

Working in Partnership

Mining and Exploration Industries, Indigenous Communities and Governments

North West Tasmania Regional Workshop Report

Burnie Arts and Function Centre 26th and 27th May 2010



Prepared for

Department of Resources, Energy and
Tourism

Level 8, 10 Binara Street
Canberra, ACT 2601

June 2010



- Delegate interaction on day one of the Working in Partnership Workshop, North West Tasmania 2010

Special thanks for her valuable guidance, experience and energy in the planning and facilitation of this workshop to:

Ellen Butler

Coordinator, WIP North-West Tasmania
Minerals Branch
Australian Department of Resources, Energy and Tourism

Contents

Executive summary	4
WIP overview	5
Workshop facilitation	6
Workshop participation	6
Workshop structure	7
The Agenda	8
Summary of proceedings	10
Workshop evaluation	29
Appendix A	30
Appendix B	31
Appendix C	33

Executive Summary

An initial working party has been established to explore the establishment of a representative working group, including the development of the terms of reference for such a group, with a view to developing and supporting improvements in relationships between the Indigenous communities in North West Tasmania, industry (in particular the resources and forestry industries) and government agencies.

The Australian Department of Resources, Energy and Tourism hosted a two day 'Working in Partnership' (WIP) Workshop in May 2010 in Burnie, Tasmania.

The WIP workshop was designed specifically to bring together all key stakeholders with interests in mining and forestry in the North West of Tasmania including Indigenous community groups, the resources and forestry industries and state and federal government departments to discuss issues of mutual interest and to identify ways of working together in the future.

Areas of discussion included:

- Economic empowerment.
- Business opportunity.
- Education and training.
- Cultural awareness.
- Capacity building.
- Employment.

The North West Tasmania Workshop was held on the 26th and 27th May 2010 at the Burnie Arts and Function Centre and was the first workshop in this national programme to be held in Tasmania.

The workshop followed visits to the state in 2009 and 2010 where there was strong support to conduct a regional workshop in the North West of Tasmania so that issues of mutual interest could be discussed and some ways of working together in the future could be identified.

The 'Acknowledgement to Country' was delivered jointly by Graeme Heald of the Circular Head Aboriginal Corporation, and Peter Sims representing the Mersey Leven Aboriginal Corporation.

The two day workshop agenda is included on pages eight and nine of this report.

Interactive breakout groups were a key feature of the relationship building process over the two days.

On day one, three stakeholder groups - industry, Indigenous community representatives and government - were invited to identify the key issues that they believed needed to be considered in the context of working together in the future and creating employment and business opportunities for Indigenous people.

Key issues identified were:

- For the government group: the need to make employment of Indigenous people and access to funding and support services easier for industry.
- For the Indigenous group: recognition and understanding and commitment to work together.
- For the industry group: the need to understand what cultural differences are.

On day two, mixed stakeholder groups were invited to identify what steps were needed at the regional level to ensure that new partnership arrangements could be successfully planned, implemented and managed.

Key steps identified were:

- Establish a regional working group to progress outcomes of the workshop.
- Establish one central point of contact for industry, government and Indigenous communities to access employment services, funding opportunities and support services.

Before the close of workshop business on day two, workshop participants nominated delegates to work together to review this report and, to discuss future actions.

WIP overview

The Australian Government's 'Working in Partnership' (WIP) Programme, now in its ninth year, is part of the Australian Government's commitment to increase opportunities for Indigenous Australians, noting that the exploration and mining industry is often one of the few providing employment and business development opportunities for remote communities. WIP aims to support and encourage cultural change in relations between Indigenous communities and the mining industry, and to promote long term, effective partnerships which benefit all stakeholders.

Managed by the Commonwealth Department of Resources, Energy and Tourism (DRET), WIP's aim is to help build long term relationships between Indigenous communities and the mining industry by allowing stakeholders (industry, Indigenous and government) to meet over a two-day period in a neutral environment to discuss issues of interest and concern. The workshops are tailored to a format and environment that is appropriate for each region and the issues that are prominent in that region. Funding support can also be offered for the formation of working groups to progress issues identified in workshops, and for discretionary projects that will deliver benefits commensurate with WIP's objectives.

The WIP workshops are the cornerstone of the programme – they provide the opportunity for a wide range of stakeholders to come together in a neutral environment for two days to discuss issues that are important to, and possibly even inhibiting, partnership development between industry and Indigenous communities. The workshops also provide the chance for new relationships to be developed and existing relationships to be enhanced



Workshop Facilitation

The Mining, Energy and Engineering (MEEA) team appointed to facilitate the workshop included:

- Alan Tidswell – Project Manager/Facilitator
- Melinda Cates – Facilitator (Globally Make a Difference)

The team was backed by the in – house administration resources at MEEA.

The consultancy reviewed all major research material and developed a strategic plan, including a detailed timeline, for the workshop.

At all stages during the workshop development process, key stakeholders were involved in the planning and agenda development process to ensure that all parties built a sense of ownership of the programme.

Stakeholder face-to-face meetings were supported by an extensive communication and stakeholder liaison programme which included teleconferences and email correspondence to finalise the WIP workshop agenda and speaker list.

There were a number of last minute changes to the speaker list as various individuals became unavailable.

Workshop participation

A total of 39 delegates attended the North West Tasmania WIP workshop in Burnie during the two days. On day one there were 37.

On day two, some of those who attended on day one were absent and a couple of delegates only attended day two. In total there were 35 delegates present. There were a total of 12 specialist speakers during the two days.

Personal invitations to the workshop were sent to a total of 71 stakeholders and relevant parties.

Spreadsheets containing invitation lists and the final delegate attendance are attached to this report.



Workshop Structure

The WIP workshop was staged over two days and included an informal social function at the close of business on day one.

On each of the two days, specialist presenters spoke on areas that research had indicated to be of special interest to participants from mining, exploration and other industry stakeholders, Indigenous communities and government agencies.

On day one three breakout groups were formed, each representing one of the three key stakeholder groups (government, Indigenous and industry). Each of these breakout groups was invited to interactively identify key issues for each stakeholder group (industry, Indigenous, government) that need to be considered in the context of working together in the future.

The final session on day two saw delegates separate into three mixed stakeholder groups to consider the potential benefits that could be gained from working together, and the priority actions to take forward.

Following this process, lists of major issues and aspirations were presented collectively to the workshop by spokespeople nominated by each breakout group.

These lists are contained in this report.

The Agenda

North West Tasmania Regional Workshop – Burnie, Tasmania

Wednesday 26 and Thursday 27 May 2010

Burnie Arts and Function Centre. 77 – 79 Wilmot Street, Burnie. Ph: (03) 6430 5850

