

Working in Partnership
Mining and Indigenous Communities

**Wagyl Kaip and Southern Noongar
Traditional Owner Working in Partnership Workshop**

Report

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Executive Summary

The Wagyl Kaip and Southern Noongar Workshop held at the Stirling Club in Albany on 21-22 May 2013, was the 23rd in the series of Working in Partnership workshops.

The workshop was initiated and jointly funded by the Department of Resources, Energy and Tourism (DRET), the South West Aboriginal Land & Sea Council/Ravensthorpe Community Relationship Committee, the City of Albany, the Commonwealth Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA); and the Department of Education, Employment and Workplace Relations (DEEWR).

During the pre-workshop consultation phase it was agreed that the workshop should seek to generate specific discussions around key themes:

1. Leadership and Governance (Cultural & Regional Planning)
2. Noongar Education (Participation)
3. Pre-Employment Training (Addressing Job Barriers)
4. Noongar Employment (Creating Real Opportunities)
5. Noongar Business Development (Starting-Up through to Successful Operation)

It was also agreed that discussion of these key themes should be focused on *Immediacy, Equity and Opportunity* in effort to move beyond rhetoric.

Workshop Recommendations

1. Wagyl Kaip and Southern Noongar Working Party to review information (namely issues, priorities and actions identified against key workshop themes) to ensure they are addressed in their strategic plan. (Working Party priorities should, where possible, be aligned with priorities of Government, industry and non-government organisations).
2. The Wagyl Kaip Working Party to review its existing membership to ensure that all family groups are represented.
3. DRET to support a follow-up workshop in Albany to review and discuss the findings identified in the final workshop report with a view to developing a Regional Partnership Action Plan.
4. DRET in collaboration with FaHCSIA and SWALSC conduct a strategic planning workshop for members of the Wagyl Kaip Working Party to further develop their knowledge, skills and capacities in areas of strategic and operational planning and leadership and governance.
5. Wagyl Kaip Working Party in collaboration with their government, non-government and industry partners to conduct an Annual Summit to assess and respond to changes in the environment, monitor and evaluate performance and plan for the future.
6. WA Department of Education to conduct a full audit of all programs currently in schools (in Great Southern Region) to identify gaps, and make available all findings to the Wagyl Kaip Southern Noongar Working Party.

Introduction

The Working in Partnership – *the Mining Industry and Indigenous Communities Program* was launched by the Australian Government on 3 August 2001. The initiative is administered by the Department of Resources, Energy and Tourism (DRET) and primarily seeks to promote long-term partnerships between Indigenous communities and the exploration and mining industry.

In addition to promoting long term partnerships, the program supports and encourages ongoing cultural change between the exploration and mining industry and Indigenous communities throughout Australia. In so doing, it builds on relevant research which has been conducted in relation to sustainable mining practices.

The program has included a series of regionally based Working in Partnership (WIP) workshops in key areas of mining interest throughout Australia.

Since the program's inception, the Department has developed an information kit which:

- presents selected case studies of successful partnership relationships between mining companies and Indigenous communities throughout Australia, showing a variety of approaches and outcomes;
- reflects the diverse experiences of many of those involved in the partnership process;
- illustrates the achievements of particular Indigenous communities and companies; and
- provides information on the relevant government and industry programs that may provide support for partnership initiatives.

The information kit and previous workshop reports can be accessed by contacting the Department directly or through its Indigenous Partnerships initiative website, at: http://www.ret.gov.au/resources/resources_programs/working_in_partnership/Pages/WorkinginPartnership.aspx

All workshops have served to bring together interested parties in significant regional centres of mining activity to discuss local issues and explore local employment and business outcomes for Indigenous communities. In many instances, the forums have also brought together representatives from Indigenous, industry and government groups, who had participated in workshops, to formalise regional action planning priorities and actions that could deliver outcomes identified and agreed upon in those workshops.

Wagyl Kaip and Southern Noongar Traditional Owner Workshop in Context

The Wagyl Kaip and Southern Noongar Workshop held at the Stirling Club in Albany on 21-22 May 2013, was the 23rd in the series of WIP workshops. The workshop was initiated and jointly funded by DRET and the Commonwealth Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) and Department of Education, Employment and Workplace Relations (DEEWR); and supported by the South West Aboriginal Land & Sea Council/Ravensthorpe Community Relationship Committee and the City of Albany

Like previous workshops in the series, this workshop was designed to create opportunities for regional stakeholders to contribute to discussions relevant to sustained employment and business enterprise development for local Noongar people in mining, tourism and related industries across the Great Southern Region of Western Australia.

Purpose of this Report

This report provides an overview of the Wagyl Kaip and Southern Noongar Traditional Custodian workshop and includes a summary of presentations and agreed outcomes.

Workshop Planning

DRET Working in Partnership Coordinator Michael Tyquin, facilitator Grant Sarra and Michael Carter, Acting Outcomes Manager, Perth Indigenous Coordination Centre, Department of Families, Housing, Community Services and Indigenous Affairs, (FaHCSIA) initiated and led a series of local consultations. Groups met with industry, government and the broader Aboriginal community, including the South West Aboriginal Land & Sea Council/Ravensthorpe Community Relationship Committee. Geoff Belz of DEEWR also assisted to bring together key stakeholders who were interested in developing Indigenous opportunity across the Great Southern Region of Western Australia.

While attendance at the workshop was reasonable it became obvious, as result of some confusion among community members very early in the workshop proceedings that a more intensive consultation effort could have been conducted with the Wagyl Kaip Southern Noongar people and broader Aboriginal communities across the region. This would have allowed for their issues, concerns, problems and aspirations to be more effectively identified and more thoughtfully considered prior to the conduct of the workshop.

Key Themes and Aims

The key themes and aims for the workshop were built around the desire of the SWALSC/Ravensthorpe Community Relationship Committee and the Wagyl Kaip community to engage with the mining sector and other industry groups across the region. It was also their desire to engage with key Commonwealth and WA government agencies to explore possibilities for the development of a regional-specific partnership approach that would focus on the coordination of local training, employment and economic development for Aboriginal people across the region.

During the pre-workshop consultation phase it was agreed that the workshop should seek to generate specific discussions around key themes:

- Leadership and Governance (Cultural & Regional Planning)
- Noongar Education (Participation)
- Pre-Employment Training (Addressing Job Barriers)
- Noongar Employment (Creating Real Opportunities)
- Noongar Business Development (Starting-Up through to Successful Operation)

It was also agreed that discussion of these key themes should be focused on *Immediacy, Equity and Opportunity* in an effort to move beyond rhetoric. It was anticipated that the workshop discussions would contribute valuable data and information which could better align Aboriginal people's training, employment and business development needs and aspirations to existing government and non-government service provider programs and real industry opportunities.

The workshop aimed to:

- provide a neutral forum at which the priorities of mining, tourism and other industries could be considered, discussed and aligned with the aspirations (Key Workshop Themes) of Wagyl Kaip/Southern Noongar people;

- to gather relevant information and data that could be used to further develop and enhance existing Wagyl Kaip/Southern Noongar people strategic planning activity in the areas of training, employment and business development; and
- to find practical long term solutions which would deliver real prosperity for the Wagyl Kaip/Southern Noongar people in the Great Southern Region.

As with previous WIP workshops conducted in the series, participants were encouraged to:

- put themselves in the shoes of other stakeholders to gain a better understanding of their respective problems and issues to better appreciate their aspirations and priorities; and
- not to try to identify and or solve all of the problems that confront Aboriginal people throughout Australia.

Participants were also encouraged to move beyond the generic problems and issues that are often considered and discussed in the national context of ‘Closing the Gap’ to focus on long-term mutual benefits that could be developed and delivered, through an effective regional partnership approach, that would specifically close the gap for Aboriginal people in the Great Southern Region of WA.

Methodology

In keeping with the workshop’s key themes and aims and approaches taken at earlier WIP workshops, the Wagyl Kaip/Southern Noongar Workshop was designed to maximise the time available for participant discussions around the key workshop themes.

Workshop Participation

Approximately 82 participants attended the workshop. A list is provided in **Appendix A** to this report.

Workshop Overview

Respected local Elder and Wagyl Kaip Working Party member Mr Glen Colburg welcomed participants to the workshop and to Wagyl Kaip Country. Mr Colburg emphasised that while he was happy to be part of the workshop he hoped that it did not just become another talkfest like similar workshops in the past. “We need constructive ideas and we want real partnerships that help improve employment and business opportunities for Noongar people across the south west region.”

We need constructive ideas and we want real partnerships that help improve employment and business opportunities for Noongar people across the south west region.

Mr Glen Colburg, Local Elder and Working Party Member

Following the official welcome to country, Mr Ezzard Flowers, Community Development Officer, SWALSC acknowledged elders, past and present and called for a minute’s silence to pay respect to the Noongar families in grieving.

Ezzard acknowledged the commitment and understanding of the Elders for their vision and thanked them for their permission to conduct this forum. He also thanked Gail Jones, SWALSC’s Regional Development Co-ordinator and Leon Wynne, Noongar Development Officer for their support and efforts in bringing the Wagyl Kaip community together for the workshop.

Mr Garry Adams, Executive Director Corporate Services for the City of Albany welcomed participants to the City and to the workshop. As part of his welcome Gary emphasised the importance of delivering real and meaningful opportunities for local Noongar people.

He acknowledged that the City of Albany had not delivered to the local Noongar community as much as it could have in the past and indicated that he was committed to changing this situation. “You are probably tired of hearing this – but I am here to listen and learn. There are a lot of plans for development in this region; there a number of representatives from local organisations here today and we are keen to facilitate successful partnerships. Thank you for this opportunity”.

SWALSC’s Role and Activities across the Great Southern Region

Wayne Nannup, Director of Operations SWALSC stood in for the Chief Executive Officer Glen Kelly.

- Wayne thanked the organisers and paid his respect to the Elders;
- He felt very privileged to be connected to the land. “My connection to land is through my Elders – our Elders give us the right to country and they guide us through our song and culture;
- Wayne extended an apology for Glen Kelly who was unable to attend the workshop and emphasised that while he was not in attendance, he was fully supportive;
- As the Director of Operations Wayne has been employed to assist SWALSC with a change in strategic direction – moving from Native Title (NT) to new business. We are currently in negotiation with the State Government to resolve NT over the South West through a formal agreement;
- Looking to the future, SWALSC can play a significant role in promoting and enhancing culture through connection to our land. We will also look to strengthen our leadership in the regions through our Elders and by empowering our youth;
- We will also look at activities around land – joint management, land development or simply by reconnecting to land through access;
- Other activities may include how we can add value to existing Aboriginal organisations in the regions. We are not interested in creating opposition to existing organisations, more importantly, we will be supporting them.
- I have always held the belief that training should equal employment;
- To Industry – If you are considering an Aboriginal Employment Strategy, then you should be looking at training within your business with a guarantee of employment. The training environment needs to be in the employment space – connected to real jobs.
- The effect of employment is empowering for individuals and families. Our Elders are looking for ways to support our children. What is the effect of a job – a job provides an income and among other things, an income can contribute to owning a house. The effect on children is immeasurable – Children learn from us as role models and indirectly it shows leadership and provides opportunity for us as parents to mentor our children;
- Our most important resources are our children and grandchildren. There is so much we could be doing together. Employment, education and training are very important to us. Knowledge and employment is empowering. We are serious about doing things;
- Our children learn from us – long term employment lends itself to “them” in the form of success. Ultimately, we should be driven by the success of our children and this can be realised through something as simple as employment;

Our most important resources are our children and Grandchildren. Employment, education and training are very important to us. Knowledge and employment is empowering. We are serious about doing things.

