Our Expertise

In delivering our services to Indigenous Communities, Government and the Private Sector the NSW Indigenous Chamber of Commerce relies on the combined capability of the NSWICC Board, Staff, Volunteers and Strategic Partners.

The NSWICC is governed by a Board of twelve (12) Indigenous Professionals with impressive qualifications and extensive backgrounds in the areas of Indigenous Business, Employment, Education, Training, Law, Finance, Corporate and Cultural Governance.

Board members are targeted by the NSWICC for their experience and ability to contribute value to the Organisations vision. In recruiting Directors the Chamber seeks to ensure the Board is representative of Urban, Regional and Remote NSW Indigenous communities.

All Directors of the NSW Indigenous Chamber of Commerce are experienced Business Owners and high contributors to the Indigenous Economic Development Agenda. This is evidenced by the recruitment of Board members by Federal and State Government Ministers and Departments to provide input on Advisory Boards, Program reviews and Policy reform.

The following Individual Profile Summaries represent some of the Professional and Cultural Talent that supports NSWICC in the delivery of our Projects and Programs.

Adding to the expertise of the following individuals is the NSWICC’s ability to subcontract with its members including 248 Indigenous Companies operating in NSW and our Corporate partners such as KPMG.
Deb Barwick is a Kamilaroi Woman from Bora Crossing NSW who has spent the past 15 years working to support Economic Development in NSW Indigenous Communities. Her grass roots understanding of the barriers faced by Indigenous Australians in the areas of education, employment and business is key to her successes in this field. Throughout her extensive career Debbie’s governance and strategic abilities have become highly valued by Indigenous and non-Indigenous Communities and by Government and Corporate Australia.

With formal qualifications in business, and many years experience leading Indigenous employment and business programs, Debbie has worked alongside NSW Government to develop a number of key Policies and Initiatives aimed at increasing quality education, employment and business opportunities. Recent Policies and Initiatives include:

- The 2013 NSW Government Indigenous Procurement Board Directive
- The 2014 NSW Government and Minerals Council Industry Based Agreement
- The 2014 NSW Government and NSW Indigenous Chamber of Commerce Memorandum of Understanding
- The 2014 Shared Vision Agreement Between the NSWICC and Aboriginal Learning Circles across five Institutes of TAFE.
- The 2015 NSW Government Indigenous Participation on Construction Policy
- The 2015 NSW Department of Education and Communities and NSW Indigenous Chamber of Commerce Memorandum of Understanding
- The 2015 Commonwealth Indigenous Procurement Policy (IPP)
- The 2015 Commonwealth Indigenous Enterprise Development Fund (IED)
- The 2015 NSW Law Society Pro bono Legal Scheme for New Indigenous Enterprises

Debbie’s experience relating to Indigenous Economic Development includes:

- 10 years as a consultant for Indigenous Business Australia providing business services to Indigenous Business Operators
- 7 years as a consultant for the Founded the First Indigenous Chamber of Commerce in Australia & the NSW Indigenous Chamber of Commerce (NSWICC)
- Winner of the NSW Premiers Award for Excellence, for work in Aboriginal Communities creating employment and business opportunities
- MC for the World Indigenous Business Forum in Australia
- Advisor to State and Federal Government on Legislation for Aboriginal Employment and Procurement participation on Government Contracts
- Advisor to Corporate Sector in the development of policies to increase trade with Indigenous Companies
- Mentoring Programs for the Department of Aging Disabilities and Homecare overseeing 180 Indigenous Traineeships
- Job services Australia Provider resulting in the employment of over 300 Indigenous Men and Women.
- Indigenous Mentoring Program to BHP Billiton Iron Ore which resulted in 18 Indigenous Workforce Mentors
- Training to NSW Aboriginal Land Council Board, Zone Staff and Local Aboriginal Lands Councils
- Programs to develop the capacity of Indigenous controlled organisations to establish and grow their own income streams
- Mentor to Year 11 and Year 12 Indigenous Women to determine their career pathways
- Mentor to Indigenous Practice Firms giving Indigenous students the opportunity trial what it is like to establish and separate a business
Sharlene Leroy Dyer is a descendent of the Wirajuri and Dhurag peoples, born in Sydney, NSW. Sharlene is currently undertaking a PhD in the degree: Doctor of Philosophy (Management). Her thesis is entitled: "What policies and strategies have private sector organisations adopted to redress Labour market disadvantage for Indigenous Australians? How successful are these strategies (what works and what doesn’t)?"

Sharlene completed her Honours thesis in 2006, entitled "Is mentoring an effective Human Resource strategy to redress labour market disadvantage for Indigenous Australians: A qualitative study of mentoring outcomes for Indigenous trainees at the University of Newcastle".

Sharlene’s passion is breaking welfare dependency and fostering Indigenous economic independence. Her own past experiences in the workplace inspired her to study.

Her ultimate goal is to impart the knowledge and experience she has gained around Indigenous employment issues to non-Indigenous people/organizations and to empower Indigenous employees in reaching their full potential.

Qualifications:
- Bachelor of Business (Honours)
- Bachelor of Business, majoring in Employment Relations - University of Newcastle
- PhD Management (Enrolled)
- Indigenous Research Methodologies Master class
- Professional Certificate in Indigenous Research & Training Practice
- Certificate IV, Workplace training and assessment
- Certificate in MYOB Bookkeeping and Payroll management.
- Certificate III Aboriginal Mentoring
- Certificate in Indigenous Leadership
- Accredited Targeted Selection Training
- Awards & Achievements:
  - Recipient of an Australia Day Award – Council of Women NSW, Office of Women, NSW
  - Department of Premier and Cabinet
Trevor Satour was born in Alice Springs of mixed Arrernte and Gurindji heritage. He holds an Honours degree in Economics from Murdoch University in WA, and has completed a Coaching Diploma from the Newfield Institute. More recently he trained in the Tribal Leadership Intensive with Culture Sync, and with the Boston-based SoL group’s Leading for Sustainability program led by the acclaimed Peter Senge.

Trevor is a Director of the NSW Indigenous Chamber of Commerce. Trevor is also a founder of Building Indigenous Capability P/L (BIC), a 100% Indigenous Company with products and services across 3 business lines: consulting, facilitation and training services. BIC is based at Wyong on the NSW Central Coast just north of Sydney, and is an accredited Supply Nation supplier.

Trevor was born in Alice Springs of mixed Arrernte and Gurindji heritage. He holds an Honours degree in Economics from Murdoch University in WA, and has completed a Coaching Diploma from the Newfield Institute. More recently he trained in the Tribal Leadership Intensive with Culture Sync, and with the Boston-based SoL group’s Leading for Sustainability program led by the acclaimed Peter Senge.

Experience:

Trevor has operated in business for 16 years. He recently delivered IBA business workshops in Victoria, and in South and Central Australia. Prior to being in business he had stints as: Director of the Centre for Aboriginal Studies at Curtin University (Perth, WA), CEO of the NSW Aboriginal Land Council (Sydney, NSW), and posts in both the Australian and Queensland public sectors.

Whilst at Curtin University, he was a member of a select group responsible for developing a Bachelor’s degree program in Aboriginal Community Development and Management at Curtin University - a program that still operates there within the Centre for Aboriginal Studies some 3 decades later. He was also a member of the WA Aboriginal Education Advisory Group a peak body advising the WA and Federal Government on priorities in Aboriginal Education.

Trevor is passionate about global diversity and sustainability and helping Aboriginal and Torres Strait Islander peoples develop an economic base by leveraging the power of business through regional, national and global supply chains.
**Professor Dennis Foley** is a Gadigal Man and highly respected Elder valued for his intrinsic knowledge of his Mothers Country. Dennis is another highly valued member of the Chamber's team providing knowledge and guidance in the delivery of all projects.

Dennis researches and teaches across numerous academic fields related to Indigenous Australians. His main research focus is towards the emerging discipline of Indigenous enterprise and entrepreneurship. Dennis’ career within the tertiary education sector began researching an Indigenous Career and Employment strategy followed by the establishment of the first Australian Indigenous Degree program in Contemporary Australian Indigenous Art.

