

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.

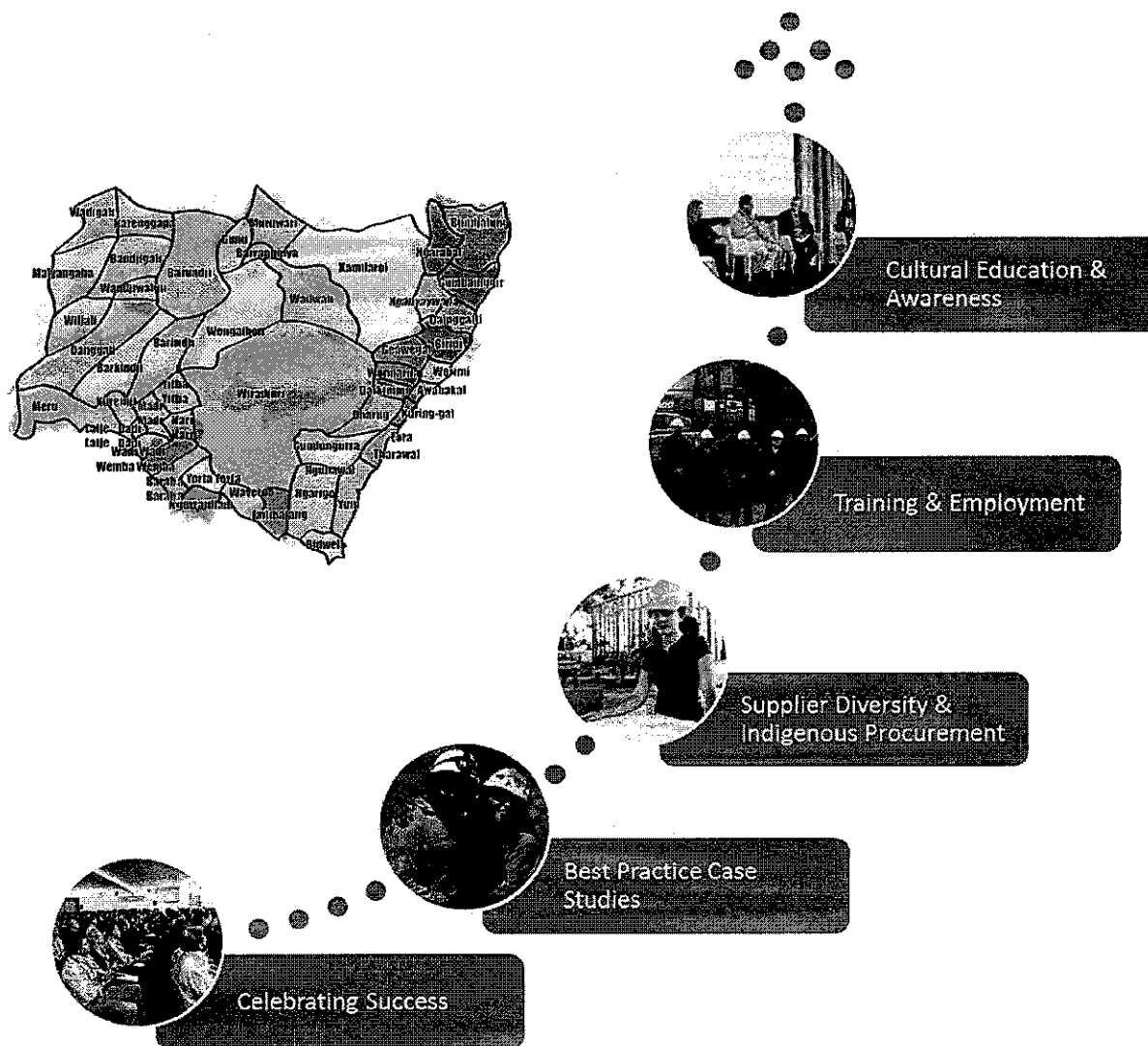
The NSWICC is governed by a Board of twelve (12) Indigenous Professionals with impressive qualifications and extensive backgrounds in the areas of Indigenous Business, Employment, Education, Training, Law, Finance, Corporate and Cultural Governance.

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

Chairperson New South Wales

Indigenous Chamber of Commerce

Chair NSW Indigenous Chamber of

Commerce and the First Australians

Chamber of Commerce and Industry

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
- Led an Australian Delegation to the National Minority Supplier Development Council Conference 2015 in San Diego endorsement by federal Minister for Indigenous Affairs, Minister for Small Business, Minister for Trade and Investment. Delegation Members included the Australian Small Business Commissioner, leaders in Corporate Supplier Diversity and Export Ready Indigenous and Women owned businesses.
- 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

Consultant New South Wales

Indigenous Chamber of Commerce

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)?"*

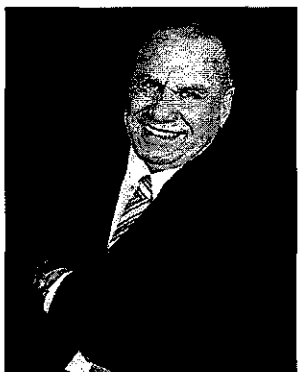
Sharlene completed her Honours thesis in 2006, entitled *"Is mentoring an effective Human Resource strategy to redress labour market disadvantage for Indigenous Australians: A qualitative study of mentoring outcomes for Indigenous trainees at the University of Newcastle"*.

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

Board Member & Consultant

New South Wales

Indigenous Chamber of Commerce

- B. Economics (honours)
- Diploma in Coaching
- Cert 4 Training & Assessment
- Diploma in Community Development
- Informal qualifications include:
- Leadership
- Small business
- Team-building
- Strategic planning
- Workforce Development
- Culture change

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.



Dennis Foley
Board Member & Consultant
New South Wales
Indigenous Chamber of Commerce

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 disciplines 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

Consultant

New South Wales

Indigenous Chamber of Commerce

Josephine Cashman, is 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

Consultant New South Wales

Indigenous Chamber of Commerce

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

Board Member & Consultant

New South Wales

Indigenous Chamber of Commerce

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, consultants, 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.
- Indigenous Workplace Participation strategies for IAG, QANTAS, John Holland Group & Broadlex Services.
- Certificate IV in Business (Governance) to 100 Aboriginal people across Dubbo, Wellington, Wagga Wagga, Lismore (Tabulam & Casino), Tamworth (Carroona & 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.



Jeremy 'Yongurra' Donovan
Board Member & Consultant
New South Wales
Indigenous Chamber of Commerce

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.

Gumbainngirr 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 Governments 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

Board Member & Consultant New South Wales

Indigenous Chamber of Commerce

Kate Kelleher is a proud Palawan Trowunna woman originating from the Cape Portland (Trawlwoolway) 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.