Mr Wayne Nannup, Director of Operations,
SWALSC

- When industry sits down to think about employment strategies or reconciliation action plans – think seriously about the positive effect that employment has on our families;
- However, the Noongar community has the greatest responsibility for implementing change – we need to make each other accountable in promoting positivity around our most important resource – OUR CHILDREN and OUR GRANDCHILDREN;
- We need to show strong leadership, this is in our control and we need to work harder as we move forward;
- Knowledge is power. Employment is empowering, so let's take steps together, community and industry, in partnership for better futures for all Noongars and the broader community.”

Working in Partnership Initiative - Overview

Mike Tyquin, DRET Working in Partnership Coordinator provided a brief overview of the WIP and explained that in addition to the previously stated working in partnership information and aims, this workshop aimed to:

- promote positive interactions and relationships between the Wagyl Kaip/Southern Noongar people and mining, other industry and the government sector;
- provide industry and the government sector with a greater awareness and understanding of the Wagyl Kaip/Southern Noongar people's history, engagement protocols and social, cultural, economic and educational problems, issues, challenges, achievements and aspirations;
- provide the industry and the Wagyl Kaip/Southern Noongar people with a greater awareness and understanding of Commonwealth and WA State government training, employment, business development programs and partnership opportunities; and
- showcase and promote Wagyl Kaip/Southern Noongar people's innovation in areas of training, employment, and community and business development.

The intention is to direct stakeholders' efforts beyond debate towards a constructive regional-specific dialogue relevant to the Great Southern Region of WA but also in line with the main themes of the Working in Partnership program:

Employment	Cultural Awareness
Education and Training	Capacity Building
Business Opportunities	Economic Empowerment

In the past five years there has been a change from on jobs to real business development and ownership. We want this momentum to continue at this workshop so that we want to see real outcomes for Noongar people here at the local level and across the entire region.

Gnaala Karla Booja Working in Partnership Experience – 2012

Geri Hayden, Chair of the Gnaala Karla Booja (GKB) Working Group was invited to provide feedback from the WIP workshop conducted in 2012 in Mandurah, WA. Following an acknowledgment of country, people and Elders Geri outlined the following:

- “In 2006 GKB developed a Community Partnership Agreement (CPA). One of our key outcomes was to set up an economic employment strategy in the GKB region. It became a talk fest. Three years ago we decided we wanted to do something about it and looked at what was wrong. The GKB is a big region – there are many industries and businesses. Only one industry took up that opportunity to sit down and negotiate with us to engage Aboriginal people in employment and training – Newmont Mining. A lot of our people don't believe in working on mines – we are

culturally and spiritually linked to the land - we are flowers of this earth. An Economic Employment Agreement was established with Newmont. We had a lot of debate about how this was going to work with our people. We have a lot of land that we can work with. We want to fix up what mining has destroyed.

- Our Elders want to help our Youth. When it comes to Aboriginal training, employment and business we had heard it all before so we decided we would turn it around to a positive.
- I received a call from Sally McMartin, a former employee of Newmont, who asked me whether we would like to have a working in partnership forum. It was agreed and in 2012 we held a two day workshop which opened the eyes for a lot of employers and Noongar people. It provided the occasion to see the opportunities that were out there and make contact with each other. We then paid coordinators out of our Trust Fund to get us where we wanted to go. The forum led to other things. We meet with employers and service providers every four months and of late this has become a talk fest again. We needed to think at a more strategic level. We formed a steering committee with ICC, Newmont Mining, SWALSC and GKB Noongars. We wanted to know what jobs are out there for our people – we wanted to know about them. We held an Employer's Forum in Burswood this year. It was a half day with 130 people providing information on opportunities. It was set up like speed dating – employers went to each table to tell the providers what they had available (5 minutes per table). The data from this forum is still being compiled. It was very successful and people were asking for more time. Outcomes have been unbelievable – now we need to make it happen.
- There is a DVD of our 2012 workshop available. Also on the WA Department of Aboriginal Affairs website there are statistics about the workshop available.
- Newmont recently released traineeships for 12 Noongar people. There is a mix of Noongar people in those traineeships - we don't mind who comes from where – we welcome all Noongar people into our country to take advantage of the opportunities.
- Our Youth are frightened to go into an office – we need service providers (Job Services Australia or JSA) to get out into the community or meet half way.”

Great Southern Regional Profiles

Government Profile

Geoff Belz, Education, Skills and Jobs Coordinator, DEEWR and Michael Carter, Project Officer Perth Indigenous Coordination Centre, provided regional statistical data for the Great Southern region

- There has been significant growth in the Great Southern region's Aboriginal population. In comparison to the non-Aboriginal population the Indigenous population is higher in younger years and drops off in later years.
- Indigenous labour force participation rates from 2001 – 2006 have not seen a lot of change.
- Employment to population rates – very significant difference between Aboriginal and non-Aboriginal populations. For example, in Katanning it is 27% compared to 63%.
- Occupation profile – the highest employment areas are “Community and Personal Service Workers”, “Labourers” and “Machinery Operations and Drivers”.
- Completion rates for Year 12 – Wagyl Kaip region has a 17.7% rate of completion for Aboriginal people compared to 40.2% for non-Aboriginal people.
- University participation rates (2011) – very significantly low. Wagyl Kaip region has a 0.01% (Aboriginal) compared to 1.2% (non-Aboriginal). State statistics are 1.3% compared to 4.4%.

- TAFE or Further Education rates – Wagyl Kaip region has 3.8% (Aboriginal) compared to 2.8% (non-Aboriginal).
- Certificate III or Higher rates – Wagyl Kaip region has 27.6% (Aboriginal) compared to 49.7% (non-Aboriginal).

Audience member comment: A lot of shires are not hiring Noongar people.

Response: There are 105 Government areas in this region. We are talking to shires about employing Noongar people. They are a stable workforce rather than transit.

Audience member comment: In 1992 I was a boss in a shire who hired Noongar people and after two years they all left to go back on the dole – don't know the reason why.

Industry Profile

Russell Pritchard, Regional Manager, Industry and Infrastructure, Great Southern Development Commission (GSDC) presented the following information:

- GSDC is mainly about economic development for the region. GSDC does not cover the full WK/SN WP region.
- GSDC services – Royalty for Regions, planning for the future. Five major documents in development:
 - Regional Economic Development Strategy
 - Regional Blueprint
 - Great Southern Planning and Infrastructure Framework
 - Regional Water Supply Plan
 - Great Southern Workforce Development Plan
- Population growth in our region is 0.6% compared to 2.2% for the rest of State.
- Population age spread – big dip in population from late teenage years to late 40s. Without the economic opportunities available our young people do go away.
- Agriculture takes up a large part of our industry activity (43%). Second largest in WA.
- A challenge for our region is the drying climate. Challenge especially for our agricultural sector and our general water supply across the region. Energy is another issue. Extra power generation is required – this currently restricts the capacity to build industry.
- Major projects are:
 - Katanning regional saleyards
 - Albany Waterfront
 - Health Infrastructure/Services
 - Super Town Katanning
 - Major RGS projects are:
 - UWA Science Building
 - Munda Biddi Trail
 - Whaleworld

- Future Opportunities for economic development in our region are:
 - Agriculture (possibly more employment in this sector).
 - Tourism, approximately 500,000 visitors to Great Southern (product development and quality experiences key to future – people want an “experience”).
 - Mining (two companies are in the planning stages – Southdown magnetite mine and Katanning gold mine).
- The Western Australian population is predicted to double in the next 20 years. Nine super towns have been established to encourage growth in the regional areas – Katanning is the only one in our region.

Audience member question: What percentage of funding has gone towards Aboriginal communities and has consultation with Aboriginal organisations occurred to enhance their lifestyles?

Response: Distribution across the State is \$4 billion. \$1billion goes into region through Royalty for Regions. We put out Expressions of Interest – The funding has tended to flow into projects that have multiple partners and/or are part of bigger projects. E.g. Munda Biddi track – which ultimately bring more money into our region.

Audience member follow-up question: How will that help our Noongar communities?

Response: Possible partnerships and business opportunities could be to develop tourism as this is an economic opportunity. There has also been a conscious effort to fund projects, such as “Fish Traps” and other Noongar programs.

Audience member comment: Aboriginal Corporations that have farms cannot apply for water grants. We have water shortages and our grant applications have been knocked back.

Response: Offered to talk to the person after the forum to follow up on details.

Setting the Scene – Immediacy, Equity and Opportunity

Facilitator, Grant Sarra outlined the agenda for the two days. He re-stated the key themes and aims of the workshop and explained that the process was also about moving beyond ignorance, fear, denial and blame to focus on real and meaningful opportunities which can close the gap for Aboriginal people at the local level.

“All people are unique and special – yet no one person is perfect. Therefore, we can’t judge others and we need to appreciate that all people are entitled to be treated equally. In this regard, we must acknowledge that Aboriginal people are entitled to the same opportunities that are available to other Australians. For many years’ Aboriginal people and families, from all over Australia, have become divided and hurt as a result of issues arising from native title and cultural heritage legislation.

It is time for us to heal these wounds and start looking to a more productive and prosperous future for our children and their children. There are perceptions out there, which imply abuse is part of our Culture – this is not true. As Aboriginal men we know that we are born of women and we also know that we have no right to abuse women. Let’s think about who we are and where we have come from over the past 300 years as the original inhabitants of this country and let’s change this misguided negative image which only serves to berate and belittle our people.

As the original inhabitants of our lands it is critically important that our rights to speak for our land and environment are acknowledged and respected by those who develop and prosper from them. Mining companies and other industries are very welcome at this workshop. We are not here to talk about native title or cultural heritage – we are here to talk about new opportunities and new partnerships in this region.

The local Noongar people would like the mining and other industry groups to think about their internal commitments articulated in reconciliation, recruitment and procurement plans and be honest and accountable for the leadership and governance approach and underpinning value statements and intentions that relate to real training, employment and business development opportunities for local Noongar people.

We have to start being totally honest and accountable and we must stop pointing the finger of blame. As people who form part of the world’s oldest continuous living culture we have maintained a basic set of values - caring, sharing and respect for our land, our people and our environment and it is these same values that we must embrace throughout this workshop if we are to create positive future change.”

To put the workshop into context from the Aboriginal community’s point of view Ezzard Flowers explained that over the next two-days, participants would come together to discuss ways in which they could work in partnership.

“When people try to work in partnership there is often a fear of the unknown. The unknown is a space to fill with better outcomes for our people. We hope the outcomes are based on economic development, continuity and longevity.

We need to focus on engagement because with engagement comes communication and with communication comes understanding - we need to understand that we’re going in the same direction. We need to understand where we are going and how we’re going to achieve our plans together. These are the positive outcomes that we want from this workshop.”