Several teaching appointments followed including teaching MBA, Indigenous Land-Use Management Practice at the University of Queensland, Business and Management courses at the Australian Catholic University, and teaching Humanities, Education and the Arts at the Universities of Queensland, Sydney, Queensland University of Technology and the University of Hawaii, as well as Financial and Strategic Management at Swinburne University.

Prior to joining the tertiary education sector, Dennis held middle to senior management positions within the banking and finance sector. Dennis has written units of study at Undergraduate and Postgraduate levels, including Indigenous Politics, Land and Culture, Aboriginal Literature, and Language and Culture.

In line with his key research focus, Dennis wrote the first Australian university course in Indigenous Entrepreneurship.

Professor Foley is a Fulbright Scholar and dual Endeavour Fellow. His publications focus on social inclusion and cross disciples such as Indigenous Literature, Indigenous History, Indigenous Studies, Business Management (Entrepreneurship) and Indigenous Epistemology and Pedagogy. In a recent successful Australian Research Grant rejoinder Dr Foley was described by his examiners:

"...Foley holds much credibility in this field. His contribution to the field of Australian Indigenous business and economic engagement is significant, and his personal knowledge of the field is very strong”.

"Outstanding: Of the highest quality and at the forefront of research activity in this space. Prof. Foley leads research in the space of Indigenous entrepreneurship and enterprise development in Australia”.

"Professor Foley has done more than any other Australian researcher to develop the study of Indigenous businesses.”

Dennis identifies as Koori. His matrilineal connection is Gai-mariagal of northern Sydney, and his patrilineal connection is to the Wiradjuri people of the Turon River region. He is active within the Indigenous community and Indigenous business associations within Darug circles and the NSW Indigenous Chamber of Commerce. He has also received several ministerial appointments to state and federal Advisory Committees and currently researches in Canada, Ireland and Aboriginal Australia.
Josephine Cashman, a Worimi entrepreneur from New South Wales. She holds two decades of experience working in legal, business and philanthropic contexts to create rapid social and economic change within Indigenous communities around Australia. Josephine is a thought leader and innovator with exceptional business, negotiation and engagement skills. She is committed to delivering practical outcomes that meet the diverse needs of Indigenous communities.

Josephine Cashman is a lawyer, business woman and social entrepreneur with more than 17 years of experience working to create rapid business, social and economic growth for Indigenous communities around Australia.

In 2013, Josephine was appointed by the Prime Minister to the Indigenous Advisory Council and serves as Chair of its Safe Communities Committee. She also sits on the Board of the Sydney Harbour Federation Trust. As a lawyer with a Graduate Diploma in Legal Practice, and a Bachelor of Laws and Communications (Journalism) from UTS, Josephine worked for more than nine years in the Australian courts, and has worked in consultancy and voluntary roles for a variety of private, public and non-profit sector organisations.

Josephine identifies and nurtures key relationships that attract and drive economic opportunities into Indigenous communities as a means of creating a better Australia for all. Josephine is a lateral thinker. She is an innovator who focusses her expertise in business, negotiation and engagement on real outcomes that meet the diverse practical needs of Indigenous communities. She is passionate about encouraging the Indigenous youth of Australia to become future leaders.

Core competencies

- Thought leadership in redressing Indigenous disadvantage
- Business and public sector consulting and policy advice
- Reconciliation action plans
- Indigenous procurement and impact investment strategies
- Indigenous executive recruitment strategies
- Indigenous sector introductions and relationship brokerage
- Communications, community engagement, and media strategies
- Troubleshooting, mediation, and cultural competency coaching
Elizabeth Mc Entyre is a Wanarua Woman with extensive experience working with Grass Roots Communities. She is passionate about empowering Aboriginal employees to develop in their potential to achieve highly successful careers in any area of their choice.

Qualifications:
- Bachelor of Social Work (Honours Class I)
- Certificate IV Workplace Assessment and Training
- Certificate IV Aboriginal Family Health
- PhD Candidate Australian Postgraduate Award Industry
- Diploma of Management
- Masters of Indigenous Health
- Certificate 1V in Indigenous Leadership Justice of the Peace (130482)
- Member Australian Association of Social Workers (AASW Accredited 200574)
- Accredited Mental Health Social Worker (AASW Accredited)
- Medicare Australia Allied Health Provider (4380291Y)

Awards & Achievements:
- Arts & Social Science Dean’s Medal
- Jack Doherty Undergraduate Scholarship for Aboriginal and Torres Strait Islander Students
- Australian Government Rural and Remote Health Professionals Scholarships Scheme
- PhD Candidate Australian Postgraduate Award Industry
- Diploma of Management
- Masters of Indigenous Health
- 2012 Certificate 1V in Indigenous Leadership
**Lani Blanco-Francis** began her working life as an Indigenous employment and training specialist, has worked in that profession on a broad range of projects in various industries, and worked in various upper management positions. Lani is the inaugural winner and proud recipient of the Neville Bonner Award 'Most outstanding person to influence Indigenous Employment and Program initiatives'.

Lani has worked directly with clients such as Staples, Salmat, Wesfarmers, Reconciliation Australia, Unique Force Enterprise, Marpuna Community Aboriginal Corporation and the Australian College of Health Services Executives (ACHSE) NSW Branch to name a few.

**Lani Blanco-Francis, Board positions held:**

- Supply Nation - Board Director 2008 to 2013
- Indigenous Women’s Business Network (IWBN) 2008 - current
- Minister Collins Economic Advisory Board – 2012

As a Consultant Lani has experience in managing projects that focus on continuous improvement of diverse workforce issues in the public and private sector. She has managed, developed and coordinated Indigenous programming initiatives related to employment, learning capability and community social responsibility on Government projects, provided specialist support to business unit managers, human resource managers, business partners, consulting, line managers and employees during process.

Lani has established strategic alliances, cooperative partnerships and external networks with Federal, State and Local government agencies, business, trade unions and community organisations on key diversity objectives, especially those relating to Indigenous Program initiatives. She has provided specialist support to business unit managers, human resource managers, business partners, consultants, line managers and employees during implementation of Indigenous employment initiatives.

**Brief summary of professional achievements to date:**

- Cultural awareness training to Qantas, IAG, ABC, Aboriginal Health Management Training Programs and Broadlex Services.
- Certificate IV in Business (Governance) to 100 Aboriginal people across Dubbo, Wellington, Wagga Wagga, Lismore (Tabulam & Casino), Tamworth (Caroona & Qurindi) and Sydney (Leichhardt & Redfern) communities in NSW.
- Employment development/generation capacity plan and STEPERS Implementation plan within the Redfern Aboriginal Corporation.
- Employment development/generation capacity plan for Ngunnawal Aboriginal Corporation.
- Strategy planning day and developed a business plan for the Medicare Aboriginal staff network and the Department of Commerce.
- In-kind support for the re-establishment of Mapoon Aboriginal Corporation, in Cape York.
When you meet Jeremy Donovan, a man with an open heart meets you. Willing to share the truth of all that he represents. Based in Sydney, but Descending from both of far Northern Queensland. Gumbalngirr and Kuku-Yalanji tribe Jeremy Donovan is one of Australia’s most celebrated keynote speakers and performers. With YouTube videos being viewed by over 2 million viewers, Jeremy is one of Australia’s most celebrated Aboriginal Didgeridoo players.

Jeremy’s exceptional skill with the didgeridoo, and extensive knowledge of his cultural heritage has earned him the recognition of his peers as a master storyteller, performer and influencer.

Jeremy joined GenerationOne in 2011 and became the Company’s CEO.
Jeremy started his career with GenerationOne as a voice for awareness and championing the movement to end Indigenous disparity by bringing all Australians together, with a focus on education, training, mentoring and sustainable employment. Jeremy’s role evolved significantly over the past five years to include high-level strategic engagement and delivery of business objectives through leadership, advocacy and ambassadorship. Jeremy’s high-level competencies in campaign development, project management and political awareness were the foundations of Jeremy’s role as Chief Executive of GenerationOne from 2012 to late 2015. He continues to be an active contributor and consultant to state and federal Government’s Aboriginal affairs and policy.