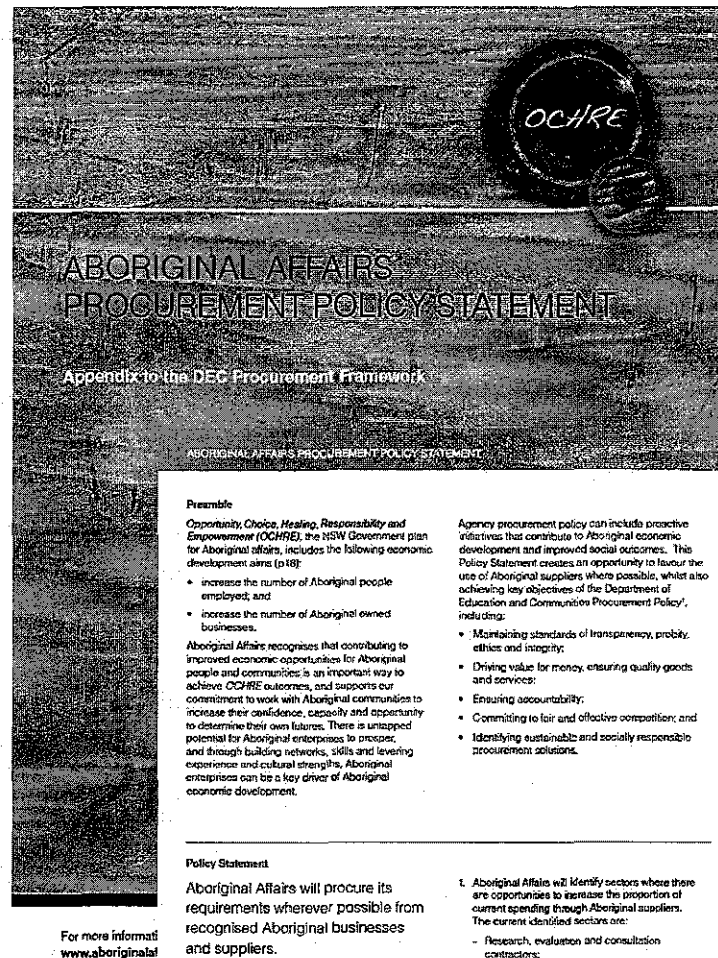
Drawing on the diversity and richness of these experiences, Kate demonstrates a firm understanding of workplace challenges.

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**



For more information
www.aboriginalat

ABORIGINAL AFFAIRS PROCUREMENT POLICY STATEMENT

2. For general procurement, Aboriginal Affairs will meet the requirements of the Department's Procurement Policy stated in the Preamble section of this document and:

- Where possible purchase goods and services from recognised Aboriginal businesses, taking into account the wider benefits to the Aboriginal community consistent with the Department's objective of identifying socially responsible procurement solutions.
- Where no recognised Aboriginal suppliers are identified or are not selected:

 - the Aboriginal employment policies and practices of suppliers may be taken into account when assessing tenders; and
 - joint ventures between Aboriginal and non-Aboriginal businesses will be encouraged through tender specifications of contracts managed by Aboriginal Affairs.

3. For procurements that serve a primarily Aboriginal population, Aboriginal Affairs will:

- Develop communication pathways between Aboriginal communities and the agency to ensure Aboriginal community awareness of potential procurement related business opportunities;
- Purchase goods and services where possible from recognised Aboriginal businesses, taking into account the wider benefits to the Aboriginal

community consistent with the Department's objective of identifying socially responsible procurement solutions.

- Where no recognised Aboriginal suppliers are identified or are not selected for procurements that serve a primarily Aboriginal population, Aboriginal Affairs may take into account:
 - the Aboriginal employment policies and practices of suppliers;
 - any joint venture arrangements between the company and Aboriginal suppliers;
 - benefits to the wider Aboriginal community from the procurement spend; and
 - any contracting arrangements that would be offered by the supplier to Aboriginal businesses or result in the employment of Aboriginal workers on a value for money basis.

4. Aboriginal Affairs will work proactively with peak organisations including Supply Nation and the NSW Indigenous Chamber of Commerce to identify recognised Aboriginal businesses and provide information about procurement opportunities for Aboriginal businesses.

5. Aboriginal Affairs will collect available data on the agency's spending through recognised Aboriginal businesses to enable reporting and policy review.

Definition

A 'recognised Aboriginal business' is one which:

- is certified as an Indigenous business by Supply Nation (formerly the Australian Indigenous Minority Supplier Council), or
- is certified as an Indigenous business by the NSW Indigenous Chamber of Commerce, or

- meets the definition of an Indigenous business under the definition used in the Australian Government's Indigenous Opportunity Policy (the Indigenous Opportunities Policy defines an Indigenous business as a business that has an ABN and 51 per cent Indigenous ownership).

Policy Statement

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

1. Aboriginal Affairs will identify sectors where there are opportunities to increase the proportion of current spending through Aboriginal suppliers. The current identified sectors are:

- Research, evaluation and consultation contractors;
- Catering;
- Stationery;
- Graphic design and publishing; and
- Office facilities services.

In identified sectors, Aboriginal Affairs will initiate demonstration projects in partnership with Aboriginal suppliers to increase the procurement of goods and services supplied by Aboriginal businesses in that sector.

MEMORANDUM OF UNDERSTANDING

2014

BETWEEN NSW Government

AND New South Wales Indigenous Chamber of Commerce



New South Wales
Indigenous Chamber of Commerce



NSW
GOVERNMENT

Memorandum of Understanding 2014

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 opportunities and promoting responsibility. The business community has a key role in broadening opportunities for Aboriginal people.

Under OCHRE, Aboriginal Affairs is leading the development of an Aboriginal Economic Development Framework (AEDF) that is focused on making Aboriginal people the drivers of their own economic development by setting the strategic direction for NSW and coordinating activities across government to improve alignment, address duplication issues and identify gaps for future investment.

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 this MoU agree to work with interested Aboriginal businesses to realise potential opportunities in targeted industry sectors in NSW. The projects to be explored 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 procurement, employment and job retention outcomes in NSW.

2. Term

This MoU will commence on the date it is signed by the last party 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:

- Increased engagement with Aboriginal people, communities and organisations to promote opportunities for employment and to support small to

medium businesses through each stage of enterprise development.

- Sustained economic development through targeted investment and integrated support in education, training, research, business development and infrastructure.
- Strengthened collaboration resulting in maximum impact of their respective resources.

4. Role Statements

a) NSWICC will:

- Coordinate feedback from Aboriginal businesses to inform the ongoing development and implementation of the AEDF and other cross government economic development activities.
- Contribute support, experience, knowledge and connections to Steering Committees for IBAs to provide easier pathways to engagement with Aboriginal employees and businesses.
- Advocate as an ambassador of the AEDF and other relevant NSW Government initiatives as appropriate through involvement in committees, boards and forums.
- Contribute expertise in forming strategic alliances and networks to Opportunity Hub service providers and provide access to relationships formed from work in Industry Based Agreements.
- 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.
- Work with Aboriginal Affairs to achieve a collaborative and consistent approach to Aboriginal economic development across all Government agencies.
- Coordinate connections with research facilities and Universities for the benefit of projects where the opportunities may arise.

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

- Recognise and promote the NSWICC as a key conduit for Government consultation, activity and opportunity for the Aboriginal business sector.
- Work with the NSWICC to support businesses to drive the economic development of Aboriginal

communities in NSW.

- Support the NSWICC to engage with industry peaks through Industry Based Agreements.
- Work in partnership with NSWICC to strengthen the connection between education, training, employment and business with opportunities in emerging industries.
- Advocate for support for NSWICC priorities as appropriate, 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

OCHRE

Opportunity. Challenge. Responsibility. Commitment.



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

Introducing the NSW ABORIGINAL BUSINESS PORTAL



The NSW ABORIGINAL BUSINESS PORTAL supports the growth of Aboriginal business by linking private and public sector procurers with certified Aboriginal suppliers.

Looking for an Aboriginal supplier?

