Reconciliation Action Plan (Innovate)

Vision for Reconciliation

The Australia International Construction College (AICC) is committed to fostering reconciliation by creating a culturally safe, inclusive, and supportive learning environment for Aboriginal and Torres Strait Islander students enrolled in all approved training qualifications. We recognize the unique cultural heritage, histories, and contributions of First Nations peoples and aim to build meaningful relationships with Indigenous communities to support their educational and professional aspirations in the construction industry. Our vision is to empower First Nations students to succeed in vocational education and training (VET) while promoting respect, equity, and cultural safety within our training programs.

Context

AICC seeks to enhance access, participation, and success for Indigenous students through culturally responsive practices. This RAP aligns with the Diversity and Inclusion outlined in the Standard 2.5 of National Vocational Education and Training Regulator (Outcome Standards for NVR Registered Training Organisations) Instrument 2025.

Relationships

Building strong, respectful relationships with First Nations communities is essential to creating a culturally safe learning environment for students studying in AICC.

Action	Deliverable	Timeline	Responsibility	Measurable Outcome
Establish partnerships with local Indigenous communities	Engage with Traditional Owners and Indigenous organizations (e.g., local Land Councils) to co-design culturally relevant aspects of our training qualification delivery.	On-going and complete by September 2025	Compliance/Academic Manager	Formal partnership agreements signed with at least two Indigenous organizations.
Participate in reconciliation events	Host or participate in National Reconciliation Week (27 May to 3 June) and NAIDOC Week (first week of July - Sunday to Sunday) events to promote cultural awareness among students and staff.	Annually (May/July 2026)	Operations Manager	At least 80% of staff and AICC students participate in one event annually.
Form a First Nations Advisory Group	Create an advisory group with Indigenous community members and students to provide input on training delivery and cultural safety.	On-going and complete by September 2025	Compliance/Academic Manager	Advisory group meets quarterly, with documented feedback informing program improvements.

Promote reconciliation internally	Include reconciliation updates in staff meetings and student newsletters to raise awareness of RAP initiatives.	Ongoing, quarterly updates	Compliance/Academic Manager	100% of staff and students receive at least one reconciliation update per quarter.

Respect

Fostering respect for First Nations cultures, histories, and contributions is critical to ensuring a culturally safe learning environment for AICC students.

Action	Deliverable	Timeline	Responsibility	Measurable Outcome
Provide cultural competency training	Deliver mandatory cultural awareness training for all trainers and staff, focusing on Indigenous histories, cultural protocols, and construction industry contexts.	By December 2025, then annually	Compliance/ Academic Manager	100% of staff complete training annually, with pre/post-training surveys showing improved cultural understanding.
Incorporate cultural protocols	Include Acknowledgement of Country on email signatures	Implemented	Compliance/ Academic Manager	Acknowledgement of Country on email signatures
Incorporate cultural protocols	Invite Traditional Owners for a Welcome to Country at major college events.	Annually and start in 2026 (Either during National Reconciliation Week (27 May to 3 June) and NAIDOC Week (first week of July - Sunday to Sunday)	Operations Manager	At least 80% of students and staff participation
Use culturally appropriate training materials	Review and update training materials to include Indigenous perspectives on workplace safety (e.g., cultural considerations for working on Country), developed in consultation with First Nations advisors.	By July 2026	Compliance/ Academic Manager	Updated materials implemented in with positive feedback from First Nations Leaders or Elders.
Create a culturally welcoming environment	Display Indigenous artwork and cultural resources in training facilities to create a supportive	Implemented	Operations Manager	At least three cultural displays installed, to indicate sense of belonging.

	atmosphere for First Nations students.			

Opportunities

Creating opportunities for First Nations students in AICC enhances access, participation, and success in the construction industry.

Action	Deliverable	Timeline	Responsibility	Measurable Outcome
Offer targeted support for First Nations students	Provide scholarships or fee subsidies for First Nations students covering course costs and travel expenses.	By January 2026	Director, CEO/PEO	At least two scholarships awarded annually, with 80% recipient completion rate.
Establish a mentoring program	Pair First Nations students with Indigenous mentors from the construction industry to provide guidance and career support.	By June 2026	Compliance/ Academic Manager	At least 80% of First Nations students participate in the mentoring program, with positive feedback on career readiness.
Partner with Indigenous businesses	Explore and Engage Indigenous-owned businesses related to construction industry to deliver guest lectures for , promoting economic participation.	By August 2026	Compliance/ Academic Manager	At least one Indigenous business engaged per semester, with documented contributions to course delivery.
Promote pathways to employment	Collaborate with construction industry employers to create job placement opportunities for First Nations graduates.	By December 2026	Operations Manager	At least 70% of First Nations graduates secure job interviews within three months of completion.

Governance

Effective governance ensures the RAP is implemented, monitored, and continuously improved to support First Nations students.

Action	Deliverable	Timeline	Responsibility	Measurable Outcome
Establish a RAP Working Group	Form a group including First Nations representatives, staff, and students to oversee RAP implementation and review progress.	By September 2025	Compliance/ Academic Manager	Group meets quarterly, with minutes documenting actions and outcomes.
Monitor and report progress	Track RAP actions and outcomes, submitting an annual report to Reconciliation Australia	Annually by January	Compliance/ Academic Manager	Annual report submitted on time, with at least 80% of actions completed or on track.

	and sharing with AICC stakeholders.			
Collect feedback from First Nations students	Conduct yarning circles or surveys with First Nations students to assess cultural safety and program effectiveness.	Biannually (June/December 2026)	Student Support Officer	At least 75% of First Nations students report feeling culturally safe, with feedback informing program improvements.
Align with ASQA standards	Ensure RAP actions support compliance with Standard 2.5, integrating cultural safety into self-assurance practices.	Ongoing from January 2026	Compliance/ Academic Manager	100% of self-assurance audits

Additional Elements

- **Acknowledgement of Country**: AICC acknowledges the Traditional Owners of the land on which we operate and pays respect to Elders past and present. This will be included in all training course materials and communications.
- **Cultural Sensitivity**: All actions have been developed in consultation with the AICC First Nations Advisory Group to ensure cultural appropriateness.
- **Resources**: AICC will leverage Reconciliation Australia's RAP templates and ASQA's *Practice Guide - Supporting First Nations Learners* for guidance.

Conclusion

This Innovate RAP outlines AICC's commitment to fostering a culturally safe and inclusive learning environment for First Nations students studying in our college. By implementing actions under Relationships, Respect, Opportunities, and Governance, AICC aims to empower Indigenous students, strengthen community partnerships, and aligns with the Diversity and Inclusion outlined in the Standard 2.5 of National Vocational Education and Training Regulator (Outcome Standards for NVR Registered Training Organisations) Instrument 2025. Progress will be monitored through measurable outcomes and feedback, ensuring continuous improvement in supporting First Nations learners. For further details, AICC will consult Reconciliation Australia's resources and ASQA's practice guides.