

1. Introduction

Aboriginal Participation is a key driver Armadale Road North Lake Road Bridge Project.

This document is quick reference guide to assist Subcontractors to support the Aboriginal Participation outcomes as outlined to you by the Armadale Access Alliance (AAA), an Alliance between Laing O'Rourke, BG&E and Main Roads WA.

Our Alliance believes best results for Aboriginal Participation on our project will occur when the Alliance team, our subcontractors and suppliers work respectfully, openly and in collaboration with local Aboriginal communities, Aboriginal businesses, community organizations and employment service providers.

2. Project Targets

Key Deliverable	Target
Aboriginal Employment	Min 10% of total project man hours be carried out by Aboriginal or Torres Strait Islander personnel
Aboriginal Procurement	Min \$5m of total contract value to be spent with Aboriginal businesses
Cultural Awareness	All project personal to participate in cultural awareness training and participate in significant Indigenous events (i.e. Reconciliation Week)
Training Programs	Training opportunities be offered on the project to upskill and provide local employment opportunities to Aboriginal people
Supporting Requirements	
Kick off meeting	Upon award, all contractors will be required to nominate a representative to meet with our project Aboriginal Participation Coordinator Amanda Inman, to discuss your companies Aboriginal Participation commitments and how you may work with us to achieve the project goals.
Working together	Subcontractors may be called upon to participate in the projects Aboriginal Reference Group on a regular basis
Detailed reporting	All subcontractors on the project must actively participate & contribute to the Aboriginal participation requirements mentioned above and report against their progress on a monthly basis (report template to be supplied)

3. Governance and Policy

The project approach and strategy is in line with the following government policies:

Commonwealth Indigenous Procurement Policy	The Commonwealth will award 2.5% of its domestic contracts to Indigenous enterprises during 2018-2019 financial year, 3% during 2019-2020 financial year and plans are in place for the future. Subcontracts can be counted in Main Roads portfolio
State Government Aboriginal Procurement Policy	Agencies will be required to award 3% of the number of Government contracts to registered Indigenous Businesses by the end of June 2021

4. Aboriginal Employment & Training Providers

AAA has engaged the services of two employment and training providers. These organizations are available to assist project subcontractors achieve Aboriginal Employment outcomes.

Organization	Services	Contact
NUDGE	Traineeship Programs	Brad Durack brad.durack@nudge.ngo Ph: 0407 550 850 www.nudge.ngo
Wirrpanda Foundation	Pre-employment programs	Jarrad Oakley-Nicholls jarrado@wf.org.au www.wf.org.au/

5. Labour Hire

Subcontractors may wish to contact the companies below

Organization	Services	Contact
Arra Group (Aboriginal Business)	Labour hire and employment solutions	Shaz Rind M: 0419 643 140 hr@arragroup.com.au www.arragroup.com.au/
Dandjoo Services Pty (Aboriginal Business)	Labour hire and employment solutions	Thomas Dunne thomas.dunne@dandjoo.com.au M: 0447 766 944 www.dandjoo.com.au
Karlka Recruiting (Aboriginal Business)	Labour hire and employment solutions	Joseph Cotterell recruitment@karlkarecruiting.com.au Ph: 1300 833 989 https://karlkarecruiting.com.au

6. Aboriginal Business Stakeholders

Organization	Services	Contact
Supply Nation – Australia’s largest national directory of Aboriginal and Torres Strait Islander businesses. Further information can be found at - https://supplynation.org.au/ this website includes a useful search function for Aboriginal Business		
Aboriginal Business Directory WA - http://www.abdwa.com.au/Directory_Search.asp?ID=99703618 this website includes a useful search function for Aboriginal Business		
Noongar Chamber of Commerce and Industry - https://www.ncci.com.au/ a business advocacy group for Aboriginal owned businesses in the South West of Western Australia.		

7. Cultural Awareness:

AAA will be conducting project specific cultural awareness training, mentor support for the Aboriginal workforce and supervisory support to supervisors working with Aboriginal employees. All subcontractors will be asked to actively participate in this program during construction.

8. Calendar of Events:

Welcome event (details TBA)	National Reconciliation Week - May 2020
NAIDOC week – July 2020	Harmony Day- 21 March 2020
National Sorry Day – May 2020	Indigenous Business Month – October 2020

9. Alliance contact for further information

Amanda Inman – Aboriginal Participation Coordinator

Armadale Access Alliance Ph: 0400 269 366 Email- ainman@armadaleaccess.com.au