The NSW Aboriginal Business Portal is an initiative developed with the support of NSW Government to meet the growing demand by its agencies and key industries for a streamlined and reliable approach to engaging with Aboriginal suppliers. The Portal provides a directory service of Aboriginal suppliers who are ready to do business.

The Portal is hosted within the NSWICC website where users can access a range of opportunities and information relevant to the Indigenous business sector and Aboriginal procurement.

Businesses are subject to rigorous assessment, before being promoted on the portal. Regular review by the NSWICC ensures that you can rely on the Portal with confidence.

Access to the NSW Aboriginal Business Portal is available by visiting us at www.nswicc.com.au or from the NSW Government NSWBuy catalogue link on the ICC website.

Alternatively, you can request a meeting to discuss your agency or company's needs by contacting the NSWICC Office on:

Ph (02) 49327722 or email admin@nswicc.com.au



Introducing the NSW ABORIGINAL BUSINESS PORTAL



The NSW ABORIGINAL BUSINESS PORTAL supports the growth of Aboriginal business by linking private and public sector procurers with certified Aboriginal suppliers.

Are you operating an Aboriginal business in NSW? Do you need help to grow your business?

The NSWICC is the peak body representing the interests of Aboriginal businesses in NSW advocating for improved access to procurement opportunities on contracts and through participation in private sector supply chains.

Membership provides a range of direct benefits including a presence on the NSW Aboriginal Business Portal, providing members with direct exposure and contact with NSW Government agencies seeking to engage Aboriginal suppliers. The Portal is easily accessed by government and private companies by visiting us at www.nswicc.com.au or from the NSW Government NSWBuy catalogue link on the ICC website.

Other member benefits include:

- Access to key government and private sector contacts
- Participation in the NSWICC network & events
- Registration on the NSW Government NSWBuy website
- Information on Government Compliance and Licensing
- Referrals to industry and government professional services
- Referrals to Aboriginal Service Providers
- Promotion through the NSWICC website, newsletters, media and partnership publications
- Participation in collective initiatives between NSWICC and NSW Government

If you are interested in becoming a member and/or being on the NSW Aboriginal Business Portal, please visit us at www.nswicc.com.au or contact a member of the NSWICC team on Ph 02 4932 7722 or email admin@nswicc.com.au



Finance
& Services

NSW Government Policy on
Aboriginal Participation in
Construction

1 May 2015

NSW Procurement Board Secretariat
NSW Office of Finance & Services
T 02 9372 7748
F 02 9372 8177
E nswbuy@finance.nsw.gov.au

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.

**NSW GOVERNMENT
AND
NSW MINERALS COUNCIL**

Industry Based Agreement for
Aboriginal Employment and
Enterprise Development

2013 - 2015



**NSW GOVERNMENT
AND
MASTER BUILDERS ASSOCIATION
OF NEW SOUTH WALES**

Industry Based Agreement for
Aboriginal Employment and
Enterprise Development

2014



**Master
Builders
Association**
New South Wales



NSW GOVERNMENT
AND
NSW MINERALS COUNCIL

Industry Based Agreement for
Aboriginal Employment and
Enterprise Development

2013 - 2015



December Report
2015



AN
OCHRE
INITIATIVE



New South Wales
Indigenous Chamber of Commerce



Aboriginal engagement: move to forge stronger links with mining industry

8 April 2015 / As published by Coalface Magazine



Coal and Allied employee Peter Lockwood

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 Gallie 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





New South Wales
Indigenous Chamber of Commerce



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.

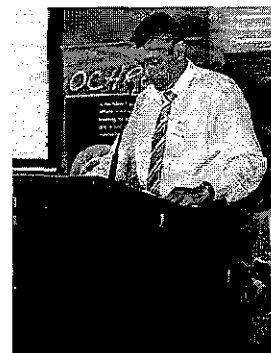
And this is where the Mining Forum, held on March 4 in Pokolbin, comes in.

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 big 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://nswicc.hostmodem.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 who 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

As published by Coalface Magazine



Generation One CEO Jeremy Donovan.

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 Kirkton 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”.





New South Wales
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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 exhibits 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 the 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 Hunter Coal Festival and Mining Show were 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





New South Wales
Partnership for the Future of Coal



KENJARHY ABORIGINAL SERVICES

As published by Rockface

Rockface caught up with Brad Draper from Kenjarhy at the NSWICC 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.

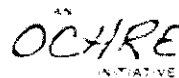
It all started one night at the dinner table where Brad Draper and his wife, who were both employed in mainstream labour hire companies placing people in the coal mining industry, discussed why companies weren't placing Aboriginal people.

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.



New South Wales
Partnership for the Future of Coal



"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."

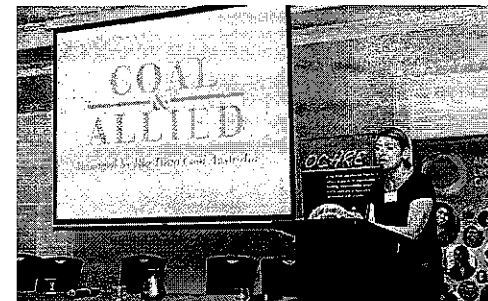
In addition to its mining services division, Kenjarhy also offer training opportunities through its registered training organisation, Train365. Train365 delivers nationally accredited traineeships in Certificate II and III in surface extraction and underground mining, plus a number of Statement of Attainment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

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."



Kenjarhy's Derrick Talbot working at Whitehaven Coal



Kenjarhy 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."

Kenjarhy 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, Kenjarhy is also focusing on major infrastructure projects and has recently partnered with a Newcastle-based business on a major civil project in Sydney.



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"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 Kenjarhy 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."

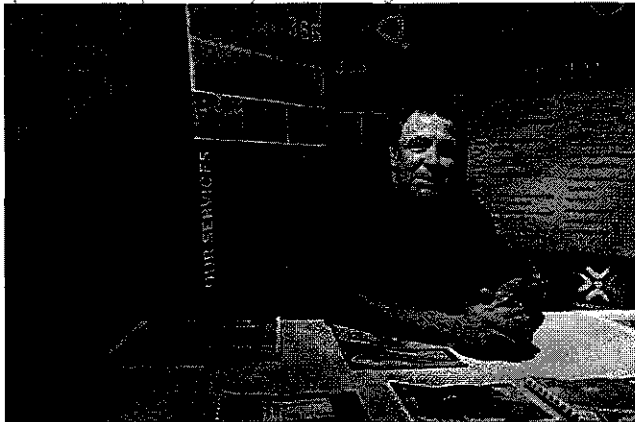
While success isn't always best measured in numbers, Kenjarhy have achieved fantastic results, continually exceeding their Aboriginal targets. In the first year of operation Kenjarhy set out to engage between 23-30 per cent of Aboriginal people across the workforce, but are proud to have achieved 92 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



Brad Draper used the Hunter Mining Show to showcase the services provided by Kenjarhy Aboriginal Services.

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 I 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.”



Panel discussion at the Mining Forum.

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."

This month Mt Arthur Coal will welcome its new intake of first-year apprentices, which includes two additional Aboriginal starters – Cameron French and Daniel Ellis.

BHP Billiton NSW Energy Coal Asset President Peter Sharpe said Mt Arthur Coal launched its inaugural Aboriginal Employment and Development Strategy in 2012 and set out a number of objectives, including the obvious goal of increasing the number of Aboriginal people working in the mine.