Through a number of projects Jeremy continues to make case for employer-directed training to fill the balance of jobs through the Australian Employment Covenant, working on connecting Indigenous students with careers through the Pathway Program, and building community support for a united Australia.

"I am excited by the challenges and what can be achieved in this space with the NSW Indigenous Chamber of Commerce and the Australian public. As a Consultant for the NSWICC I am ready to walk with the next generation of leaders."

Jeremy brings with him a wealth of personal experience, knowledge and understanding of the opportunities now available to Indigenous Australians, and a deep personal commitment to ensuring every Australian has the opportunity to have a dream, and to pursue it. This builds on his previous role as the National spokesperson and Ambassador for GenerationOne.

Jeremy shares the sacredness of his culture to break down the barriers of ignorance that create stereotypes. He makes it his job to educate people from all corners of the world about the beauty that exists within the sacred and traditional Aboriginal culture. Jeremy uses his traditional knowledge and aptitude for leadership, negotiation and innovation to help the disparity between Indigenous and non-Indigenous Australians in one generation – this generation.

“The message is clear, if we are going to end the disparity we need to work together,” said Jeremy.
Kate Kelleher is a proud Palawan Trowunna woman originating from the Cape Portland (Trawbwoolway) Tribe, Pyemairrenner Nation, in north eastern Tasmania.

Kate worked mainstream until 2011 when an opportunity arose to undertake an Interim CEO role in Canberra for the National Aboriginal Community Control Health Sector (NACCHO) representing one hundred and fifty Aboriginal Community Controlled Health Services around the nation.

This experience and exposure led to engagement in various areas of Aboriginal & Torres Strait Island health.

A major part of Kate's working life consisted of a long standing career in the public sector, working up through the ranks to serve as a Regional Manager in Australia's social security system for six years in two states. This was followed by twelve years in the private sector as a practitioner in the International Education Export Industry. Kate has interfaced with overseas students and stakeholders from across the Globe, involving on and off-shore experiences and extensive travel throughout the Asian-Pacific region.

Drawing on the diversity and richness of these experiences, Kate demonstrates a firm understanding of workplace challenges.

She has a unique ability to relate to people from all walks of life bringing a richness of connection with people from diverse backgrounds and cultures, resulting in a highly valued skill set in cross-cultural intelligence.

A summary of Kate's Diverse experience:

- Interim CEO at NACCHO
- Cultural safety facilitator conducting forums and workshops around the nation on behalf of Lowitja Institute and Menzies
- NT remote community leader over the past 18 months supporting Wadeye (Port Keats); Wudapuli; Pepperminarti; Daly Waters
- traditional owners with issues associated with Native title, remoteness and disadvantage
- Evaluation of Toronto (NSW) Aboriginal Child & Family Centre (Nikinba)
- Regional Manager in what was the Department of Social Security responsible for implementation of Government programs, policies and procedures
- Director of the International Student Program in a private school for 12 years where responsible for overseas student recruitment and support, marketing, and community integration.
- Contractor to Symmetra International & Diversity Inclusion
Our Partnerships With Government and Industry include the NSW Government, Department of Education and Communities, the Minerals Council NSW and the Master Builders Association.

ABORIGINAL AFFAIRS PROCUREMENT POLICY STATEMENT

Aboriginal Affairs will procure its requirements wherever possible from recognised Aboriginal businesses and suppliers.

1. Aboriginal Affairs will identify sources whose products are essential to the operation of the Department and prepare a statement of current spending with Aboriginal suppliers.
2. Aboriginal Affairs will notify suppliers whose products are essential to the operation of the Department and will provide them with a copy of the statement of current spending.
3. Aboriginal Affairs will consult suppliers whose products are essential to the operation of the Department before awarding contracts.
4. Aboriginal Affairs will procure products that are essential to the operation of the Department from suppliers who meet the definition of an Indigenous business.
5. Aboriginal Affairs will procure products that are essential to the operation of the Department from suppliers who meet the definition of an Indigenous business.

Definitions

- "Aboriginal business" means a business that meets the definition of an Indigenous business under the Aboriginal and Torres Strait Islander Social Development Act 2017.
- "Indigenous business" means a business that meets the definition of an Indigenous business under the Australian Government's Indigenous Business Opportunities Policy.
- "Recognised Aboriginal business" means an Indigenous business that is certified as an Indigenous business by the NSW Aboriginal Affairs Department.
- "Suppliers" includes both Aboriginal and non-Aboriginal businesses.

For more information, visit www.aboriginalaffairs.nsw.gov.au.
This Memorandum of Understanding (MoU) sets out how the NSW Indigenous Chamber of Commerce (NSWICC) and Aboriginal Affairs, Department of Education and Communities intend to work together to support the development of Aboriginal businesses and employment across NSW.

1. Background
OCHRE, the NSW Government’s plan for Aboriginal affairs, has been developed around a core belief in fostering aspirations, identifying capabilities and providing responsibility. The business community has a key role in broadening opportunities for Aboriginal people.

The NSWICC has been established to encourage and promote self-reliance and economic prosperity for Aboriginal Australians and their communities through commercial activity.

Aboriginal Affairs and the NSW Indigenous Chamber of Commerce have built a strong relationship through their common goals to increase economic opportunities for Aboriginal people that is now formalised through this Memorandum of Understanding (MoU).

The Parties to the MoU agree to work with interested Aboriginal businesses to realise potential opportunities in targeted industry sectors in NSW. The projects to be addressed under this MoU may include but are not limited to the development of the AEDF, and the implementation of other Government Initiatives (in particular, under OCHRE) with a goal to increase Aboriginal business participation in procurement, employment and job retention outcomes in NSW.

2. Term
This MoU will commence on the date it is signed by both parties and shall be reviewed annually.

The MoU will expire three years from commencement. It can however be terminated by either party by way of written notice.

3. Objectives
The Parties aim to achieve:

a) Increased engagement with Aboriginal people, communities and organisations to promote opportunities for employers and to support industry to hire Aboriginal people.

b) Sustained economic development through targeted investment and integrated support in education, training, research, business development and infrastructure.

c) Strengthened collaboration resulting in maximum impact of their respective resources.

4. Role Statements

a) NSWICC will:

i. Coordinate feedback from Aboriginal businesses to inform the ongoing development and implementation of the AEDF and other cross government economic development activities.

ii. Contribute support, experience, knowledge and connections to NSW Government’s Intermediary Committees for IBAs to provide easier pathways to engagement with Aboriginal employees and businesses.

iii. Advocate as an ambassador of the AEDF and other relevant NSW Government initiatives as appropriate through involvement in committees, boards and forums.

iv. Contribute expertise in forming strategic alliances and networks to Opportunity Hub service providers and provide access to opportunities formed from work in Industry Based Agreements.

v. Support Aboriginal communities participating in Local Decision Making and related initiatives to meet diverse needs with management and governance, training and links to programs and networks.

vi. Work with Aboriginal Affairs to achieve a collaborative and consistent approach to Aboriginal economic development across all Government agencies.

vii. Coordinate connections with research facilities and Universities for the benefit of projects where the opportunities arise.

b) Aboriginal Affairs (on behalf of the NSW Government) will:

i. Recognise and promote the NSWICC as a key conduit for Government consultation, activity and opportunity for the Aboriginal business sector.

ii. Work with the NSWICC to support businesses to offer the economic development of Aboriginal communities in NSW.

viii. Support the NSWICC to engage with industry through Industry Based Agreements.

ix. Work in partnership with NSWICC to strengthen the connection between education, training, employment and business with opportunities in emerging industries.

x. Advocate for support for NSWICC position as representatives, to strengthen opportunities for Aboriginal businesses.

The NSW Indigenous Chamber of Commerce is a Formal Partner to NSW Government in the delivery of OCHRE and the NSW Aboriginal Economic Development Framework.
Seeking To Engage with Aboriginal Suppliers?

The NSW Aboriginal Business Portal was launched in 2015 to provide you with easy access to Aboriginal Companies in NSW.
This policy applies to all government construction projects that meet the criteria set out below. Construction includes building maintenance and civil engineering. Construction related support activities, such as financial, advisory, architectural and professional services may also be included where it is considered appropriate to achieve the policy goals.

