

RECONCILIATION ACTION PLAN 2010 REPORT



ANNUAL PROGRESS REPORT FOR 2010

OUR VISION FOR RECONCILIATION

LandCorp acknowledges the Traditional Owners of this country and respects the diversity of Aboriginal and Torres Strait Islander peoples. We recognise that many Aboriginal and Torres Strait Islander peoples face significant social and economic disadvantage and lack of opportunity and we want to play a part in addressing this inequity.

We view our Reconciliation Action Plan (RAP) as an opportunity to engage with the Aboriginal and Torres Strait Islander peoples of Western Australia. It will help us closely align our day to day operations and projects so that they take into account their needs and hence benefit all Western Australians.

OUR RECONCILIATION ACTION PLAN FOR 2010

NOT SURPRISINGLY, OUR RAP HAS A LAND AND PROPERTY DEVELOPMENT FOCUS. MANY OF OUR PEOPLE HAVE GOOD EXPERIENCE IN DEALING WITH NATIVE TITLE AND HERITAGE ISSUES, WHILE ALSO MANAGING SUCCESSFUL PROJECTS WHICH AIM TO DELIVER ECONOMIC, SOCIAL AND ENVIRONMENTAL BENEFITS FOR OUR MANY AND DIVERSE STAKEHOLDERS.

We started our RAP journey in 2009 and initiatives have grown and evolved as new opportunities were identified and developed. Our 2010 RAP aimed to build on the story of our journey. Our focus has been on improving our understanding of the spiritual connection Aboriginal people hold with the land, and also on creating space for opportunity for Aboriginal and Torres Strait Islander personal and economic development within our business. In 2010, we asked many of our suppliers to join us on the journey of reconciliation, which will become the cornerstone of our 2011 RAP initiatives.

SUMMARY AND KEY LEARNINGS

THIS REPORT EXAMINES THE PROGRESS UNDER THE LANDCORP RAP DURING 2010; BELOW ARE SOME OF THE KEY FINDINGS FROM IMPLEMENTING RAP ACTIONS. DURING 2010 LANDCORP IDENTIFIED ADDITIONAL ACTIVITIES THAT WERE IN KEEPING WITH OUR VISION FOR RECONCILIATION; SOME DETAILS ABOUT THESE ACTIONS AND THE INSIGHTS GAINED FROM THEM ARE ALSO BELOW.

CREATING THE EXCITEMENT

Creating employment and training opportunities for Aboriginal and Torres Strait Islander people is not the only answer. These opportunities need to be provided within a strong network of community support if genuine economic independence is to be achieved. There also has to be a desire within both the community and the individual to engage. Our challenge for coming years will be to create that excitement and relevant cultural incentive to engage in the employment and training initiatives created by LandCorp and our civil works and landscaping contractors.

MANY HEADS ARE BETTER THAN ONE

This year LandCorp worked with the Civil Contractors Federation to engage a cross section of its members in a discussion on how we can together move toward reconciliation within the civil works and landscaping industries. A working group comprised of leaders from LandCorp, the Civil Contractors Federation and industry was convened to agree how as an industry we can work together. Aboriginal and Torres Strait Islander stakeholders were also part of these discussions. The resulting Guidelines for Aboriginal Participation in Civil Construction and Landscaping Industries will be LandCorp's cornerstone RAP initiative for 2011. Work for contractors and consultants with LandCorp in the future will be tied to the commitments agreed under these Guidelines which are aligned to the intentions of Reconciliation Australia's RAP program.

MANY HANDS MAKE LIGHT WORK

In Broome, LandCorp developed and implemented an Aboriginal Participation Plan (APP) in conjunction with Ertech and working with Nyamba Yawuru Buru and the Yawuru people. An APP is a new tool for LandCorp. It is developed with local Aboriginal communities and LandCorp Contractors and it aims to support specific communities through our projects and contractors by helping to create economic opportunity for Aboriginal people. In implementing this first APP we have discovered the importance of developing a diverse support network around an APP. This would include finding more than one avenue of support and future employment for the Trainees, particularly considering the slow down in the North West civil industry during the wet season.

IS IT ALWAYS A GOOD IDEA?

The Yawuru Aboriginal Corporation were offered naming rights of 30 streets within Waranyjarri, however declined the offer as they wished to firstly develop an internal protocol for managing such requests and to make sure the words were used appropriately. Although LandCorp has previously had positive experiences with Aboriginal street naming, this does not mean it is what every community wants. We learned that not all ideas will be perceived as “good” ideas by the local communities we are working with, even if individuals support the idea.