Day 1 – Wednesday 26 May		
8.30 am		Registration and coffee/tea
9.00 am		Acknowledgements, introduction and housekeeping - Alan Tidswell and Melinda Cates (Workshop Facilitators) Acknowledgement to Country - Graeme Heald and Peter Sims
9.20 am	Session 1	Working in Partnership overview - Ellen Butler, Department of Resources Energy & Tourism
9.50 am	Session 2	Aboriginal history of North West Tasmania - Ms Dianne Baldock, Circular Head Aboriginal Corporation
10.05 am	Session 3	Aboriginal history of North West Tasmania - Peter C. Sims, Mersey Leven Aboriginal Corporation
10.20 am	Session 4	Changing Focus, Changing Perspective - Alan Radford, Speedfox Consultancy Pty Ltd
10.45 am	Morning tea	
11.15 am	Session 5	Case Study One – We have a skills shortage and an Aboriginal labour supply how do we connect the two? - Scott Latham, Human Resources Manager, Caterpillar
11.40 am	Session 6	Case Study Two – ‘We have good intentions but with what risks?’ - Jodie Stevenson, Regional Manager, SkillsDMC
12.00 pm	Session 7	Creating employment and business opportunities for Aboriginal people - Mr Graeme Heald, Circular Head Aboriginal Corporation
12.30 pm	Lunch	
1.30 pm	Session 8	Closing the GAP – How the Indigenous Co-ordination Centre can assist industry and Aboriginal people - Julia Curtis, Manager Indigenous Co-ordination Centre, Department of Families, Housing, Community Services and Indigenous Affairs
1.45 pm	Session 9	Case Study Three - Is the Tasmanian Industry and Mining Induction programme (TIMI) the Pathway to Employment - Mike Jack, Skills Institute
2.15 pm	Session 10	Community and Industry Engagement - Peter C. Sims, Mersey Leven Aboriginal Corporation
2.45 pm	Afternoon tea	
3.15 pm	Session 11	Group Discussion: What are the key issues for each stakeholder group (industry, Indigenous, government) that need to be considered in the context of working together in the future and creating employment and business opportunities for Indigenous people? - Separate breakout groups.
4.15 pm	Session 12	Feedback Session: Group reports to the workshop - Group leaders
5.00pm	Close of Day 1	
5.00 pm - 7.00 pm Social function - Burnie Arts and Function Centre		

Day 2 – Thursday 27 May		
8.30 am		Coffee/tea
9.00 am		Summary of Day 1 - Alan Tidswell and Melinda Cates (Workshop Facilitators)
9.15 am	Session 13	Case Study Four – The Woolworth's experience - Alan Tidswell MEEA and Melinda Cates
9.35 am	Session 14	Linking Outcomes to the Keep Australia Working Strategy - James McCormack, Local Employment Co-ordinator North West/Northern Tasmania
10.00 am	Session 15	Group Discussion: Pathways to improved understanding and cooperation What steps are now needed at the regional level to ensure that a new partnership arrangement, as it relates to mining and forestry, can be successfully planned, managed and implemented? Who needs to be involved from government, industry and community? What actions need to be taken? Mixed stakeholder groups
10.30 am		Morning tea
11.00 am	Session 16	Group Discussion: Pathways to improved understanding and cooperation Cont,, What steps are now needed at the regional level to ensure that a new partnership arrangement, as it relates to mining and forestry, can be successfully planned, managed and implemented? Who needs to be involved from government, industry and community? What actions need to be taken? – Mixed stakeholder groups
12.30 pm		Lunch
1.30 pm	Session 17	Feedback Session: Presentation of group outcomes – Group leaders
2.15 pm	Session 18	Workshop Summary: Common themes from each group to be identified and discussed, including any resolutions to move forward. Wrap-up and agreement on next steps. – Alan Tidswell and Melinda Cates (Workshop Facilitators)
2.45pm		Closing remarks, thanks – Alan Tidswell and Melinda Cates (Workshop Facilitators) and Ellen Butler.
3.00 pm		Workshop close and afternoon tea



Wednesday 26th May

09.00am – Alan Tidswell and Melinda Cates – Welcome, acknowledgements, introduction and housekeeping.

09.15am – Graeme Heald and Peter Sims – Acknowledgement to Country

- Graeme and Peter acknowledged the elders and people of the land upon which we were meeting

09.20am – Session 1, Ellen Butler, DRET, Working in Partnership (WIP) Overview

- WIP programme outline - established in 2001 with the objective of fostering mutually beneficial working relationships between industry, Indigenous and government stakeholders.
- This is the 15th workshop to be held in Australia and the first to be held in Tasmania.
- The aims of the workshops are to develop partnerships which can enhance employment opportunities, education and training, cultural awareness, capacity building, economic empowerment and business development for Indigenous Australians.
- This workshop aims to open up dialogue between industry and Indigenous communities to establish partnerships, to discuss issues, identify solutions and to identify opportunities for employment.
- This workshop is an opportunity for this area and DRET will provide discretionary support in the form of secretarial services and meeting costs to enable a working group of interested people to continue to meet after the workshop to progress issues identified as priorities.
- WIP provides funding for discrete projects associated with the objectives of WIP.
- WIP packs containing copies of case studies, a brochure on the WIP programme and a copy of the agenda were made available to attendees.
- A DVD showcasing the Cobar WIP programme was shown:
 - Overview of the programmes,
 - Feedback from indigenous/government and industry, and
 - Outcomes experienced.
- Industry working closely with Indigenous communities makes good business sense.

9.50am – Session 2, Dianne Baldock, Circular Head Aboriginal Corporation (CHAC) – Aboriginal History in North West Tasmania

- Acknowledged the traditional owners of the land we are on and the elders of past and present.

- Was given permission to present today by elders of Circular Head.
- CHAC incorporated in 1994 with the aim of empowering the Aboriginal community to self determination.
- CHAC has 34 part time employees.
- Circular Head has a colourful history.
- CHAC is making a valued contribution to creating positive attitudes to ensure Indigenous people are contributing positively to society.
- Vital our culture is recovered so not lost.
- Land is a living entity, the whole earth is sacred – let us pass this onto our children.
- Aim is to empower Indigenous youth.
- Aboriginals are reconnecting with their culture and it is important to protect our culture.
- Never lose sight of who you are and where you have come from.

10.05am – Session 3, Peter C. Sims, Mersey Leven Aboriginal Corporation (MLAC) – Aboriginal History in North West Tasmania

- Thanked the organisation and facilitator for today's workshop.
- Acknowledged the elders of MLAC and CHAC. It is through the people, it is their links with land and community that is important.
- MLAC is a non- profit organisation – established in 1980 and in 1982 elected a chairman.
- Office and staff of 13 people based in Devonport.
- Provides the following services- health and aged care, financial services, drug and alcohol services, cultural heritage and sporting activities.
- Marshall Hill 90 years- used for cultural heritage activities including increasing young people's awareness of cultural heritage. Hosted visits by Japanese people as part of cross cultural awareness.

10.20am – Session 4, Alan Radford, Speedfox Consultancy, Changing Focus, changing perspective

- Acknowledged all traditional custodians of the land and paid respect to the elders both past and present and extended that respect to other Indigenous Australians who were present.
- Spoke about 'What is your first reaction when you see that someone is Aboriginal on an application'?
 - Asked industry to think about it.
 - Alan told a story about his first job where on his first day he was told that he was not Aboriginal because he did not look Aboriginal.
 - 53.22% of the states Aboriginal/Torres State Islander population is located in the Northern and North West Regions of Tasmania.
- Posed these two questions to the employers in the room:
 - Do you as an employer feel someone is more work if there are subsidies available to assist with their recruitment costs? or
 - Is it the paper work that is involved with claiming the payments which is a deterrent?
- What is the purpose of the subsidies?
 - To encourage not discourage employers to employ Indigenous staff.
 - To allow employers to consider the option of training and growing people whilst supporting the employer financially and to compensate for additional support where required.
 - To assist in closing the gap between the current unemployment statistics and such things as cultural barriers, ceremonial leave (attending traditional functions such as Mutton Birding), addressing the generational cycle of unemployment, attendance at work or school (Where does a young person get a work ethic from – regional programmes?), and the value of attending to the family must be addressed and acknowledged.
- Questions and comments arising from the presentation:
 - Work with the industry and the culture to understand Aboriginal people's fears and where they are coming from before looking at Indigenous employment.
 - How do Aboriginal Tasmanians get work experience, interviews skills and clothes to present themselves properly? All of these can be funded under the Indigenous Employment Programme.
 - Biggest problem getting them motivated to even apply.

