



LANDCORP

LANDCORP GUIDELINES FOR ABORIGINAL PARTICIPATION.

Updated June 2014

THE IMPORTANCE OF ABORIGINAL PARTICIPATION

In January 2010, the United Nations ranked Australia as having the widest life expectancy gap between its Indigenous and non-Indigenous population.

The Council of Australian Governments (COAG) has recognised the need for action to address the very significant gap in the life outcomes experienced by Indigenous and non-Indigenous Australians, and in October 2008, agreed to six ambitious national targets to improve life expectancy, education and employment, and reduce child mortality rates for Indigenous Australians.

Recognising that economic participation is fundamental to addressing Indigenous disadvantage, COAG has included Economic Participation as one of the seven strategic platforms or Building Blocks for State and Commonwealth Governments to work together with Indigenous Australians and the broader community to close the gap in Indigenous disadvantage. The seven Building Blocks are:

- Early childhood;
- Schooling;
- Health
- Economic participation;
- Healthy homes;
- Safe communities; and
- Governance and leadership.

One in four self-employed Indigenous people work in the Construction industry and 7% of Indigenous people are employed in the construction industry¹. LandCorp has an ability to influence levels of Aboriginal employment through our land and property development projects.

In recognition of this unacceptable life expectancy gap and as part of our effort toward reconciliation, LandCorp and Civil Contractors Federation came together in mid 2010 to commit to a sustainable industry approach to meaningful employment and economic development outcomes for Aboriginal

people. A joint working group was established which developed these practical Guidelines. However this is just a starting point and over time the Guidelines will evolve.

The working group also recognised the importance of engaging young Aboriginal people, to not only build literacy, numeracy and employability skills but also to inspire Aboriginal people into considering civil engineering, contracting and landscaping as potential future professions. This approach will involve working with organisations and programs which have demonstrated success in building literacy, numeracy and work readiness skills in Aboriginal people with an emphasis on youth.

Civil Contractors Federation members and LandCorp are making a long-term commitment to sustainable growth of Aboriginal employment and economic development through these guidelines.

ABORIGINAL PARTICIPATION IN CONSTRUCTION POLICY

In support of Western Australia's plan for "Closing the Gap in Indigenous Life Outcomes in WA" released by Department of Indigenous Affairs (June 2010), LandCorp and the Civil Contractors Federation developed these Guidelines to increase Aboriginal participation in the civil contracting industry in Western Australia.

These Guidelines aim to increase the long term employment of and engagement with Aboriginal people in the civil construction sector of Western Australia.

The goals of these Guidelines are to:

- Build better relationships and work together
- Recognise, respect and respond to Aboriginal culture and heritage
- Create and encourage education and employment of Aboriginal people
- Support Aboriginal economic development.

These Guidelines are also consistent with the State Government's Aboriginal Economic Participation Strategy 2012-2016.

<> 2011 ABS Census of Population & Housing.

- Includes Aboriginal & Torres Strait Islander employees aged 15-64 years.
- Excludes persons for whom industry was inadequately described.

WORKING TOWARD THE GOALS

LandCorp, the Civil Contractors Federation (CCF) and individual contractors each have a role to play in practically meeting these goals as follows.

LandCorp

LandCorp will identify how goals in these Guidelines can be actioned through prequalification or contractual arrangements. However, as part of these Guidelines, LandCorp will (where appropriate):

- Meet and/or discuss with members of local Aboriginal Community and/or Land and Sea Council to discuss the project possibilities;
- Seek Aboriginal trades and/or enterprises able to participate in works;
- Work with relevant and successful Government and private sector initiatives already in the local community to increase Aboriginal participation;
- Work with CCF on developing general cultural awareness training programs;
- Clarify roles and responsibilities in managing on-site monitors and facilitating monitor-contractor meetings;
- Conduct regular staff general cultural awareness training and where possible, the relevant local cultural awareness training;
- Work with Industry to introduce regular industry benchmarking surveys to establish future growth targets and measure improvement in Aboriginal engagement; and
- Work with industry to develop and administer a funding approach to support programs aimed at building numeracy, literacy and work-readiness programs for Aboriginal people and support the promotion of civil contracting and landscaping industries as potential professions for Aboriginal people. This levy will eventually generate a larger group of Aboriginal people ready for employment.
- Collaborate with industry on building industry capacity in Aboriginal training and employment.

- Lead the ongoing review, development and growth of these Guidelines, through identification of key successes and lessons learned. These future reviews are to include further specifics around employment targets, once a holistic understanding of industry readiness is ascertained through the benchmarking surveys.

LandCorp will identify possible opportunities for Aboriginal participation as early as possible during project planning.