DON'T BE LIMITED BY THE PLAN

There were a number of initiatives commenced in 2010 which were not part of our original RAP commitments. These included:

Broome North (LandCorp is the developer for Broome's new estate, Broome North)

- Developed a high level Aboriginal Participation Plan (APP) strategy in conjunction with Ertech
- The Broome North APP is providing \$40,000 to Nyamba Buru Yawuru Ltd to conduct a skills audit among Broome's Aboriginal people, identify potential new participants and to engage with people who have had no or little engagement with the training and employment process.
- Developed and implemented a 2010 contract implementation plan for the APP for Broome North. As a result of this plan and with the assistance of Nirrumbuk, 8 Aboriginal and Torres Strait Islander people have completed their Certificate 1 in Resource and Infrastructure Operations.
 - As part of their training they constructed their own classroom and training compound and gained valuable experience in fencing, operating machinery and site works. The 8 trainees are now being integrated into the civil works team on site ahead of schedule and are all keen to seek full-time employment with Ertech whether in Broome or elsewhere in the state. Four of the trainees are considering employment through the wet season with Ertech under a FIFO style arrangement to Port Hedland.



- A lesson learned from this experience is to find more than one avenue of support and future employment for the Trainees, particularly in the wet season when there is very little civil works activity.
- The main skilled Aboriginal worker on site from subcontractor McCorry Brown Earthmoving was injured in a sporting accident and therefore the skilled Aboriginal participation hours are lower than hoped.
- The Greencorps program (run by Job Futures) was engaged by LandCorp through local landscapers and nurseries to collect seeds from the Broome North site and across the peninsula in order to propagate plants for landscaping the Broome North development. The Greencorps program trains Aboriginal and Torres Strait Islander people in horticulture and landscaping work.
- We have shared our reconciliation procurement criteria with Water Corp, Western Power, Department of Indigenous Affairs.
- We held internal training sessions on Native Title and Heritage processes.
- Commenced discussions with Ertech around opportunities in the forward works at The Springs, Rivervale.
- Through conditions on our leases at Collie Shotts Industrial Park, all tenants in the precinct will be required to undertake cultural awareness training through the Gnaala Karla Booja.
- LandCorp has also agreed to establish a steering committee of tenants of Shotts Industrial Park which will meet at least once a year to discuss how the relevant agreements with the Gnaala Karla Booja are working and any general issues relating to the operation of the Shotts Industrial Park. The two main proponents of the Shotts Industrial Park have also agreed to provide employment, training and scholarships to the Gnaala Karla Booja and to monitor the delivery of the agreed program via a Monitoring and Liaison Committee directly with the Gnaala Karla Booja.

Other new initiatives in 2010

- Continuing to build respectful relationships with Aboriginal and Torres Strait Islander organisations such as Clontarf Foundation, Indigenous Volunteers Australia, BYAC, Carey Mining and Ngarda Civil and Mining to explore opportunities .
- Created an Indigenous Contractor category on our registered contractor list.
- Prequalified our first Aboriginal owned contracting company: Ngada Civil and Mining.

1 RELATIONSHIPS: WORKING TOGETHER TO BUILD BETTER RELATIONSHIPS

We work closely with Aboriginal communities to make sure our developments are of the highest standard, and the communities we create together can be vibrant and prosperous, well into the future.

ACTION	TARGET	ACTUAL PROGRESS	LESSONS LEARNED
Review RAP working group membership made up of Indigenous and non-Indigenous staff	<p>RAP working Group reviewed</p> <p>Four Working Group meetings held</p>	<p>The RAP Working Group review was completed and identified efficiencies in implementing and reviewing of our RAP Actions</p> <p>No formal RAP Working Group meetings were held however implementation was supported as follows:</p> <ul style="list-style-type: none"> • RAP initiatives were committed to by each Business Manager and reported on quarterly by each Business Manager responsible. An Indigenous Australian staff member was involved in this process • Business Managers reported on their RAP Actions to LandCorp Executive on a quarterly basis • In developing our 2010 RAP we consulted with a number of Aboriginal people and organizations. Furthermore many of the initiatives required detailed consultation with Aboriginal communities to be achieved 	<p>LandCorp's review of its RAP Working Group / RAP governance arrangements recommended that the approach described in Actual Progress is suitable for an organisation of its size and purpose (i.e. helping it to overcome some of the restrictions of its small size and small number of Aboriginal and Torres Strait Islander staff)</p>
Working with Traditional Owners on implementing current Native Title Agreement commitments	Traditional Owners are consulted where there are Native Title Agreements in place to ensure commitments are met	<ul style="list-style-type: none"> • Transferred land to the Murujuga Aboriginal Corporation under the terms of the Burrup Maitland Industrial Estates Agreement • All current Native Title Agreements commitments have been met and Traditional Owners were consulted 	