- There is an aspiration building project which tries to help young people in education system years 10 to12.
- Kids want to be in school but not all the time.
- Girls have more direction than boys and have taken up roles in the Navy and Police Force.
- Are you aware of any initiatives on general unemployment and whole family?
 - Yes – worked with a family and was able to get both the parents a job and then their son got an apprenticeship.
 - There are a number of family programmes but Speedfox Consultancy does not run any directly. FASCHIA run a number of programmes.
- Why would I have an Aboriginal employment programme for youth as opposed to a non Aboriginal?
 - Blending a cultural element enriches your organisation and you are building relationships with the cultural community.



10.45am – MORNING TEA

11.15am – Session 5, Scott Latham, Human Resources Manager, Caterpillar – Case Study One – We have a skills shortage and an Aboriginal labour supply, how do we connect the two?

- Overview of Caterpillar:
 - A Fortune 50 global enterprise.
 - 2009 sales and revenues of \$32.4Billion.
 - Global team of more than 225,000 Caterpillar and Cat Dealer employees.
 - Nearly 500 locations in 50 countries (manufacturing, marketing, logistics, service, research and development and dealer locations).
 - Products at work in more than 180 countries around the world.
 - Market leader in 18 primary industries.
 - Passion for exceeding customer expectations.
 - Organization aligned to respond to customer needs.
 - Commitment to innovation.
- Overview of last 12 months:
 - At the height of the Global Financial Crisis employee numbers nationally dropped to 325.
 - Approximately 50% of employees were made redundant.
 - Shift from skilled to semi-skilled employees.
 - Need new employees to align to new culture.

- During the skills shortage we were looking for the following skills in our employees:
 - Safety focused,
 - Focused on quality,
 - Ability to follow instructions,
 - Great team members,
 - Innovative,
 - Commitment and
 - Excellence and teamwork.
- Case study – welding/pre-employment:
 - Needed to recruit 200 welders from a population of approximately 60,000 in two months.
 - Four days a week training at The Skills Institute (TSI).
 - One day of every week, a TSI teacher to work alongside participants at Cat Under Ground Mine, on the job, to allow for:
 - Consolidation of training,
 - Continuation of training on site with work projects and
 - Provision of assessment and recognition.
 - Final week, TSI teacher present on site to assist integration of participants into the workforce and reinforce training.
 - The following was included during the training at TSI:
 - Cat Underground Mining Induction,
 - Manual handling (by CAT),
 - Overhead Crane training (by TSI) and
 - Importance of physical exercise to reduce possibility of RSI.
- Questions and comments arising from the presentation:
 - From the Indigenous community perspective what are the significant cultural differences between Indigenous and non Indigenous people?
 - Attendance at work,
 - NADOC Week and
 - Cultural events.
 - Union- employment contracts in place.
 - Why would an Aboriginal person want to work for Caterpillar?
 - Offer is solid, sustainable employment, good training position, safe working place.
 - What are Aboriginal friendly organisations?
 - Should promote this programme through the education system.
 - Why is promotion of this programme not being done for you guys?
 - Looking at mature age apprentices - over 35 is mature age.
 - How can we develop and embed an understanding on what it is to work?
 - Drift to the west- some people will go for the dollars and move away from Tasmania to Western Australia for work.
 - Quality has improved since taking on board the production welding.
 - Caterpillar just announced yesterday the appointment of a number of new employees from the welding programme and want to see if they are still there in 3 months time (after the probation period) at which time they get offered traineeships.



11.40am – Session 6, Jodie Stevenson, Regional Manager SkillsDMC – Case Study Two – We have good intentions but with what risks?

- SkillsDMC is a not-for-profit organisation with the primary role of facilitating the education and training needs of all stakeholders operating in the resources industry sector.
- SkillsDMC does not provide direct training services. This is the domain of Registered Training Organisations (RTOs), TAFEs and other providers.
- SkillsDMC does however provide a range of services through national network of Industry Skills Advisors. These services include:
 - Workforce planning,
 - Training needs analysis (TNA),
 - Programme design,
 - RTO selection,
 - Training management,
 - Publically funded training resources,
 - Government grants, and
 - Brokerage.
- Many of these services are free of charge.
- Participating Mining Industry Network of Excellence (MINE) members collectively employ over 1700 employees.
- The smallest member employs 27 full-time employees and the largest directly employing over 523 (340 in minerals processing).
- The participating MINE members are located throughout the North and North West of Tasmania.
- Operating activities of MINE members range from mining (open cut and underground), to processing and supply chain logistics.
- Mine Data from 5 mines in Tasmania
 - Total employees - 1700
 - Females employees - 250
 - Non-resident employees - 5
 - Number of contractors -13
 - Indigenous employees - 0.
- Why are Aboriginals picked up by labour/ contract hire companies but not by the mines?
- We need to record the number of Indigenous employees in our business?

- Is it true or false?
- Why should we record this data?
- How would we know if a person is Indigenous?
- What purpose would it have to record this data?
- Why do we need to record this data?
- Business Responses:
 - We (businesses) have an anti discrimination policy?
 - How do we recruit (where from?)
 - What sort of recruitment strategy do we need to develop?
 - What effect would this have on our existing staff?
 - What support mechanisms do we need and how we get them?
 - Who will help support us?
- There must be a way of making all this information more easily accessible to individual employers as they incur down time looking for it.
- An individual Aboriginal employee gets the support what about the employer if there is a case for dismissal.
- Know what the cultural difference are (if any) as part of induction.
- Questions and comments made:
 - We are not asking to lower the bar rather to have transparency.
 - No mining company representatives here today.
 - Are we trying to make a real attempt here to do something specifically for Indigenous only or for employment programmes and include Aboriginal people?
 - Indigenous culture is different in Tasmania (So what is different?).
 - CHAC places a mentor with the employer for 52 weeks.
 - Organisations are asking the questions because they don't know the answers.



12.00pm – Session 7, Graeme Heald, Circular Head Aboriginal Corporation (CHAC) – Creating employment and business opportunities for Aboriginal people.

- Mission: -
 - Creating a sustainable organisation that develops our future from the wisdom of the past, healing, nourishing, reconstructing our spirit, our land, and our culture.
 - CHAC provides facilities and services to:
 - Create a future for young people,
 - Facilitate and promote reconciliation and empowerment,