"A strong focus of that strategy is facilitating more opportunities for more young Aboriginal people to undertake vocational education pathways into mining with a particular emphasis on our apprenticeship program," he said.

"Our target was to recruit at least one or more Aboriginal apprentices and we have achieved that goal, but it is an ongoing process and there will always be room for improvement.

"Having high achieving apprentices like Maddie and Logan definitely helps because they can act as good role models for other aspiring apprentices.

"With a bit of hard work, good training and ambition you can go anywhere and Maddie and Logan are living proof of the value of apprenticeships.

"We hope their success will inspire more local Aboriginal people to apply for opportunities in the mining sector and that our newest Aboriginal apprentices, Cameron and Daniel, can follow in their footsteps."

Official opening marks start of new era for Whitehaven Coal

2 September 2015 / As published by Coalface Magazine



A \$767 million Greenfield mine dogged by controversy and environmental activism has officially opened today, ahead of schedule and under budget.

The opening ceremony marks a milestone moment for Whitehaven Coal's Maules Creek open cut coal project, located near Boggabri in the NSW Gunnedah Basin.

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 rilling 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 Parkes MP Mark Coulton, State Member for Barwon Kevin Humphrie senior representatives from Whitehaven's joint venture partners Itochu and J-Power and other dignitaries and guests.

Whitehaven Coal CEO Paul Flynn said the opening marked an "important milestone in Whitehaven 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 Whitehaven's Voluntary Planning Agreements with local councils.

"Over the past three years alone Whitehaven 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 Whitehaven 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.

Whitehaven 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, Whitehaven 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 10km of construction access roads, 12km of sealed 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.

Whitehaven'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 75% of Whitehaven'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 \$182,000.
- Committing more than \$26.7 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 BRITTA LYSTER



TRADITIONAL owners on the NSW Central Coast have signed a monumental five-point plan with mining company Wyong Coal, regarding 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 several 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 three-year 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 apprenticeships, 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 Kenny 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 create 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. A lot of businesses say, '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 in the hope that an Indigenous archaeologist will reap the benefits of the program and Wyong Coal hopes the successful applicant will eventually work with the company but points out that they are not obliged to. Other scholarships are available in different fields.

Guringai TLAC will be given the reins to implement the Business Start-Up Scheme by identifying people who will be eligible for \$10,000 a year over three years to establish and maintain businesses that could (but are not obliged to) work in conjunction with the mining operation.

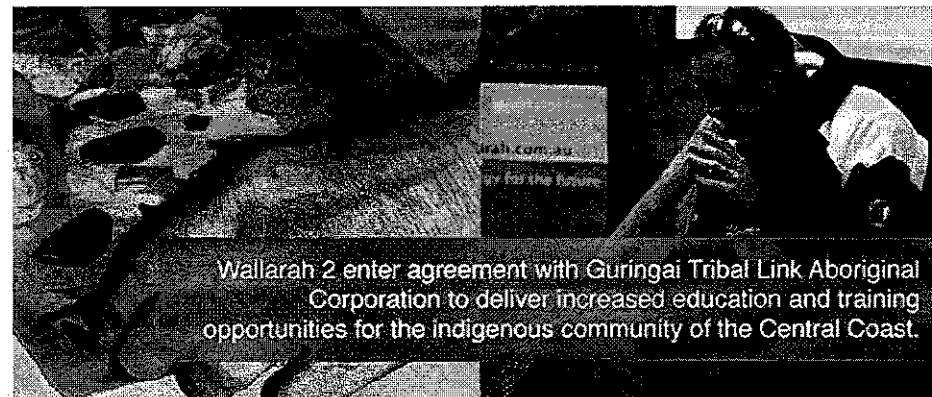
Guringai TLAC chief

executive Tracey Howie is excited that this agreement with Wyong Coal will not only create educational or training opportunities but will increase awareness of Aboriginal people and their culture.

"This agreement means more than just the creation of opportunities for our people, this will provide education and training as well as long-term employment," she said.

"This partnership will also foster increased awareness of Aboriginal culture, identity and heritage amongst our local community, through the apprenticeship and mentor programs we have planned."

It is estimated that the mine will produce an estimated five million tonnes of coal a year, which will be transported to Newcastle and ultimately shipped through the local port there to be sold on its open market. As part of its agreement, Wyong Coal and Guringai TLAC will work together to develop a steering committee who will ensure successful delivery of these programs.



Wallarrah 2 enter agreement with Guringai Tribal Link Aboriginal Corporation to deliver increased education and training opportunities for the indigenous community of the Central Coast.



From left, Wyong Coal managing director Sang-Seob Park, Guringai Tribal Link Aboriginal Corporation director David Pross and chief executive Tracey Howie.



Northparkes invests in Indigenous education

As published by Coalface Magazine



Northparkes Indigenous Scholarship winners

The pathway to employment starts with education and training. So to support future employment prospects for local indigenous people, CMOC's Northparkes Mines is investing in their educational pursuits through its Indigenous Scholarship Program.

This year, Northparkes have 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'Se Rushby from Forbes and Regan 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'Se is studying a Bachelor of International Studies and a Bachelor of Communication in Media and Public Affairs at the University of Canberra, while fellow

New South Wales Indigenous Chamber of Commerce



"AIATSIS Appoints Professor Dennis Foley as a new member of the Research Advisory Committee for Australia's National Indigenous Research Institute!!!"

"The NSW Indigenous Chamber of Commerce (NSWICC) congratulates the appointment of Board Member Professor Dennis Foley to Australia's National Indigenous Research Institute Research Advisory Committee"



"The Australian Institute of Aboriginal and Torres Strait Islander Studies, (AIATSIS) has entered into a period of re-emergence and revitalising with a new vision and goals to take us to our 50th year as Australia's national Indigenous research institution," stated the principle, Mr Russell Taylor.

"The Research Advisory Committee is high on our agenda and one of the most direct ways for members to be involved in the organisation through our formal governing bodies. This committee provides advice to the AIATSIS Council and staff on the strategic direction of our research program as well as the design and conduct of AIATSIS research projects" added Mr Taylor.

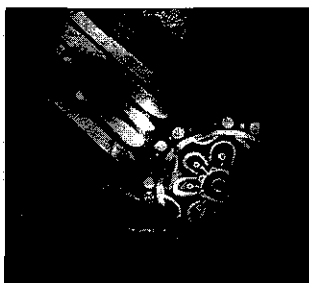
NSW Indigenous Chamber of Commerce Director, Professor Dennis Foley was elected unopposed to represent the Economics, Industry and Development research area. The Chamber accordingly congratulates Dennis on this achievement. "Dennis is a highly respected member of the NSWICC Board contributing his many years of experience and knowledge in the field of Indigenous Entrepreneurship and business started Chairman Deb Barwick. "We are extremely proud of Dennis's many achievements as a National and internationally recognised researcher and of this latest appointment to the AIATSIS Research Advisory Council."

Dennis Foley is a Gaimaragal / Wiradjuri Descendant who comes great knowledge of his people and culture. He is also one the Country's most esteemed researchers. In supporting his work Dennis is also:

- A Professor of Aboriginal Studies researching and publishing widely in the fields of Aboriginal literature and history, cultural studies, management, entrepreneurship and education.
- A Full Bright Scholar and Endeavour Fellow. Professor Foley has lived and worked with indigenous colleagues in America and New Zealand, as well as with urban, rural and remote Aboriginal Australians.
- Is a member of numerous professional associations including the Small Enterprise Association of Australia and New Zealand, Australian New Zealand Academy of Management, History Council of NSW and the Institute of Aboriginal and Torres Strait Islander Studies.