SPOT LIGHT OUTCOMES

Exceeded Achieved On Track Not Achieved



ACTION	TARGET	ACTUAL PROGRESS	LESSONS LEARNED
Consulting with Traditional Owners on all LandCorp's future development sites	<p>Traditional Owners are consulted on potential future LandCorp development sites including:</p> <ul style="list-style-type: none"> • Harvey • Collie • Karratha • Newman • Onslow • Wedgefield, Port Hedland 	<ul style="list-style-type: none"> • Harvey: Consulting with the Gnaala Karla Booja • Collie: Achieved Native Title Agreement with the Gnaala Karla Booja for Shotts Industrial Park • Karratha: Agreed on Native Title with Ngarluma Aboriginal Corporation and as part of this agreement transferred \$1 million pre land sales to facilitate business sustainability for the Ngarluma Aboriginal Corporation • Newman: Reached agreement with the Nyiyaparli on Native Title • Onslow: Commenced preliminary discussions with Thalanyji on Native Title • Port Hedland: Reached agreement in Port Hedland with the Kariyarra people and as a result transferred one lot from Wedgefield Light Industrial Area • Kununurra: Consulted with the Miriuwung Gajerrong Corporation on new projects in Kununurra before structure plans went to Council • Derby: Consulted the Nyikina Mangala Traditional Owners on future residential development sites • Broome: Reached agreement with Yawuru on the Yawuru Indigenous Land Use Agreement • Albany: Consulting with Wayl Kaip and Southern Noongars on future development sites • Ledge Point: Consulting with the Yamatji on future development sites • Jurien: Consulting with the Yamatji on future development sites • Cranbrook: reached agreement with Wagyl Kaip on future development sites 	<ul style="list-style-type: none"> • Early engagement with the Miriuwung Gajerrong Corporation provided an opportunity to comment and provide input into the plans prior to any approvals process commencing. This proved to be beneficial to both parties as the Miriuwung Gajerrong Corporation had opportunity to influence the development in its early stages and LandCorp was able to expedite future approvals as key heritage and other local concerns were considered in the initial plans • Gracetown discussions have taught us that although a project is not progressing down a "standard" pathway, it does not mean heritage and Native Title discussions should cease
Consultation with key Indigenous groups to ensure involvement and input into redevelopment of Armadale	<p>Eight attendances at the Aboriginal and Torres Strait Islander Group (comprising local Elders) to discuss Armadale Redevelopment Authority initiatives</p>	<p>The Director of Strategy and Governance attended meetings until early July 2010. The new Wungong Manager commenced in late October 2010 and attended meetings as required. All 8 meetings were not attended</p>	<p>It is essential to work with the local Council's Aboriginal team based at the Champion Centre and the Executive Director of City of Armadale's Community Services on specific projects relating to the local Aboriginal community</p>


2 RESPECT: RECOGNISING AND PROMOTING INDIGENOUS CULTURE AND HERITAGE




We recognise and support Indigenous culture and heritage and the positive impact our activities can have in communities if those communities are engaged and a high level of trust and respect is built.

ACTION	TARGET	ACTUAL PROGRESS	LESSONS LEARNED
Heritage and Culture			
<p>Working with Traditional Owners to recognise Aboriginal heritage within LandCorp's projects</p>	<p>Number of projects with heritage recognition component, including:</p> <ul style="list-style-type: none"> • Supporting the Kinjarling Trail – Albany and implementing the trail in Emu Point and Albany Waterfront • Continue funding of heritage consultant to work with DIA on the Kinjarling Trail • Ord Expansion Project Stage II • Broome North 	<p>5 projects included heritage recognition components including:</p> <ul style="list-style-type: none"> • LandCorp has progressed the detailed design process for Emu Point and Albany Waterfront which allows for the Kinjarling trail on the sites • LandCorp funded a sustainability consultant who sits on the Kinjarling trail committee • Consultation commenced with the Yawuru Aboriginal Corporation on heritage and cultural interpretation within Waranyjarri Estate (Broome North) • In Beverley we moved the proposed light industrial area to protect a significant site • Halls Creek Town Walk was shortlisted as finalist in the Royal institute of Chartered Surveyors Community Awards 	<p style="text-align: right;">●</p>
<p>Work with Ngarluma representatives to develop a Cultural Heritage Management Plan for sites in Baynton West (Karratha) and adjoining land. This will include an education element to be incorporated into either the Baynton West community building or the public open space providing information about the Traditional Owners and traditional use of the local lands</p>	<p>Cultural Heritage Management Plan progressed</p> <p>Construction commenced on the Education Centre</p>	<p>Developed the Culture and Heritage Management Plan for the Shire of Roebourne</p> <p>The Education Centre construction has not commenced as it has been pending the completion of the Cultural and Heritage Management Plan for the Shire of Roebourne, which is only recently completed</p>	<p>As the Culture and Heritage Management Plan was expanded to include the entire Shire of Roebourne, this process took longer than expected. This caused delays to the construction of the centre. This initiative will be rolled into next year and be completed then</p> <p style="text-align: right;">●</p>