Construction projects that are being undertaken jointly with the private sector are included in this policy, as are projects undertaken on land not owned by the government or where the built asset will be owned by a non-government entity.

There are three categories of projects that are impacted by this policy:

**Category 1**
Projects nominated by an agency that are primarily directed to one or more Aboriginal communities. This includes projects where an Aboriginal community is the sole or predominant beneficiary, is a key user group or a predominant stakeholder.

**Category 2**
All other construction projects where the estimated value is over $10 million.

**Category 3**
All other construction projects where the estimated value is over $1 million.

Expenses relating to the Engagement of the NSW Indigenous Chamber of Commerce under this policy are considered a direct spend!
The NSWICC is a Key Stakeholder in the delivery of Industry Based Agreements and has a formal MOU with Mining NSW.

See some of our key achievements during 2015 on the following Pages.
Industry Based Agreement for Aboriginal Employment and Enterprise Development
2013 - 2015

December Report 2015
Aboriginal engagement: move to forge stronger links with mining industry

On Thursday, March 19, thousands of people across the country pledged their support to continue “Closing the Gap” between Indigenous and non-Indigenous Australians in the areas of health and wellbeing.

But just two weeks earlier, the NSW mining industry had taken its own significant step in the journey to help close the employment gap, co-hosting an industry forum in the Hunter with the NSW Indigenous Chamber of Commerce. The packed event brought together major players in the mining industry with a range of Aboriginal businesses to discuss opportunities for procurement and supporting local Aboriginal employment.

Of course, this wasn’t just a token gesture by the industry — it was part of the ongoing commitment made through a landmark industry-based agreement between the NSW Minerals Council and the State Government in 2013.

Falling under the NSW Government’s plan for Aboriginal affairs (OCHRE — Opportunity, Choice, Healing, Responsibility and Empowerment), the industry-based agreement commits the government and the mining sector to working together to help boost Aboriginal employment and increase the engagement of Aboriginal businesses by the Industry. It will focus on developing initiatives in NSW mining regions such as the Hunter Valley (Muswellbrook, Singleton, Maitland, Cessnock and Upper Hunter), North West (Gunnedah, Tamworth, Armidale), Illawarra (Wollongong, Bulli, Dapto, Tahmoor), Central West (Parkes, Orange, Lithgow) and Far West (Dubbo, Broken Hill, Cobar).

The mining sector was the first industry to step up and sign one of these agreements with the government. A Memorandum of Understanding (MOU) was also signed with the NSW Indigenous Chamber of Commerce (NSW ICC) to assist in engagement with Aboriginal people and businesses. At the time both agreements were signed, NSW Minerals Council CEO Stephen Galilee said the industry had been working for a long time to develop Aboriginal employment and economic development opportunities across the state.

“It is important that the NSW mining industry and NSW Government keep working closely together to secure some real outcomes in this important area,” he said.

“Economic participation lies at the heart of improving the lives of Aboriginal people in NSW and we want to ensure that they share in the long term benefits that flow from responsible minerals development.”

Since signing the Agreement, a Steering Committee (with representatives from the NSW Minerals Council, Aboriginal Affairs, Trade and Investment NSW, NSW ICC, NSW Aboriginal Land Corporation and Aboriginal Employment Strategy) has been working to develop an Action Plan to deliver the targeted outcomes.

But while increasing Aboriginal employment levels is a well-intentioned aim, just how does the industry achieve that at a time when tough economic conditions are forcing companies to cut back employees rather than take on additional ones.

NSW Minerals Council Policy Director Greg Sullivan said the Action Plan was “cognisant of the difficult economic and employment environment currently facing the NSW minerals sector. Few companies are currently seeking to expand their workforce and many are downsizing, making employment creation a greater challenge in the short term, as a result the Action Plan pursues a medium to long term approach that implements key programs to build enterprise capacity and
support Aboriginal employment and enterprise development to provide opportunities when the industry cycle improves again. At the same time, short-term employment and enterprise opportunities will be identified and pursued with any companies that are in a position to assist, particularly those with new or expanding mining projects.

The plan has four key focus areas:

- Industry capacity building and knowledge documentation;
- Supporting Aboriginal children in school;
- Developing Aboriginal employment opportunities; and
- Encouraging Aboriginal enterprise development opportunities.

And this is where the Mining Forum, held on March 4 in Pokolbin, comes in.

It was the second such event to be conducted by the steering committee (the other, an internally-focused industry forum in Singleton during June, 2014).

NSW ICC Chairperson Debbie Barwick said while direct Aboriginal employment may be more difficult in the current climate, companies could still contribute to the overall aim by focusing on procurement opportunities.

The Mining Forum – and the involvement of nine Aboriginal businesses and the NSW ICC in the Hunter Mining Show trade exhibition from March 12-14 – were key items on the Action Plan designed to increase awareness of the capacity of Aboriginal businesses to supply the mining industry.

Ms Barwick said “One of the things that we’ve been advocating for many years now through the chamber network is the need to invest in economic development in Aboriginal communities as a solution to the high unemployment and all of the socio-economic disadvantages that exist in many communities including in mining-affected areas, the Industry-based agreement looks at two things – employment opportunities and career pathways, and then also procurement. One of the things we find is that as Aboriginal companies grow and they win a contract, they’ll tend to employ a majority Indigenous workforce. So it makes sense, especially in the downturn period when these mining companies aren’t necessarily employing, to focus on regular procurement activities – are there opportunities for Aboriginal companies to tender and potentially win contracts in mining. There are a lot of stereotypes, a lot of things to still break down, and that’s one of the biggest barriers, what do Aboriginal people do in business? Well, we do everything. I think both of the events were a really great opportunity to showcase the diversity and the capacity of Aboriginal businesses. What we’d like to see now is more engagement and support purely because of what happens from the growth of those businesses, for our communities. It obviously gives people jobs and by running successful businesses and creating employment it creates better life choices for Aboriginal people.”

Mr Sullivan agreed.

“Improving education, work and health outcomes for Indigenous Australians is one of our great national challenges,” he said. “Owing to its operations in regional and remote Australia, the mining industry is well placed to make a significant contribution to closing the gap that currently exists in terms of opportunities for Indigenous Australians. Getting people into meaningful work is the best way to tackle social disadvantage. The NSW Minerals Council will be working with its members to identify other opportunities to assist Aboriginal people to enter the mining workforce and provide opportunities for Aboriginal business to win contracts within the mining supply chain. The NSW Minerals Council will be promoting the recently released NSW Aboriginal Business Portal (http://nswick.hostedem.com.au/directory) – an initiative of the NSW Government and the NSWICC, which provides a convenient way access a wide range of Indigenous businesses supplying diverse fields that have been quality assured by the NSWICC. At a practical level, one of the most beneficial things that mining related companies can do to help increase Aboriginal employment and engage with Aboriginal business is to ensure their procurement policies require consideration of any suitably qualified Aboriginal businesses in any tender.”

Of course there are a number of mining and mining-related businesses already working hard to help increase Aboriginal employment and opportunities for Aboriginal businesses.
Hunter forum to focus on industry engagement with Aboriginal businesses

Creating more links between Aboriginal companies and the mining industry will be the focus of an event in the Hunter next week.

The NSW Mining Forum is being hosted by the NSW Minerals Council and the NSW Indigenous Chamber of Commerce at the Sebel Kırkten Park on Wednesday, March 4 from 11am to 1:30pm. It will focus on ways to increase procurement for Aboriginal businesses and in doing so increase Aboriginal employment within the mining industry.

Mining magnate Andrew Forrest — founder of the Fortescue Metals Group — will provide an opening address via video link. Aside from his mining interests, Mr Forrest is well-known for his passion for philanthropy and community. He and his wife Nicola established the Minderoo Foundation in 2001 with the aim of assisting all Australians, particularly children and Indigenous Australians, to “dream way beyond what their current circumstances and expectations might allow”.
Aboriginal suppliers to have major presence at Hunter Mining Show

NSW Aboriginal-owned companies looking for opportunities in the state’s mining industry will have a significant presence at the Hunter Mining Show 2015 in Singleton next month.

