

Uniting the Sector

The Alliance
Membership



The Alliance

THE NATIONAL INDIGENOUS
EMPLOYMENT & TRAINING ALLIANCE

Acknowledgement of Country

The Alliance acknowledges Traditional Owners of Country throughout Australia and recognises the continuing connection to lands, waters and communities. We pay our respect to Aboriginal and Torres Strait Islander peoples unique cultures and countries across Australia; and to Elders past and present. We are all on the journey of reconciliation together.

Table of Contents

04	Welcome from the CEO
06	About The Alliance
08	Our Story
09	Our Strategic Focus
10	What We Do
11	Why Join Us
12	Member Benefits
14	Who Can Join
15	Contact Us

Welcome from the CEO

As Aboriginal and Torres Strait Islander peoples, our connection to land, kinship and community is woven into every part of our journey.

We carry with us the wisdom and resilience of over 60,000 years of history, guiding us as we lead, innovate and build better futures within our communities, workplaces and educational spaces. Our path is one of strength and unity, grounded in deep cultural respect.

The National Indigenous Employment and Training Alliance (The Alliance) is a peak body created by and for Aboriginal and Torres Strait Islander peoples. Our mission is to revolutionise the employment landscape by empowering the Indigenous employment and training sector to create sustainable impact for Indigenous peoples.

While the sector is vital, it remains critically underrepresented and undervalued. The sector is valued at over half a billion dollars. There are more than 188,000 Indigenous job seekers and despite the sector's significance, the support needed to drive real change remains fragmented. Indigenous organisations are key to closing the employment gap and by uniting, we can amplify our voice and drive collaboration with government and industry to create lasting solutions.

The Alliance is founded on cultural respect, evidence-based insight and a commitment to operational excellence. We unite, advocate and elevate the Indigenous employment and training sector, driving meaningful change.

We are proud to support the sector that delivers real, on-the-ground support to Indigenous job seekers and learners. Membership with The Alliance directly influences our advocacy and strategies, helping us hold government to account and to improve outcomes for Indigenous job seekers and businesses across the country.

As a trusted voice, The Alliance brings together Indigenous organisations across urban, regional and remote Australia to advocate for:

- Government policies about Indigenous people to be shaped by Indigenous voices.
- Employers equipped to create culturally safe and meaningful jobs.
- Strong support to the frontline sector that supports Indigenous job seekers and learners.

We recognise that the current system leaves too many Aboriginal and Torres Strait Islander peoples trapped in cycles of poverty and exclusion. Governments have made commitments and agreements, but continue to operate as usual, failing to commit to the challenging task of reforming their ways of working to improve these systems. This is why it is vital for us to unite, to hold the system accountable and push for meaningful change.

Join us in reshaping the future of employment for a stronger, more prosperous Australia and help build a brighter future for generations to come.

KYLIE PENEHOE

Wonnarua and Wiradjuri
CEO - The Alliance



About The Alliance

The Alliance is Australia's national voice for Indigenous employment and training. We are the only Indigenous-led peak body solely focused on this sector. As an Aboriginal Community Controlled Organisation (ACCO) we are governed by an Indigenous board and led by an Indigenous CEO.

We connect and enable the ecosystem: advocating for our member organisations with government and big business, building the evidence base that shapes policy, and giving industry the tools and expertise to make Indigenous employment commitments real.

Founded in 2023, we are independently governed, evidence-based and already making change happen through policy influence, national research and a growing membership that spans urban, regional and remote Australia.

Purpose, Vision and Mission



Our Vision

A world where Indigenous people are self-reliant, valued and enjoy economic prosperity.



Our Mission

To revolutionise the employment landscape by empowering the Indigenous employment and training sector to create sustainable impact for Indigenous people.



Our Purpose

To support the growth and impact of the Indigenous employment and training sector, contributing to closing the gap in employment & training outcomes.