ACTION	TARGET	ACTUAL PROGRESS	LESSONS LEARNED
LandCorp will meet Heritage statutory requirements on all projects	All construction compliant with the Aboriginal Heritage Act	<p>All construction compliance with the Aboriginal Heritage Act, including initiatives such as:</p> <ul style="list-style-type: none"> • Commenced heritage surveys on project in Exmouth with the Gnulli people • Conducted heritage surveys in Karratha with the Ngarluma Aboriginal Corporation on Madigan Rd and Mulataga • Requested advice from the Murujuga Aboriginal Corporation as to their preferred method of consultation on heritage • Worked with the Miriuwung Gajerrong Corporation on clearing heritage at Coolibah • With input from the Amangu, Mullewa Wadjari and Naaguja, an Aboriginal Heritage Management Plan (AHMP) for the Oakajee Industrial Estate has been developed. The AHMP ensures management of existing registered Aboriginal sites and also makes provision for the lawful and timely assessment and management of any sites that may be discovered in the course of development • In Cranbrook a heritage survey was undertaken in consultation with Wagyl Kaip • In Hyden – commenced discussions with South West Land and Sea Council to work with Ballardong on heritage clearances 	
Investigation of new opportunities (in consultation with Aboriginal and Torres Strait Islander stakeholders) for promotion of Aboriginal culture and history at a local level across WA	<ul style="list-style-type: none"> • Consult with the Aboriginal community on developing appropriate heritage recognition within Emu Point • Commence heritage discussions for Harvey and Collie (with Gnaala Karla Booja) • Achieve agreement on heritage recognition in Gracetown 	<ul style="list-style-type: none"> • Commenced consultation with Wagyl Kaip and the Local Reference Group on street naming, bush tucker gardens and cultural induction training for site workers • Discussions commenced on heritage at Harvey and Collie with Gnaala Karla Booja • Heritage recognition discussions in Gracetown have not as yet progressed due to delays in the planning process. This item is likely to occur next year • In addition to our target, at Perry Lakes we constructed a boardwalk with Aboriginal monitors on site and committed to interpretive signage in the wet lands which incorporate local Aboriginal stories 	<p>Discussions around opportunities to recognise culture and history need to continue despite delays in other approval processes</p> 

ACTION	TARGET	ACTUAL PROGRESS	LESSONS LEARNED
Offer "monitoring" of works on projects likely to detect any cultural material disturbed on development sites	<ul style="list-style-type: none"> • Number of sites monitored • Continue site works monitoring by the Gnaala Karla Booja in Collie 	<ul style="list-style-type: none"> • 6 sites had Aboriginal monitors attend construction works • Site works monitoring by the Gnaala Karla Booja in Collie occurred • Halls Creek site works were attended by both Jaru and Kija monitors • Aboriginal monitors attended the construction of a boardwalk at Perry Lakes 	
Raise awareness and increase knowledge of LandCorp staff in relation to Aboriginal and Torres Strait Islander culture	<ul style="list-style-type: none"> • All staff to undertake Cultural Awareness Training • Cultural Awareness Training to be embedded into LandCorp's orientation process • Promote online cultural awareness programs such as Share Our Pride 	<ul style="list-style-type: none"> • Around 50% of staff have undertaken cultural awareness training • Cultural awareness training is embedded into LandCorp's orientation process • Online cultural awareness training sessions were not promoted 	<p>It takes time to roll out sufficient cultural awareness training sessions to cover all staff </p> <p>There is opportunity to improve our use of online cultural awareness resources</p>
Consultation			
Local Aboriginal communities will provide guidance on the selection of Indigenous names for streets and parks in various LandCorp estates	As per respective project plans	<ul style="list-style-type: none"> • The first estate within Broome North has been named Waranyjarri, which is the Yawuru word for "first" or "one" • The Yawuru Aboriginal Corporation (in Broome) were offered naming rights of 30 streets within Waranyjarri, however declined the offer as they wished to firstly develop an internal protocol for managing such requests and to make sure the words were used appropriately • In conjunction with Karlkurla Language Centre in Kalgoorlie named streets in Greenview at Karlkurla, Anzac Drive and Karlkurla Rise with Aboriginal names • Consulted with Ngarluma Aboriginal Corporation on street names for Karratha Gap Ridge, however the names ended up being too long under FESA requirements 	 <p>LandCorp learned from this that not all ideas will be perceived as "good" ideas by the local communities we are working with, even if individuals support the idea</p> <ul style="list-style-type: none"> • We need to provide the community with guidance around what will get through the name approvals system and what the name selection process is prior to commencing selection of suitable words for street names

