

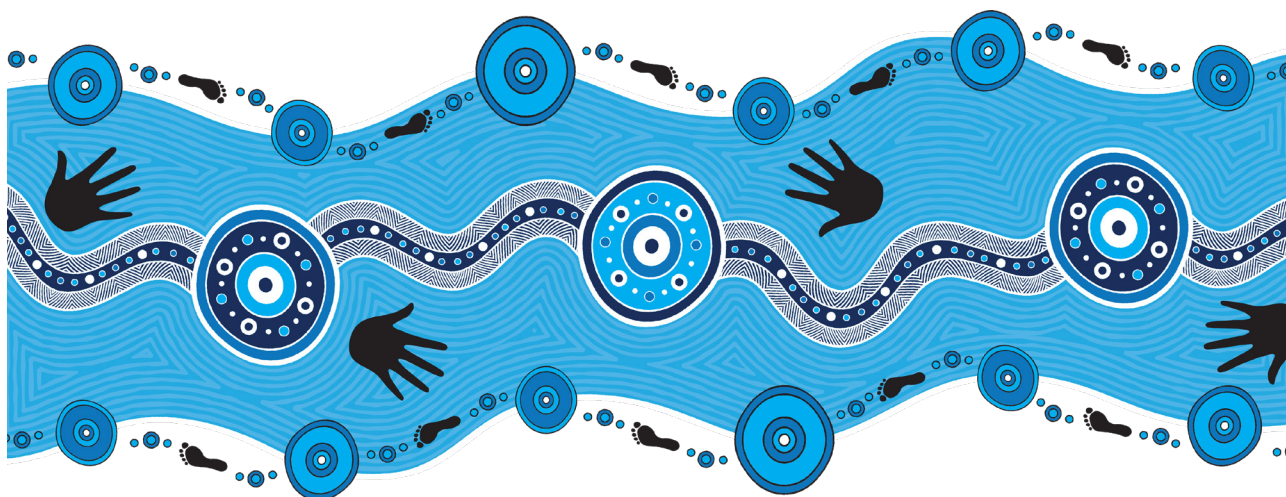
Marram Nganyin Aboriginal Youth Mentoring Program 2023–2026

Grant guidelines



Artwork and about the artist

The artist Dixon Patten is a traditional descendant from the Gunnai (Gippsland), Yorta Yorta (Goulburn Valley), Guditjmara (Western District) and Dhuduroa (Snowy Mountains) peoples.



Artist's statement

The artwork *Unyai Wanik* means 'Young Pathways' in the Gunnai/Kurnai language.

This artwork depicts pathways. The three large circles represent three generations. The middle circle represents youth / young people. The hands and feet represent them reaching out for assistance, a reminder that our young people are finding their feet and that having access to opportunities and support is crucial to wellbeing. It is our responsibility as a collective society to offer pathways, nurturing and guidance.

Acknowledgement of Traditional Owners

We acknowledge the Traditional Owners of the land that we now call Victoria. We pay our respects to Elders past, present and future. We acknowledge the inherent rights and continuing cultural responsibilities of Traditional Owners to preserve and care for Country while continuing to connect and practise the oldest living culture in the world.

We acknowledge and thank the Traditional Owners who have collaborated to support the design and delivery of the Marram Nganyin Aboriginal Youth Mentoring Program. We recognise all Aboriginal young people who have been engaged in the program since 2016.

Treaty in Victoria

Treaty is the embodiment of Aboriginal self-determination. Treaty provides a path to negotiate the transfer of power and resources for First Peoples to control matters that affect them. Treaty is also an opportunity to recognise and celebrate the unique status, rights, cultures and histories of First Peoples.

In negotiating Treaty with First Peoples, the Victorian Government is acknowledging that prior to the State of Victoria forming, First Peoples communities were here – practising their own law, lore and cultural authority.