The Hunter Mining Show, which is the trade exhibition element of the Hunter Coal Festival, will be held at the Singleton Civic Centre from March 12-14.

The show will feature exhibitors from the NSW Indigenous Chamber of Commerce (NSWICC), and nine member companies offering products and services to the mining industry.

According to Debbie Barwick, chair of the NSWICC, the Hunter Mining Show presents an ideal opportunity for Aboriginal businesses to promote themselves to the mining industry, and the local business community.

"The Chamber has partnered with the NSW Government and Minerals Council NSW under an Industry Based Agreement (IBA) to identify key initiatives to support the growth of Aboriginal employment and businesses in the state, and we see the Show as providing a great platform for this," she said.

The NSWICC has around 200 members, and works to develop Aboriginal-owned businesses, helping them get established, mentoring them and supporting their growth across diverse industries around the state.

"An important part of our charter is to build capacity within Aboriginal-owned businesses, providing their exposure, then involving them in procurement processes, so they can become part of the supply chain to industry and government," she said.

"We’ve done a lot of work with the NSW Government and Minerals Council to develop initiatives that mean more opportunities for Aboriginal companies, who employ Aboriginal people and contribute to breaking the cycle of welfare dependency," Ms Barwick said.

The timing of the NSWICC’s participation in the Hunter Coal Festival and Mining Show was opportune for the organisation.

"Together, the Minerals Council, NSWICC and NSW Government were planning a trade show and forum aimed at the mining industry, then we became aware of the Hunter Mining Show, and saw it as the logical thing to become a part of it." The NSWICC’s participation in the Hunter Mining Show comes 10 days after an inaugural mining industry forum the Chamber is supporting in the Hunter Valley.

This forum, on March 4, will be opened by Fortescue’s Andrew “Twiggy” Forrest via video link.

It will feature a keynote address and panel discussion hosted by Jeremy Donovan, CEO of Generation One, a national movement for all Australians, Indigenous and non-Indigenous, and whose mission is to end the disparity between Indigenous and non-Indigenous Australians in one generation through employment.

"The aim of this forum is to inform the mining industry that there are very clear opportunities for them to engage with Aboriginal Companies in NSW for the procurement of goods and services through the NSWICC and other key initiatives," said Ms Barwick.

"Initiatives such as the very new NSW Aboriginal Business Portal provide exposure to Aboriginal Companies that are ready to Do Business with Industry and Government. It is not difficult to engage Aboriginal Suppliers, you just need to know where to find them and where to get the right information and assistance. Indigenous Chambers of Commerce provide a range of valuable support services to Government Agencies and Private Sector Companies seeking to engage Aboriginal Suppliers and to grow their Aboriginal Workforce."

"This forum, and the Hunter Mining Show 10 days later are intended to give Companies a clear pathway to engagement with Aboriginal companies into the supply chains of mining and related industries," she said.

Further information: www.nswicc.com.au; kylee@nswicc.com.au; 02 49327722
KENJARHY ABORIGINAL SERVICES

As published by Rockface

Rockface caught up with Brad Draper from Kenjarhy at the NSW/MC and NSW Minerals Council Mining Forum to find out more about how his company is working with the mining industry to improve the lives of Aboriginal people through employment.

Beneath the Kenjarhy Aboriginal Services' logo reads the words "change lives and create futures".

But at Kenjarhy it's more than just a slogan, those words underpin everything the company is trying to achieve for Aboriginal people through the vehicle of employment.

It all started one night at the dinner table where Brad Draper and his wife, who were both employed in mainstream labour hire companies placing people in the coal mining industry, discussed why companies weren't placing Aboriginal people.

So in 2012 they launched Kenjarhy - a 100 per cent owned and operated Aboriginal Company that provides services to the mining and civil industries across NSW and Queensland. Mr Draper said the business was created as a vehicle for Aboriginal people to achieve their ultimate outcomes of employment.

"Employment changes people's lives," he said. "Our catchphrase is 'change lives create futures' and what that does is by giving people a job these people go home with their salaries and then their kids see what it takes to have a nice car and boat and then that starts building the right culture. We have been fortunate to give our kids opportunities so we are passionate about giving other parents the same opportunities to do that for their families through wealth generation."

Since being established, Kenjarhy has built up its capacity to deliver a whole raft of services, providing its employees with a range of skills, such as fencing, landscaping, painting, earthworks and erosion control, rehabilitation, traffic control, building maintenance, horticulture, water management, painting and much more.

Mr Draper, a proud Wiradjuri descendant, said being an Aboriginal company has been essential to its success.

In addition to its mining services division, Kenjarhy also offer training opportunities through its registered training organisation, Train365. Train365 delivers nationally accredited traineeships in Certificate II and III in surface extraction and underground mining, plus a number of Statement of Attainment / Workcover Compliant Courses. This includes White Card, Inductions, elevated work platform, working at heights, light vehicle permit, confined space, isolation, scaffolding and rigging/digging.

Then there are also opportunities for non-Aboriginal people through 365Labour, a mainstream labour hire division that competes with the likes of SKILLED and Chandler Macleod.

"We believe we are a one-stop-shop," Mr Draper said. "Kenjarhy does a broad range of things and that's the key to our sustainability. You can't be one dimensional and we've looked at a range of revenue streams. Mining has dropped off at the moment but we have training and that can push across into a range of industries, like construction or white collar. What we are doing is trying to change the perception of what people see as an Aboriginal business. We're a company that has quite a large capacity, but in the areas we don't have capacity we're partnering with other organisations to ensure we get the best outcomes for Aboriginal people."

"I liken it to a football team, where an Aboriginal player is proud to wear their Aboriginal jersey and be a part of that team," he said. "We wanted to build that culture where Aboriginal people want to be part of an Aboriginal team and therefore want to work for an Aboriginal company. And that's what we have done within our teams where elder people mentor young people and that creates peer pressure within their community to do well."

"Employment changes people's lives," he said. "Our catchphrase is 'change lives create futures' and what that does is by giving people a job these people go home with their salaries and then their kids see what it takes to have a nice car and boat and then that starts building the right culture. We have been fortunate to give our kids opportunities so we are passionate about giving other parents the same opportunities to do that for their families through wealth generation."
Kenjarfly has joint ventures with TAFE colleges who use them as their contracted mining and civil trainer. The Orange-based company has also worked closely with Whitehaven Coal in the Gunnedah region.

"Jamie Frankham [of Whitehaven Coal] was passionate about having an Indigenous Employment Strategy for their construction work," Mr Draper said. "We were asked to engage eight people, train and mentor them for a period of time with the view of transitioning them into Whitehaven directly, which they have. They came from various labour markets like Moree and Narrabri, which are quite (economically) depressed areas so that's a real success for us."

Kenjarfly has also worked with organisations like Alkane Resources, Sita and Flinders Resources, to name a few.

They have recently partnered with a solar company and can now do power purchase agreements and assist mines with their carbon footprint.

But with the current contraction in mining, Kenjarfly is also focusing on major infrastructure projects and has recently partnered with a Newcastle-based business on a major civil project in Sydney.

"They came to us looking at an Aboriginal Employment Strategy in their organisation because one they're smart, because they need to meet certain requirements in their contracts and because it's cost effective for them to do it," Mr Draper said. "We want to work with companies that have that vision and want to do something, not those who are doing it because others are. We don't want to challenge corporate Australia, we want to partner with them."

Mr Draper said he believes many companies want to employ Aboriginal people, but they don't know how. He said they should give an Aboriginal business the opportunity, whether Kenjarfly or someone else.

"We will win business on commercial terms, but it's about getting the opportunity and looking at the innovative partnerships we can bring to table," he explained. "It's not about handing these opportunities out on a silver platter. You still need to perform. That hand out mentality has to stop. The best way to support Aboriginal communities is to create commercial opportunities for Aboriginal organisations to be self-sustainable."

While success isn't always best measured in numbers, Kenjarfly have achieved fantastic results, continually exceeding their Aboriginal targets. In the first year of operation Kenjarfly set out to engage between 23-30 per cent of Aboriginal people across the workforce, but are proud to have achieved 92 per cent. Today the company employs around 35 people and trains approximately 50 people a month, although that number fluctuates.