ACTION	TARGET	ACTUAL PROGRESS	LESSONS LEARNED
Recognition			
<p>Recognising the Traditional Owners of the land at corporate and regional events</p>	<ul style="list-style-type: none"> • Traditional Owners formally acknowledged at significant events • “Welcome to Country” ceremonies have Traditional Owners invited to perform • Inclusion of recognition of Traditional Owners in all speech notes at LandCorp events 	<p>Traditional Owners acknowledged at all significant events. Acknowledgement of Traditional Owner protocols available on the intranet</p> <p>Welcome to Country ceremonies undertaken at public and staff RAP launches</p> <p>Recognition of Traditional Owners was included in various speech notes at LandCorp events</p>	
<p>Recognition and celebration of significant Indigenous events e.g. NAIDOC Week, Reconciliation Week, Sorry Day</p>	<ul style="list-style-type: none"> • Celebrations acknowledged through LandCorp intranet and publication • Staff encouraged to attend celebratory events 	<p>Celebrations were acknowledged via an educational email to all staff and the intranet. Via these methods, staff were encouraged to attend celebratory events</p>	
<p>Launch and promote LandCorp's 2010 Reconciliation Action Plan</p>	<ul style="list-style-type: none"> • Stakeholder launch event held • Staff launch held early 2010 	<p>Stakeholder launch event held 3 March 2010 at the Sunken Gardens, UWA with LandCorp's Board and Minister attending</p> <p>Staff launch was held 23 February 2010 at the first staff briefing of the year</p>	

3 OPPORTUNITIES: CREATING AND ENCOURAGING EDUCATION, EMPLOYMENT AND ECONOMIC DEVELOPMENT OPPORTUNITIES FOR/OF INDIGENOUS PEOPLE

We recognise the importance of creating opportunity for Indigenous people through economic participation, including the need to invest in and promote leading edge skills, and the benefits to all of providing employment opportunities to people from a diverse background






ACTION	TARGET	ACTUAL PROGRESS	LESSONS LEARNED
Internal Opportunities			
Enhance LandCorp's Aboriginal and Torres Strait Islander recruitment and retention	<ul style="list-style-type: none"> • Engage 1 Indigenous Trainee • Engage an Indigenous Property Officer • Complete LandCorp's Aboriginal and Torres Strait Islander recruitment and retention strategy • Achieve and maintain an internal employment target of 2% or as otherwise stipulated in LandCorp's approved EEO Plan 	<p>An Aboriginal Trainee was appointed</p> <p>An Indigenous Property Officer was appointed, however in May 2010 resigned to take up another opportunity</p> <p>An Aboriginal and Torres Strait Islander recruitment and retention strategy is currently operating on an informal basis. It will be formalised in 2011</p> <p>LandCorp has around 200 staff and an internal employment rate of around 2% was achieved and retained</p>	<p>LandCorp has struggled with attracting a pool of Aboriginal candidates from which to appoint various vacancies. Although a recruitment and retention strategy has now been drafted, we are wanting to get input from relevant stakeholders to enhance the outcomes. The HR Manager is to meet with various people such as representatives from the Kooya Consultancy (who run our cultural awareness training) and Clontarf. There has also been turnover of staff in the HR area that meant not only was there inadequate resources but also a lack of appropriate handover and communication about the actions required under the RAP</p>
Assist in funding staff to undertake Indigenous related studies	Number of staff receiving assistance for Indigenous related study	No staff requested study assistance support for Aboriginal and Torres Strait Islander related study	This could be better promoted to staff