A Treaty is an agreement between states, nations or governments. This can include an agreement between First Peoples and governments. In Victoria, there will be an overarching statewide Treaty and multiple local Treaties with individual Traditional Owner groups, covering matters as diverse as political representation, land and water, and economic development.

Treaty is an opportunity to reframe how all Victorians view ourselves, our culture and our state. Victoria's Treaties will be shaped by the social and political context of our state, and the aspirations of Victoria's First Peoples. Treaty will be based on an honest reflection of our history – one that asks for respect and courage, to listen and respond to the voices of those who have cared for this Country for thousands of years.

Treaty will deliver long-term, sustainable solutions because First Peoples will be in the driver's seat, making decisions about the matters that affect their lives.

Minister's message



Empowering Aboriginal young people to achieve their social, cultural, employment and life goals continues to be a key priority for the Victorian Government.

Fifty per cent of Aboriginal people in Victoria are aged under 25 years, a significant proportion when you consider that only around 30 per cent of all Victorians are aged under 25.

Since 2016, the Marram Nganyin Aboriginal Youth Mentoring Program has proudly supported the resilience, confidence and wellbeing journeys of over 300 young Aboriginal people. The program has provided these young people the opportunity to exercise self-determination by being involved in a community and youth-led program that allows them to receive the supports needed to thrive.

Mentoring provides social and practical support for Aboriginal young people to strengthen their family and community relationships, learn about culture, and engage with education, training and employment opportunities. Having a trusted relationship with a mentor creates a culturally safe space where a mentee can enjoy social connection, receive encouragement, and share their experiences.

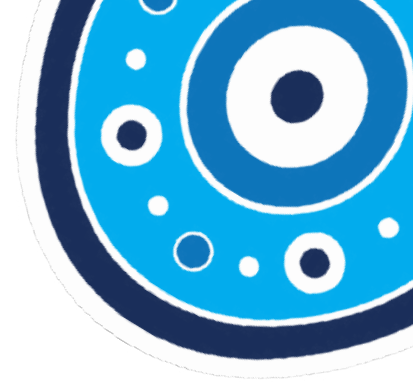
Aboriginal organisations delivering the program will have the flexibility to design and deliver mentoring programs that best meet the needs of Aboriginal young people in their communities. The community-led model recognises that Aboriginal organisations are best placed to support Aboriginal young people to achieve their goals, form a strong cultural identity and continues the Victorian Government's commitment to Aboriginal self-determination.

The 2023-2026 program introduces the opportunity for supportive partnership arrangements between Aboriginal organisations, aiming to build capacity and allow smaller, new and emerging organisations and community groups to take part in the program. The flexible place-based approach recognises the diversity of Aboriginal communities across Victoria, providing tailored supports for each Aboriginal young person.

I am pleased that we are continuing our partnership with the Koorie Youth Council on program design and delivery across Victoria. Thank you to the Koorie Youth Council for their ongoing leadership, advocacy and partnership on behalf of Victorian Aboriginal young people.

I look forward to seeing the positive impact this program will have on the lives of Aboriginal young people and their communities.

The Hon. Natalie Suleyman MP
Minister for Youth



Contents

Artwork and about the artist	2
Acknowledgement of Traditional Owners	3
Treaty in Victoria	3
Minister’s message	4
Program overview	6
Program activities	6
Timeline	6
Program scope	7
Program eligibility	7
Auspiced applications	8
Program delivery requirements	9
Guidance to deliver activities	10
Conditions of funding	11
How to apply	12
Assessment	12
More information	13



Program overview

Marram Nganyin Aboriginal Youth Mentoring Program

The Department of Families, Fairness and Housing (the department) is committed to working in partnership with Aboriginal organisations and communities to offer opportunities for Aboriginal young people to exercise self-determination in receiving the supports they need to thrive.

The Marram Nganyin Aboriginal Youth Mentoring Program has been running in Victoria since 2016–17. Marram Nganyin means 'we are strong' in the Woiwurrung language of the Wurundjeri people.¹ The program is strengths-based and community-led. It focuses on primary prevention and early intervention.