“...Why can’t we give someone a go and offer them a chance to prove themselves? All they are waiting for is an opportunity. And if it doesn’t work out the first time don’t wash your hands of the entire indigenous population”.

Key statements from article titled “Something Chronic” (referring to Katanning) and detailed in locally produced newsletter.

To explain the plight of the local Aboriginal community, in particular in Katanning, Ezzard recited the following key statements detailed in an article titled, “*Something Chronic*” in a locally produced newsletter:

Over the decades there have been a constant stream of government funded programs to try and address the lack of indigenous employment opportunities, but the terminology of the programs is different. The programs aim to tackle the high level of indigenous unemployment. A subtle difference in words used, but a huge difference in meaning.

Lack of employment opportunities tells us that there are people who want to work but are unable to get work. A high level of indigenous unemployment turns the focus on the person who isn't working; it is their fault they are out of work. From there the issue go seriously downhill.

*Social problems do exist in pockets of the indigenous community and *Something Chronic* is not trying to make light of them, however they are a separate issue and combining the two is never going to solve anything. The real problem many young indigenous people can't get a job is the lack of employment opportunities available to them. So who is to blame?*

Let's take a look very close to home. Stand at one end of our large supermarket's and check outs and look across all of the check-out operators. Wow, what a sight. It is a Little United Nations with people from every corner of the world represented. Or is it? There is a face missing. Where are the indigenous check out operators?

The assumption is they don't want to work. Not true. Young people apply for the job, but oddly the indigenous ones don't seem to get through. This is true of most businesses in town

Why can't we give someone a go and offer them a chance to prove themselves? All they are waiting for is an opportunity. And if it doesn't work out the first time don't wash your hands of the entire indigenous population. We don't dismiss all white Australians because we once employed them and it didn't work out, but we are apt to do this for indigenous people. Why? Most of us don't even know it, but we are part of the disease, let's become part of the cure instead.

“In the past we had no seat at the table for consideration. Government has spent a lot of energy talking for us or at us. We want to be recognised as people in our own right”.

Ms Carol Pettersen, WK/SN Working Party Member

A presentation by Ms Carol Pettersen, WK/SN Working Party Member, is summarised as follows:

- Reminded people that “we have wonderful Aboriginal male leaders and behind every one of them is a strong woman.
- There are new ways of doing things and learning from each other: these include social, cultural and spiritual ways of doing things. Since becoming disenfranchised from our land we have suffered. Even in the last 40 years – we have become reliant on the welfare system. Unpaid work provided the message that Aboriginal people are worthless. Each Aboriginal person can tell you their story of racism.
- Let's reflect on where we have come from. Before 1826 you would have been in the elite company of politicians, doctors, scientists etc. We were fully franchised as a society.
- When white settlement occurred it was conquer at all costs the country and people. Once it was known that they had taken possession it was now time to make friends with the native people. The Protection Act took the man away from his land, fed him rum, tobacco and flour. The police enforced white man's law.

- The Government introduced assimilation which created a class system. Many Aboriginal people had to denounce their Culture and heritage to become a citizen. 1975 - Self Determination.
- In the past we had a civilized government and religious system. Our Nation has been bashed and battered. We could spend all day talking about our past. In the past we had no seat at the table for consideration. Government has spent a lot of energy talking for us or at us. We want to be recognised as people in our own right.
- We don't want training for training sake. We want real jobs with real dreams.
- We can learn from the steely determination of Mabo. Imagine that we have the power to take on the responsibilities. It is imperative that we communicate to build proper relationships and so that we all get on the same page. The communication created by a culture reflects the values and beliefs of the culture. Our society is based on consensus rather than a hierarchical model. We can do this as a team today.
- We are all spiritual beings – spirituality and business can work together. Spirituality instead of bureaucracy – let's say we take all our talents and weave them into a rich cloth. Success breeds success. Let's get our new attitude. We need to invest in a future that our kids can aspire to. Let's make this a reality – our leaders sitting with your business leaders. We want to see real tangible partnerships.”

Panel Presentations

Panel One - Mining Sector

Industry opportunities, challenges and partnership aspirations with Aboriginal People across the region?

Dave Coggin, First Quantum Minerals Ltd

- “Ravensthorpe Nickel – What we have done so far? BHP closed and sold operation and First Quantum bought it in February 2010. We redesigned and rebuilt parts to make it a more efficient operation. In December 2011 we exported the first nickel and by the end of 2011 we were a commercial operation (making money). We plan to be there for over 30 years.
- We have a large footprint on Noongar land. We want to make real partnerships.
- 640 people are employed directly (includes 200 contractors). We are committed to a residential employment focus – currently over 200 employees live in Hopetoun and others come in from Albany etc.
- We bought everything from BHP, including the agreements. The agreement with Wagyl Kaip /Southern Noongar (SK/SN) includes:
 - Heritage
 - Royalty
 - Health, Education and Wellbeing Fund
 - Employment and Business Development
 - Community Development
- Our first steps in working in partnership have been:
 - Relationship committee
 - Community grants program

- Noongar Employment Development Officer role
 - Community Development Officer role
 - RNO mentor/recruiter
- The original challenge for the company has been to get the mine up and running. We needed people who already had the skills and were not in a position to train people, we also were offering less money compared to mines up North.
 - We need a clear picture of the community, e.g. what are the barriers to employment?
 - We need an employment pathways program.
 - We need a business development pathways program.
 - There is not a lot of money in this mining operation.
 - Inside the company there is a culture of risk management, efficiency etc. We need to do a lot of work to educate the company and build an understanding. There is passion to build the capacity of the community through developing opportunities to develop businesses.”

Glenda Stirling, Grange Resources

- “The company has consulted with local Noongar community since 2005.
- The mining operation is 90km from Albany. It is an open cut mine. Basically it is a normal mine operation, however, we will be processing more on site to refine the ore to a higher grade before shipping.
- Key facts – 288km power line (\$272M), 100km pipeline (\$174M), reverse osmosis desalination plant to supply water (\$170M).
- The company has received all environmental approvals.
- During construction phase we will have 2000 people working on site.
- When operational the permanent workforce will be approximately 600 from in and around Albany (not Fly-In-Fly-Out). An estimated \$60m/year will be spent on wage, the annual running costs are estimated to be \$500m/year. The wages are not expected to be as high as up North mine sites.
- Training opportunities – partnering with local training organisations to support a trained skilled workforce.”

Panel Questions and Responses

Question to Dave What permissions does the company have for drilling? Aboriginal people are only allowed to dig down 6ft. Can you help people who need to drill for water on farm land?

Response: We require Government permission to drill like everyone does. This is also included in the heritage agreement. We wouldn't be allowed to drill on anyone's land without going through the approval process that is required by Government.

Question to Dave What happens if the price of Nickel drops?

Response: When we bought the mine we based our budgeting on a low Nickel price. We're confident we will be here for the next 30 years. Current forecasts for the Nickel price estimate it will range from \$6.80 (now) up to \$10.

Question to Glenda Will Grange pay same wages as up North mines do?

Response: Probably not as we will not need to compete like the North mines do to attract people up North. Albany is a good place to live.

Question to either It is often difficult to get, understand and meet the employment requirements of the

various mines. One of the biggest barriers for our clients is the lack of a driver's licence. What can the mining organisations do to help?

Glenda's response: Different mining sites have different requirements, even if operated by the same company. Now in the current down-time many companies will have more time to work on job readiness – this is the time to approach them.

Dave's response: We needed a ready-to-go workforce due to the constraints we were under. Our challenge now is what do we need to know to assist the community?

General question What has happened to the agreement to employ a certain percentage of Aboriginal people at the Ravensthorpe operation?

Dave's response: The agreement we have inherited from BHP has no employment agreement in it.

Audience member response: It was long term agreement with BHP.

Dave's Response: We'll have as many Noongar people as we can find.

Audience member response: Locals are saying there are no real opportunities – agreement not being honoured.

Suggestion by Grant Sarra Working party to look at the agreement and continue communicating with company.

Audience member response We have people with mining experience

Panel Two - Regional Industry

Industry opportunities, challenges and partnership aspirations with Aboriginal People across the region?

Nigel Atkins, Western Australian Meat Marketing Co-operative Ltd (WAMMCO)

- “We currently employ 350 people and have an annual turnover of \$100M. We export to over 65 countries.
- High turnover of staff – in 9 years 800 employee turnover.
- Our workforce is made up of a lot of immigrant workers. Currently 7% of our workforce is made up of Noongar people – 2 are in management positions.
- Why isn't this percentage higher? Because we need people who are job ready, who can work an eight hour day.”

Doc Reynolds, Western Australian Indigenous Tourism Operators Council (WAITOC)

- Doc is a representative of the WAITOC tour operator's council marketing Indigenous tourism products across Australia. “We sit on national panels advising the Government.
- Royalty for Regions sponsor our marketing arm. We assist people to develop products.
- Tourism is the second largest sector behind mining. It is currently struggling due to the high dollar and the two speed economy. Employers can't compete with mining wages.
- Opportunity: Research has demonstrated that 80% of International visitors want an Indigenous experience – only 20% leave with one. If that other 60% of tourists spent \$100 each it would equal \$1b.
- Albany has a lot of potential tourism opportunities (self-drive and cruise ships). Who can become an operator – anyone, all ages?
- Ten years ago he didn't think he would be where he is now. He read the book “Rich Dad Poor Dad”. Ask people how they make their money rather than ask for handouts. You don't have to climb the ladder if you own it. My business paid 6 figures to local traditional owners.

- We make \$5-15K per day for one cruise ship visiting Esperance. Albany has 20 cruise ships per year. How do we do it? Quality artwork (must be quality good canvas) and experiences.
- Albany can benefit from the growing Asia/China tourists self-driving: Perth – Albany – Margaret River.
- There are lots of opportunities. It only takes a spark to start a fire.”

Nadene Carr, ANZ Bank

- “We have traineeships opportunity within ANZ in Albany and Katanning. We have successfully trained into full-time jobs.
- Since 2006 ANZ has had a Reconciliation Action Plan. Two of the major commitments are to provide 100 Indigenous traineeships per year and employ 100 Indigenous staff per year – Nationally.
- We would also like to attract five Indigenous candidates into the ANZ program per year (university based).
- We are also planning to introduce an ANZ cadetship program to target University students.
- There have been 650 Indigenous traineeships started to date, 365 have completed their traineeships. Reasons behind those who have not completed their traineeships include not having family support and/or not finishing school. The ANZ Indigenous traineeship program has a 56% completion rate – compared to National rate of 26%. We believe we can get our rate higher.
- Believe everything (all skills) is transferable. If you complete a traineeship then you can use the skills anywhere.
- The school-based Traineeships help to keep students at school to finish year 12.
- It is very important to have mentors in place to assist the trainees. We use Group Training Organisations to provide mentors. Non-completion is usually from a lack of support.
- We also now offer an employee assistance program – direct line now up and running for Indigenous employees.
- We currently have School-based Traineeships available at Albany, Bunbury, Northam, Australind, Pilbara and Derby.