Mr Draper said he gets a lot of satisfaction from placing people in jobs.

"Many of them [employees] are just grateful to have been given the opportunity," he said. One guy came up to me in the street and thanked me for giving him a job. He said he was heading on a path to nowhere and this changed his life. That there is worth more to me than any amount of money and my wife and I are proud that we are helping open some doors. We believe we are going to build something to really make a difference to the lives of Aboriginal people. And if the big companies support us and work with us, together we can do some massive things."
Indigenous and industry – working together to make a difference

15 April 2015 / As published by Coalface Magazine

West Australian mining magnate Andrew “Twiggy” Forrest is on a mission – to find 5000 jobs for Indigenous people and help close the gap between Aboriginal and non-Aboriginal Australians.

Through his own iron ore company Fortescue Metals Group Mr Forrest is certainly talking the talk and walking the walk, with his most profitable mine – Christmas Creek – recording a current Indigenous employment rate of around 20 per cent, which will rise to 26 per cent following their next intake of recruits.

The other Fortescue operations average around 12 per cent Indigenous employees, with plans for this to increase to 15 per cent across the company. But Mr Forrest is far from alone in mining circles when it comes to pursuing opportunities for Indigenous workers and businesses.

The NSW Minerals Council signed an industry-based agreement with the State Government around two years ago, committing to work with the NSW Indigenous Chamber of Commerce to further these aims.

During March all of these parties came together to promote this goal at the inaugural Mining Forum, hosted by the NSW Minerals Council and the NSWICC in the Hunter Valley.

Mr Forrest provided an opening address via video at the forum, which brought a range of Aboriginal businesses together with representatives from mines and suppliers across NSW.

“Employing Aboriginal people, going the extra miles for them is immensely fulfilling, it’s great for the culture of your companies, your businesses and it’s great for your own growth, but in the process, we change Australia,” he said. “In all of this, nothing will happen unless you are personally dedicated. As leaders, without you, it’s moribund. Government can’t employ people, government can’t create training, that’s what you do, that’s what we do; that’s what we need us to do together in employing Aboriginal people. Coming on this march now means that we will change Australia forever. We’ll take a pivotal, critical step in removing the indigenous disparity for all time.”
Turning a new leaf on indigenous employment

2 March 2014 / As published by Coalface Magazine

Mt Arthur Coal's Aboriginal apprentices are laying the foundations for more indigenous people to gain employment in the mining sector.

Logan Edwards and Maddie Taggart are two very different people on different journeys, but one thing in common is the success they have had throughout their training.

Maddie, 20, recently started a full-time position at Mt Arthur Coal as a qualified electrician, having completed the fourth and final year of her electrical apprenticeship.

As well as being Aboriginal, Maddie was also the first female apprentice at Mt Arthur Coal, making her a great role model for other young women and indigenous people considering a trade career.

Logan meanwhile has just started the third year of his plant mechanic apprenticeship. From the start, the 18-year-old showed signs he was destined to be a high achiever, receiving the 2012 dux award at the TAFE Mining Skills program he completed in the first year of his apprenticeship.

"That has definitely been one of the highlights of my apprenticeship so far," he said. "I have also enjoyed the fact that we do something different every day, you never know what's next."
The mine has been the centre of a concerted campaign by environmental groups since well before construction commenced in January 2014. But despite the blockades, protests and incidents where activists, including former Wallaby captain David Pocock, broke into the site and chained themselves to equipment, work progressed so quickly that the first raking of coal occurred in December 2014, three months ahead of schedule.

Commercial operations began at Maules Creek on July 1 this year.

Federal Minister for Industry and Science Ian Macfarlane MP was on hand to carry out the official duties today, along with Federal Parties MP Mark Coulton, State Member for Bogan Kevin Humphries senior representatives from Whitehawk’s joint venture partners Ichthyus and J-Power and other dignitaries and guests.

Whitehawk Coal CEO Paul Flynn said the opening marked an “important milestone in Whitehawk Coal’s growth and transition as a company” and was “a testament to the performance of our people who have worked tirelessly to deliver this project ahead of time, and under budget.”

Maules Creek will create nearly 500 new local jobs, inject an additional $68 million in wages into the local economy each year, and deliver $13 million in local infrastructure investment as part of Whitehawk’s Voluntary Planning Agreements with local councils.

“Over the past three years alone Whitehawk has spent nearly half a billion dollars locally and it’s the local community that will continue to reap the benefit of projects such as Maules Creek for decades to come,” Mr Flynn said.

“Today is a day where we acknowledge and celebrate the achievements of the past few years, but the real story of Maules Creek and the economic opportunity it is bringing to this area is only just starting.”

All of Whitehawk Coal’s operational sites are in the North West of NSW, with the company now the largest single employer in the Gunnedah Basin.

The Maules Creek Mine is also setting new standards in terms of its commitment to supporting the local Indigenous community.

Whitehawk Coal will officially launch its first Reconciliation Action Plan in Gunnedah tomorrow as part of the company’s wider commitment to engaging proactively and positively with the local Aboriginal and Torres Strait Islander community.

Among its aims is the company’s well-publicised target of 10 per cent Aboriginal and Torres Strait Islander employment at the Maules Creek Mine by 2017.

This figure is already above 15 per cent, with 37 Aboriginal and Torres Strait Islanders employed at the mine.

FACTS AND FIGURES

Since receiving the final approval to commence construction work on this $767 million project, Whitehawk staff and contractors have:

- Worked about 1.2 million man-hours, with a peak workforce of around 750 people.
- Delivered 22,000 individual items of equipment, piping and steel components to site from construction yards in nearby Narrabri.
- Built around 18km of construction access roads, 12km of scaled mine access roads, and upgraded about 4km of local roads as part of our Voluntary Planning Agreements with Council.
- Developed an 18km-long water distribution network, including an intake pump station, two booster pump stations, and five distribution and truck fill pumping stations.
- Worked with 105 Registered Aboriginal Parties to survey 38 registered sites within the Application Area and recover over 7000 Aboriginal artefacts for safe-keeping.
- Successfully installed over 30km of rail in under 30 days to transport our production trains.

Whitehawk’s total economic contribution includes:

- $215 million spent with local suppliers in the Gunnedah, Narrabri, Tamworth and Liverpool Plains shires over the last financial year, bringing the total spend with local businesses to $572.7 million over the past three financial years.
- Local wages in excess of $125.6 million this financial year. With over 70% of Whitehawk’s 779 FTE employees living in the northwest NSW region this money will stay in the local community.
- Donations and sponsorships of local community organisations worth $162,000.
- Committing more than $20.7 million to local councils via our Voluntary Planning Agreements.
- Royalties and taxes paid to the NSW Government worth nearly $130 million.
Coal mine deal funds projects

By BRITA LYSTEN

TRADITIONAL owners on the NSW Central Coast have signed a monumental five-point plan with mining company Wyong Coal, representing the establishment of an underground coal mine.

The plan has the potential to ensure the long term sustainability of the local Aboriginal community for generations to come.

For the past seven months negotiations have been taking place between the Guringai Tribal Link Aboriginal Corporation (Guringai TLAC) and Wyong Coal to implement a five point plan that is aimed at delivering improved educational, environmental, training and employment outcomes for the local Indigenous community.

The initial five-way agreement will target five specific areas with an aim to expand on those once the Wallarah 2 mine, west of Wyong, is finally operational, which is expected to be in three or four years.

The five program areas that will be funded under the agreement are: employment, business start-up schemes, a mentor scheme, a green team scheme and tertiary scholarships.

Additionally a fundamental aspect of the agreement is Wyong Coal's commitment to provide a guaranteed minimum of 10% Indigenous employment, which is ultimately expected to result in at least 30 jobs for Aboriginal people in the region, which has a high unemployment rate.

Wyong Coal project manager Kency Barry says the negotiation period has been a learning curve for both parties but has ultimately brought them closer together in their efforts to establish and maintain a positive, long-term working relationship.