The program aims to support Aboriginal young people to:

- ▶ be healthy and well
- ▶ be confident and strong in their identity and culture
- ▶ achieve their goals through study, training and work.

To achieve this, the program funds Aboriginal organisations to deliver local mentoring programs. The mentoring programs are designed and delivered in collaboration with Aboriginal young people. This model recognises that Aboriginal organisations best understand the needs of Aboriginal communities.

Successful applicants will get support from the Koorie Youth Council to design and deliver their programs. This recognises the statewide leadership role of the Koorie Youth Council as the representative body for Aboriginal young people in Victoria.

¹ Marram Nganyin is a name provided by the Wurundjeri Tribe and Lands Compensation Heritage Council meaning 'we are strong' in the Woiwurrung language of the Wurundjeri People.

Program activities

Youth Mentoring Programs are required to deliver support in all the areas of:

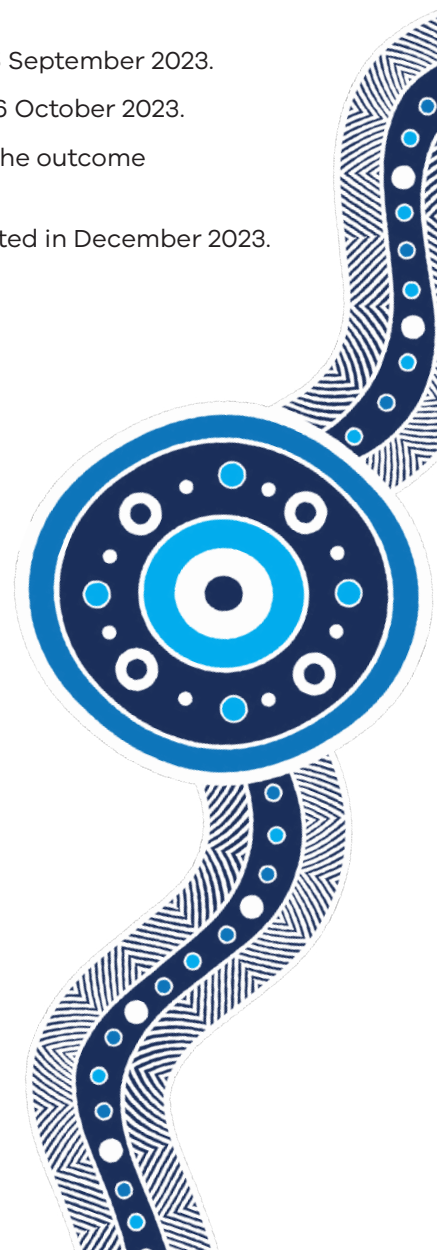
- ▶ social and emotional wellbeing
- ▶ identity, culture, and spirituality
- ▶ education, training, and employment.

Depending on the needs and interests of the mentees, mentoring could also include:

- ▶ help to develop individual talents and leadership skills
- ▶ other supports for Aboriginal young people involved with youth justice and/or crime prevention
- ▶ other supports for Aboriginal young people in out-of-home care.

Timeline

- ▶ Applications open on 15 September 2023.
- ▶ Applications close on 26 October 2023.
- ▶ Applicants will hear of the outcome in mid-December 2023.
- ▶ Contracts will be executed in December 2023.



Program scope

Funding of up to \$335,000 over three years will be provided to each Aboriginal organisation to deliver programs tailored to the needs and interests of Aboriginal young people in their local communities.

Each program must mentor at least 15 Aboriginal young people aged 12–25 years for 12 months. Organisations applying for less than the full funding amount (\$335,000) can adjust the minimum number of mentees by speaking with the department.

Each program is also expected to provide regular contact between mentees and mentors.

Service delivery will take place between 15 December 2023 and 15 December 2026.