ACTION	TARGET	ACTUAL PROGRESS	LESSONS LEARNED
Working Through Suppliers			
<p>Implement RAP related criteria in prequalification renewal processes of prequalified contractors and consultants</p>	<p>Late 2010</p> <p>Implementation of RAP related criteria in</p> <ul style="list-style-type: none"> • Requests for Proposals from prequalified External Project Managers • Prequalification process of construction contractors <p>Mid 2010</p> <ul style="list-style-type: none"> • Prequalification process for legal panel <p>End of 2010</p> <p>Inclusion of reconciliation issues in the performance review process of the prequalified Engineering companies</p>	<ul style="list-style-type: none"> • RAP related criteria were used for prequalification of External Project Managers • The prequalification process for construction contractors has not been renewed this year (scheduled for 2011), however in preparation for this we have worked with the Civil Contractors Federation to develop Guidelines for Aboriginal Participation in Civil Construction and Landscaping to be used by all LandCorp contractors. These Guidelines provide the expectations of Contractors which will be used in future prequalification processes • The legal panel update did not happen in 2010 and has been delayed into 2011. It will include reconciliation criteria • Reconciliation issues were not discussed with prequalified Engineering companies in the performance review process • Reconciliation criteria asking suppliers: <ul style="list-style-type: none"> • how they build relationships with Aboriginal and Torres Strait Islanders; • how they show respect for Aboriginal and Torres Strait Islander culture and heritage; and • how they create opportunities such as education, employment and economic development for Aboriginal and Torres Strait Islander people, <p>were also used in the:</p> <ul style="list-style-type: none"> - Insurance Request for Tender; and - Systems Implementation Request for Tender 	<p>Criteria related to Reconciliation Australia's objectives of relationships, respect and opportunity work well to delineate performance in this area</p> <p>Spending time to create an industry approach to reconciliation has bought a large cohort of our suppliers to the reconciliation journey in a meaningful way, rather than it simply being "compliance"</p> <p>LandCorp made a commercial decision to hold off conducting the Request for Proposal for the renewal of the Legal Panel until end of March 2011</p> <p>LandCorp has a formal process to dialogue with a panel of engineering firms who provide advice and technical services on projects. The discussions over 2010 did not include reference to creating opportunity for Aboriginal people through LandCorp. The 2010 work with the contracting industry will give a focus and impetus to engineering discussions in 2011. A key learning from 2010 is the need to work through how experts in engineering can be better engaged in practical actions which support LandCorp's Reconciliation Action Plan</p>
<p>Engage with Wanna Work (possibly through existing contractors) on landscaping initiatives in Kununurra</p>	<p>Completion of landscaping works by Wanna Work</p>	<p>Ertech engaged Wanna Work as a subcontractor on the workers camp village (32% of man hours were Aboriginal and Torres Strait Islander workers); Lakeside (30% of man hours were of Aboriginal and Torres Strait Islander workers); and Coolibah (20% of man hours were of Aboriginal and Torres Strait Islander workers)</p>	<p>Smaller local businesses can be successfully developed and grown in partnership with prime contractors. However care needs to be taken to ensure the growth is sustainable</p>



ACTION	TARGET	ACTUAL PROGRESS	LESSONS LEARNED
Project Opportunities			
Update project visioning procedure to include Reconciliation opportunities where appropriate	Project visioning procedure considers Reconciliation opportunities	Review of this process has been delayed and therefore this item is still in progress and will be rolled into our 2011 Reconciliation Action Plan	The achievement of this item was delayed by a restructure in the implementing department. This will be a target in our refreshed RAP 
Continue investigating land development or other opportunities for LandCorp to partner with Indigenous companies	<p>Number of recommendations made to Executive.</p> <p>Number of new partnership initiatives</p>	<ul style="list-style-type: none"> • 6 recommendations made to Executive <p>Three new partnerships are being formed, including:</p> <ul style="list-style-type: none"> • Commenced joint planning with Nyamba Buru Yawuru on Broome Road Industrial with the aim of lodging a structure plan covering both government and their landholdings. LandCorp has undertaken flora and fauna surveys, engineering and hydrological studies over both sets of landholdings and has provided copies of studies to Nyamba Buru Yawuru • Commenced discussions with a Aboriginal labour hire company, BYAC on opportunities in the Kalgoorlie region • Commenced discussion with Skill Hire regarding Aboriginal labour hire on sites in Albany 	
Participate in an across Government approach to supply transitional housing for Aboriginal people in Kununurra via development of the Coolibah project	<p>Site converted from Crown Land</p> <p>Construction commenced</p>	<p>The site has been converted from Crown land</p> <p>Construction has commenced</p> <p>LandCorp is participating in an across Government approach to supply transitional housing for Aboriginal and Torres Strait Islander people in Kununurra via development of the Coolibah project. In addition to participating, LandCorp in conjunction with Ertech has developed and implemented an Aboriginal Participation Plan in Kununurra which applies to Lakeside and Coolibah sites. We have also commenced consultation on the Coolibah public art project with Waringarri Arts</p>	Due to the Ord Aboriginal Development Package, work on Aboriginal and Torres Strait Islander participation had already commenced, so the Aboriginal Participation Plan (which encourages employment and training of Aboriginal people on these sites) needed to be retrofitted to suit the circumstances 