"At the end of the day we all need to work together to establish opportunities for Indigenous people and the wider community," he said.

"Once we get operational we will all be able to come together and decide what can we really turn this into? What other opportunities can we create? Because the opportunities really are endless. Before we actually start to make any money, what we're doing is investing money. "We're investing money in the community and people. And of businesses stay, "Our value is with our people, but it really is. "You develop good people, you develop opportunities."

Several aspects of the five-point plan will be implemented even before mining starts, including the apprenticeship program, which will assist local Indigenous students to either finish their HSC or work as apprentices with local businesses.

Guringai has strongly supported the scholarship scheme as the hope that an Indigenous and non-Indigenous applicant will eventually work with the company but points out that they are not obliged to. Other scholarships are on a case-by-case basis.

Guringai TLAC will be given the choice to implement the Business Start-Up Scheme by identifying people who will be eligible for $100,000 a year over three years to establish and maintain businesses that could not otherwise be started.

"This agreement is not only going to bring employment opportunities but will increase awareness of Aboriginal culture and identity amongst our local community, through the apprenticeship and early work programs that we have planned," said Mr. Barry.

It is estimated that the mine will produce an extended five million tonnes of coal a year, which will be transported by barge and ultimately shipped through the local port into the open market. As part of the agreement, Wyong Coal and Guringai TLAC will work together to develop a steering committee who will ensure the successful delivery of these programs.
Northparkes invests in Indigenous education

As published by Coaltac Magazine

Northparkes has supported another two local Indigenous university students who have each received $5000 to assist them with their respective degrees. Early last month Northparkes awarded the 2015 scholarships to Jes'e Rushby from Forbes and Rebecca Thorpe from Condobolin.

In addition to the $5000 financial support, which they will receive each year of their degree, they will also receive a laptop and work placement opportunities at Northparkes and other areas to gain on-the-job experience and mentoring and coaching support from existing employees.

Jes'e is studying a Bachelor of International Studies and a Bachelor of Communication in Media and Public Affairs at the University of Canberra, while fellow scholarship recipient Rebecca is studying a Bachelor of Science at the University of Western Sydney. Also in 2015, Northparkes awarded two local Indigenous university students from the region $5000 in support of their education.

Diana Ralph, Northparkes’ Corporate Communications Manager, said the pathway to employment starts with education and training. She said the company was committed to supporting local Indigenous students to gain the skills and experience necessary to join the workforce.

The award of the scholarships is part of Northparkes’ ongoing strategy of supporting Indigenous advancement in the mining industry and the wider community.

The priority areas for the scholarships are science and engineering, and communication. Each successful applicant received $5000 to support their education.

Northparkes has committed $50,000 to its Indigenous Scholarship Program to assist local Indigenous university students.

Strategically aligned with the company’s Aboriginal and Torres Strait Islander Employment Target, the program is believed to be one of the largest Indigenous scholarships in the mining industry.

Diana Ralph said the company was pleased to be able to assist talented Indigenous students to gain employment in Australia’s 21st century workforce.

The program also offers talented Indigenous university students the opportunity to gain work experience and mentoring and coaching support from existing employees.

The Indigenous Scholarship Program is part of Northparkes’ Advancing Indigenous Employment Strategy, which aims to increase the number of Indigenous employees at the mine and within the broader mining sector.

Northparkes is a leading Western Australian mining company which produces copper and gold from the Mary Kathleen, Super Pit and Mount Henry mines, as well as silver, zinc and lead from its Ewington mine. The company has offices in the Pilbara region of Western Australia and the Northern Territory.

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Save the Date For A 2016 Premium Event!

"Indigenous Engagement at its Best"

The NSW Indigenous Chamber of Commerce supported by NSW Mining invites you to join us for an exciting day in the 2016 NSW Mining Calendar. Hear from some of Australia’s leading experts and best speakers on Indigenous Economic Development. Listen to Best Practice Case Studies on Supply Chain modelling that encourages and enables the inclusion of Aboriginal Business as valued suppliers to large corporations.

**EVENT:** 2016 NSW Indigenous Procurement & Economic Development Forum  
**DATE:** Wednesday 6 April 2016  
**TIME:** 9.00 am – 4.00 pm  
**VENUE:** Wests Leagues Club, New Lambton  
“A light lunch will be included”

National Key Note Speakers from State and Federal Government, the Mining Sector, Academia and Indigenous Entrepreneurs will provide the audience with practical insight into achieving realistic quality outcomes in Indigenous employment and procurement.

Our Expert Panels will interact with the audience to share their experiences and knowledge on the topic and to assist Companies represented to breakdown any existing or perceived barriers they have in engaging Aboriginal Suppliers.

This is a must attend event for Companies seeking to include Aboriginal businesses in their supply chain, or Aboriginal businesses ready to break into the mining sector.

For Further Advice or to discuss our Event Partnership Opportunities Please Contact the NSWICC on 02 49327722 or via email kylee.walters@nswicc.com.au.
NSW ICC’S ALIGNMENT WITH GOVERNMENT POLICY


The Indigenous Economic Development Strategy was developed to provide a pathway for indigenous Australians that ‘closes the gap’ with non-indigenous Australians. In regards to education, employment, start-up businesses, home ownership and to provide for their families. The strategy focuses on five key areas for improving the prosperity of indigenous Australians:

1. Strengthening foundations to create an environment that supports economic development;
2. Education;
3. Skills development and jobs;
4. Supporting business development and entrepreneurship; and
5. Helping people achieve financial security and independence.

The Indigenous Economic Development Strategy creates job opportunities for indigenous Australians, through job readiness both, skills development, the strengthening of links between training and jobs, improving employment services, and driving demand for indigenous employment.

NSW ICC advocates its members on the Government’s indigenous programs, initiatives and the IIP to increase indigenous people’s economic outcomes and employment. NSW ICC fosters the involvement of indigenous businesses in the supply chains and procurement process for Government contracts.

Providing Indigenous Australians with the education, skills and support to find and keep meaningful work, and to build financial self-reliance, is a crucial part of the Australian Government’s long-term vision for closing the gap in Indigenous disadvantage.

The NSW Indigenous Chamber of Commerce and TAFE NSW have aligned their combined expertise to service the educational and learning needs of a growing Indigenous business sector in NSW.

The initiative was first proposed by the NSW ICC as the Peak Body for Indigenous businesses in NSW during the development of the organisations Strategic Plan.

Working at the grass roots level to build the capacity of Indigenous Operators and their employees, the NSW ICC confirmed a significant absence in formal qualifications amongst Indigenous Business Owners particularly in the area of Business and Management. The NSW ICC understands that in the absence of formal qualifications Indigenous Businesses are disadvantaged in growing their business because they have not had the privilege of a relevant tertiary education.

Having worked with TAFE on several capacity building initiatives in the past the NSW ICC approached TAFE to discuss the opportunity to work together more strategically to develop programs to meet the very unique needs of the Indigenous Business sector, specifically members of the NSW ICC and Managers and CEO’s of Local Aboriginal lands Councils and other not for profit organisations engaged in economic development initiatives.

Factors to be considered in programs to be delivered under the Alliance include:

- Barriers to learning (General Numeracy and Literacy, Computer Literacy, Ecommerce Literacy etc)
- Location (Need to ensure Flexible Delivery Options, and Geographical Choices)
- Cost (Most Indigenous businesses are micro at this point and the affordability of tertiary education is a consideration)
- Recognised prior Learning from Running a Business and or organisation
- Time (Indigenous businesses owners are relatively time poor as they are often the most hands on person in their business)

The NSW ICC also recognises the importance of skilling up the Indigenous workforce within Indigenous Businesses, LALC’s and Not For Profits to best support the economic visions and goals of each.
Signatures
Shared Vision Agreement

collaboration between five institutes of TAFENSW
Hunter | Illawarra | New England | North Coast | South Western Sydney
"The NSW Indigenous Chamber of Commerce (NSWICC) celebrates announcement by the NSW Procurement Board which provides for potential widespread Procurement opportunities to members of the NSW ICC and Certified Suppliers."