Jon Wilson, Indigenous Business Australia

- Strategic vision – For Aboriginal people to have financial independence and become an integral part of the economy.
- Programs include:
 - business loans
 - business support and development
 - home ownership
- “We also assist with large scale investments to acquire acquisitions for Aboriginal corporations.
- There are 210 IBA staff nationwide (50% in regional areas) – 23% of our staff are Aboriginal.
- 443 Aboriginal employees in IBA supported businesses last year.

- Since 1975 – 15,000 home loans have generated approximately \$1.6b in wealth accumulation for Aboriginal people.
- Key objectives of the business development programs are:
 - Building businesses
 - Assisting with the establishment of businesses
 - Assisting people to buy and grow established business
- New program (in third year) Into Business Workshops. Assists people who want to explore/road test their ideas. Probes the two fundamentals “Can I do it” and “Will it work”. Free three one-day workshops usually one month apart – works through everything marketing, cash flow etc. To access the workshops you need good clarity around a business ideas.
- Business Support – one on one mentoring (IBA pays for a professional consultant to mentor and build capacity).
- Asset leasing program – people can lease an asset rather than buying the asset (can reduce their exposure to risk).
- Business Finance – We can lend up to 100% of the business cost at a rate generally 2.5% below major banks. We can accept more risk than banks but the business must be viable.
- The loans come with mandatory free post-loan mentoring – very helpful and have helped achieve the high success rate. 90% of IBA supported businesses survive the first year compared to 84% (Australian statistic).
- We had workshops planned for Albany, but they were cancelled due to low interest. Please help us to spread the word – we want to help people achieve financial independence.”

Panel Questions and Responses

Question: The IBA process can take too long. e.g. businesses sell quickly and it’s quicker to go to a bank. Can anything be done to shorten the length of time?

Jon’s response: It’s true we are a process driven organisation. If we get everything we need from a client (the same documentation as required by banks) by a Monday morning – we can submit it to Canberra with a recommendation in less than two weeks. The decision from Canberra is usually quick – If simple it could be three hours. We’re not well placed to act quickly in the situation of when a business is for sale. We’re mostly here for when people can’t acquire loans from a bank.

Question: We have a group of people in Katanning who are keen to do the “Into Business” workshops. We have requested but are awaiting follow up.

Jon’s response: The response to the recent IBA awareness road show has been great. We’re currently following up on all leads to do workshops – the Katanning workshop will happen.

Panel Three – Education, Pre-employment Training and Recruitment

Program opportunities, challenges and priorities for Aboriginal people across the region?

Barbara Helsby – Albany Worklink

- “Worklink is a not for profit organisation that has been assisting people in the Lower Great Southern to Learn, Work and Grow since 1988.
- We specialise in career guidance and assist people to better prepare for work.
- As a nationally recognised Registered Training Organisation, we customise training for individuals, groups and businesses with a focus on business, management and retail studies. Our volunteers run free internet training for anyone over 50 years.
- We’re also the home of headspace Albany - part of the National Youth Mental Health Foundation
- We have clients from school age onwards – focus on the workforce. Partnerships are critical to our work.
- We strongly believe in partnerships and welcome guidance. We’re keen to be open and take on ideas. Also very keen to get out into the community more.”

Shirley Hanson, Great Southern Institute of Technology

- “We used to deliver specific training for Aboriginal people (not in mainstream). Recent funding changes have meant that we do not deliver as many programs just for Noongar people (numbers have decreased since 2010). We still deliver some specific programs to Aboriginal Corporations or when required in Communities.
- Our focus now is to support Aboriginal people to join mainstream training programs. We offer assistance, such as one on one tutoring and mentoring, to Aboriginal students who are studying in mainstream programs.
- Audience question – Do you help people to get their driver’s licence when they struggle with reading and writing?
- Shirley’s answer – Yes, we offer a program for people who struggle with reading and writing and even though it’s an entry level program we will provide the one on one tutoring and mentoring to further assist the person.”

Brad Poles, Clontarf Foundation

- “There are 54 Clontarf Academies across Australia – three in this region Albany, Esperance and Katanning.
- The academies provide Aboriginal male students with an incentive to stay in school to finish year 12.
- We reinforce the same concept of employment pathways (as employers).
- Through the medium of football the Clontarf Foundation attracts boys to school, keeps them there and instils values to improve:
 - Education
 - Self Esteem

- Life Skills
- Health
- Employment Prospects
- Clontarf is a sophisticated behavioural change program – it's not just about sport.
- We partner with schools and we have a mix of educators which include ex-AFL/NRL stars.
- We provide school-based mentoring on a daily basis – we provide support, positive role models and develop positive values and attitudes.
- Year to year retention is not less than 90%. Attendance not less than 80% and 75% of graduates are in full time employment within one year of graduation.
- In 2011, 189 boys completed Year 12 – this year it will increase to 228.”

Naomi Williams, Community First

- “Community First is an organisation that leads through excellent business practices and a commitment to making a difference in people’s lives
- Our services are free and you can either register your vacancy online or call into our office.
- When receive your vacancy we can provide any of the following services:
 - List the vacancy on the internet: <http://www.jobsearch.gov.au/>
 - Search our extensive database to identify suitable job ready candidates
 - Conduct screening to eliminate applicants that do not meet your specific criteria
 - Provide resources such as rooms to conduct interviews
 - Investigate wage subsidies and training available to assist eligible job seekers
 - Communicate and liaise with you throughout the process
- Community First Employer Packages can be tailored to meet individual employer needs
- We have 450 job seekers that have participated in our programs in the Albany and Katanning regions.
- Unemployed people are referred to us by Centrelink. Clients include early school leavers through to mature age people.
- We partner with many organisations and utilise a lot of the networks that are in this room.
- Our vision – Step up to a better life.”

Geoff Belz, DEEWR

- We fund JSAs to work with individual job seekers - they assist with job searchers, resume writing etc.
- JSAs can supply pre-employment training. They assess the person’s skills and determine where they might be best suited for employment opportunities. They also offer six months post-employment placement support to clients
- We also fund the School, Community and Businesses Partnership Broker Program. This program assists the formation and development of partnerships that focus on improving education and training outcomes for young people.
- We also fund Disability Employment Providers – three in this region.

- Our Indigenous Employment Program (IEP) aims to increase opportunities for Aboriginal and Torres Strait Islander people, their communities and employers through employment, business support and economic development activities.
- Supporting the participation of Aboriginal and Torres Strait Islander Australians in the workforce and in business is an integral part of the Australian Government's commitment to halve the gap in employment outcomes between Indigenous and non-Indigenous Australians by 2018.
- The IEP supports activities that:
 - encourage and help employers to provide sustainable employment opportunities for Aboriginal and Torres Strait Islander people;
 - encourage and help Aboriginal and Torres Strait Islander people to take up training and employment opportunities, stay in jobs and improve their future employment prospects;
 - help communities, industry bodies and groups of employers to develop strategies that support local and regional economic growth; and
 - helps to develop sustainable businesses and job opportunities in urban and regional areas.”

Panel Questions and Responses

Question to Geoff: We have parents who earn in excess of \$100K due to FIFO – this precludes their children accessing these programs due to income and asset testing. However, many of these kids need the support of these programs.

Response: People can voluntarily access the services; however, the JSA will not get as big a tick for assisting non-referred clients (linked to funding). JSA referral requirement – (must work less than 15 hours/week or be unemployed).

Barbara's Response: Worklink can and will provide the service to anyone – employment action plans etc. Training can be assessed for free or Government funded – e.g. a training program fee is sometimes waived depending on a person's circumstances.

Question to Naomi or Geoff: Out of the 450 JSA clients in Albany and Katanning, how many are Noongar?

Response: 45% of case load in Katanning and 25% of Albany case load.

Question and self-answered response from Vicki Brown: What do you do for someone who wants to become self-employed? Contact Vicki Brown from the Small Business Centre. We have an 86% success rate. The New Enterprise Incentive Scheme (NEIS) provides job seekers with accredited small business training, business mentoring, and income support to help them turn a business idea into a viable business and help them to become a self-employed business owner.

Question to Brad: What is the Clontarf equivalent for Aboriginal women?

Response: Our history is based on our connection to football. It is much more difficult to find a common universal engagement focus (such as football) for women. There are many different programs e.g. Ricky Grace Basketball Program. It's up to schools to take up the programs in partnership with the program providers.

Questions to Brad: How many Noongars are on the board of Clontarf and How many teachers are Aboriginal?

Response: One Noongar, however, three out of the nine board members are Aboriginal and 42% of our staff are Aboriginal but only 2-3 are teachers.

Audience response: It would be a good idea to recruit potential Aboriginal teachers direct from university.

Question to Brad: Narrogin was going to have a Clontarf due to the suicide rate. Then a decision was made to send them up to Katanning instead because it wasn't going to be viable. Why not open one in Narrogin to boys and girls to make it viable?

Response: We focus on Aboriginal males and we use football as the engagement method. There are a lot of other providers targeting female programs. We do what we know we can do well.

Question to Naomi: Narrogin needs to see Community First visiting more.

Response: Yes, we would like to go to Narrogin more and we would like to develop a partnership to provide more services to Narrogin.

Question to Naomi: What strategies are in place for long term unemployed – 10 years plus?

Response: Stream 4 is part of our contract. We do place them – placed three in the last two months.

Panel Four - Wagyl Kaip and Southern Noongar Community Working Party

Role of the Working Party, challenges and aspirations for engagement with industry and non-government and government sectors across the region?

Working Party Members: Gabrielle Hansen, Stewart Hansen, Glen Colbung, John Penny, Rosemary Courtney, Carol Pettersen

- “We would like to see a future for our children and our children’s children.
- We provide advice regarding development in the region and protection of significant sites. We need to be switched on whether to allow development to go ahead or not – What is the impact on our Cultural sites.
- Part of the party is currently negotiating with the State Government – It’s hard work to get our views across for Noongar people. So far the Government has agreed to provide funding over next 10 years. This will be invested and the interest is for the future of Noongar people. Currently concerned that there is a shortfall in the State budget and we therefore have to make sure we’re not the ones who have funding cut.
- We would like to see an organisation that looks after everything for Noongar people. We need to be self-sufficient and self-reliant. We need small businesses to start up.
- We have five major towns in our region – we need to high light the opportunities and work back in our communities.
- Also aspires to a regional hub for local funding.
- We gather three to four times per year. We’re set up to work with all organisations in partnership. E.g. Individual groups that are in negotiation with mining organisations, Shires etc. We’re setting up.
- The determination for our future. We want to achieve long term sustainability. This means to not be reliant on Government funding in the future.
- The Working Party is a single Noongar claim. It has 52 family representatives (two people from each family group).
- The current agreement that is being negotiated with the State Government will address access to land. We need land to develop business opportunities and for cultural purposes.
- Working on a significant community program.
- Economic development strategy – just starting on this. We need to have a strong economic development strategy for our future.
- Our kids are doing wonderful. They’re talking about higher education and home ownership.
- Vision for economic development - have a supermarket in every major centre and an aged care facility for our old people. We need to think big.
- In this current agreement being negotiated there will be 20 hectares of free hold land that will come back to Noongar ownership. The challenge is that we want freehold land that is in areas in/near future major development areas.”

