

Foreword



Congratulations on your decision to participate in the Australian Defence Force Indigenous Pre-Recruitment Course (IPRC). This course will give you an excellent opportunity to explore over 200 career options that are available to all Australians in our Navy, Army and Air Force. During this course, you can expect your self-confidence to grow as you:

- develop a good understanding of the Defence recruiting processes,
- polish your literacy and numeracy skills,
- experience success in the leadership and communication activities, and
- make personal progress on the physical fitness program.

The Chiefs of Navy, Army and Air Force and the Chief of the Defence Force have watched the success of the IPRC program with great interest because it is an excellent example of the government's agenda to close the employment gap between Indigenous and non-Indigenous Australians. Since the Boer War in 1899, Indigenous Australians have made a significant contribution to the defence of Australia and its national interests. It is our hope that this IPRC program, developed by the Department of Defence in collaboration with the Department of Education, Employment and Workplace Relations (DEEWR), the Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA), TAFE and a number of local Aboriginal Land Councils and community groups, will ensure that this proud history continues.

This workbook is designed for you, as an IPRC participant, but also for those who are responsible for your training. We expect that the workbook will evolve over time and it will form the basis for all future IPRC programs as they are delivered throughout Australia. Your comments and suggestions to improve its usefulness are most welcome.

I am grateful for the opportunity to be associated with Defence Indigenous Affairs and its IPRC program and I encourage you, as a participant, to fully commit yourself to the next eight weeks. Based on the IPRC success stories that I have witnessed so far, I have full confidence that the journey and the end result will be more rewarding than you ever expected.

I wish you well with the IPRC challenge ahead of you and I ask that you remember the three important themes in your course Code of Conduct – respect for self, respect for others, and responsibility for all of your actions.

A large, stylized handwritten signature in black ink, appearing to read 'M. Fairweather'.

M. FAIRWEATHER AM, RFD
Major General