What We Value at The Alliance

Cultural Respect

We honour the rich diversity of Aboriginal and Torres Strait Islander cultures, traditions and perspectives, ensuring they are at the heart of everything we do. We celebrate the contributions of Indigenous peoples and advocate for workplaces that respect and uphold cultural identity.

Collaboration

We believe in the power of genuine partnerships, working closely with the employment and training sector, government and industry to drive sustainable change. By encouraging meaningful collaboration, we create shared opportunities and stronger outcomes for Indigenous job seekers and learners.

Excellence

We set and uphold the highest standards in everything we do. Through innovation, evidence-based practices and continuous improvement, we strive to create lasting impact and measurable success for Aboriginal and Torres Strait Islander peoples.

Trust

Trust is the foundation of our relationships. We are committed to transparency, accountability and integrity—ensuring our members, communities and partners can rely on us to advocate for their needs and deliver impactful results.

Unity

A strong, collective voice is essential for advancing Indigenous employment and training. We bring together individuals, organisations and communities to create a united sector that champions equity, inclusion and long-term success.

Empowerment

We foster a culture where people feel valued, trusted and inspired to take initiative and make decisions. Empowerment means enabling Aboriginal and Torres Strait Islander peoples to lead with strength, purpose and autonomy.



Our Story

The Alliance was born from a shared vision to address critical gaps in support, advocacy and representation within the Indigenous employment and training sector.

In 2023, at a historic National Gathering on Gadigal Country, over 50 leaders, representing regions from the Pilbara to Brisbane and Torres Strait to Western Sydney, came together with one shared purpose: to improve employment outcomes for Aboriginal and Torres Strait Islander peoples.

This pivotal moment laid the foundation for The Alliance - a united force dedicated to empowering the sector, amplifying Indigenous voices and driving systemic change to reshape the future of the Indigenous employment landscape in Australia.

2020

Initial conversations start

2021

Engaging with Indigenous employment & training providers

2022

Ongoing engagement with Indigenous employment & training providers

2023

Indigenous Employment & Training Gathering, business incorporated, interim Board established

2024

Inaugural AGM held, Board of Directors elected, appointment of inaugural First Nations CEO & memberships accepted

2025

Launch of The Alliance

Our Strategic Focus

We deliver on our mission through five strategic pillars:

1. Uniting & Growing the Sector:

Building the value of a collaborative, united Indigenous employment and training sector.

2. Engaging Government & Advocacy:

Influencing policy, funding and programs to improve sector outcomes.

3. Driving Operational Excellence:

Establishing best-in-class practices to enhance sector efficiency.

4. Driving Research & Evidence-Based Practices:

Delivering data-driven insights to guide policies and practice improvements.

5. Collaborating with Industry:

Strengthening Indigenous employment outcomes by partnering with Australia's largest employers.



What We Do

The Alliance drives sustainable change through:

- **Membership Engagement & Sector Support**
Strengthening connections and providing tailored resources to empower member organisations to deliver support, training and skills in the pursuit of employment.
- **Government Relations & Strategic Partnerships**
Collaborating with government to advocate for inclusive policies, effective programs and services, secure resourcing for the sector and align on shared objectives.
- **Policy Advocacy & Sector Representation**
Acting as the unified voice for the Indigenous employment and training sector to influence policies and programs which impact on Indigenous job seekers and learners, strengthening Indigenous procurement and improving conditions to close the employment gap.
- **Industry & Stakeholder Engagement**
Collaborating with Australia's largest employers to strengthen Indigenous employment practices and outcomes and creating culturally safe workplaces.
- **Capability-Building Programs**
Offering specialised programs, workshops and resources to enhance service delivery and operational excellence.
- **Consultancy & Advisory Services**
Delivering expert support in workforce planning, tender writing, program design and capacity-building initiatives.
- **Knowledge-Sharing & Digital Platforms**
Providing research, tools and benchmarking insights to support best practice and amplify sector-wide impact.