ACTION	TARGET	ACTUAL PROGRESS	LESSONS LEARNED
<p>Partner with Miriuwung Gajerrong Corporation on implementation of relevant parts of the Ord Final Agreement's Aboriginal Development Package, which aims to improve the financial and social wellbeing of the local Aboriginal communities by providing education, training, employment and direct ownership opportunities</p>	<p>LandCorp's responsibilities under the Aboriginal Development Package met</p>	<p>Key objectives of the Aboriginal Development Package have been incorporated into the Moonamang Joint Venture (Head Contractor) and are being met</p>	<p>A strong working relationship has been established between Moonamang JV, LandCorp, Regional Development & Lands and the Miriuwung Gajerrong (MG) people. This trust has lead to numerous examples of Miriuwung Gajerrong people being placed in one role and quickly progressed through to more complex or senior positions</p>
	<p>All senior staff (both contractor and Government) undertaken cross cultural awareness training</p>	<p>3 types of cultural awareness training have been arranged by the Language Centre. A 2 day course for the Indigenous and Community Development Program (ICDP) staff and 1 day course for all supervisors and leading hands and a 1/2 day course for others such as the Superintendent. The Moonamang Joint Venture has run Cultural Awareness Training sessions with the Language Centre. The safety start up induction for all employees includes a section on cultural awareness. A cultural event was held at the Garrjang village</p>	<p>The Indigenous & Community Development Program (ICDP) Team has successfully focused not only on construction within the Ord Expansion project but on Town Based employment, case management and training. Self help and development programs that address the barriers to sustainable employment such as the "Strong Mind, Strong Spirit, Strong Journey" program covering the impact of alcohol and drug use, nutrition and family responsibility have lead to noticeable changes in attitudes in participants who have subsequently attended the Aboriginal Health Clinic</p>
	<p>Head Contractor reviewed audit of the MG population determining skills, work experience and employment aspirations and matching to suitable employment opportunities</p>	<p>Moonamang Joint Venture and the Miriuwung Gajerrong Corporation Aboriginal Development Package team have reviewed the Miriuwung Gajerrong skills audit and are using this as a basis to contact Miriuwung Gajerrong people.</p>	<p>It is important to leverage existing community events such as the Kununurra Markets and NAIDOC week to increase contact with the local community and encourage participation. Participation in School Careers Days has lead to a positive relationship with students considering after school work and work experience placements</p>
	<p>Selection of Head Contractor who best meets the requirements of the Aboriginal Development Package (among other criteria) through establishing an ongoing relationship with the MG people and provision of training, employment and mentoring to MG people</p>	<p>The Head Contractor (the Moonamang Joint Venture) was selected having been the best respondent to a Request for Proposal (RFP) which included a 40% weighting for Indigenous Community Development Program. This included assessment of the proponent's approach, the proposed management and team, performance undertakings, unit rates, stakeholder and community engagement and local content. The proponents were encouraged to meet with the Miriuwung Gajerrong Aboriginal Corporation during the RFP period and a 2 hour briefing between Miriuwung Gajerrong Board members and each proponent were arranged in Kununurra. Miriuwung Gajerrong Aboriginal Corporation was represented on the evaluation panel by a Board and senior staff members. All Miriuwung Gajerrong Board members were invited to attend one day workshops with the three short-listed proponents</p>	<p>Improved coordination is required across State and Federal Government Departments within Kununurra (especially those involved in Aboriginal and Torres Strait Islander training, employment and economic development) to allow for more innovative and flexible programs and practices to prevent loss of opportunities and duplication of efforts</p>

ACTION	TARGET	ACTUAL PROGRESS	LESSONS LEARNED
	Number of business opportunities provided to MG businesses	<p>1 business opportunity has been provided to an MG business. Gerdan Cultural Tours commenced operation on 8 September providing worker transport services from the Garrjang Village to site and return. They have also commenced site tours with the assistance of the Moonamang Joint Venture's Community Relations Officer. Gerdan was able to purchase the bus from a local tour operator using a grant provided by the Aboriginal Development Package business development funding combined with the pre-purchase of site tours by LandCorp. The Moonamang Joint Venture is looking at a number of business opportunities with Miriuwung Gajerrong individuals and groups. These are still in the initial stages of development and could take some time before we see outcomes. In the meantime Moonamang Joint Venture are making sure that MG people interested in establishing businesses have the opportunity to work on the project while planning and preparation is happening</p>	<p>Though individual Miriuwung Gajerrong people aspire to enter into their own businesses, significant effort is required to work on the individual's motivation, aspirations, confidence and business skill level</p>
	% of people employed via the Head Contractor who are MG people	<p>In September the Moonamang Joint Venture had 52 Aboriginal/Torres Strait Islander people attend the site for employment. They worked a range of 1 day to 20 days from a possible 22 days. As at end of September (based on people days) 27.4% of the total workforce are Indigenous. Of these 15.1% are Miriuwung Gajerrong and 12.3% are non Miriuwung Gajerrong. 15 Aboriginal/Torres Strait Islander people have been placed in town based employment</p>	<p>% of people is not necessarily an accurate measure of portion of employment on site due to part-time hours. We therefore changed the measure to measure the % of person hours worked to provide a more accurate representation of portion of work being undertaken by Aboriginal and Torres Strait Islanders</p>
	Establishment of a temporary workers accommodation camp in partnership with the Sire of Wyndham/ East Kimberley and MG Corporation	<p>The workers village (Garrjang) is in full operation with a maximum capacity of 150 people. Wanna Work assisted in providing labour to Ertech in the forward works and mobilisation of the Pilbara units. Shire of Wyndham East Kimberley and Miriuwung Gajerrong are working on a business plan for future use of the site. The design of the site allows for redundant use for the future potential use by Miriuwung Gajerrong and Shire of Wyndham East Kimberley</p>	