Dennis's appointment to the Research Advisory Council will ensure the Chamber's Board and members are well informed in regard to this important field of research and are directly represented in Australia's leading Indigenous research institute.

For comments or further information about this article please call Chairperson Debbie Barwick on (02) 49217722 or email: debbie.barwick@nswicc.com.au



New South Wales Indigenous Chamber of Commerce



Indigenous Business... "In Business with NSW Government III"

"The NSW Indigenous Chamber of Commerce (NSWICC) celebrates announcement by the NSW Procurement Board which provides for potential increased 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 procurement opportunities. It is pleasing that many of our members are growingly exposed to such outstanding opportunities in large contracts. Unfortunately however these opportunities are often not visible. Still, Indigenous Businesses pursue the opportunities to keep their business afloat and to establish a relationship with a large Client in the hope that they may compete for direct contracts with or some other. Although several issues 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, "Severed" Small contracts can mean Big Business for Small Business. Clearly, 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 advocates for the Indigenous business sector and Board member Professor Dennis Foley welcome this very practical effective policy. Professor Foley is recognised as a leading contributor to research on Indigenous Entrepreneurship Capacity.

This policy is clearly the result of "Government Agencies lead by forward thinking staff, Boards, Executive Personnel and Members 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 Indigenous Chambers have an opportunity to participate in business transactions with NSW government agencies. Under the new procurement guidelines, NSW agencies have the capacity to prioritise directly from an Indigenous business. After a tender round has been achieved, contracts up to the value of \$750,000 may be awarded. The board director was advised by the Procurement Leadership Group on 20th September and has 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, Cultural Opportunity, Choice, Healing, Responsibility, Employment (COCHRE), 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 growing 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 49217722.





New South Wales
Indigenous Chamber of Commerce

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

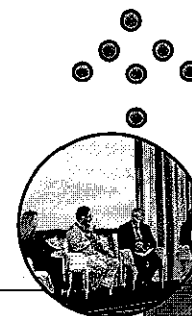
"A light lunch will be included"

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.

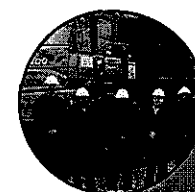
This is a must attend event for Companies seeking to include Aboriginal businesses in their supply chain, or Aboriginal businesses ready to break into the mining sector.

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.



Education & Awareness

Where To Get Help?



Training & Employment



Supplier Diversity & Indigenous Procurement



Best Practice Case Studies



Celebrating Success



NSW ICC'S ALIGNMENT WITH GOVERNMENT POLICY

The assistance NSW ICC provides Indigenous businesses aligns with the Australian Government's Indigenous Economic Development Strategy 2011-2018.

The Indigenous Economic Development Strategy was developed to provide a pathway for Indigenous Australians that 'closes the gap' with non-Indigenous Australian's, 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 tools, skills development, the strengthening of links between training and jobs, improving employment services, and driving demand for Indigenous employment.

NSW ICC educates its members on the Government's Indigenous programs, initiatives and the IOP to increase Indigenous people's economic outcomes and employment. NSW ICC fosters the involvement of Indigenous businesses in the supply chain and procurement process for Government contracts.

Indigenous programs and initiatives to assist Indigenous people in employment and businesses:

- The Indigenous Employment Program aims to increase economic outcomes and participation by encouraging employers to provide sustainable employment opportunities for Indigenous Australians, and to support Indigenous Australians in the development of their skills and businesses.
- The Community Development Employment Projects program supports Indigenous Australians in remote areas through community development and participation in opportunities that develop skills, improve capacity, work readiness and employment.
- The Indigenous Opportunities Policy (IOP), implemented on 1 July 2011. Under the IOP, suppliers to the Australian Government who win contracts valued over \$5 million (\$8 million for construction), in regions with a significant Indigenous population, are required to develop and implement an Indigenous Training, Employment and Supplier plan. The plans include strategies to utilise suppliers that are Indigenous owned businesses.
- A complementary Commonwealth Procurement Guidelines (CPG) exemption was introduced on 19 May 2011, to reduce obstacles for Commonwealth Government agencies to contract directly with small-to-medium Indigenous businesses. This will make it easier for Indigenous businesses to compete for government contracts, as the procurement process is simpler and administrative costs are reduced.

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.

Source:
Australian Government's Indigenous
Economic Development Strategy 2011-2018,
Australian Government.



NSW Indigenous Chamber of Commerce & TAFE NSW Historical Strategic Operations Agreement

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.

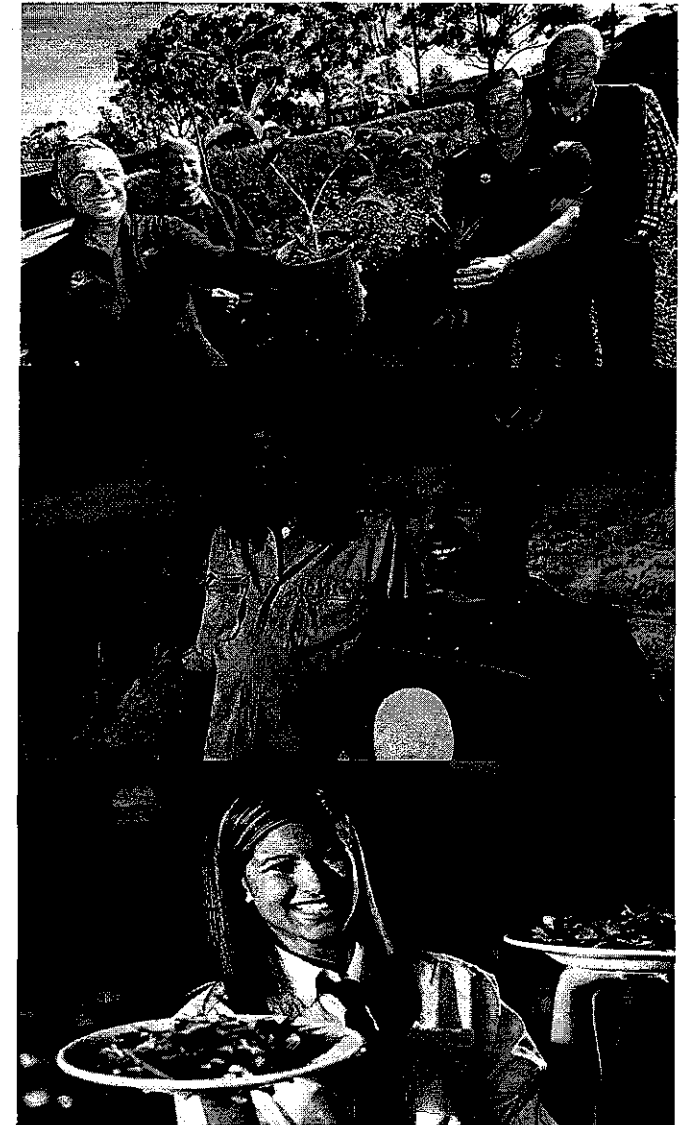
Working at the grass roots level to build the capacity of Indigenous Operators and their employees, the NSW ICC confirmed a significant absence in formal qualifications amongst Indigenous Business Owners particularly in the area of Business and Management. The NSW ICC understands that in the absence 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



Aboriginal
Learning
Circle



Dennis F. G.
NSW Indigenous
Chamber of Commerce
Yvonne Dierkes / CEO
Executive Director

[Signature]
NSW Indigenous
Chamber of Commerce
Michael P. P. P.
Director

Debbie Bannister
NSW Indigenous
Chamber of Commerce
Debbie Bannister
Executive Chairperson

Mark King
TAFE ILLAWARRA
Mark King
Manager, Aboriginal
Education and Training

Leanne G. G.
HUNTER TAFE
Leanne G. G.
Manager, Aboriginal
Education and Training

Adam
TAFE NEW ENGLAND
Adam
Manager, Aboriginal
Education and Training

Clive G. G.
NORTH COAST TAFE
Clive G. G.
Manager, Aboriginal
Education and Training

David G. G.
SWSI
David G. G.
Manager, Aboriginal
Education and Training

collaboration between five institutes of TAFENSW
nter | Illawarra | New England | North Coast | South Western Sydney

New South Wales

Indigenous Chamber of Commerce



Getting on
with Business.