- Rebuild and celebrate the spirit of individuals,
 - Reconnect, care for and nurture the land, and
 - Reconstruct and celebrate our culture and language.
- Uphold and utilise the wisdom of the Elders.
- Vision
 - Culture
 - To gather our cultural seeds, nurture and reap the rewards for future generations by embracing and utilising the knowledge and wisdom of the Elders and maintaining cultural traditions and practices.
 - Trust
 - Building a network of trusting relationships throughout the community,
 - Listening to the needs of the community, and
 - Enhancing communication.
 - Spirit
 - Respecting cultural sensitivity,
 - To engage a sense of purpose for each individual within the community, and
 - To rebuild and celebrate the spirit of individuals.
 - Land
 - Protect and manage the land with and for Aboriginal people, and
 - Protect and maintain cultural heritage sites in our own area
 - Future
 - To create a future for young people by inspiring, empowering and encouraging them to manage and own their projects and programmes and to set positive examples for constructive role models.
- CHAC became incorporated in 1994.
- CHAC is governed by the Aboriginal and Torres Strait Islanders (ATSI) Act.
- CHAC currently have seven active directors on the board. Four of the seven directors have undertaken business governance courses to ensure the skills and knowledge they have learnt is beneficial to the organisation.
- CHAC was originally formed by a small group of people for the purpose of gaining cultural knowledge and recognition within the Circular Head Community.
- Programmes being run by CHAC: -
 - Home and Community Care (HACC) funded by the Department of Health and Human Services (DHHS),
 - Illicit Drug Diversionary Initiative (IDDI) funded by DHHS,
 - Indigenous Children Programme (ICP) funded by Family, Housing, Community Services and Indigenous Affairs (FAHCSIA),
 - Sport and Recreation,
 - Culture (DEEWR),
 - Advancing Women 1 2 & 3 funded through ICC,
 - Pre and Post Prisoner Release Support funded by the Attorney Generals Department (AGD),
 - Youth justice funded by the AGD,
 - Locational Supported Playgroup (LSP) funded by FAHCSIA,
 - Parental and Community Engagement Programme (PaCE) funded by (DEEWR),
 - Indigenous Employment Programme (IEP), funded by DEEWR in which we have:
 - Local Aspiration Building Project (ABP) (Grades 10 – 12),
 - North West / West Employment Contract,
 - IWS Indigenous Wage subsidy for the whole of state.
- Aspiration Building Project (ABP)
 - The objectives are to identify and support Indigenous students who are at risk of not completing the transition from Year 10 to Years 11 and 12 and to further education and training including university education.
 - Raise aspirations, confidence and educational outcomes of Indigenous secondary students.

- Build pathways for Indigenous students in the Smithton / Circular Head Local Government area.
- Build sustainability and maintain partnerships with organisations working across all levels of the education sector.
- Types of activities include:
 - Mentoring programmes,
 - Education campus and various work site visits,
 - Role model visit to schools,
 - Career evenings, and
 - Creating linked transition support programmes.
- At present ABP have a capacity to fill 12 school based traineeships with 4 places remaining.
- 15 students are being supported within the Smithton High and Circular Head Christian Schools
- 12 places have currently been filled (5 traineeships and 7 direct employment).
- North West / West Contract:
 - The objectives of this project:
 - Recruit 60 Indigenous job ready participants and to place them into traineeships or direct employment opportunities,
 - The project currently has 52 participants placed in employment (30 placed under traineeships / apprenticeships, 22 direct employment),
 - 60 participants have been sourced from the great networking that we have with all Job Services Australia (JSA's) and apprenticeship specialists in the North West / West areas,
 - Mentoring is the vital key for positive success of the projects under the ABP and the North West / West projects,
 - Mentoring is given regularly over a 52 week period and sometimes this role is continued beyond that timeframe,
 - Pre- employment training is offered to specific industry needs.
- Indigenous Wage Subsidy (IWS):
 - CHAC has a contract that promotes the IWS state-wide. This project aims to promote the IWS to all industries with the opportunity for employers to benefit from taking on an Aboriginal / Torres Strait Islander employee and gain wage subsidies,
 - Information packs were distributed that explained the process for application for the subsidy.
- CHAC delivers a wide range of services that meet the needs of the Aboriginal community in Circular Head.
- Although the funding CHAC receives is specifically for Aboriginal people, CHAC have an open door policy. Due to the brokerage funding CHAC receives, they are able to work with non Aboriginal clients.
- CHAC have 12 full time employees and 10 part time employees.
- CHAC have several partnering agencies and Memorandum of Understandings (MOU's) in place for:
 - Mission Australia,
 - Anglicare,
 - General Practitioners North West (GPNW), (2 CHAC workers are a referral source),
 - Risdon Prison,
 - Ashley Detention Centre,
 - Big Art,
 - Centrelink,
 - Rural Health.

12.30pm – LUNCH



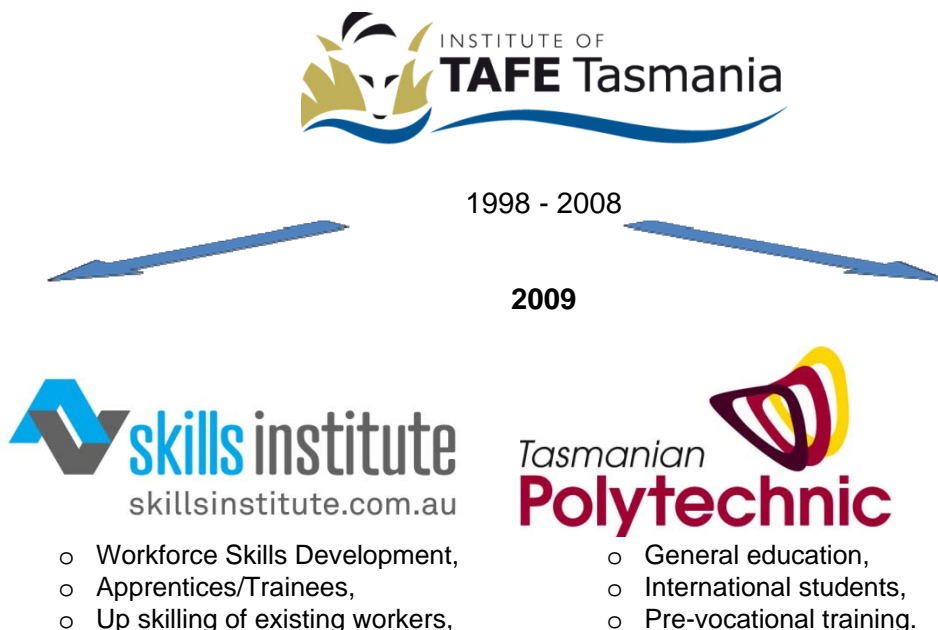
1.30pm, Session 8, Julia Curtis: Manager, Indigenous Co-ordination Centre, (ICC) Department of Families, Housing, Community Services and Indigenous Affairs – Closing the Gap – How the ICC can assist industry and Aboriginal people

- Closing the Gap:
 - Close the life expectancy gap,
 - Halve the gap in mortality rates for Indigenous children under five,
 - Halve the gap in employment outcomes between Indigenous & non-Indigenous Australians,
 - Halve the gap for Indigenous students in reading, writing and numeracy,
 - All four year olds in remote communities have access to early childhood education,
 - At least halve the gap for Indigenous students in Year 12 attainment or equivalent attainment rates,
 - Work towards a better future for Aboriginal and Torres Strait Islander people, where gaps are closed in areas such as health, housing, education and employment,
 - The building blocks are early childhood, schooling, health, economic participation, healthy homes, safe communities, governance and leadership,
 - Key economic participation outcomes:
 - The Indigenous working age population has the depth and breadth of skills to enable effective educational, labour market and social participation, and
 - Indigenous people of working age participate effectively in all sectors of the labour market.
 - Key governance and leadership outcomes:
 - Indigenous communities are empowered to participate in policy making and programme implementation, and
 - Indigenous communities are represented through credible consultation/governance mechanisms.
 - The Tasmanian ICC is part of a national network of 30 ICC's in urban, regional and remote areas that are the main vehicle for coordination of programmes specifically intended to support Indigenous people and to engage with Indigenous people and their representatives.
- Key ICC responsibilities:
 - Council of Australian Governments (COAG) National Indigenous Reform Agreement and National Partnerships,
 - Whole-of-government liaison,
 - Partnerships,

