

Midwest Mining & Aboriginal Economic Development Partnership - 2009 and Beyond

Purpose

To ENHANCE business and wealth creation opportunities FOR INDIGENOUS PEOPLE through partnerships and an escalation in employment with the mining industry sectors in the Midwest-Murchison mining region.

Guiding Partnership Principles

- ❖ We are wholly focused on delivering quality outcomes for Indigenous people and communities in the Midwest-Murchison region.
- ❖ We will maintain Innovative thinking and continuous improvement focus to meet new challenges, adapt to change and take advantage of opportunities.
- ❖ We acknowledge our shared responsibility and will remain transparent in our dealings and accountable for our performance. .
- ❖ We commit to moving beyond rhetoric to generate real opportunity, build capacity and move Indigenous people beyond welfare dependency.
- ❖ We commit to optimal performance through the efficient coordination and effective use of programs and resources.

Our Vision

INDIGENOUS PEOPLE IN THE MIDWEST-MURCHISON REGION PROSPERING EQUALLY, LIVING HEALTHY AND LEADING FINANCIALLY INDEPENDENT LIFESTYLES

Terms of Reference

- Develop a strategic framework AND PROCESS TO enhance employment and business partnership opportunities for Indigenous people in the Midwest-Murchison mining region.
- Identify FUTURE initiatives, infrastructure, and service requirements that address current barriers to THE successful transition of Indigenous people, including working age youth AND ADULTS, into employment and business.
- Facilitate QUALITY engagement BETWEEN the Indigenous community, mining, industry sectors AND GOVERNMENT to identify priorities, COORDINATE solutions, BUILD COLLECTIVE CAPACITY and LEAD the development of A MID WEST REGIONAL framework for action.
- Negotiate the establishment and implementation of clear high priority actions that are essential to enhancing Indigenous education, training and employment OUTCOMES ACROSS THE REGION.
- Facilitate the establishment of collaborative and inclusive partnerships between Industry, Indigenous peoples and Government that enable the achievement of successful employment and enterprise initiatives.
- Advocate the strategic framework and identified actions to industry and Indigenous community stakeholders, decision making authorities, all levels of Government, and potential funding agents and sponsors.

Our Priority Areas

Holistic Education & Training	Sustainable Indigenous Employment	Sustainable Indigenous Business Development	Streamlined Coordination & Collaboration	Innovation & Continuous Improvement
Maintain a regional approach to address numeracy and literacy needs from early childhood to adults in the workplace.	Conduct quarterly employment audits to identify job opportunities and locations and address applicant skills deficiencies.	Conduct quarterly business audits to identify industry opportunities and locations and address applicant skills deficiencies.	Maintain the consistent involvement and active participation of all relevant partnership stakeholders.	Develop and maintain a localised Cross Cultural Communication program for delivery across industry.
Maintain school-based support programs and career pathways to prepare school leavers for work. Increase parent participation and cultural studies in School systems.	Develop and maintain quality vocational skills training programs in response to identified needs.	Develop business training programs in response to needs of small to large business projects i.e. Contractor Responsibility, Successful Tendering, Site Induction, Project Planning and Management, Financial Management, Occupational Health & Safety.	Ensure that all partnership initiatives are Integrated into relevant industry and government funding cycles.	Develop and maintain a localised Industry & Indigenous Community Linkage and Engagement Strategy and process.
Conduct school-based employment expo's to promote career opportunities to young Indigenous people and their and families.	Develop and maintain Industry Recruitment and Selection Training Program to maximise interest and recruitment.	Develop and maintain an Employment through to Business Capacity Building and Pathway Program.	Actively promote the partnership in Indigenous communities throughout the region, across industry and all levels of government.	Promote local employment and business development as a partnership priority.
Maintain effective partnership linkages with TAFE and other relevant education providers to maximise educational training outcomes.	Develop and maintain an effective Indigenous Workplace Mentor Program to increase workforce awareness and maximise Indigenous retention.	Develop and maintain an up-to-date regional Indigenous Business Register and information directory.		Develop innovative strategies in response to changing trends, challenges and needs in infrastructure, health, housing, accommodation and other.

Our Priority Areas

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Establish and maintain a Quality Teacher Retention Program to sustain quality teaching in remote communities.				Monitor, review and manage partnership performance using realistic qualitative and quantitative measures and indicators.
Develop and maintain adult educational programs to address educational skills gaps and facilitate pathways into employment and or business.				Maintain effective and efficient availability and coordination of funding programs and options to optimise regional performance across all priority areas.
				Actively promote partnership performance and celebrate achievements.

Our Performance Measures

Holistic Education & Training	Sustainable Indigenous Employment	Sustainable Indigenous Business Development	Streamlined Coordination & Collaboration	Innovation & Continuous Improvement
Extent to which numeracy and literacy levels improve across the region	Number of job opportunities identified.	Number of business opportunities identified.	Stakeholder participation rates and extent to which participation contribute to optimum performance.	Extent to which program contributes to increased localised awareness across industry.

Our Performance Measures

Holistic Education & Training	Sustainable Indigenous Employment	Sustainable Indigenous Business Development	Streamlined Coordination & Collaboration	Innovation & Continuous Improvement
<p>Number of school leavers who gain employment at completion of final school year.</p> <p>Number of parents involved and level of cultural studies included in school system.</p>	<p>Number of applicant skills deficiencies identified and addressed.</p>	<p>Extent to which programs contribute to increased Indigenous business capacity and participation rates.</p>	<p>Extent to which partnership initiatives are successfully funded.</p>	<p>Extent to which the strategy and process improves successful linkages and engagement between Indigenous communities and industry.</p>
<p>Number of Employment Expos conducted and student and family participations rates.</p>	<p>Number of Indigenous people recruited into employment.</p>	<p>Number of Indigenous people progressing from employment into sustainable business.</p>	<p>Extent and level of partnership awareness in Indigenous communities across the region, industry and all levels of government.</p>	<p>Extent to which local employment and business is promoted as a priority.</p>
<p>Number, quality and success of partnership linkages established and maintained.</p>	<p>Number of Indigenous people retained in employment.</p>	<p>Extent to which register and directory contribute to increased Indigenous business participation.</p>		<p>Extent and capacity of the partnership to successfully respond to new challenges and needs.</p>
<p>Number, duration and quality of teachers retained in remote communities.</p>				<p>Extent to which measures and indicators contribute to accurate reporting outcomes.</p>
<p>Number and quality of adult education programs conducted.</p> <p>Extent to which programs increase pathways into employment and or business.</p>				<p>Level of coordination and availability of funding that contributes to optimum performance.</p>
				<p>Number of partnership initiatives and achievements mutually celebrated.</p>