Indigenous Business... "In
Business with NSW
Government !!!"

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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 direction 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 49327722.

**NSW Government Supports the
Vision and Work of the NSW
Indigenous Chamber of
Commerce.**

**The NSW Government
Procurement Board supports
the NSW ICC and NSW
Government Relationship by
releasing a new Procurement
Policy applicable to all NSW
Government Agencies.**

**The NSWICC is already fielding
many enquiries from State
Government Agencies about
their up and coming
Procurement Needs!**



Keeping
Small Business
SAFE

Changes to Work Health & Safety Legislation

FREE Work Health and Safety WorkCover Workshops

sponsored by



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, Employers of Aboriginal people, including community organisations and Govt. Agencies and their Aboriginal employees.

When & Where:

Employers/Managers workshops:

6th November—Wollongong
19th November—Sydney
28th 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
30th 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 workshops as you feel appropriate
- Receive a full package of information from WorkCover

For Enquires: Phone Mandurah on 0249327722

To Register for the workshops please email:

Sharlene.Leroy-Dyer@mandurahibc.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 HIBC 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 a culturally considerate training program 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

In order to continue providing better opportunities for members and Indigenous business owners across the state, NSW ICC has again been pushing through the barriers and securing sponsorships and partnerships with leading organisations within the private sector. One such alliance has recently been formed with multi-industry service providers, Transfield Services.

Having already formed a strong consultative relationship with the company in recent times, Transfield Services identified the need of support for Indigenous business owners and the success of commitment and work the Chamber places into these businesses, generously offering to support the Chamber and its work, signing-off on a deal that not only helps the Chamber continue to help its membership, but also to work alongside them on employment and government issues.



From left to right: Transfield Services' George O'Brien, NSW ICC Director Steven Adams, NSW ICC Chairperson Debbie Barwick and Transfield Services' Leah O'Brien.

While the formal working partnership is still being finalised, NSW ICC could not be happier with the support shown by Transfield Services.

"We are extremely pleased and grateful of the support and sponsorship offered by Transfield Services. It is a clear indication of the company's commitment to engaging with the Indigenous community and the Indigenous Business Sector," said NSW ICC's Paul Jenkins.

"Transfield Services have a fantastic team working behind the scenes and we can see that there will be significant impacts made on Indigenous employment and employment in the future. NSW ICC would like to thank Transfield Services, and those involved, for their support and contribution to the Chamber and its work," said NSW ICC's Paul Jenkins.

This working partnership reiterates the continuing support from the private and Government sectors for NSW ICC, following the recent announcement of the formal alliance with PwC and the Chamber with NSW ICC, as well as the Chamber's recent partnership with the Australian Indigenous Business Sector.

Stay tuned to the next edition of National Indigenous Times and the Getting on with Business page for more partnership information, news and updates.

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

As we head into December, Mandurah HSC and NSW ICC will host its combined AGM and Annual Christmas Dinner on the 10th of December at the Mecure Resort Hunter Valley Country. Not only will the AGM be a great opportunity to meet some of the large impact of work undertaken by the Chambers recently, but it will also be a great chance for members to see what's happening in 2012, as well as sample and savour and enjoy a great night out - including a special presentation by Australia's best Indigenous Cuisine entrepreneur, Sean Chisholm. All members and interested people to Government operations are welcome to come along.

The 2011 AGM will take place at 4:00pm, followed by the Christmas dinner at 6:00pm. Places are limited, so make sure you RSVP by December 6. Call (08) 6931 7722 or email us at info@mandurahhsc.com.au to reserve your spot at the year's end celebration.

Mandurah
Australia's first Indigenous Business Chamber

Getting on with business in NSW

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This is done by advocating, supporting and building the capacity of the Indigenous business sector and by providing the use of independent and quality services.

Services include:

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- Corporate Governance Strategies
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- Advocacy, representation and negotiation
- Links to industry's united voice
- Government affairs
- Sharing ideas and resources
- Lobbying to influence the sector
- Outreach to Government programs

For more information or to become a member:
www.nswicc.com.au
P: 02 4922 7722 F: 02 4922 1112
5/54 Macquarie Road, Putnam NSW 2232

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Mandurah Hunter Indigenous Business Chamber provides its Networks, Sponsors and Partners with:

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- Industry Research
- Networking Opportunities
- Links & Referrals to: Government & Corporate Partners, Indigenous Representative Bodies
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Join now to receive a FREE new membership benefits!

02 4922 7722
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NSW ICC and PwC alliance announced at launch

November 2, 2011 marked a significant milestone for the NSW Indigenous Chamber of Commerce (NSW ICC) and the Australian Indigenous Business Sector, with the announcement of a formal alliance between the NSW ICC and leading professional services firm, PwC.

The alliance between the NSW ICC and PwC has been designed to provide a range of benefits and services to Chamber members with a focus on helping targeted businesses and providing financial skills, mentoring and training for businesses with specific needs - continuing to build the capacity of Indigenous businesses across the state. PwC will also provide the Chamber with expert advice and counsel on future initiatives and the strategic direction of Indigenous economic development.

The alliance, which was formally announced at the launch of PwC's second Reconciliation Action Plan in Sydney on November 2, will provide an invaluable opportunity for Indigenous business owners across New South Wales, in particular the members of the NSW Indigenous Chamber of Commerce.

The event's official proceedings, to mark the launch, opened with a heartfelt "Welcome to Country" by Murrumbidgee Local Aboriginal Land Council representative Michael West, followed by presentations by both parties, including NSW ICC Chairperson, Debbie Barwick.

"It's a great pleasure to be an alliance partner with the NSW Chamber, demonstrating PwC's commitment to the sustainable economic and social prosperity of the Indigenous sector and community," said Mr Barwick.

"We are proud of the alliance with PwC, what it will offer members of the Chamber of the Indigenous Business Sector and the capacity it will help build."

"I assure PwC, they understand that more needs to be done and are taking steps to help make it happen," added Mr Barwick.

On display at the launch was a canvas and artwork created earlier in the day by local art students. PwC staff and visitors all of whom had contributed their touch prior to the event. "Reconciliation: The third-party published a 'Stamps up' for reconciliation. The 'Reconciliation' artwork was one of a number of cultural activities PwC staff and visitors had participated in on the day.

Stay tuned to the NIT and the "Getting on with Business" page for more information and workshop dates.

Mainstream exposure for Indigenous Business

The Australian Indigenous Business Sector is set to get a major boost in November with the launch of a nationally distributed (monthly) publication called - *Indigenous Business Magazine* (IBM).