- Research and policy,
- Brokering and funding programmes,
- Governance support,
- Community engagement and development,
- Capacity building,
- Social inclusion,
- Information provision (newsletter),
- Place based initiatives (funding & support),
- Remote Indigenous Housing Agreement and funding and Community Development Employment Projects Programme (Flinders and Cape Barren),
- Municipal services funding (Cape Barren),
- NAIDOC Week funding and coordination and
- “Mainstream” housing & homelessness programmes and initiatives.
- Recent initiatives:
 - Through a Regional Partnership Agreement the ICC provides pre-employment training, transitioning to work, one-to-one mentoring and cultural education and employment activities. This is underpinned by collaborative agreements with the three tiers of government, private sector businesses and the Tasmanian Aboriginal community.
 - *Meenah Mienne* (my dream) – is a unique arts based programme that has focussed on arts based mentoring of young people at risk of entering the justice system. Recent funding from the Tasmanian Community Fund has seen the focus shift to incorporate practical literacy and numeracy skill development while learning business skills and incubating a social enterprise.
- The ICC can help:
 - Link people and organisations,
 - Form partnerships,
 - Engage the community,
 - Promote and communicate,
 - Access government funding programmes,
 - Plan new initiatives and projects,
 - Build capacity,
 - Advise on policy and research,
 - ...and a lot more – the ICC wants to add value and is always looking for good ideas and ways to support the community.

1.45pm, Session 9, Mick Jack, Skills Institute – Case Study Three – Is the Tasmanian Industry and Mining Induction Programme (TIMI) the pathway to employment?

- Who are we?



- Industry Skills Groups:
 - Automotive,
 - Construction,
 - Allied Construction Trades, Plumbing and Gas,
 - Electro technology,
 - Natural Resources,
 - Mining ,
 - Business,
 - Metals,
 - Human Services,
 - Tourism, Hospitality and Cookery,
 - Licensed Skills,
 - Workplace Learning Services.
- Mining Training includes:
 - Open Cut,
 - Underground,
 - Minerals Processing,
 - Drilling.
- Metalliferous Mining Training:
 - Commenced in 2001,
 - Graduated over 300 Apprentices,
 - 2009 - Graduated 37 Apprentices,
 - 2010 - Graduated 82 Apprentices,
 - Currently have 254 Apprentices.
- Mining Induction – TIMI:
 - A collaboration between the Skills Institute and industry partners,
 - Provides consistent induction across multiple work sites,
 - Online assessment and training resources,
 - Flexible options for training and assessment,
 - Underground Induction:
 - Site specific inductions (specific to the site). For example with Copper Mines of Tasmania a person can do their enrolment online and can be assessed on line. Participants must get 100% of the generic core competencies right to pass and must achieve 80% pass rate for part B of the process, and print out certificate.
- Is TIMI the pathway to employment?
 - It is a generic Occupational Health and Safety course that covers a whole range of topics and is a good starting point. Puts the onus on the individual to take responsibility for their own learning and for industry it is flexible/ accessible and cheaper.
- Questions and comments made:
 - Benefits for young Aboriginal people,
 - Can this be done with the schools - Yes they can run through the material but couldn't be qualified,
 - You can tailor it to what you need,
 - Allowed three assessment attempts.

2.15pm – Session 10, Peter C. Sims, Mersey Leven Aboriginal Corporation (MLAC) – Community and Industry Engagement

- Today is National Sorry Day.
- MLAC is located in East Devonport, North West Coast of Tasmania.
- Only previous way of getting a dialogue with mining companies around cultural issues was through the objection process.
- Some of the mining companies wanting to do exploration are required to do it by helicopter because there are no tracks in the areas and there is a need to save fauna and flora.
- Mining industry often requires a large area to explore and in the North West Region this has included the coastal area which is a very sought after area.
- Tasmania as a whole is considered an Aboriginal site.
- Questions and comments made:
 - Identified that there was an opportunity for the development of some formal relationships between Indigenous communities and industry which would enable a lot of issues to be worked out before going for an application 15 preserved (I.e. Indigenous artifacts/ Aboriginal relics, rock art and flora/ fauna and Aboriginal heritage and having them assessed).

2.45pm – AFTERNOON TEA

3.15pm – Session 11 - Group Discussion

- Three groups:
 - Industry, Indigenous and Government.
- Topic:
 - What are the key issues for each stakeholder group that need to be considered in the context of working together in the future and creating employment and business opportunities for Indigenous people?
- Industry Group
 - Lack of knowledge of cultural differences, i.e. how do we implement structural changes?
 - Harassment free workplaces.
 - Do we want to set up individual pipelines for Aboriginal communities or a one size fits all?
 - What are the differences?
 - Is there a cultural difference?
 - Promoting workplaces as being a diverse organisation.
 - Do we determine targets?
 - Having people job ready.
 - Better relationship between front-line government delegates and industry.
 - Relevant training opportunities, including pre-employment courses.
 - Element of risk i.e. is, or isn't the person right for the job?
 - How so I gain access into Aboriginal labour pool?
 - What is the bench mark i.e. skills and suitability?
 - How do we market Aboriginal people to the mining industry?
 - Central point of contact – for everyone.
 - Corporate requirements versus social requirements.
 - Lack of knowledge regarding seeking work. What do I do?
 - What is the market? How many Aboriginal people want work?
 - Collective of Aboriginal organisations and again – need for a single point of contact for all Aboriginal Corporations for industry to access.
- Indigenous Group
 - Some Aboriginal people have literacy and numeracy issues and industry sets the bar too high and Aboriginal people are not given an opportunity to develop. For Aboriginal people to sit down and complete a written test is a bit overwhelming.
 - The industry career pathway needs to be in plain simple language.
 - Transport issues: -
 - No existing services that meet the needs of Aboriginal people,
 - No driver's licenses,
 - Cost of transport and
 - Can't sit the driving test as do not understand it, and don't have a car to do hours and don't have time and money to pay for it.
 - Alcohol, drugs and failing the tests.
 - Limiting them to limited career paths, options, and industries.
 - Understanding why I have to be drug and alcohol free.
 - Educated on whole system i.e. random drug tests in work place.
 - Peer pressure and family pressure (drugs and alcohol).
 - Not everyone knows what everyone does so limited relationships being built - need for clear communication lines.
 - The community perception of Aboriginals (wider community) needs to change.
 - Need to ensure cross cultural awareness training is provided to staff and the quality of this and the trainer and their delivery and approach is appropriate.
 - Supporting the transition period into the business i.e. mentoring /buddy system.
 - Family involvement and support:
 - Low self confidence,
 - Self esteem,
 - Depression and
 - Lack of self worth.

