booklet contains information on our programs, we would be delighted to create opportunities with you and your organisation to create positive outcomes for First Nations peoples and communities.



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WELCOME MESSAGE



Rae Talbot
Managing Director

Barra-gi Consulting is a trusted and experienced First Nations business that specialises in providing authentic engagement and design opportunities for projects. With a focus on embedding Country, culture, knowledge, and language into projects, Barra-gi Consulting aims to elevate First Nations voices and create positive outcomes for Project Partners.

Our six pillars guide Barra-gi Consulting's approach, ensuring that First Nations communities are actively involved in projects and that their voices are heard and respected. By prioritising the representation of First Nations perspectives, Barra-gi Consulting contributes to the preservation and thriving of culture for future generations.

Our proven success and strong commitment to First Nations communities set us apart in the industry. Our expertise and dedication enable us to deliver projects that not only meet the needs of Project Partners but also contribute to the empowerment and enrichment of First Nations communities.

With a focus on authenticity, inclusivity, and collaboration, Barra-gi Consulting is an ideal partner for organisations seeking to engage with First Nations communities and incorporate diverse perspectives into their projects. Our comprehensive approach ensures that projects are culturally sensitive, sustainable, and contribute to the overall well-being of the communities involved.

In conclusion, Barra-gi Consulting is a reliable and dedicated First Nations business that prioritises the representation and empowerment of First Nations voices. Our commitment to authenticity, trust, and communication makes us an invaluable partner for organisations seeking to create positive outcomes in projects while respecting and honoring First Nations culture and heritage.





ABOUT BARRA-GI

Barra-gi Consulting is a dynamic and purpose-driven organisation, dedicated to empowering First Nations communities and facilitating their positive influence on outcomes that resonate through generations. The company firmly believes in the significance of embedding the rich connection to Country in modern-day practices, ensuring the continuous sharing of stories, history, and knowledge for the benefit of future generations and the broader community.

Founded and led by Rae Talbot, Barra-gi Consulting is driven by a genuine passion for creating and nurturing relationships. Rae, a passionate Walbunja and Kwiambal descendant, possesses a deep commitment to strengthening long-term bonds between First Nations communities and project partners. With a profound understanding of the power of authentic grassroots relationships, Rae is an ardent advocate for incorporating First Nations voices in all aspects of the co-design process, resulting in projects that truly reflect the values and aspirations of the communities they serve.

At the heart of Barra-gi Consulting's approach lies a resolute commitment to inclusivity and collaboration. The company works tirelessly to ensure that First Nations voices are not only heard but also actively incorporated in shaping the strategies and frameworks of projects. As a 100% Aboriginal-owned and managed organisation, Barra-gi Consulting brings the voices of Aboriginal and Torres Strait Islander communities to the decision-making table, fostering an environment of understanding and mutual respect.

Barra-gi Consulting's extensive experience in building robust relationships with First Nations communities across Australia has been instrumental in forging its reputation for excellence. The company employs best practices, notably workshops and consultations, to engage with stakeholders effectively, ensuring that all perspectives are valued and integrated into project outcomes.

OUR GOAL

Our vision is to raise First Nations voices and assist in embedding Country, culture, language and knowledge into current and future projects, to allow First Nations community voices to be heard, seen and felt in future projects.



The company's comprehensive suite of services reflects their dedication to cultural awareness and community engagement. From offering cultural awareness training to facilitating cultural walks on Country, Barra-gi Consulting provides immersive experiences that promote a profound understanding of First Nations' heritage and traditions. Their expertise in workshop facilitation empowers diverse voices to contribute actively and meaningfully to the projects, fostering an environment of collaboration and synergy. Barra-gi Consulting stands as a shining beacon of empowerment, bridging the gap between First Nations communities and project partners. Under the visionary leadership of Rae Talbot, the company's commitment to co-design processes, community engagement, and inclusivity sets them apart as a transformative force in building a brighter future for all. With a clear focus on authentic relationships and cultural preservation, Barra-gi Consulting continues to forge a path that honours the past, enriches the present, and inspires the generations to come.

FIRST NATIONS EMPLOYMENT PATHWAYS

Barra-gi Consulting are delighted to offer employment pathways for the life cycle of projects. As First Nations consultants, we are on projects at the beginning stages and have had the opportunity to identify gaps in First Nations employment on projects and have created solutions to create higher rates of First Nations employment and participation after our services have been completed.