Panel Questions and Responses

Audience member question: Everyone on the WK/SN WP is working for their family first then everyone else is a second thought. Our family is not represented. Trevor and Aiden are not representing the Eades.

Response by Glen Colbung: We are representing all. We have two Penny representatives. Therefore, Aiden is not representing the Pennies. Each family needs to go through the heritage process and then decide who is going to be on the working party. The representative must define who they are going to represent as there is lots of cross overs.

Graham Eades: I've been knocked back because too many Eades are on the working party.

Working Party Member response: At this point in time, there is confusion over the North and South Eades. Historian has not defined the difference. Grant Sarra recommended this matter be acknowledged but resolved outside of this forum.

Question (repeat): I've asked everyone and there are no Eades being represented.

Audience question: I believe the working party is there to represent all Noongar people. My question is – What is the Working Party doing to address the alcohol and abuse problems.

Grant Sarra comment: This issue is about healing. We need to shift our focus to re-embrace “we” not the “I” “Me” or “My” to ensure that the interests and aspirations of all Wagyl Kaip people are taken into consideration.

Graham's (Eades) response: Yes, I agree that the Working Party should represent everyone.

Doc Reynolds: Doc shared a story about two communities that were fighting between each other. They then concentrated on the problems rather than each group. They now own a joint partnership in tourism. Focus on the issues not the families – these people have the same problems. Directors need to be answerable to the people. There a lot of opportunities in this region.

Audience member comment: I want to hear the Working Party representatives say they are representing everyone.

Ezzard Flowers comment: Acknowledged that the working party is working on behalf of all Noongars. Further acknowledged the hard work they are doing to achieve a better future for all our children.

Glen Colbung comment: When we sit as a working party we don't talk about our individual families we talk about us as a whole. We represent everyone. What we put in place is for all Noongars. E.g. When we get the funding we'll use it for our Elders to take our young people out to teach them. Funding will be locked away for future generations, it not for us now. We are focussing on what can we do for kids coming along – our next generations. Instead of sticking the boot into us, ask what we are doing. E.g. working on youth suicide.

Rosemary Courtney: addressing a previous question regarding what is being done about alcohol and abuse issues: We are implementing one new community program per year from our funding. We can get the funding from what we are doing but we need the community to be ready to implement programs.

Grant Sarra: In agreement with agreement with Ezzard: \$25 Million was spent last year in Aboriginal spending yet the gap appears to be getting wider. Let's invest in the Working Party as they are a leadership group. Let's get behind the Working Party. Grant went on to commend the Working Party for their efforts and recommended that more investment should be made to develop the group. Why can't we focus on a cultural pathway that focuses on leadership and governance? I hate to see Aboriginal people fighting each other we have enough problems we don't need to fight amongst each other.

Audience comment: Our Working Party has a challenge to achieve administration and accountability. We need to learn how to run a business and have more people learning accountancy and other business skills.

Audience member words of advice: The Working Party developed an economic arm. We did up a strategic plan that encompasses minerals and energy and other MoU outcomes. Please keep up the good work.

Panel Five – Wagyl Kaip and Southern Noongar Innovation

Showcasing local Noongar Initiative and Innovation

Panel Members: Geoff Belz, DEEWR, Paul Beattie Southern Aboriginal Corporation (SAC), Ezzard Flower and Louise Allerton, Aboriginal Art, Ochre Story

Geoff Belz, DEEWR

- The Indigenous Employment Program (IEP) is designed to work complementary with other JSA programs.
- There are two types of projects – Business and Employment.
- Business – You apply to a panel and the panel needs to be confident that you can meet the requirements. Assess the opportunity, capacity and governance to determine whether the applicant can deliver? The contract is then between the business and panel.
- Employment (two types of projects) – Panel Member Project (e.g. SAC - will be explained in next talk) or Direct Employment (e.g. Fletchers – directly employ and train).
- If a JSA works in partnership with an IEP they have mutual benefits – extra support for funding and outcomes.
- Southern Indigenous Landholders Service – this organisation works with Indigenous landholders to assess the land and develop an environmental business plans (similar to an agronomist). Very successful program.

Paul Beattie, Southern Aboriginal Corporation

- “The Southern Aboriginal Corporation (SAC) has been operating for thirty years. SAC employs twenty fulltime staff with offices in Albany and Katanning.
- SAC has provided affordable housing and other support programs. In 2007 established the current centre which has provided an appropriate venue that welcomes and supports everyone equally.
- In 2009, SAC started the Employment contract arm through IEP and achieved the placement of 240 people into sustainable employment. This has meant we achieved a 100% key Performance Indicator for contract. Retention rates are in excess of 60% at the 20 week stage. 25% of those jobs were in the mining sector and the retention rate for this group was 90%.
- It’s about gaining trust in the community. We can consistently deliver what we’ve said to employers and we work collaboratively to achieve outcomes. The employment program also supports other programs. We have the staff and networks to know when something is going on with families and can therefore support individuals and families effectively.
- Our latest IEP application is focused on providing people with little or no experience to participate in FIFO opportunities. We will work with a range of stakeholders (Fletchers, Job Services Australia and others). The program is around aspirations, medicals, drug and alcohol testing and other practicalities. Individuals will be supported through the first six months of employment with Fletchers where they will gain relevant training and work experience. Links will then be made to the Resource sector. Fletchers have similarities to the Resource sector.”
- Paul was very impressed by Doc Reynolds talk and reiterated the point that there were lots of opportunities.

- A current positive – Paul had received a call today regarding an employer who was interviewing candidates and they commented that they were extremely impressed by the standard of applicants.
- “Encourage and believe in perseverance, sticking to the task and focus. Learn from what hasn’t worked in the past and work together.”
- Geoff Belz provided extra comments: The pathways with Fletchers will address driver’s licences, drug testing, long term employment for 12 months. It will provide people with opportunity to earn money while they are preparing to enter the resource sector.

Ezzard Flower and Louise Allerton – Aboriginal Art, Ochre Story

- “The Mungart Boodja Art Centre is Noongar owned, focused and operated. It recently moved from Katanning where it had evolved from a shop window. The Centre became incorporated in 2004.
- Art is an opportunity to positively express our culture and heritage.
- People (tourists etc.) can now buy art from our workshop (located on Chester Pass Rd).
- The Centre offers workshops and bush trips for Noongar people. The goal is to reach outlying areas – Cranbrook, Mt Barker etc.
- We have links to other Art centres (Bunbury).
- We’re engaging with young people – possible JSA program.
- The first exhibition is planned for July 2013 in the Albany town hall.
- Currently finding funding for a weaving exchange workshop programme with Desert people.
- We have a cross cultural awareness-based partnership with the Colgate University (located upstate New York). The partnership is based on trust and a respect that has been built up over the past ten years. We also have a partnership of eight years with Curtin University (Perth WA).
- Currently there is a repatriation process occurring. This is an international gift of artworks that are coming back home to Noongar country such as the Little Black Fingers Collection (<http://www.noongarculture.org.au/art/>). This collection was created in the 1940-50s at the Carrolup Native Settlement. The gift is happening because people at the Colgate University understand the significance of the artworks to the Noongar people. The partnerships won’t end. There will still be the opportunity for cross cultural training. For example, the University may train a Noongar person to become an art curator etc.
- At Colgate University the Carrolup Children is now on the curriculum.
- We have links to other art centres (Bunbury).
- We’re engaging with young people – possible JSA program.
- We are currently finding funding for a weaving exchange workshop programme with Desert people.

Paula Cole, Katanning Security Services

- Paula was born in Carnarvon and grew up on the Three Mile Reserve in Port Hedland. My Mum was part of the Stolen Generation and I adopted at 2 months old. Paula has lived in Katanning for twenty years.

- Paula's work history includes housing (DDH) for fifteen years, CBA for one year, and DCP for eight months. She now operates her own business, Katanning Security Services, which she started with her husband in 2009. When we started we had one business for our patrol and two officers. "We now have 14 businesses which include fourteen guards, crowd controllers and security officers. We have recently completed contracts for the John Holland Group and various others including Katanning Hospital and VIP escorting of the Justice Crew.
- We are now looking at taking over another security business which comes with other contracts. We will be looking for Indigenous staff that have clean records and are willing workers."

Naomi Smith, Minang Group

- Naomi was born in Gnowangerup and basically lived there until the age of 36. Her passion is Education and Training. "Growing up we had a Noongar class at school that didn't focus on learning. I was sent to a hostel in Perth for a couple of years around the age of twelve or fourteen and my grades picked up. When I returned I questioned the lack of learning offered back in our Noongar class and was told that was my only choice and if I didn't like it I could leave, so I left. I went on to achieve a Bachelor Degree, Master and Post Graduate Degrees.
- Recently I established my own business called Minang Group which is a Registered Training Organisation (RTO) and a recruitment agency. I work with the community to develop training packages, provide training, recruitment and also consultancy services."

Julie Hayden, Chairperson, Badgebup Aboriginal Corporation

- In 2008 Julie started her own business called Indigenous Force Australia which provides employment pathways into the mining industry. Her networks have included companies such as BHP, Rio Tinto and Woodside. Previously Julie had worked for 15 years at the Department of Indigenous Affairs in Aboriginal Heritage. "In 2007 I went into the mining industry and found that Indigenous women were leading the way in the industry as drivers and operators.
- In June last year Julie returned home to Katanning to help the Badgebup Aboriginal Corporation build a future for our people. We have developed our 12 month plan to build economic development in our town, region and country. We have opportunities to develop which will help our future if we all support each other and work together. Our settlement gives us the opportunity to develop land.
- Currently working on a centre to provide youth programs. Julie thanked the Elders for paving the way.

The facilitator, Grant Sarra summarised Day One as follows:

- There have been lot of opportunities discussed and there also appears to be a considerable amount of passion and a genuine commitment among people, organisations and companies to deliver outcomes for Aboriginal people in this region.
- The priority should be to focus on closing the gap in this region - for Wagyl Kaip people.
- While there are a few disconnects we can work on these tomorrow to develop a strategic partnership framework which ensures smoother pathways are achieved.
- Among other things, we need to focus on transitioning people's mindsets. e.g. Homes West rental housing to home ownership, training through to full-time employment – training for real employment and real business and being innovative in other areas to ensure that tangible outcomes can be delivered for all Aboriginal people from across the region.

- We need to continue being innovative and positive to develop a regional-specific partnership plan which details what we want to achieve in the next three, six and twelve months.
- Today has been about assessing problems, issues and aspirations. Tomorrow will be about leadership and governance. We know what the problems and issues are and we know what the aspirations are – we need to work on pathways to address the problems and issues as well as consider the support mechanisms that need to be put in place.
- We need to acknowledge and invest in the leadership (cultural leadership) of the Wagyl Kaip and Southern Noongar Working Party. We need to assist them to further build confidence in their strategic directions and thinking.
- We all want to get on the same page and look for the priorities that can be aligned, what training, employment and business opportunities are available and think of ways that we can work together.
- Aboriginal Lore and Culture is about is not about “I”, “Me” or “My” it is all about “WE”. Our lore and culture has always been about honour and integrity and caring, sharing and respect for our land, our people and our environment. We need to heal our wounds and come together to improve outcomes for all Wagyl Kaip people and we need to be clear about what our priorities and desired outcomes are.
- In the past when our old people sensed there was an issue that caused imbalance and disharmony – their priority was to act swiftly to restore balance and harmony. There is a need for this ancient thinking to be re-applied today and beyond.