- Single mothers and young mothers:
 - Child care issues,
 - Casual and shift work issues.
 - Minimal wage versus government welfare (impacts motivation).
 - Emotion management:
 - Harassment,
 - Bullying,
 - Managing other people's judgements,
 - Racism and
 - Life skills/experiences.
 - Expectation of what job is and work responsibilities.
 - On the job training and work experience.
 - Commitment from industry around employment and that they will address issues together.
 - Who is going to provide transition skills?
 - Job Service Australia (JSAs) or Industry working together.
 - We want to be recognised and have equality (on a level playing field).
 - Earlier Intervention for education.
- Government Group
 - Relationship building with industry takes time as government works around funding cycles.
 - Broader networks, working with others - information exchange.
 - Industry needs things to be easy (but there is a lot of information out there) – Is a single information hub a solution? Is this possible?
 - Where do I go to source Indigenous people and to access Indigenous funding?
 - ICC has information.
 - Relationship building with industry to create employment.
 - Learn the Industry, need for pre work training.
 - Indigenous employment:
 - There needs to be a job at the end,
 - People need long term support from employers and the community,
 - Can they do the job?
 - How do people meet the standard?
 - Employment conditions matching to employee needs (noting tight time frames industry often have when recruiting),
 - Dispelling the myth that Aboriginal and Torres Strait Islander (ATSI) people don't work as well?
 - Dispelling the myth in Indigenous people's minds that they don't work as well?
 - Employers need skilled employees,
 - Some employers will look favorably at people who identify as Aboriginals for example banks, mining companies and where it involves the employment of locals,
 - Tap into Indigenous employment strategies that some employers have,
 - Every employer would have Equal Employment Opportunity (EEO) policies and many would have reconciliation action plans,
 - Management of Indigenous staff - does industry fear negative outcomes from hiring Indigenous staff? A taboo fear Australian wide? Links to people not identifying their Aboriginality?
 - Map job seeker support network:
 - Not knowing where to go,
 - Heaps of government funded bodies,
 - Best practice mapping.
 - Need a range of engagement mechanism for employers, via a number of organisations or the ability to employ directly.
 - JSA's are willing to engage but how do we get the mining industry to engage?
 - Do we work with ancillary industries instead (to start the process)?
 - What does industry do if someone identifies that they are Aboriginal? Do they know process? Do they fear more work? Is there follow up?

- Government departments should identify Aboriginal employment opportunities. Do we need to be clear about what positions are available for Aboriginal people?
- If the cultural identity box wasn't there would the issue be there?
- Educate industry – once they have employed an Aboriginal person what happens? There should be no difference. Do we need to educate industry around this?
- For employment services:
 - Best operations, tailored and supported training solutions,
 - Being part of the process and ensuring industries timing needs are met,
 - How do JSA's manage positive discrimination?
 - Is it an opportunity for everyone or only ATSI candidates?
 - Or are there extra opportunities we can create for ATSI people so they can reach the bar?
- Support can come from IEP providers to help JSA's meet employer's needs.
- JSA's:
 - Good on pre employment,
 - Better with post employment,
 - Challenge is becoming employer's partners,
 - Not good at industry linkages particularly at pre employment stage,
 - How do we get Industry to meet with clients?
 - Government engagement with industry - selling what is available to whole community,
 - One stop shop is good idea and also industry networking.
- Moving Forward:
 - Breaking Cycles,
 - Creating health and wellbeing,
 - Changing theirs and their families lives,
 - Budgeting for the future,
 - Reducing anger and family issues,
 - Working towards covering the skills shortage,
 - Skill setting,
 - Creating future role models and lead by example,
 - Contributing to the economy,
 - Recognition of skills,
 - Prior learning,
 - Adding to self confidence,
 - By working together we are getting the best results for our people,
 - Capacity resourcing inside out,
 - Bringing the skills back into the community and they take it back out to the community,
 - Creating more jobs and employment,
 - Creating more businesses,
 - Development of greater, stronger communities,
 - Increased self pride and acknowledgement of where you have come from,
 - We are on a level playing field and be recognized as equals.

5.00pm – SOCIAL FUNCTION



Thursday 27th May

9.00am – Summary of Day one, Alan Tidswell

9.15am - Session 13, Alan Tidswell and Melinda Cates, Case study four – The Woolworth's Experience

- Woolworths has a number of compelling reasons to focus on Aboriginal employment:
 - Background — reality in Australia:
 - The Aboriginal and Torres Strait Islander population makes up 2.4% of the Australian population (525 000 people) and is projected to grow by 2.2% per year between 2006 and 2021, compared with an annual growth rate of between 1.2% and 1.7% per year for the total Australian population,
 - Median age of 20.5 years compared to 36.1 for the non Aboriginal population,
 - There is a clear link between unemployment and other aspects of disadvantage that reduce life-expectancy,
 - Unemployment is linked to poor health, poor living standards, low self-esteem, imprisonment and substance misuse,
 - Unemployment also has a generational effect.
 - Employers around Australia have recognised that improving Aboriginal employment outcomes is good for business – not just a feel-good add on.
 - Jobs for Aboriginal Australians make sense for Australia's economy as well as for social reasons.
 - Research has shown that if Aboriginal disadvantage was significantly reduced by 2029 there would be an extra \$8.3 billion dollars available in our economy.
- Shrinking labour market – currently 175,000 people entering market each year.
- In 2020, 125,000 people will enter the workforce over 10 years.
- By 2027 even existing immigration won't support growth in demand.
- Businesses need a strategy to attract all previously untapped and underutilised sourcing opportunities.
- Woolworths:
 - A large multi-national retailer,
 - Employs + 190,000 people,

- Multiply businesses – Supermarkets, BIG W, Dick Smith, Petrol and Woolworths Liquor Group,
- Over 3,000 retail sites internationally.
- Woolworth's recognises that our best results come from committed individuals rather than dictated by leadership.
- Employment doesn't just happen it needs to be planned for.
- Internal support:
 - Woolworth's CEO has signed with the Australian Employment Covenant (AEC) and they are an organisation developing a Reconciliation Action Plan (RAP),
 - Employed a Diversity Manager,
 - Diversity Steering Committee with representatives from across organisation with influence to drive this agenda and develop tools,
 - Checklist and guides being developed to ensure consistency from Woolworth's business and providers,
 - Woolworth's businesses all working collaboratively to deliver employment outcomes,
 - Woolworth's focus is not on employment but on retention and career progression.
- External Relationships:
 - Critical to the success of these relationships Woolworths:
 - Have articulated what they want from the partnership,
 - Attempted to create consistency and simplicity,
 - Are open to learn from previous experiences to improve,
 - Are collaboratively working with partners to achieve sustainable outcomes,
 - Is a member of the AEC and work closely with Reconciliation Australia,
 - Works with the Business Council of Australia- through the Indigenous Network,
 - Work with Non Government Organisations (NGO's)
 - Have alliances with Aboriginal organisations, e.g. Land Councils and organisations, "the consortium", a combination of three separate businesses contracted to deliver the employment programme in South Australia that focuses on Aboriginal employment.
- Partnerships are vital but also need future focus.
- South Australian Project:
 - The Programme Structure:
 - Two groups of ten Aboriginal people,
 - Ten week programme,
 - Combination of retail and personal leadership and development training and
 - Run like a business.
 - The People Process:
 - Transition period,
 - Transparency and
 - Accountability.
 - Mentoring is a key ingredient.
 - Sustainability – the key to success.

10.00am – Session 14, James McCormack, Local Employment Co-ordinator North West/Northern Tasmania

- Acknowledged the Traditional Owners of the Land.
- Outlined the Keep Australians Working process.
 - Job seekers and employers help people find work and assist to retain and retrain employees (free service).
 - Develop regional employment plans, key focus areas:
 - Maximise employment opportunities from the National Stimulus Plan,
 - Build opportunities in employment and training for young people,
 - Build opportunities for employment in new and emerging growth areas,
 - Appointment of a Local Employment Coordinator.

- Key themes
 - Demographic challenge- this is the year of crossing the demographic fault line i.e. number of baby boomers leaving the workforce outnumber the generation entering the workforce.
 - What can we do to keep workers in employment through utilizing the learning's from this workshop?
 - Employment services system working as best as possible to meet the needs of industry in finding employment solutions.
 - DRET has offered to provide secretarial support for a working group to follow up on outcomes from this workshop and we should take this up.

10.30am MORNING TEA

11.00am – Session 15 and 16 - Mixed Group Discussion

- Three mixed stakeholder groups:
 - Topic:
 - What steps are now needed at the regional level to ensure that a new partnership arrangement, as it relates to mining and forestry, can be successfully planned, managed and implemented? Who needs to be involved from government, industry and community? What actions need to be taken?