The NSW ICC advocates on behalf of the Indigenous business sector in NSW for improved access to direct procurement opportunities. It is pleasing that many of our members are gradually exposed to sub-contracting opportunities on large contracts. Unfortunately however these opportunities are often not viable. Still, Indigenous businesses pursue the opportunities to keep their businesses alive and/or to establish a relationship with a large client in the hope they may compete for direct contract work at some stage. Although small orders can work well, it is the opportunity to participate as the lead on contract work which provides greater growth opportunities for Indigenous business.

As stated often by NSWICC Chairperson Deb Barwick, "Several small contracts can mean Big Business for Small Business. Steady, Sustainable Business Growth leads to a stronger Indigenous Business Sector and ultimately more jobs in our communities."

The NSW Department of Finance and Services has been consulting with the NSW Indigenous Chamber of Commerce (NSWICC) and other relevant stakeholders during the last 6 months to better understand the capacity of Indigenous businesses to participate in government procurement. Deb Barwick and long term fellow advocate for the Indigenous Business Sector and Board member Professor Dennis Barwick welcome the very practical and effective policy. Professor Foley is recognised as a leading contributor to research on Indigenous Entrepreneurship Globally.

This policy is clearly the result of "Government agencies lead by forward thinking Staff, Boards, Executive Personnel and Ministers who really listen to the needs of our Members and our Sector."

What does the announcement mean for existing and future NSW ICC Members?

Indigenous Businesses as members of the NSW ICC and affiliated Regional Chambers have an opportunity to participate in business transactions with NSW government agencies. Under the new procurement guidelines, NSW agencies have the capacity to purchase directly from an Indigenous business. After a written quote has been obtained, contracts up to the value of $150,000 may be awarded. The board decision was approved by the Procurement Leadership Group on 20th September and took effect from 1 October 2013 for a period of two years.

The NSW Indigenous Chamber of Commerce (NSW ICC) Board were consulted with by the Department of Finance and Services as part of the NSW government's Aboriginal Affairs Plan, entitled Opportunity, Choice, Healing, Responsibility, Empowerment (OCHRE), released earlier this year.

"The policy demonstrates a means by which this government can effectively support the growth of existing Indigenous Businesses. It is practical and suits the needs of a supply chain which is relatively young in Australia. Direct contracts of this size and scale enable our businesses to deliver well and grow comfortably." For more information please call the NSW ICC on 02-49377772.
FREE Work Health and Safety WorkCover Workshops

To assist Businesses, Industry and workers prepare for the new laws, Mandurah Hunter Indigenous Business Chamber in conjunction with the NSW Indigenous Chamber of Commerce and WorkCover is conducting FREE workshops for Aboriginal Business Owners, Employees of Aboriginal people, including community organisations and Govt. Agencies and their Aboriginal employees.

When & Where:
Employers/Managers workshops:
6th November—Wollongong
19th November—Sydney
26th November—Dubbo
4th December—Coffs Harbour
29th January—Newcastle
5th February—Gunnedah

Employees Workshops:
7th November—Wollongong
20th November—Sydney
29th November—Dubbo
5th December—Coffs Harbour
5th January—Newcastle
6th February—Gunnedah

Benefits:
- Receive critical information about Work, Health & Safety Legislation—what you need to know and how it applies to your business
- Get the information you need to ensure you are up to date and aware of your legal obligations to your staff, subcontractors and customers
- Bring as many staff to the workshop as you feel appropriate
- Receive a full package of information from WorkCover

For Enquiries: Phone Mandurah on 0249327772
To Register for the workshops please email: Sharlene.Lerry-Byrne@mandurahhbc.com.au with the following details
Name of Organisation
No of attendees for employers/managers workshop
No of attendees for employees workshop
Date attending

NSW ICC and Mandurah HBC in partnership with WorkCover NSW are providing a series of workshops to indigenous small businesses and not-for-profit organisations in NSW on new WorkCover legislation. The primary purpose of this initiative is to develop and deliver culturallyconsiderate training programs to employers and employees of these organisations. The aim is for participants to have a better understanding of and therefore comply with the key requirements arising from the new work health and safety legislation and its application to a small business workplace.

Participants receive a comprehensive participants pack which will assist them with ongoing compliance in their workplace.

Two separate workshops are held:
1. The Employer Workshop:
   Aimed at employers of Indigenous people including Indigenous businesses, organisations, Government agencies and the private sector.
2. The Employee Workshop:
   Aimed at Indigenous employees.
NSW ICC Engaging With Industry through our Formal Partners & Sponsors

Transfield Services supports New South Wales Indigenous Chamber of Commerce

The New South Wales Indigenous Chamber of Commerce (NSW ICC) is dedicated to creating business opportunities for Indigenous businesses in New South Wales. They have an alliance with Transfield Services to support the indigenous community.

NSW ICC and PwC alliance announced at launch

At the launch of the NSW ICC and PwC alliance, an event was held to announce a new partnership. This partnership aims to provide a range of benefits and services to members.

Mainstream exposure for Indigenous Business

The Australian Indigenous Business News is a source of information for mainstream exposure. It provides updates and news related to Indigenous businesses in Australia.

Winding down the year in style - combined Chambers AGM & Christmas dinner

A combined AGM and Christmas dinner was held by the NSW ICC and other Chambers. This event provided an opportunity for members to come together and celebrate the end of the year.

"Getting on with business in NSW"

"Getting on with business in NSW" is a program that aims to facilitate business growth and development in New South Wales.
Member Spotlight
The Yarning Circle

Member Spotlight
ZEMAN ACCOUNTING

Merry Christmas and a happy New-Year: Time to get on with business in 2012

As the busy period winds down and we all look ahead to the new year, it’s a good time to reflect on our personal and business challenges of 2011 and to plan for success in 2012. Whether you’re thinking of expanding, rethinking your marketing strategy, or just getting your business ready for the next twelve months, now is the time to plan.

To get the most out of the upcoming year, consider the following tips:

1. Review your business plan: Take a step back and evaluate the strengths and weaknesses of your business. Are there areas that need improvement?
3. Develop a marketing strategy: How will you reach your target audience?
4. Be proactive: Anticipate challenges and develop strategies to overcome them.
5. Stay positive: Keep a positive attitude and stay focused on your goals.

So, whether you’re planning to expand or just looking to solidify your current business, make the most of the calm before the storm and prepare for a successful 2012.

Mezzanine Floors Australia Pty Ltd
Natures Touch Professional Cleaning

“Getting on with business in NSW”

Mezzanine Floors Australia Pty Ltd
Natures Touch Professional Cleaning

“Getting on with business in NSW”
Indigenous Chambers of Commerce deliver once again

NSW ICC Member Profile:
Ngali Aboriginal Building Pty Ltd

The Ngali Aboriginal Building Pty Ltd is a company that specializes in building and renovation services, with a focus on indigenous and sustainable practices. The company was established to provide employment opportunities and support the local indigenous community.

NSW ICC’s: We’re here for you!

The NSW Indigenous Chambers of Commerce (NSW ICC) is a network of independent chambers of commerce that represent the interests of indigenous businesses and entrepreneurs in New South Wales. The NSW ICC is committed to supporting and growing indigenous businesses through advocacy, networking, and training opportunities.

World Indigenous Business Forum

The World Indigenous Business Forum is a conference that brings together indigenous businesses from around the world to share knowledge, make connections, and explore new business opportunities. The forum provides a platform for indigenous entrepreneurs to learn from each other and collaborate on sustainable business practices.

Getting on with business in NSW

Mandurah

Mandurah is a major hub for indigenous business in Australia, with a strong focus on sustainability and community development. The region is home to a diverse range of indigenous businesses, from small startups to large corporations, that are contributing to the economic growth and cultural vibrancy of the community.

Getting on with business in the Kimberley

The Kimberley is Australia’s largest region, with a rich history of indigenous culture and tradition. The Kimberley is home to a thriving indigenous business community that is working to preserve and promote local culture, while also embracing modern business practices.

Getting on with business in the Northern Territory

The Northern Territory is a region with a diverse range of indigenous businesses, from small startups to large corporations, that are contributing to the economic growth and cultural vibrancy of the community.

Getting on with business in the NT

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