Aboriginal organisations will have the flexibility to design and deliver mentoring programs that best meet the needs of Aboriginal young people in their communities.

Benefits of mentoring

Mentoring provides a structured and trusting relationship where young people can get support, encouragement and practical assistance to achieve their aspirations.

Mentoring can build young people's skills, knowledge and confidence. It supports positive change in mentees' lives, such as increased engagement with school, training, employment and career pathways.

Mentoring programs also empower young people and build their resilience. This helps protect against poor health and wellbeing outcomes, including chronic diseases and mental ill-health.

Research into Aboriginal mentoring programs demonstrates they have led to:

- ▶ better educational outcomes
- ▶ more work options
- ▶ better family, community and school relationships
- ▶ personal, social and professional development
- ▶ more cultural connection
- ▶ less contact with the justice system.

Program eligibility

To be eligible, you must meet all of the following criteria:

- ▶ be an Aboriginal organisation
- ▶ be a community, not-for-profit or peak community body based in Victoria that is an incorporated legal entity under the *Corporations Act 2001* (Cth) or the *Associations Incorporation Reform Act 2001* (Vic) or a similar type of organisation
- ▶ have a current Australian Business Number (ABN) – if your organisation is not incorporated or does not have an ABN, you may still apply if you are supported by an eligible auspice organisation that has agreed to manage the grant for you (refer to the next page for more on auspice arrangements)
- ▶ have at least \$10 million Public Liability Insurance to cover all aspects of the program
- ▶ not have any overdue deliverables from other grants with the department.



Auspiced applications

Auspice arrangements are allowed under the program.

Auspice arrangements

If your organisation is not incorporated or does not have an ABN, you can still apply if you are supported by an eligible auspice organisation. This organisation must agree to manage the grant for you. An auspice arrangement is when one organisation helps another to administer a grant activity or event. Your community group or organisation is called the grant recipient. The organisation auspicing is called the auspice organisation. All applications with auspicing arrangements must include a letter of support from the auspice organisation.

Responsibilities of an auspice organisation

If your grant application is successful, your auspice organisation will be responsible for:

- ▶ signing the grant funding agreement (called a Victorian Common Funding Agreement)
- ▶ all legal and financial aspect the grant on your organisation's behalf
- ▶ receiving and distributing grant funds under the grant agreement
- ▶ ensuring all grant activities or events are completed
- ▶ ensuring final reports and financial acquittals are submitted by the due dates.

Partnership applications

The department encourages partnership applications. Several Aboriginal organisations can work together to lodge a single partnership application. These applications should achieve wide benefit for all parties.

For example, if there are several applicants in the same region that would benefit from working together in running mentoring programs, these organisations can submit a partnership application to coordinate and access and share resources as a larger group.

One organisation will need to submit on behalf of the partnership and nominate the primary contact person coordinating the partnership and application. Partnerships are still subject to a maximum request of \$335,000 per application.

Program delivery requirements

Activities the program can fund

Please note that this is a competitive grant round and not all applicants will be successful.

Funding of up to \$335,000 over three years will be provided to each Aboriginal organisation to deliver programs tailored to the needs and interests of Aboriginal young people in their local communities.

Each organisation must support a minimum of 15 Aboriginal young people per funding year from 15 December 2023 to 15 December 2026. Aboriginal organisations applying for, and receiving less than, the full funding amount (\$335,000) can adjust the minimum number of mentees engaged by their mentoring program according to their situation and in consultation with the department.