Panel Six - Wagyl Kaip and Southern Noongar Elders and Youth

In the context of the key workshop themes: what are the issues that cause Disharmony and Imbalance and what is required to restore Harmony and Balance?

Day two of the workshop commenced with a panel discussion among the Wagyl Kaip and Southern Noongar Elders and youth. The panel discussions are summarised as follows:

Elders Panel Members

Lester Yorkshire, Mt Barker

- “I would like to see young people get out, find a job and stick to it. You can play sport along the way. When I first started out in life the drugs and alcohol were not a problem like they are now. Advice to young people - Try to avoid the drugs and alcohol and you can live a good life. Treat women right and they’ll treat you right.

Joan Yorkshire, Mt Barker (Lester’s wife)

- “I would like to see the drug and alcohol issues addressed. I’d like to see young people get on the straight and narrow. Today I’d like to see how we can help the young ones.”

Stewart Hansen, WK/SN Working Party Member

- “I’d like to see young people get out of their comfort zones and see what else is out there. Advice to young ones - Look after the ones you love. There are always two sides to every argument. You must respect and love your partner. Travel around and learn from others. Follow your dreams and you shouldn’t go wrong.”

Kathy Farmer, A/g Chairperson Katanning Aboriginal Corporation

- “I’d like to see the Elders pass on their knowledge to the young ones like it happened for us. Their advice is like valuable tools that you may not understand when you are young but can be used when you are an adult. Advice to young people - Grow up to be proud of who you are. Don’t marry young – have a life and career first. When you do marry be faithful to your partner. Christian and cultural values can help you to stay strong.

- Employment is the key to a happy family. The empowerment of our men has been taken away. We use to have strong men who led and looked after our families. Now women have had to stand in that place. We want our men to be empowered again and fill that role.”

Gabrielle Hansen, WK/SN Working Party Member

- “The Wagyl Kaip & Southern Noongar Working Party through community consultation has written up a strategic plan to address our issues.
- I grew up on a reserve – it was hard but good. We all loved and cared for each other and shared together. Now we live in the white society. We don’t listen to the Elders and we get involved in drugs and alcohol. As women – our men have lost their role in society. We need our men to engage in employment.
- Our girls need a grooming and deportment program so they can blossom and hold their own.”

Maude Bonshore, Cranbrook

- “We lived in tents when I was young and it was hard. Now we have it easier with houses and electricity. Yet, we’re going backwards. Lots of drugs and lots of parents who are drug dealers – we need to take notice of this.
- I was one of only two Aboriginal people working at Albany hospital in the 1970s.
- We must work on early intervention – later is too late. By the time our kids get to High School if they’re not engaged it’s too late – if they don’t want to be there, they just don’t go.
- As an Education Worker we held a national workshop where every education worker had to present their best practice. In 1994 career pathways for education workers started. Thornlie TAFE started delivery Certificate III for education workers. A lot of people received back pay because they had been underpaid for years. Education workers are the first people that parents and families meet in the school. Now cuts in the education budget have caused education workers to be cut across the state. Government doesn’t recognise that there are problems in education for our kids down South, only up North. We need to get and keep early intervention programs.
- Now we run a farm that has cultural land put aside. We are independent of Government handouts.
- I’d like to see money available to develop programs and work in our towns – at local level.
- Drug dealers need to be pulled into line. Our kids are going to lose – if it means bringing in the police and then do it.”

Glen Colbung, WK/SN Working Party Member

- “We lived in tents growing up. The farm land was cleared down South by Noongars working for food. We learned the value of respecting Elders, culture and property.
- I worked for the Shire as a grader driver. I’ve worked in many organisations (Aboriginal and Torres Strait Islander Commission, Legal Aid and others) and also formed SAC.
- I am currently Deputy Chair of South West Aboriginal Land and Sea Council (SWALSC) and play a major role in negotiating with the Government. Native Title gives us nothing, under the Act freehold title wipes out Native Title. We need to look at other options, such as giving up our Native Title claim in exchange for a percentage of gross revenue. This fund won’t be able to be accessed for at least ten years – it’s about the future generations.”

Lillian Penny, Tambellup

- “Growing up we lived in tents and shacks. We thought we’d never live in a house. We thought attending education was so the Government wouldn’t take us away. We never went without a

meal. We didn't have welfare; if people didn't work they didn't eat. It was hard but we were all together. In 1964 we moved into a house in Tambellup.

- Today – drugs and alcohol are affecting our people. They can't keep a job because of it. Today we have a lot of educated people that can go into business, but we also have lots of poor and uneducated people who always feel they will fail. Maybe we could build houses together. About 70% of our people are down – they always take what is given by welfare.”

Helen Belfield, WK/SN Working Party Member

- “We grew up on a reserve and we helped each other.
- I think this forum is wonderful for bringing us all together.
- I started working on a farm at 14 ½ yrs. The mission people would take us to church which helped us mix with the white people. Never forget your family – my Grandfather was my role model. We moved in tents working on farms. Everyone took a role in keeping everyone in line. I learnt to read and write young because I had to write my Mum's shopping lists. Our mothers supported the men doing the hard work on the farms.
- I travelled to Queensland for six months on a working holiday. I worked in a fuel station (cooking) and a hospital (washing and cleaning).
- Advice to young people: there are jobs out there if you want them. Be proud to be a Noongar. It's lovely to see the young ones here – be proud and give 110% of your time when you do anything.”

Arthur Graham Eades, WK/SN Working Party Member

- “Grew up working on farms. Eventually started working for CBH in different towns like Lake Grace and Esperance. Worked for CBH for thirty years before retiring. I have tried talking to Noongars about working at CBH but they are not very interested. The money is good.
- I was never educated. I couldn't write my name when I started working, but I learnt. In my last 10 years of working I even had to learn to use computers.
- I'd like to see more young people working and less of the drugs.”

Carol Peterson, WK/SN Working Party Member

- “I'm speaking as Nanna to the young people. People say Noongars don't have any culture left. This is not true – every living thing has culture (people, plants, animals etc.). If you look outside your own culture you will see how different people live and then you will see your culture. We all have culture.
- People do not have rights until they have responsibilities. Make sure you know what your responsibilities are. Your responsibilities are to learn. We're passing you the cultural baton.”

Rose Quatermaine, WK/SN Working Party Member

- “We need to blend theoretical education and practical work together. Why aren't our young ones learning? Often they are put down at school and have a lack of self-esteem. Lots of our kids are on the streets.
- Today we need to use these partnerships to help build something for our youth. Maybe we need youth centres again? They need to learn and use technology.”

Youth Panel Members

Dylan Ford, Year 11 North Albany Senior High School

- “I try to get good grades. I have school classes Monday to Wednesday and do workplace learning on Thursday and a TAFE course on Friday”.

Roy Miniter, Year 11 North Albany Senior High School

- “Captain of the Football Academy. I see Noongar boys fighting each other all the time. It’s bad enough that we fight with white people we shouldn’t be fighting amongst ourselves.”

Russel Penny, Year 11 North Albany Senior High School

- “I repeated year 11 because I wanted better grades. I want to do Engineering at University. I’ve done garlic picking and working at Hungry Jacks. You need to have a good work ethic – leave your trouble at the door.”
- Russell thanked the Elders: “You’ve shown us how strong you are despite what you’ve been through.”

Marshall Edgill, Year 11 North Albany Senior High School

- “I’ve come back to North Albany Senior High School and I’m trying to do well.”

Lester, Year 12 Mount Barker Community College

- “Next year I want to be an apprentice mechanic.”
- Thanked Elders: “I think you are all very inspiring.”

Breakout Sessions – Key Themes

Following the Elders and Youth panel discussions, participants were organised into break-out groups to consider and discuss the broad regional priorities in the Great Southern Region of WA against each key workshop theme:

1. Leadership and governance (cultural & regional planning)
2. Noongar education (participation)
3. Pre-employment training (addressing job barriers)
4. Noongar employment (creating real opportunities)
5. Noongar businesses (why do it, what type and how to make a start)

Given that social issues and housing were identified as issues of concern, it was agreed that they should be included as a key theme for discussion. The following represents a summary of group discussions.

Education

- Early childhood is a priority:
 - Closer/uncertain future of Aboriginal kindergarten (Spencer Park).
 - We need to get kids into kindergarten programs.
 - We need to focus on 0-3 age group – exposure to learning environments (play groups etc).
- Kids under DCP are often moving around to different families and schools. It’s difficult for them to engage in structured education.
- Priority to include parents in child’s education – decision making and helping in the class. This is a school and community issue.
- We need more Noongars as mentors for all our kids.
- We need more support in class/schools for kids with special needs (GDD, Autism etc).
- More grandparents being involved and included further in kids learning at school.
- Schools need to find a better more successful way of communicating with parents/caregivers.

- Orientation days for parents/carers and kids (school expectations etc).
- Attendance – more incentives and/or to be more creative and innovative with regards to incentives.
- Schools need to provide a better inclusive, safe friendly environment for both kids and families to nurture Noongar identity (more welcoming environment etc).
- High school students – reinforce how important education is (everyone – community and schools). Don't ever stop or they'll think you've given up.
- Kids falling through the gaps early in education hard to succeed further. Parents' lack of education also impacts on this.
- Schools – working with our kids differently at their levels to meet their needs (learning styles etc.).
- Boys and girls learning and doing things differently – taking into account cultural appropriateness.
- Better use of AIEOs working with community.
- Noongar to get more access to technology in education (especially as many don't have access at home).
- Access to higher education (universities etc.):
 - Relocation
 - Lack of local opportunities
 - Incentives to stay, train and work locally
- More school community partnerships – when formalised have worked well e.g. Mt Lockyer Primary School.
- Infrastructure in smaller towns equals a lack of opportunities for our kids to work towards.
- Lack of opportunity to access school programs where students have to relocate in the Great Southern and parents can't afford to pay for hostel facilities. Perhaps access to a bucket of money when there are gaps that the parents can't afford E.g. If in a rural community and they want to study in Albany and parents can't afford the hostel fees.
- Homework classes to help build capacity of students and communities:
 - Tutoring
 - Lack of support/funding
- Building the capacity of parents and carers to be more supportive and encouraging of homework in the home environment.
- Responsibility back into the Community.
- More boys' camps. Father and son based – rekindle relationships – build men up to be responsible.
- Need more successful girls programs.
- We need training into “real” jobs.
- Current opportunity exists to partner – North Albany Senior High School really wants to be part of a School based partnership, we need to take them up on the offer/opportunity.

Questions and Responses

Audience question: We still have lots of kids falling through the gaps, what can be done?

Response: We can't keep playing catch up we must get in front of the issue/s and be proactive. Use technology to engage learners – think outside the box.

Grant Sarra suggestion: We need to have this discussion annually.

Audience question/comment (Glen Colbung): We need recommendations to follow up on these issues.

Response (Grant Sarra): WK/SN WP has agreed to look at their strategic plan to ensure alignment with the priorities identified and ensure that action and outcomes are achieved.