The Industry

The CCF will work with industry to build capacity in engagement, training, and employment of Aboriginal people which will include:

- Information sharing forums;
- Identification of businesses with an ability to support contractors in Aboriginal engagement. This may include coordination of knowledge sharing on Aboriginal consultants and businesses who can assist in building industry capacity;
- Introduction of standardised induction materials to facilitate Aboriginal engagement and cultural awareness;
- Provision of training services;
- Identification of mutually beneficial industry relationships, partnerships or alliances;
- Working with LandCorp to introduce longitudinal industry benchmarking surveys in relation to Aboriginal employment and other outcomes;
- Work with industry on developing and administering a funding approach to support programs aimed at building numeracy, literacy and work-readiness of Aboriginal people to support the promotion of civil contracting and landscaping industries as potential professions for Aboriginal people; and
- Work with contractors on addressing supply and demand issues around retaining Aboriginal people in employment within the industry.

Contractors

Contractors will support the implementation of these Guidelines and work with LandCorp and the CCF to continuously improve them and their implementation across industry. Contractors are also asked to genuinely share information and resources with Industry which may assist with continuity of employment for Aboriginal people.

It is acknowledged that various projects will provide different opportunities to take steps to reach each goal. It is anticipated that a range of industry engagement options will provide flexibility to cater for these varying situations. There may also be situations where no direct employment is possible but for consistency and initial simplicity, LandCorp's prequalification categories will be applied.

However there are some general requirements of contractors who wish to work with LandCorp, these include:

- Implementing a statement of commitment and/or values establishing Aboriginal employment and development expectations within the induction process for both staff and sub contractors;
- Participating in Aboriginal cultural awareness training;
- Supporting (or work with LandCorp/Head Contractor to support) on-site Aboriginal monitors as appropriate for site sensitivity;
- Participating in surveying to achieve industry benchmarking on Aboriginal employment and development outcomes within the industry;
- Participating in the LandCorp-CCF Industry funding program and associated Foundation once introduced; and
- Work with other contractors to create sustainable Aboriginal employment where ever possible.

CATEGORIES

The categories of projects used for the purposes of these guidelines are:

| Contract Values |
|-----------------------|
| Category 1: Over \$7m |
| Category 2: To \$7m |
| Category 3: To \$2.5m |
| Category 4: To \$1.5m |

OTHER REQUIREMENTS OF CONTACTORS

In addition to the general requirements of all contractors described earlier, LandCorp will look for progress from contractors as detailed by category below.

Category 1

As the larger industry participants, more will be asked of Category 1 contractors. Category 1 contractors may be asked to:

- Train at least 80% of line managers in general Aboriginal cultural awareness training;
- Train site staff in site specific/local Aboriginal cultural awareness training and understanding of site specific features via a site induction process;
- Demonstrate sustainable Aboriginal employment rates, including detail of lengths of service and roles/levels within the organisation of Aboriginal staff;
- Provide an Aboriginal engagement and retention strategy and program, with demonstrated regular review of these strategies/programs;
- Explore opportunities to create partnerships with Aboriginal owned businesses; and
- Participate in Aboriginal Participation Packages for large LandCorp projects.

Category 2

As contractors for contracts up to \$7 million, Category 2 contractors may be asked to:

- Ensure at least 1 line manager on site receives general Aboriginal cultural awareness training;
- Provide at least 1 site staff member with site specific/local Aboriginal cultural awareness training and understanding of site specific features via a site induction process;
- Describe the portion of their staff who are Aboriginal and the average length of service of Aboriginal staff;
- Implement an equal employment opportunity statement; and
- Explore opportunities to create partnerships with Aboriginal owned businesses.

Category 3

As contractors for contracts up to \$2.5 million, Category 2 contractors may be asked to:

- Have at least 1 line manager on site who has received general Aboriginal cultural awareness training;
- Provide at least 1 site staff member with site specific/local Aboriginal cultural awareness training and understanding of site specific features via a site induction process;
- Describe the portion of their staff who are Aboriginal; and
- Implement an equal employment opportunity statement.

Category 4

Category 4 contractors are asked to commence their reconciliation journey and may be asked to:

- Have at least 1 person on site who has received general Aboriginal cultural awareness training; and
- Provide at least 1 senior/supervisor site staff member with site specific/local Aboriginal cultural awareness training and understanding of site specific features via a site induction process; and
- Implement an equal employment opportunity statement.

GUIDELINES REVIEW AND REPORTING

Any feedback on suggested improvement of these guidelines and/or practical implementation is encouraged, which may include (but is not limited too)

- Barriers to implementation
- Lessons learned
- Who is being engaged to assist with the Guidelines;
- Minimum requirements for cultural awareness training
- Work being undertaken with local Elders and Aboriginal communities;
- Who has or is interested in adopting the Guidelines; and
- Survey and fund implementation.

A summary of the achievements and outcomes of these Guidelines will be published in LandCorp's Reconciliation Action Plan end of year report and highlights will be published in CCF publications.

Feedback can be provided in writing to the following contact:

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