Funding can be used as follows:

- ▶ Up to 80 per cent of the total funding amount over three years may be used to hire a youth worker to help deliver the mentoring program. The youth worker role must be an identified role and so be filled by an Aboriginal person.
- ▶ The remaining funding can be used for activities and any out-of-pocket expenses incurred by Aboriginal young people and their mentors as part of taking part in the program, including for:
 - technical skills training and skill development, such as accredited courses in first aid, mental health first aid, hospitality, media and creative arts
 - life-skills training, such as financial literacy, job readiness (writing resumes, applications and interviews), workplace rights and obligations, navigating service systems (including health, employment, housing and superannuation) and other independent living skills
 - cultural activities such as yarns with Elders and making cultural items, including weaving, possum cloak skins, tools and instruments

- social and wellbeing activities such as cooking, nutrition and fitness, yoga, meditation classes, music and dance events, sport and recreation
- activity-related travel and accommodation (within Victoria) for cultural camps, excursions to places of cultural significance, tertiary education provider open days and sporting events
- facilitator costs
- costs for phones and iPads to lend to mentees so they can stay connected to the program (this equipment must be returned to the organisation at the end of the program)
- contribution towards the cost of data used by mentees to take part in program activities.

Funding cannot be used for:

- ▶ activities that are not youth-led or activities that have been designed without consultation and input from young people
- ▶ activities that do not support Aboriginal young people aged 12–25 years
- ▶ buying, maintaining or upgrading facilities or non-related equipment
- ▶ building or building restoration work
- ▶ interstate and international travel
- ▶ funding for programs that have already started or are finished
- ▶ activities taking place outside Victoria
- ▶ activities that are already funded under another government program
- ▶ activities occurring outside of the funding period from 15 December 2023 to 15 December 2026
- ▶ organisations that have not completed projects already funded by the Victorian Government, without a good reason.