Comments by Denise Craig (FaHCSIA)

- Abstudy is one of the most underutilised payments especially in the regions. Youth allowance is different – Abstudy is slightly higher than Youth Allowance and has extra benefits. Both are income tested.
- Strategy for working group – Encourage/educate community to apply for Abstudy to pay for boarding fees, travel etc.
- Strategy for working group – Investigate what funding money can be used to help address some of the issues.

Comment/request from Wayne Divine (WA Department of Education): There is an Aboriginal Advisory Council for Education that is trying to get up and running. We need more people for the Advisory Council so that the community voice/s can be heard.

Housing

- Prior to settlement in Albany Aboriginal people had all the hierarchy of needs covered by Maslow's Hierarchy of Needs – basic needs (shelter, food, water, land etc), education, employment and self-actualisation. 187 years after the first settlement in Albany we no longer have this hierarchy covered. Aboriginal people now struggle to cover their basic needs.
- Issues include:
 - Lack of maintenance – people waiting up to three years.
 - Lack of housing leading to overcrowding – assumed that people will go and live with their families.
 - Priority housing to immigrants (yet Government handouts put them above income limits).
 - Aboriginal people kicked out of housing due to earning above the income limits (FIFO). People transferring the house into another person's name.
 - Redevelopment of old houses (keep fixing old houses when land big enough for units) – asbestos still in houses.
 - Waiting lists too long – up to seven years.
 - Real estate – agents are often prejudice towards Aboriginal people.
 - Homelessness causes people issues – street kids etc.

Questions and Responses

Response from audience: We need a strategy to encourage home ownership and move away from state housing. Incentives to buy own homes. Perhaps look at land releases – we know cost of housing is currently high but maybe people could build houses together.

Question from audience (Glen Colbung): Are we going to make recommendations? We should be looking out for the ones trying to get ahead. There should be something put in place that if they lose their jobs (FIFO etc) they should go back to the top of the priority list instead.

Glen Colbung suggestion: This should be put forward as a recommendation to State and Federal Government from the SK/SN WP. The SK/SN WP should also develop a working party to develop a housing strategy that links to home ownership. Based around what the priority issues are and aspirations.

Response from another audience member: The SK/SN WP already has a housing strategy.

Grant Sarra response: Suggested that they have an open forum where the strategy is explained. Also

make it a priority to have full day discussion between the working party and Homes West to present the issues – needs a sub group from the SK/SN WP (as suggested by Mr Colburg) and Homes West need to send along a high level representative to meet with the Working Party Members.

Carol Peterson response: The current Native Title settlement negotiations are currently addressing/working on housing. We need to capture this support from the community – your voice is important.

Employment

- This group took into context that everything (all topics covered today) are related.
- The current opportunities are in:
 - Health and Community Services largest employer (1300)
 - Education is a significant employer
 - Fletchers/Abattoirs
 - Shires
 - Construction
 - Retails
- Create pathways into large employment areas (How do we give our kids aspirations?):
 - What’s happening in education? There are already some things underway e.g. Trade Centres in Schools.
 - We need to be communicating with the education sector more – get into schools early.
 - Build in flexibility to assist people to change careers (average career/job is 3-5 years).
- Transitions post school:
 - Life skills.
 - Work ethic.
 - Training centre focused on Noongars (new or part of existing providers).
 - Utilising existing networks/achievers/successes.
 - Work experience and part time employment opportunities.
- What attitudes required?
 - Work 110% effort but need the flexibility to travel and respond to social issues in Community. Mentoring is the key.
 - Clontarf was doing well at creating employment aspirations.
 - Life skills required (mentor could help)
 - Money management skills required
 - Relationship management skills with kids, partners and extended families. Not sure how to achieve this.
- There is a great gap between employer expectations and employee aspirations e.g. work attendance etc. How do we marry this up? Action suggestion – A properly constructed employment expo/forum. What jobs are out there and what are the employer’s expectations. Local businesses (in each town) and have the conversations. It would be different to the current student careers expo. Meet with all the businesses and find out what the problems and issues are e.g. Do you trust Aboriginal people? Also promote the mutual benefits. The value of this exercise would be to assist people to understand the labour market and to assist people to be ready to meet the market.
- Second action suggestion – Focus on a work readiness/transition program.

Questions and Responses

Audience response: The WP/SN WP has an employment strategy.

Grant Sarra response: The employment strategy actions need to be very specific so that the working party members can work on achieving them. Need employment working party people to volunteer and commit.

Audience comment: There are already meetings occurring to create employment pathway transitions for people in prisons.

Glen Colbung comment: We want clear intentions from employers about what numbers of employment opportunities are available. E.g. Could be provided at the suggested expo.

Grant Sarra response: Suggestion to Working Party: scan which organisations have a current reconciliation plan and target them first. Also there needs to be a focus to get young Noongar people ready to take up jobs.

Training

- Linking pre-employment and training to meaningful pathways and ensuring people are ready to get and keep a job.
- We looked at barriers and opportunities:
 - How to get people access to information in a culturally appropriate way (services, careers, networks, employers etc)?
 - How can people get access to experience? How to help young people get work? E.g. After school hours and then how do they get there (Hungry Jacks etc.).
 - How to obtain a driver's licence? (existing fines can be an issue)
 - Linking pre-employment and training to jobs and self-employment opportunities.
 - How do we create aspirations?
 - No one major local industry. Location of many jobs equates to FIFO on mines
 - Young people and ex-offenders have a lot of challenges/barriers to employment.
- What can be done:
 - Increase culturally appropriate information from job service providers.
 - Access to information on labour markets.
 - Assist with work experience placements.
 - Assist with entry level employment skills and opportunities.
 - Encourage people to dream high but also be realistic and plan pathway.
 - Career guidance and clear pathways.
 - Assist to create relationships with networks/support and mentors.
 - Awareness of Abstudy benefits.
 - Practical assistance e.g. documentation etc.
 - Brokerage and advocacy.
 - Cultural awareness training.
 - Employability and life skills.
 - School based training.
- Our Actions:
 - Initiate a Working Party to specifically work on addressing issues and achieving outcomes. Suggest it is made up of WK/SN WP representatives, WFD, DEEWR, and Department of Education. We could start within four weeks.

Questions and Responses

Audience question: Would First Aid training be covered?

Response: Yes, that would be embedded as part of the life skills training.

Social Issues

- Social issues identified include:
 - Drugs/substance abuse
 - Violence
 - Financial stress
 - Housing
 - Unemployment
 - Health/mental illness
 - Suicide
 - Social justice – racism
 - Education
 - Community leadership
 - Loss of identity/culture, respect and heritage
- Group then looked at two of the 11 issues listed.
- **Loss of cultural identity:**
 - If you don't know who you are then you don't know where you are going. Sometimes we adopt the values of the mainstream culture, e.g. American influence – gangsters etc. We need our Elders to share their stories with the young.
 - Loss of the male role model within the family structure (employment, discipline, family values) – aboriginal kinship extended family.
 - We need to empower our Aboriginal men:
 - Need more Men's Groups out in the regions.
 - Provide practical/hands on training and education (work with the mainstream services).
 - Elders to learn (engage) and share culture with younger people within a safe environment (i.e. Noongar Centres).
 - Lobbying Government and businesses to appreciate, value and be accepting of Aboriginal cultural differences.
 - Teach/educate the wider community about Aboriginal Culture (i.e. visiting cultural sites like Marribank).
 - Cultural awareness training at a local level for service providers who provide a service to Noongar people (done from ground level).
- **Violence:**
 - Caused through a lack of opportunity this leads to boredom and results in antisocial behaviour (alcohol fuelled violence).
 - Run rehabilitation programs within prison and in the community (i.e. anger management, how to deal with conflict etc.) - are they culturally appropriate and followed up once they are back in the community?
 - More programs/assistance for the perpetrator – offer support and awareness.
 - Provide alternatives for parents and youth i.e. counselling and mediation.
 - Raising awareness at an early age – camps building friendships.
 - How do we help them after they come out of prisons? Hard to get jobs with a record.

- We wanted to end on a positive note. Noongar people are taking the lead to address issues based around violence and other social issues. Currently in Katanning we are engaging with the Shire and other organisations (Federal, State Government and local Government etc.) – working together to address issues through programs. We need to be involved with planning programs – which is starting happen. It's a work in progress.

Business

- Need flexibility in government programs
- Group defined business as creating a profit and being in control of your own destiny. Description also included:
 - Business activities to suit your lifestyle/interest.
 - Control of your own assets.
 - Ability to create opportunities.
- Critical factors:
 - Passion and personality match.
 - Learning the business of running a business.
 - Contract negotiations.
 - Time management.
 - Grants/seed funding/loans etc.
 - Mentor and a clear goal.
- Limitations:
 - Skill set.
 - Self-belief.
 - Good credit record to access funding etc.
- What needs to be done?
 - Pre-feasibility – assess the idea, skills, resources etc.
 - Planning – help/facilitation but personal investment.
 - Local investment/support
 - Budgeting.
- Dream building – we should think BIG.
- Potential business opportunities may arise through land release (current Native Title negotiations). If we develop large Aboriginal businesses it will support the growth of smaller businesses and develop opportunities for Noongar employment (traineeships etc.). Examples/ideas may include:
 - Building company
 - Motel franchise
 - Roadhouse/motel
 - Real estate companies
 - Winery
 - Businesses that capitalise on the Noongar culture
- We need to identify skill sets (skills and training audit). Determine the asset base available then make links to potential investors. We need someone to broker this for us. This action could also help to identify potential mentors.
- We need the will and desire to succeed in business.

- Potential investors may be from anywhere E.g. Asia and other countries.
- Develop a commercial mindset – develop a business culture within the Noongar community.

Leadership and Governance

Leadership

- Aboriginal corporations/organisations/Elders. Create/use current centres to gather leadership to “lead the way for the people”.
- Identify leaders:
 - Elders to pass on knowledge
 - Youth
 - Corporations
 - Organisations
 - Community to take ownership of:
 - Community conflict
 - Family feuding
 - Housing
 - Health issues (holistic)
 - Wellbeing
 - Culture
 - Anti-social behaviour
 - Employment
 - Education
 - Discrimination

How will we achieve leadership?

1. Action list – talk to our Elders and make a working party of Elders in each town.
2. Develop programme/s for Elders and Youth:
 - Strengthen Elders capacity (empowerment)
 - Responsibility to Elders
 - Story telling
 - Culture and arts
 - Engaging Youth
 - Engaging other services
 - Create a leaders registration
3. Cultural Governance through Cultural Mapping.
4. Building strong partnerships with Industry, Government and non-Government organisations. E.g. GKB organisation (Employment Economic Development Agreement).

Governance

- Governance training.
- Aboriginal Corporations need to be supported to have good governance. Having strong leader/s in our communities is very important. We need to help support/build up the Aboriginal Corporations, e.g. bring in appropriate organisations to build the capacity.
- We need to build the capacity and sustainability to be effective and therefore build strong communities.

- Clear roles and responsibilities.

SPEAK-UP

Speak up if you have any questions.

Pay attention to care – to make sure you know what you want.

Educate yourself about any given plan.

Ask a trusted member for support.

Know what you want and what you need to know.

Use the opportunity to ask.