12.30pm – LUNCH



1.30pm – 17 – Feedback Session: Presentation of Mixed Group Discussions

- Group One Report Back:
 - Building Relationships is critical,
 - Active listening with the spirit of co operation,
 - Respect,
 - United message,
 - Ownership,
 - Perception of extra paperwork,
 - Clear entry level requirements,
 - Development pathways using the services of James Mc Cormack,
 - Communication of initiatives available.
 - Who?
 - JSA, Centrelink, CHAC, MLAC, Education, Registered Training Organisations (RTO), Tasmanian Chamber of Commerce and Industry (TCCI), Skills Tasmania, Direct, Flat, Minerals Council of Australia (MCA), Minerals Council of Tasmania (MCT), Tasmanian Farmers and Graziers Association (TFGA), ICC, North-West officers
 - What?
 - Form a steering committee,
 - Map out support available,
 - Identify need & demand,
 - Meet needs & demands and

- Education & training.
- Group Two Report back
 - Key Themes:
 - A single point of contact required for industry and Indigenous Communities.
 - There is an information gap about what services and funding is available and a need to educate everyone.
 - The objective of this exercise is:
 - To provide a focus on Indigenous employment, facilitate employment and identify recruitment opportunities,
 - To fill employment gaps and
 - Build on relationship gaps.
 - Need to eliminate myths around the employment of Aboriginal people:
 - The need to treat Aboriginal people differently,
 - Recognizing a variety of views,
 - Levels of education,
 - Concern about focus on negative aspects and need to fix,
 - Need to understand the good and bad in relation to Aboriginal employment.
 - Need to build on current JSA's and national organisation arrangements to develop partnership arrangement.
 - Key Areas for up-skilling of unemployed include:
 - Safety,
 - Reliability and
 - The ability to learn.
 - Need to identify and provide support to:
 - Professional Staff,
 - Managers and
 - Supervisors.
 - Agreed actions:
 - Need to establish a North West strategy,
 - Develop an action plan to build and increase Aboriginal employment in all sectors,
 - Establish a working group to manage:
 - Decide who,
 - Single point of contact - One stop shop?
 - Make it easy,
 - Develop and distribute case studies and an idea and factual information kit,
 - Promote to all stakeholder groups,
 - Develop and publish a network contact list.
- Group Three Report Back
 - Key Themes:
 - Everyone needs to be on the same page.
 - Need to establishment a stakeholder group.
 - Financial Incentives are not a key factor for employment in the mining sector.
 - Need a collective, single Aboriginal contact point.
 - Need to build relationship with industry.
 - What we need is a regional partnership - steered by a state partnership.
 - Is the purpose of the WIP to focus on a career pathway for Aboriginal or long term unemployed inclusive of Aboriginals?
 - Suggest that we work with one mining company and get it working well and they will talk and others will take up the initiative.
 - We do not need multiple people contacting industry.
 - Why mining and forestry?
 - Is there a boom?
 - Who did this come from and where?
 - What is the ultimate outcome – to change people's lives, get them employment, money, training and skills?
 - Mining institute network of excellence:
 - Looking at training,
 - Look at employment,

- HR managers in this group
- Maybe the group to work with and get on agenda.
- Who should be involved:
 - Industry bodies,
 - Mining and forestry,
 - State government,
 - Federal government,
 - JSA's,
 - Aboriginal Community Groups,
 - Training / RTOs,
 - Industry Training Boards,

2.15pm – Session 18 - Workshop summary, common themes from each group to be identified and discussed, including any resolutions to move forward. Wrap-up and agreement on next steps - Alan Tidswell and Melinda Cates (Workshop Facilitators)

- Common Themes
 - Desire for a clear understanding of what WIP objective is.
 - Establishment of a working group:
 - Who is involved?
 - Purpose?
 - Who leads it?
 - Objectives?
 - One central point of contact for industry.
 - Are we establishing the working group and focusing on employment outcomes solely for Aboriginal people or for long term unemployed (including Aboriginal)?
- Next Steps
 - Agreed to form an initial working group comprising: -
 - James McCormack, DEEWR
 - Julia Curtis, ICC
 - Graeme Heald, CHAC
 - Cherylyn Good, CHAC
 - Scott Latham, Caterpillar
 - Jodie Stevenson, SkillsDMC
 - Michelle Purdy, Polytechnic
 - James will organise the first meeting. The above group will be responsible for setting the terms and key areas of focus for the working group. Additional members (JSA and RTO representatives, etc.) to be invited to join the working group once it is more established.
 - DRET will provide secretarial support, and cover the cost of venue hire and meals.

3.00pm – WORKSHOP CLOSE

working in partnership
the mining industry and indigenous communities



WORKSHOP EVALUATION

PARTICIPANT COMMENTS

For you and/or your organisation, what was the “take home message”?

- Development of partnerships and stronger links.
- Building relationships, communication with all organisations within the community to build and maintain relationships.
- Better networking, need to skill people in cross-skill training.
- Good question.
- There are a lot of people working in the same direction, different paths though.
- Industry needs to have buy in and what’s in it for them.
- There are lots of different players involved in Aboriginal issues.
- Work together.
- Employers need to know what’s in it for them and if there are any “repercussions”.
- Partnership.
- There is a need to further the recommendation.
- There is a positive response to the idea of Industry and Aboriginal people working together.

Do you think there would be benefits to running this workshop in other regions in the future?

- Yes.
- Yes.
- Yes, not everyone/everywhere are on the same page.
- Yes.
- Yes.
- Yes.
- Yes.
- Yes.
- Yes.
- Yes.

Any other comments?

- A need for more workshops.
- This was a good neutral group/ground and very impressed by everyone’s ability to take the time to listen to other opinions without too much offence.
- Wider industry representation.
- Let’s not just let it be “lip service”, let’s do it.
- An important opportunity for this North-West Tasmania region, especially from an Indigenous viewpoint.
- Important for DRET to follow-up with secretariat services.

Appendix A – Participant Evaluations

		Strongly Agree	%	Agree	%	Neutral	%	Disagree	%	Strongly Disagree	%
Workshop Objectives	The objectives of the workshop were clear to me and relevant to my role in my organisation	1	5%	18	82%	2	9%	1	5%	0	0%
	The structure and format of the workshop allowed the objectives to be achieved	1	5%	17	77%	3	14%	1	5%	0	0%
Working with others	As a result of the workshop, I have a better understanding of the things other groups see as important in developing partnerships	2	9%	20	91%	0	0%	0	0%	0	0%
	I met a number of people at the workshop that I will probably contact or deal with again	5	23%	17	77%	0	0%	0	0%	0	0%
	The information kit (case studies) provided will be useful in demonstrating to others some of the examples of mining companies working in partnership with Indigenous communities	1	5%	15	68%	5	23%	1	5%	0	0%
Organisation & format	The workshop was well organised and the time spent on each session/topic was about right.	3	14%	15	68%	3	14%	1	5%	0	0%
	The time allowed for meeting with and talking to others was about right	6	27%	14	64%	2	9%	0	0%	0	0%
	The facilitators (Alan and Melinda) encouraged discussion and the sharing of ideas	6	27%	16	73%	0	0%	0	0%	0	0%
	The social function was worthwhile and a good chance to network with others	0	0%	17	77%	5	23%	0	0%	0	0%
Workshop conclusions	The results of the workshop are something I will be able to talk to others about and use to build partnerships in the future	2	9%	12	55%	8	36%	0	0%	0	0%