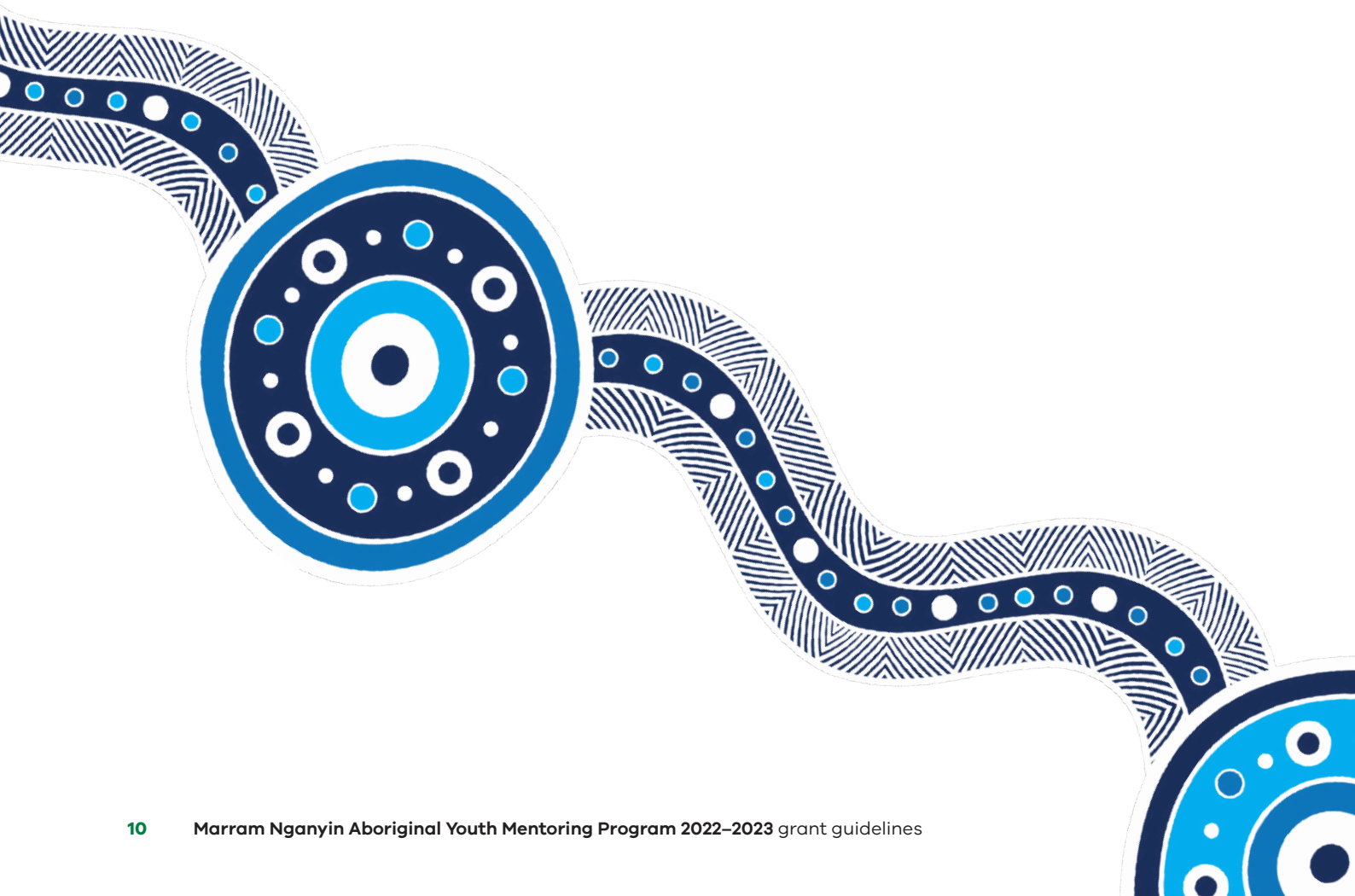
Guidance to deliver activities

Aboriginal organisations will have the flexibility to design and deliver mentoring programs that best meet the needs of Aboriginal young people in their communities.

Organisations are encouraged to use the Wayipunga <<https://wayipungaresource.org/about>> (supporting young people) resource for Aboriginal and Torres Strait Islander young people. This framework provides strategies to support young people's participation in decision-making processes.

The department and the Koorie Youth Council will work with funded organisations to support them to deliver their mentoring program. Successful organisations will get more information about this support before starting their program.

As well as meeting the funding agreement terms and conditions, all funded projects must comply with the Victorian Child Safe Standards <<https://providers.dffh.vic.gov.au/child-safe-standards>>.



Conditions of funding

- ▶ The successful recipient must sign a funding agreement with the department. This agreement has the conditions, reporting requirements and contractual targets of the funding.
- ▶ The funded activity must begin by 15 December 2023 and finish by 15 December 2026.
- ▶ Funds must be spent on the project as described in the funding agreement. Any unspent funds must be returned to the department.
- ▶ Any variation to the approved project must be submitted to the department for approval before starting.
- ▶ Any events delivered through the program must be drug, alcohol and smoke-free, and fully supervised.
- ▶ A youth worker (or other qualified person) must be available to support young people to take part in the program.
- ▶ All staff and people aged 18 or older who have unsupervised contact with young people in the program must have a Working with Children Check.
- ▶ The grant recipient must have policies and processes in place to meet the Victorian Child Safe Standards <<https://providers.dffh.vic.gov.au/child-safe-standards>>. This includes changes that came into effect from 1 July 2022.
- ▶ The grant recipient has at least \$10 million public liability insurance to cover all aspects of the program.
- ▶ All activities funded under the program must follow the latest Victorian Government health advice.
- ▶ If an organisation in the grant application has been named or receives a Notice of Redress Liability, it must join or intend to join the National Redress Scheme (NRS). For more information, please visit the NRS website <<https://www.nationalredress.gov.au/about>>.
- ▶ The grant recipient must sign a memorandum of understanding with the Koorie Youth Council by 29 March 2024. This document will outline expectations of support and collaboration during the project.

How to apply

Step 1: Read these guidelines to find out if your organisation and program are eligible.

Step 2: Consider how your program meets the assessment criteria. Attend an information session – for details, visit the <insert webpage>

Step 3: If you have questions, please email the Office for Youth <aymp@dffh.vic.gov.au> to ask for a call back and tell us about your preferred language or other communication needs.