IBM is an initiative by the Willmet Group - Business & Employment Services, which is an Indigenous company owned by Mr Willmet, author of "How to Start a Successful Aboriginal Business in Australia".

The vision of this magazine is to help build the capacity of Indigenous business owners while at the same time promote and celebrate their success. The magazine focuses on Indigenous business, news, events and advice columns written by a number of established Indigenous business owners. The Aboriginal Business Magazine is the first and only nationally distributed monthly magazine in Australia that is dedicated to educating and informing Indigenous business owners, whilst celebrating the Indigenous business community in a positive way. To find out more or to subscribe, log onto www.aboriginalbusiness.com.au



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Member Spotlight

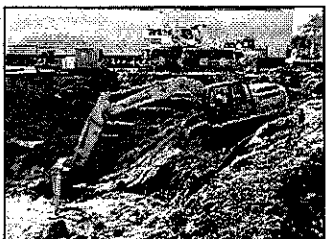
Young & Sons Excavations are specialist operators in all aspects of the earthmoving industry. They provide expertise in civil works, pipe laying, sub-structures and machinery hire, as well as transportation of earthmoving equipment. With 20 years experience in the construction industry, they have successfully completed projects across New South Wales and Queensland. Young & Sons Excavations also provide expertise in operating in adverse and sensitive conditions, e.g., water charged ground, shooting, deep excavations and environmentally sensitive areas. The excavation side of the business can accommodate work from Gosford to Gunnedah and Moree, as well as throughout south-east Queensland.

The services we offer are: Civil works experience, Deep excavations, Earthmoving, Machinery hire, Pipe laying, Shoring, and Sub-divisions.

The vehicles employed for use in: 20 Tonne Backhoe Excavator, 4 Tonne Yellow Backhoe, Volvo Tractor, Quad rate Low loader trailer (11.5m deck & 3.5m spread deck).

Young & Sons Excavations look forward to working with you for all your civil works and excavation requirements. Young & Sons Excavations are a Supply Chain certified Aboriginal Business.

Please contact Y&S for further information:
• PO Box 7256, Warragamba NSW 2446
• 0825 457 917
• info@youngson.com.au
• www.youngson.com.au



Congratulations 'Deadly' Gavin

The NSWICC would like to congratulate Gavin Lester as a Director of the NSWICC. Gavin is a member of the NSWICC and is also a member of the NSWICC's Aboriginal and Torres Strait Islander Employment and Training Committee. Gavin is a proud Wannan man and a member of the Lester Family. He is a member of the NSWICC and is also a member of the NSWICC's Aboriginal and Torres Strait Islander Employment and Training Committee. Gavin is a proud Wannan man and a member of the Lester Family. He is a member of the NSWICC and is also a member of the NSWICC's Aboriginal and Torres Strait Islander Employment and Training Committee.



Gavin Lester, Chairman

"Getting on with business in NSW"

The New South Wales Indigenous Chamber of Commerce (NSWICC) aims to support and enhance the employment, economic and social prosperity of Indigenous people across the state, whilst providing a platform for other regional and state Indigenous Chambers to continue to grow the Indigenous business chain.

This is done by encouraging, supporting and building the capacity of Indigenous Business Owners and to provide the use of Indigenous owned products and services.

Services include:

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- Corporate procurement strategies
- Corporate cultural awareness & safety training
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- Lobbying to resource the sector
- Guidance to Government programs

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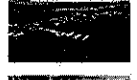
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Mandurah Hunter Indigenous Business Chamber provides our Members, Sponsors and Partners with:

- Advocacy
- Industry Research
- Networking Opportunities
- Links & Referrals to:
 - Government & Corporate Partners
 - Indigenous Representative Bodies
- Promotional Opportunities (Expos, Websites, Forums)
- An Introduction to Local Indigenous Businesses
- Business Planning, Feasibility Studies & Marketing Strategies
- Business & Employee Training, Mentoring & Coaching
- Indigenous Employment & Business Participation Plans

Join Now to receive exciting new member benefits!

Mandurah Hunter Indigenous Business Chamber Inc.
P: 08 9321 1222 F: 08 9321 1112
100 RAGSDALE ROAD, RUTHERFORD, NSW 2232
www.mandurahibc.com.au



"Getting on with business in NSW"

The New South Wales Indigenous Chamber of Commerce (NSWICC) aims to support and enhance the employment, economic and social prosperity of Indigenous people across the state, whilst providing a platform for other regional and state Indigenous Chambers to continue to grow the Indigenous business chain.

This is done by encouraging, supporting and building the capacity of Indigenous Business Owners and to provide the use of Indigenous owned products and services.

Services include:

- Corporate Indigenous Employment Strategies
- Corporate procurement strategies
- Corporate cultural awareness & safety training
- Supporting Regional Chambers of Commerce
- Advocacy, representation and negotiation
- Links to industry's united voice Government agencies
- Sharing ideas and resources
- Lobbying to resource the sector
- Guidance to Government programs

For more information or to become a member:
www.nswicc.com.au
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Mandurah Australia's first Indigenous Business Chamber

As Australia's first Indigenous Business Chamber, Mandurah Hunter Indigenous Business Chamber is at the forefront when it comes to building capacity of Indigenous small-to-medium businesses, whilst continuing to lead the way in the advocacy of better practice and opportunities for the Indigenous Business Sector.

Mandurah Hunter Indigenous Business Chamber provides our Members, Sponsors and Partners with:

- Advocacy
- Industry Research
- Networking Opportunities
- Links & Referrals to:
 - Government & Corporate Partners
 - Indigenous Representative Bodies
- Promotional Opportunities (Expos, Websites, Forums)
- An Introduction to Local Indigenous Businesses
- Business Planning, Feasibility Studies & Marketing Strategies
- Business & Employee Training, Mentoring & Coaching
- Indigenous Employment & Business Participation Plans

Join Now to receive exciting new member benefits!

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HIBC CEO takes your concerns to Canberra

Debbie Thacker, CEO of the Hunter Indigenous Business Chamber (HIBC), has taken a team of representatives to Canberra to meet with the Hon. Minister for Regional Development, the Hon. Minister for Infrastructure, and the Hon. Minister for Transport and Infrastructure. The team met with the Ministers to discuss the challenges facing the Hunter region and to seek support for the HIBC's initiatives. Debbie Thacker, CEO of the Hunter Indigenous Business Chamber (HIBC), has taken a team of representatives to Canberra to meet with the Hon. Minister for Regional Development, the Hon. Minister for Infrastructure, and the Hon. Minister for Transport and Infrastructure. The team met with the Ministers to discuss the challenges facing the Hunter region and to seek support for the HIBC's initiatives.

Member Spotlight

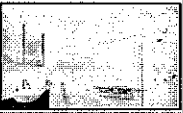
"Unlock Your True Potential"
David and Richard Thacker are a husband and wife team who have built a successful business in the Hunter region. They are the founders of the Hunter Indigenous Business Chamber (HIBC) and have been instrumental in the growth of the chamber. They have a passion for the Hunter region and are committed to supporting the Indigenous business community. They have a passion for the Hunter region and are committed to supporting the Indigenous business community.