Appendix B – Workshop Participants

DAY ONE 26TH MAY 2010

	NAME	POSITION	ORGANISATION
1.	Peter O'Brien	Indigenous Programs Manager	DEEWR
2.	Shane Williams		DEEWR
3.	Shane Allen		DEEWR
4.	James McCormack	Local Employment Coordinator	DEEWR
5.	Grant Maynard	Aboriginal Education Officer	Education Tasmania
6.	Ellen Butler	Coordinator	Department of Resources, Energy and Tourism
7.	Peter Stafford	Manager	Department of Resources, Energy and Tourism
8.	Scott Latham	HR Manager	Caterpillar
9.	Gary Hardy		Cement Australia
10.	Mike Jack		Skills Institute
11.	Dennis Aitken		Skills Institute
12.	Michelle Pearce	Manager Business Lending and Support	IBA Enterprises
13.	Alison Stubbs		Max Employment
14.	Selena Elphinstone		Max Employment
15.	Tony Cohen		Choose Employment
16.	Jodie Stevenson		Skills DMC
17.	Julie JM Cann	Indigenous Services Officer	Centrelink North West
18.	Jen Parnell	Mine Leasing and Liaison Officer	Mineral Resources Tasmania
19.	John Cumming	Site Manager Smithton	Gunns
20.	Robert Onfray	Resource Manager	Gunns
21.	Graeme Heald		CHAC
22.	Kelly Brooks		CHAC
23.	Dianne Baldock		CHAC
24.	Samantha Crole		CHAC
25.	Norm Richardson		CHAC
26.	Cherylyn Good		CHAC
27.	Juila Curtis		ICC
28.	Candace Jupp		ICC
29.	Michelle Purdy		Polytechnic
30.	Lesley Richardson		Tasmania Polytechnic
31.	Tony Madden		Forest Enterprise Australia
32.	Max Webb	Industry Employment Consultant	MEGT
33.	Sam Higgs		MEGT
34.	Peter C Simms		MLAC
35.	Alan Radford		Speedfox Consultancy
36.	Alan Tidswell	CEO – Facilitator	MEEA – Mining Energy and Engineering Academy
37.	Melinda Cates	Director – Facilitator	GMAD – Globally Make a Difference

DAY TWO 27TH MAY 2010

working in partnership
the mining industry and indigenous communities

	NAME	POSITION	ORGANISATION
1.	Peter Obrien	Indigenous Programs Manager	DEEWR
2.	Shane Williams		DEEWR
3.	Shane Allen		DEEWR
4.	James McCormack	Local Employment Coordinator	DEEWR
5.	Grant Maynard	Aboriginal Education Officer	Education Tasmania
6.	Ellen Butler	Coordinator	Department of Resources, Energy and Tourism
7.	Peter Stafford	Manager	Department of Resources, Energy and Tourism
8.	Scott Latham	HR Manager	Caterpillar
9.	Gary hardy		Cement Australia
10.	Mike Jack		Skills Institute
11.	Dennis Aitken		Skills Institute
12.	Michelle Pearce	Manager Business Lending and Support	IBA Enterprises
13.	Alison Stubbs		Max Employment
14.	Selena Elphinstone		Max Employment
15.	Tony Cohen		Choose Employment
16.	Jodie Stevenson		Skills DMC
17.	Julie JM Cann	Indigenous Services Officer	Centrelink North West
18.	Jen Parnell	Mine Leasing and Liaison Officer	Mineral Resources Tasmania
19.	Robert Onfray	Resource Manager	Gunns
20.	Graeme Heald		CHAC
21.	Kelly Brooks		CHAC
22.	Erin Blake		CHAC
23.	Samantha Crole		CHAC
24.	Norm Richardson		CHAC
25.	Cherylyn Good		CHAC
26.	Amy Quilliam		CHAC
27.	Juila Curtis		ICC
28.	Candace Jupp		ICC
29.	Lesley Richardson		Tasmania Polytechnic
30.	Tony Madden		Forest Enterprise Australia
31.	Max Webb	Industry Employment Consultant	MEGT
32.	Sam Higgs		MEGT
33.	Peter C Simms		MLAC
34.	Alan Tidswell	CEO – Facilitator	MEEA – Mining Energy and Engineering Academy
35.	Melinda Cates	Director – Facilitator	GMAD – Globally Make a Difference

Appendix C Workshop Invitations

NAME	COMPANY
Joe Furlani	DEEWR
Stephen Brown	DEEWR
Peter O'Brien	DEEWR
Rocky Sainty	Caring for Our Country
Michael Leonard	Mineral Resources Tasmania
Matthew Fitzgerald	Mineral Resources Tasmania
Craig Perkins	Regional Development Australia
Michelle Purdy	Polytechnic
Gillian Brazendale	Polytechnic
Mike Jack	Skills Institute
Sid Eades	Department of Agriculture, Forestry and Fishery
Laurette Thorp	Office of Aboriginal Affairs
Kate (Project Manager)	Department of Economic Development
Michelle Pearce	Indigenous Business Australia
James McCormack	DEEWR
Denise Gaughwin	Forest Practices Authority
Julie Cann	Centrelink
Grant Maynard	Education Tasmania
Christine Schleich	Education Tasmania
Ellen Butler	Department of Resources, Energy and Tourism
Ashley Wright	Department of Resources, Energy and Tourism
Andrew Winter	Department of Resources, Energy and Tourism
Terry Long	Tasmanian Minerals Council
Jayne Roberts	Tasmanian Minerals Council
Jodie Stevenson	SkillsDMC
Bill Fitzgerald	AMMA
Christine Winskill	MMG Roseberry
Jim Irvine	MMG Roseberry
Vickie Greig	Tasmanian Advanced Minerals
Nola Baxter	Metals X
Jim Manley	Copper Mines of Tasmania
Rachel Hull	Henty Gold Mine – Bendigo Mining
Gary Hardy	Cement Australia
Alison Vickers	Setori Engineering
Brenton Jansen	Forestry Tasmania
Dr Hans Drielsma	Forestry Tasmania
Terry Edwards	Forestry Industry Association
Dianne Mawby	Grange Resources
Brian Burdett	Bass Metals
Scott McLean	CFMEU
Bryan Hayes	Gunns
Jane Adams	Rio Tinto Bell Bay
Jennifer Jarvis	Rio Tinto Bell Bay
Paul King	Temco
Andy Corbould	Forest Enterprises Australia
Mike O'Shea	Forest Enterprises Australia
Scott Latham	Caterpillar
Wayne Foss	Forest Works
Adrian Coward	Forest Works
Larry Hude	Hydro Tasmania
	Nyrstar
Dr Dan Norton	Tas Ports
Jenny Cox	Creative Paper Tasmania
Alan Radford	Speedfox Consulting
Graeme Heald	Circular Head Aboriginal Corporation
Phillip Basset-Cowan	Mersey Leven Aboriginal Corporation
Fiona Newson	Tasmanian Land and Sea Council
Manager – Burnie Regional Office	Tasmanian Aboriginal Centre

Carol Horton	Jahadi
Hank Horton	Jahadi
Mick Courto and Pam	West Coast Aboriginal Corporation
Carol Davidson	The Salvation Army Employment Plus
Kirk Pinner	CHOOSE Employment
Tony Cohen	CHOOSE Employment
Sara Hess	CHOOSE Employment
Alison Stubbs Manager	Max Employment
Karen Williams	Jobfind Centres Australia
Frank Lyons	Jobfind Centres Australia
Dale Jones	Skilled
Max Webb	MEGT
Rick Tipping	No interest loans scheme