Step 4: Complete and submit your application by **11:59 pm on Thursday, 26 October 2023**, using the online application portal grant application portal at <<https://grantsgateway.dffh.vic.gov.au/s/>>.

The department and Koorie Youth Council will host two information sessions. For more information on available sessions, visit <<https://www.vic.gov.au/marram-nganyin-aboriginal-youth-mentoring-program-2023-2026>>.

No applications will be accepted after the closing date.

Assessment

All applications will be assessed against the criteria in the guidelines and application form.

A panel will assess eligible applications. The panel will include:

- ▶ Aboriginal young people from the Victorian Aboriginal community,
- ▶ Koorie Youth Council staff
- ▶ Victorian Government representatives.

All applicants will hear about the outcome of their application by email. We will give you feedback about your application if you ask for it.

1. Program overview (30 per cent)

- a. Give an overview of your proposed mentoring program and the benefits of your program for young people.
 - i. Outline the aims and objectives of your program.
 - ii. Outline the cohorts of young people your program will engage with.
 - iii. Address how many Aboriginal young people aged 12–25 years will your program support through the mentoring program over three years.
 - iv. Describe how you will reward and recognise young people for their contribution to the program.
 - v. Describe how you will apply the Victorian Child Safe Standards <<https://providers.dffh.vic.gov.au/child-safe-standards>> to ensure young people can take part safely in your program.

Note: Where applicable, please use statistics, data and consultations conducted with Aboriginal young people.

- b. Describe the local needs for the program in your community.



2. Program delivery (50 per cent)

- a. Describe your mentoring model, including who the program mentors will be and their roles. This may include program staff, Aboriginal Elders and community members.
- b. Describe how local young people have been included and consulted in developing this application and on the proposed mentoring model.
- c. Describe how your program will support young people's social and emotional wellbeing.
- d. Describe how your program will support young people's connection to identity, culture and spirituality.
- e. Describe how your program will offer pathways for young people into education, training and employment.
- f. Describe how your program will address any of the optional program areas of:
 - i. individual talents and leadership
 - ii. youth justice and crime prevention
 - iii. out-of-home care.
- g. Describe how you will support and involve young people in designing, delivering and evaluating your program.

3. Stakeholders and governance (15 per cent)

- a. Who are the key partners in your community that will support the delivery of your program?
- b. Describe the role that each of these partners will play.
- c. What governance or management processes will your organisation set up to ensure your program is delivered to a high standard, meeting all key accountabilities and reporting requirements?
- d. Describe how you will evaluate the impact and outcomes of your program including:
 - i. the data you will collect and how often you will collect it
 - ii. the evaluation process you will undertake, including timelines.
- e. Detail the items to be funded.
- f. Supply a budget for program expenditure.

4. Partnerships (5 per cent)

Please note this section will only have to be completed if you are working with other Aboriginal organisations on this application and the proposed delivery of the program.

- a. Outline who will be involved.
- b. Describe the role they will play.
- c. Describe the benefits of your proposed partnership approach.

More information

Please email the Office for Youth <aymp@dffh.vic.gov.au> to:

- ▶ ask for more information or help with your application
- ▶ request a call back, from Monday to Friday, 9:00 am to 5:00 pm (except public holidays).



To receive this document in another format, phone 1300 366 356, using the National Relay Service 13 36 77 if required, or email the Office for Youth <aymp@dffh.vic.gov.au>.

If you need an interpreter:

Please email the Office for Youth <aymp@dffh.vic.gov.au> to request a call back and tell us about your preferred language.

If you are deaf, hearing impaired or speech impaired:

Please email the Office for Youth <aymp@dffh.vic.gov.au> to request a call back and tell us the National Relay Service you would like us to use to contact you.

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In this document, 'Aboriginal' refers to both Aboriginal and Torres Strait Islander people.

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