"Practical independent advice that is easy to implement. Real time support providing our team with the skills & knowledge to go from rat to dynamic. Australia's SME best kept secret!"
Steve Thacker & Ranger Industrial Team

Member Spotlight

Buri Building & Design Pty Ltd is an Aboriginal owned, developed and managed company, and the vision of founder, Wili Morgan. At Buri we concentrate a total building experience in construction, and repairs, and maintenance. Wili Morgan has over 15 years experience in the building industry, both at home in Australia, and overseas. He has been selected a specialist and recognized team to assist his clients to deliver quality craftsmanship and high standards of building practice.

At Buri we are particularly interested and passionate about optimizing Aboriginal participation and employment opportunities where possible, for Aboriginal people. We strive to source and employ Aboriginal people and trainees from the local community. We offer a range of Apprenticeships and traineeships within the Building and Construction area of Buri Building & Design Pty Ltd. You can find more information about us on our website www.buribuilding.com.au



Mandurah "GETTING ON WITH BUSINESS" New South Wales

Member Spotlight The Yarning Circle

My name is Lee Townsend and I am a Kaniwal. During women and the owner and creator of The Yarning Circle.

The Yarning Circle incorporates the Let's Have A Yarn With Youth program. As an education, social and social development tool, the Let's Have A Yarn With Youth program is unprecedented in combining our knowledge, social skills, leadership qualities and the strength of our relationships. By having a line of communication in a structured, nurturing, verbal environment, participants are encouraged to share their voice and be heard. This Aboriginal communication method leads to inclusion, participation, value of the individual and access to contemporary culture for life in the modern world.



Let's Have A Yarn With Youth! Lee Townsend continues a Yarning Circle with a group of young people.

Designed for anyone, anywhere, anytime, the Let's Have A Yarn With Youth program captures the essence of Aboriginal Yarning. It's a structured, nurturing, verbal environment, participants are encouraged to share their voice and be heard. This Aboriginal communication method leads to inclusion, participation, value of the individual and access to contemporary culture for life in the modern world.



The group shows Lee that they are working like a team.

The program enables individuals to develop skills in education, social and leadership areas, in turn leading to retention and achievement improvement within schools, leading through the sharing of our stories, and a stronger identity through the sharing and listening with community members in a structured, nurturing, verbal environment, participants are encouraged to share their voice and be heard. This Aboriginal communication method leads to inclusion, participation, value of the individual and access to contemporary culture for life in the modern world.

For more information about The Yarning Circle and 'Let's Have A Yarn With Youth' program please contact Lee Townsend
Email: lee@yarningcircle.com.au
Phone / Fax 01 6554 0322, Mobile 0400 297 123
Post: PO Box 4591, Penrith NSW 2150, Australia

Member Spotlight



ZEEMAN ACCOUNTING

Zeeman Accounting offers a range of services to small businesses, wage earners, business and community groups. With 14 years of experience in public accounting, we are well qualified to assist with:

- Tax return preparation
- GST & PAYG compliance
- Small business advice
- Analysis of not-for-profit organizations
- Self managed superannuation funds

Our office is in the CBD of Coffs Harbour, but we are able to assist clients in all areas. At Zeeman Accounting we focus on providing superior service and building relationships with our clients. We offer fixed fees, fixed quotes and an obligation-free initial consultation for small businesses. Zeeman is a member of the Indigenous Accounting Australia advisory committee, and we hope to see many more Indigenous Australians working in accounting as a result of current initiatives in the profession.

Please contact Zeeman to discuss how we can help you:
5 Park Avenue, Coffs Harbour NSW 2450
Tel: (02) 6697 2006 or 0408191013
Email: zeeman@zeemanaccounting.com.au
Website: www.zeemanaccounting.com.au

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Mandurah "GETTING ON WITH BUSINESS" New South Wales

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

As the festive season slowly draws upon us once again, the time has come to wrap-up the meeting on with business page for 2011. However, in doing, both the NSW Indigenous Chamber of Commerce and Mandurah Hunter Indigenous Business Chamber would like to take this opportunity to wish all of their valued members, sponsors and partners a very 20th and happy Christmas - and we look forward to enjoying a prosperous and successful year with you all in 2012.

To all of the sponsors and partners of both, Mandurah Hunter Indigenous Business Chamber, including: National Indigenous Trust, PwC, Xstrata Coal, Transfield Services, NeoCo Services, Queensland Bank, Indigenous Business Australia, AEMG and NSW Department of Trade & Investment, Regional Infrastructure and Services, we wish to once again thank you for your continuing support of the Indigenous Business Sector and the work of both Chambers. Without your contribution and support, putting on this business would be a great challenge - we look forward to working with you all in the new year.

In addition, both Chambers would like to express its gratitude to the entire team of the National Indigenous Trust. Our ability to bring you the latest news on the Indigenous Business Sector, as well as up-to-date information about Indigenous Chambers of Commerce and its members has been made possible through the dedication and commitment of the whole NIT team. We are very proud of our relationship with Australia's only weekly Indigenous-affairs newspaper and we look forward to helping you all of the latest news and events again in 2012.

Lastly, Don't Forget if you, too, would like to know your business profile right here in the pages of the National Indigenous Trust or get a story or news piece about your activities published, all you have to do is join either the Mandurah Hunter Indigenous Business Chamber or the NSW Indigenous Chamber of Commerce and, as a member, you are welcome to submit any news-worthy articles or business profile to be published here on the "Getting on with business" page.

So, whether you're already a member or interested in becoming one and receive a bevy of other included member benefits, contact the Chambers on (02) 492 7722 or email us at info@mandurahibc.com.au and let's showcase our Indigenous Business Sectors.

Mezzanine Floors Australia Pty Ltd

Located in the Hunter Valley, NSW, Mezzanine Floors Australia is the perfect local mezzanine, office space, parking and storage solution for the commercial, industrial, residential and agricultural sectors in Newcastle, Maitland, Singleton, Armidale and Tamworth.

However, as it's more recent, Mezzanine Floors Australia works. They can provide mezzanine floors in Sydney, Brisbane, Melbourne and all of Australia.

When it comes to additional office space, whether it's constructed on a mezzanine floor or ground level, Mezzanine Floors Australia can provide the right solution for you.

We'll take care of the design and build, including electrical and data cabling, air conditioning, plumbing, heating and cooling, and everything in between. We'll take care of the design and build, including electrical and data cabling, air conditioning, plumbing, heating and cooling, and everything in between. We'll take care of the design and build, including electrical and data cabling, air conditioning, plumbing, heating and cooling, and everything in between.

To find out more about our effective solutions, from concept to completion, for all of your mezzanine floor, office space, parking and storage projects or for a free site check and plan, visit Mezzanine Floors Australia on (02) 492 7722 today or check out the images and videos on their home-ware website, www.mfa.com.au

Natures Touch Professional Cleaning

Natures Touch Professional Cleaning is an award winning, family owned and operated, commercial and domestic cleaning business that strives to offer the highest quality and high quality service to its customers across the Hunter region.

With over 20 years industry experience, Natures Touch was the winner of a 2011 award for best cleaning service, having been the winner in three categories and the industry use of local chemicals. As such, with the combination of extensive experience and expertise, Natures Touch Cleaning began.

Using fully eco-friendly, natural cleaning products, without harsh chemicals, Natures Touch provides a superior level of service, whilst maintaining eco-friendly, environmentally friendly products. Studies have shown that a greener and healthier environment improves employee productivity, reduces sick days and provides a better overall work environment.

Natures Touch provide a comprehensive Quality and Safety policy and you can trust and much more on their website. Log onto www.natures-touch.com.au to find out more or give them a call on 0438 380 788.

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