Why Join Us

Joining The Alliance means becoming part of a network of Indigenous-led organisations dedicated to improving employment and training outcomes for Aboriginal and Torres Strait Islander peoples.

As the only Indigenous professional industry peak body in Australia, we empower our people, strengthen the sector and ensure access to culturally safe support, meaningful employment and inclusive workplaces.

Membership with The Alliance ensures that your voice plays a key role in shaping government policies, programs and initiatives that impact our communities and people.

By joining, you contribute your expertise to drive our advocacy and strategies. As our network grows, so will the resources, services and opportunities available to support your organisation and the communities you serve. Together, we are stronger.

Member Benefits

Strengthening our sector together

As the Indigenous employment and training sector continues to grow in scale and importance, so too does the need for coordinated support, smarter policy engagement and a stronger voice. Through deep engagement with our members, partners and government, The Alliance has identified key ways to serve our members and the sector.

We are proud to offer a membership model that meets organisations where they are. Our **Professional Membership** provides core services across four key value streams – Empower, Enable, Influence and Connect – each designed to meet the evolving needs of our members.

For First Nations organisations who want to be part of the Alliance community but are at an earlier stage of their journey, our **Community Membership** offers a welcoming entry point – focused on connection, belonging and access to sector insights, without the requirements of full program participation.

Our membership model reflects our belief that strong organisations build strong communities. That's why every member – regardless of which membership suits them best – receives a comprehensive suite of benefits, including policy influence, visibility, capability-building and connection, underpinned by a strategic focus on amplifying the voice and impact of the sector.

No matter the size, scale or scope of your organisation, The Alliance is here to champion your work, strengthen your operations and help you grow your influence.

We invite you to explore what membership can mean for you – and to join us in shaping a stronger, more connected future for Indigenous employment and training in Australia.

Our Membership Options

Support designed to meet your organisations needs

COMMUNITY MEMBERSHIP

Quality supports for those interested in staying engaged and connected with the First Nations employment sector.

PROFESSIONAL MEMBERSHIP

A Professional Membership receives all benefits of a Community Membership, plus these additional services:

Empower

Elevate your organisation's visibility and influence within key sectors

- Shape the future of the industry by actively contributing to policy and advocacy papers that set the agenda for government and industry change

- Feature your organisation on The Alliance's social media platform, connecting with a wide network of industry leaders, government officials, and key stakeholders

Enable

Unlock tailored, high-quality professional development to advance your team's capabilities

- Special VIP member-only pricing for all professional development programs

- Direct access to expert advice via our Policy and Program Helpdesk providing actionable guidance on critical sector matters

Connect

Stay at the forefront with premium member communications and networking opportunities

- Monthly member-only newsletter, keeping you updated on the latest sector trends, opportunities and policy changes
- VIP invitations to exclusive, high-level events where you'll network with industry and government leaders, shaping the future of the Indigenous employment and training sector

- Promote your success stories through features shared with government, industry and key stakeholders, amplifying your organisation's impact

Influence

Take a leading role in shaping the direction of the sector

- Quarterly Sector Scan Webinars where you'll gain insights into emerging trends, policy shifts and sector opportunities from top industry experts

- Exclusive access to member meetings on key issues that directly impact your organisation, allowing you to voice your priorities and influence decisions
- Contribute directly to policy and advocacy positions that push the sector forward, making a tangible difference in government and industry actions

Who Can Join

To become a member of The Alliance, organisations must be majority Indigenous owned, controlled and managed, committed to improving employment and training outcomes for Indigenous peoples and engaged in delivering employment or training programs for unemployed job seekers.

For more information, contact our team.

Contact Us

Stronger together

If you're a majority Indigenous owned, controlled and managed organisation working in employment and training - join The Alliance today. Add your voice to a national movement and access the support, influence and connection you deserve.



www.nieta.org.au



members@nieta.org.au



[The Alliance \(National Indigenous Employment & Training Alliance\)](#)