ACTION	TARGET	ACTUAL PROGRESS	LESSONS LEARNED
In conjunction with the Murujuga Aboriginal Corporation, develop Aboriginal employment strategies for projects in Karratha	Strategies developed Aboriginal employment strategies included in civil works contracts	An Aboriginal Employment Strategy for Baynton West has been developed in conjunction with Downer EDI Aboriginal employment strategies for the new city centre and Mulataga projects will be a core requirement of the civil works contract	
Work with FORM in South Hedland on civic space (Town Square) to provide an outlet for both Indigenous and non-Indigenous artists to work	Completion of Town Square	Completed the Town Square in Port Hedland creating a civic space for both Aboriginal and Torres Strait Islander peoples and other Australians	
Integrating Reconciliation actions within the Pilbara Regional Action Plan (PiIRAP), particularly through procurement and community infrastructure	PiIRAP approved by LandCorp's Executive	The Pilbara Regional Action Plan was embedded into the Regional Program Plan. RAP initiatives have now been embedded into all 3 program plans (Regional Development; Metropolitan and Industry and Infrastructure) within the various Regional Action Plans for each region/sector across the State. This allows for coordination of RAP initiatives across programs and regions	
Sponsorship Opportunities			
Identify and implement sponsorship opportunities for regional activities supporting Indigenous participation	Number of opportunities sponsored	9 Sponsorships made including: <ul style="list-style-type: none"> the Miriuwung Gajerrong Corporation's 5 year anniversary celebrations of signing the Ord Final Agreement the Broome Basketball Association, who have a large portion of young Aboriginal players for storage facilities and equipment Mayuga Mijik Basketball Team in Karratha has been sponsored for country basketball WA 2010 Junior Country Championships Civil Contractors Federation luncheon sponsored to launch LandCorp's Reconciliation procurement criteria Halo Magpies Football team (Perth metro) the Nindi Nindji Cultural Family Festival in Port Hedland Eight Clontarf Football Academies within regional WA Four Mens Sheds within regional WA, including Wamba Nilgee Burru Agarlu Aboriginal Corporation in Derby 	
	Sponsorship commitments met	Sponsorship commitments met	
Sponsorship of the FORM Indigenous Arts Development program in the Pilbara	Sponsorship commitments met	Sponsorship of FORM Indigenous Arts Development program is continuing and commitments met	

4 TRACKING PROGRESS & REPORTING

ACTION	TARGET	ACTUAL PROGRESS	LESSONS LEARNED
Embed tracking and reporting on LandCorp's Reconciliation Action Plan into quarterly corporate reporting to Executive	Quarterly reports to Executive published on LandCorp's intranet	Executive have received quarterly reports on the RAP, however these were not published on LandCorp's Intranet. An appropriate forum for RAP reporting and news is currently being developed on our intranet	Sharing of information on progress against RAP initiatives encourages greater RAP participation 
Publish LandCorp's RAP on Reconciliation Australia's and LandCorp's Website	RAP registered with Reconciliation Australia and published on Reconciliation Australia's and LandCorp's websites	LandCorp's RAP was registered with Reconciliation Australia and published on both websites	
	Hold a launch event to celebrate LandCorp's RAP	Two launch events were held as described above	
Review and Update of LandCorp's Reconciliation Action Plan	Reconciliation Action Plan updated and registered with Reconciliation Australia	LandCorp's 2010 RAP is reviewed in this document and a 2011 RAP is being prepared	Initiatives not included in the RAP can still happen. In 2010 LandCorp had many new initiatives instigated which were not even conceived when the 2010 RAP was drafted 





Reconciliation Australia
RECONCILIATION ACTION PLANS

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