We aim to empower voices, whilst we foster connections, and create inclusive pathways for all. Our approach emphasises individual mentoring and support, facilitating personal and professional growth while also focusing on creating inclusive pathways to employment. We aim to empower individuals and organisations through cultural awareness and collaboration, we are committed to amplifying unique voices and cultivating a more connected future.





Overview

Barra-gi Consulting operates at the intersection of culture and community engagement. With deep understanding of the diverse backgrounds of our clients, we offer tailored support that enables individuals to thrive within their respective environments. We recognise the critical importance of representation and inclusion in today's diverse workforce and aims to bridge gaps in cultural understanding both in individual and organisational settings.

Mission

Our mission is to empower individuals and organisations by fostering authentic engagement, promoting cultural awareness, and providing inclusive mentorship that elevates unique voices within community. We are committed to creating pathways to employment that support personal development but also enrich the cultural landscape of our environments.

Problem

Many First Nations people from diverse backgrounds face barriers to employment and professional growth due to cultural misunderstandings and lack of support. This often leads to underrepresentation in various sectors and deprives organisations of the innovative perspectives brought by a diverse workforce. The challenge lies in bridging these gaps and ensuring that all voices are heard and valued in both personal and professional settings.

Solution

Barra-gi Consulting provides individualised mentoring programs tailored to support unique needs of each client. Our solutions include workshops, training sessions, and one-on-one mentorship designed to enhance cultural competency, build confidence, and empower individuals with skills that are relevant to their professional aspirations. By fostering an inclusive environment, we facilitate pathways to meaningful employment and collaboration.



Differentiation Strategy

Barra-gi Consulting's differentiation strategy hinges on several key factors. Firstly, our unwavering commitment to authenticity and long-term relationships will set us apart. We prioritise building trust with clients through a deep understanding and respect for individual cultural backgrounds, ensuring our engagement is meaningful and impactful.

Secondly, our individualised mentoring approach allows us to cater to the diverse needs of our clients. Unlike competitors that offer generalised programs, we recognise the uniqueness of each person and strive to customise our services to support specific personal and professional goals. This tailored support extends to our work with organisations, where we adapt our frameworks to align with their mission and values.

Lastly, our emphasis on community and collaboration will further distinguish Barra-gi Consulting. We actively seek partnerships with local organisations and cultural groups to create inclusive pathways for employment and professional development. This grassroots engagement not only enriches our offerings but also strengthens the fabric of the communities we serve.

By leveraging these differentiation strategies, Barra-gi Consulting positions ourselves as a forward-thinking cultural consultation firm, poised to make a lasting impact in the lives of individuals and the organisations that seek to engage them effectively.



Consulting Services

Barra-gi Consulting can offer tailored consulting services to organisations looking to improve their cultural awareness and inclusivity. This model focuses on personalised advice, strategies, and training sessions to aid in their growth and development.

Advantages

- Deep understanding of clients needs to deliver customised solutions.
- Ability to build long-term partnerships and trust.
- High-profit margins due to specialised knowledge.

Challenges

- Dependence on limited clients base.
- Time-sensitive nature of consulting projects.
- Requires ongoing professional development to stay competitive,

Workshops and Training Programs

Organising workshops and training sessions on cultural awareness, inclusivity, and personal development can provide a structured approach to foster deeper understanding in communities and organisations.

Advantages

- Opportunity to reach a large audience simultaneously.
- Establishing Barra-gi Consulting as a thought leader in cultural engagement.
- Revenue generation through course fees.

Challenges

- Requires effective marketing to attract participants.
- Need for continual content development and updates.
- Managing varying participant engagement levels.

Mentoring Programs

By offering individual and group mentoring services, Barra-gi Consulting can support personal and professional growth, helping individuals and their unique paths to success.

Advantages

- High personal impact on participants lives.
- Potential for positive word-of-mouth referrals

Challenges

- Time consuming and requires a strong commitment.
- Need skilled mentors.



PATHWAY ROADMAP

Employment pathways

Barra-gi Consulting source local First Nations people to participate in employment pathways, and support them to build new skills and contribute to communities by connecting them to services to overcome barriers to employment and training. We assist employers to train, mentor on the job and assist in the retention of employees.

As part of our pathway roadmap we assist participants to be job ready, and assist in negotiations for employment onsite training days.

We provide cultural awareness sessions to ensure a two way learning opportunity.

First Nations mentoring

We understand the barriers First Nations people face and have created relationships with First Nations community organisations to provide wrap around mentoring services to assist in creating higher rates of retention and providing support to overcome barriers and create strong foundations of trust between employees and employers.



Barra-gi

Giving you wings to fly



NSWICC
ASSURED



LET'S WORK
TOGETHER

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