Participate in a decision.

We need to start doing this as Noongar people.

Workshop Summary and Close – Where to from Here?

Garry Adams, City of Albany

- Acknowledged and thanked all: “Learnt a lot in last two days.”
- Gary believes that the City of Albany could do a better job at engaging with Noongar people.
- He has heard great ideas. He has a better understanding now of how to engage Noongar people into the City of Albany’s workforce. “The development of training pathways will help and we need to look at how we are currently recruiting people. For example traditionally all applications are written which may not actually be required in the job role.”
- “The City of Albany could also be an enabler. For example, assist Noongar people in business developments around possible shire contracts.
- The City of Albany has council meetings every month. Every person has an opportunity to address the council for a 4 minute period, it’s a chance to say your view and raise issues. You can address council as many times as you want throughout the year.
- Council elections are occurring in October this year. People could nominate to become a Councillor.”

Jon Wilson, Indigenous Business Australia (IBA)

- Appreciated being at the forum. Acknowledged and thanked all.
- Encouraged the leadership group) WK/SN Working Party) to keep going. Observed that they could benefit from mentoring and the use of independent facilitators.
- Urged Noongar people to contact the IBA if they had business ideas as they would like to assist them.
- “Regarding the housing issue. There is a chronic shortage of housing across WA. Please keep making recommendations to the Government regarding housing issues.”

Denise Craig, FaHCSIA

- Acknowledged and thanked all.
- “When listening over the last two days I hear that you have a lot of the solutions for issues.
- FaHCSIA tends to go to communities when issues arise. We would rather work with you to develop solutions and opportunities that address issues.

- We currently work with the JKB Working Party. We sit at the table with them and assist in different ways. We help to bring other Departments to the table when they are needed. We would like to offer this type of service to the WK/SN WP.”

Michael Carter – FaHCSIA

- Acknowledged and thanked all.
- “It has been an honour to work with WK/SN WP leading up to this forum and I would really to keep the relationship going.”

Ian Richards – DEEWR

- Acknowledged and thanked all.
- “Almost everything that has been discussed today links to DEEWR either directly or indirectly.
- Out of the current budget DEEWR has received forty nine new measures, many of which relate to Early Childhood Education. There are also significant elements that relate to the disparity in numeracy and literacy levels amongst Aboriginal kids.
- Real and tangible interventions that are being sponsored by DEEWR, such as PACE programs. There is currently PACE funding available. There are two new PACE proposals underway in this region.
- The statistics shown yesterday illustrate that the demographics for Aboriginal people down here are very different. For example, the median age of Aboriginal people is 21-22 years compared to 42 years for the rest of the population. This is getting into the primary working force age group. Long-term unemployed Aboriginal people (two years plus) make up 40% of JSA’s in this area.”
- Encourages a focus on the early years.
- Impressed with the enthusiasm and motivation of the group. Encourages them to focus on outcomes to address the issues.

Barbara Helsby, Albany Worklink

- Acknowledged and thanked all. She had “learnt heaps in the last two days.”
- Made the point that” most service providers have strategic plans and it would be good for them and the WK/SN WP to check what alignments already exist and how they can work together.
- We commit to incorporating many of the suggestions made today into the Albany Worklink Strategic Plan. We want to work together. We need guidance from the WK/SN WP on the ‘how’, the ‘who is going to lead it’ and ‘how do we fit in’.”

Lindsay Campbell, WA Department of Education

- Acknowledged and thanked all.
- Promised the Department’s commitment as they want to see the same outcomes achieved.
- “Wayne Divine and I have committed to threeout of the five working groups (Employment, Education and Training).
- We commit to doing a full audit of all programs currently in schools (in this region) and will make it available to the WK/SN WP. Together we can see where the gaps are.
- We will commit to working with you.”

Dave Coggin, First Quantum

- Acknowledged and thanked all.
- He has seen some obvious pathways to do some work when he returns. Such as, working on employment and business pathways for Noongar people.
- “A highlight has been hearing from the Elders and young men this morning.”
- Supports the recommendation from Grant Sarra to have a WK/SN WP annual review summit.

Questions and Responses

Question: Where did Wagyl Kaip name originate from?

Response from Carol Peterson: Wagyl Kaip (WK) is a group Glen Colbung set up to put in land claims (means water snake). The Government said that there were too many groups overlapping each other. Therefore, Wagyl Kaip was already registered and the groups decided to work together and adopt the one name.

Response from Glen Colbung: We lodged a land claim in 1997. There were a number of claims and the Government said that we needed to have a single Noongar claim. Also, we didn't all have the resources and budget to lodge separate claims. We combined all our resources into one claim. By having the large Noongar border we can always be on our land.

Grant Sarra (response and suggestions): It would be good to see the different Departments assist with funding an annual Wagyl Kaip and Southern Noongar annual summit. Reason – the issues and actions need to be reviewed, evaluated and re-assessed each year. It will also assist with keeping the delivery of outcomes on track.

Audience question: Is there a service to help people link up to employment besides Centrelink?

Response 1: Yes, SAC and Indigenous Employment Programs. They are available we need to advertise (more) that the service is available.

Response 2: Also, Job Services Australia provides employment pathway plans, links to training needs and any other support that can be accessed. They can assist with finding a job. Clients are referred by Centrelink.

Gail Jones, Wagyl Kaip Coordinator SWALSC, Cannington

- Thanked and acknowledged everyone's involvement.

Ezzard Flowers, Community development Officer SWALSC

- “Over the past two days we have focused on the past, present and future. We have concentrated on engagement in partnerships to address our issues.
- It was very special to hear from our Elders and Clontarf Boys.
- Offered to be contactable and to be engaged by anyone wanting to form partnerships. We all need to prepare and plan to participate.
- Learn from the knowledge, wisdom and humility of our Elders.
- In the immediate future we need to address equity and opportunity. In the next 10 years we want to see the change.
- A united Community has a powerful voice – out of this becomes harmony.
- The word Community when written forms ‘Comm U nity’. You have the ability to deliver understand and make it happen working together.”

Leon Wynne, Noongar Development Officer, SWALSC

- “We’re working hard on obtaining traineeships.
- We have a lot of good young men in our Communities.
- Currently Woolworths has 24 places to fill.
- It is important to have role models.
- Why have we stopped employing Aboriginal people? It has led to full gaols and disharmony.
- Employing Aboriginal people is good for Communities – it creates harmony.
- Working in partnership forums are good for our Community.”

Workshop Recommendations

1. Wagyl Kaip and Southern Noongar Working Party to review information (namely issues, priorities and actions identified against key workshop themes) to ensure they are addressed in the strategic plan. (Working Party priorities should, where possible, be aligned with priorities of Government, industry and non-government organisations).
2. DRET to conduct a follow-up workshop in Albany to review and discuss the findings identified in the final workshop report and develop a Regional Partnership Action Plan.
3. DRET in collaboration with FaHCSIA and SWALSC support a strategic planning workshop for members of the Wagyl Kaip Working Party to further develop their knowledge, skills and capacities in areas of strategic and operational planning and leadership and governance.
4. The Wagyl Kaip Working Party to review its existing membership to ensure that all family groups are represented.
5. Wagyl Kaip Working Party in collaboration with their government, non-government and industry partners to conduct an Annual Summit to assess and respond to changes in the environment, monitor and evaluate performance and plan for the future.
6. WA Department of Education to conduct a full audit of all programs currently in schools (in Great Southern Region) to identify gaps, and make available all findings to the Wagyl Kaip Southern Noongar Working Party.

Appendix A - Workshop Participants

Participant	Department/Organisation
Adams, Garry	City of Albany
Allerton, Louise	Mungart Boodja Art Centre, Albany
Aspinall, Richard	State Manager, FaHCSIA, WA
Aitkin, Nigel	WAMMCO
Beach, Rex	Employment Consultant, Skill Hire. P/L
Beattie, Paul	Employment Coordinator, Southern Aboriginal Corporation
Beck, Carl	CEO, South Coast NRM Inc
Belfield, Helen Grace	WK/SN Working Party Member
Belz, Geoff	DEEWR Office, Albany
Bewley, Luke	Manager, Sustainable Mining Section, RET
Bolton, Florence	Community Member
Bonshore, Maude	Community Member
Bonshore, James	Community Member
Bonshore, Dudley	Community Member
Brown, Hazel	Community Member
Brown, Vicki	Manager, Small Business Centre, Great Southern
Campbell, Lindsay	WA Department of Education
Carr, Nadene	Indigenous Employment Manager ANZ
Carter, Michael	Perth ICC Office, FaHCSIA
Coggin, Dave	Manager, First Quantum Mines Ltd
Colburg, Barbara	Community Member
Colburg, Glen	WK/SN Working Party Member
Colburg, Quinton	Community Member
Cole, Luke	Katanning
Cole, Paul	Katanning
Cook, Jay	Senior Project Officer, DAA, Albany
Craig, Denise	Manager, Perth ICC, FaHCSIA
Davis, Sam	Manager, Community and Recreation Services, Shire of Katanning
Devine, Wayne	WA Department of Education
Draffehn, Isabelle	Community Development Officer, Shire of Plantagenet
Eades, Austin	WK/SN Working Party Member
Eades, Arthur Graham	WK/SN Working Party Member
Farmer, Kathleen	A/g Chairperson Katanning Aboriginal Corporation
Flowers, Cynthia	Community member
Flowers, Ezzard	Community Development Officer SWALSC
Francesconi, Justin	Employment & Engagement Supervisor, Rio Tinto
Hansen, Gabrielle	WK/SN Working Party member

Hansen, Geraldine	WK/SN Working Party member
Hansen, Hazel	Indigenous Community Links, Southern Aboriginal Corporation, Katanning
Hansen, Shirley	Manager Aboriginal Programs, Great Southern Institute of Technology
Hansen, Stewart	WK/SN Working Party member
Haughey, Lachlan	Client Manager, ANZ Trustees
Hayden, Geri	Chairperson, GKB E&EDA Steering Committee
Hayden, Julie	Badgebup Aboriginal Corporation
Helsby, Barbara	CEO, Albany Worklink Inc
Ireland, Karen	Community & Cultural Program Leader, South Coast NRM Inc
Jacobsen, Karen	Manager, Tourism Programs Branch, DRET
James-Wallace, Cheryle	Indigenous Liaison Officer, City of Albany
Jones, Gail	Regional Development Co-Ordinator, SWALSC
Krakouer, Emma	GM, Southern Aboriginal Corporation
Krakouer, Jeanice	GM, Southern Aboriginal Corporation
McGovern, Andrew	Director, Clontarf, Albany
Minitier, Robbie	Chair, Gnowangerup Aboriginal Corporation
Nannup, Wayne	SWALSC
Penny, John	WK/SN Working Party member
Penny, Lilian	Community member
Penson, Andrew	Skill Hire Pty GTO, Albany
Pettersen, Carol	WK/SN Working Party member
Price, Janelle	Regional Development Australia
Pritchard, Russell	Regional Manager, Industry & Infrastructure, Great Southern Development
Puls, Brad	Line Manager, Clontarf
Quatermaine, Rosalie	WK/SN Working Party member
Reynolds Doc	Chairperson, WAITOC
Ryder, Garry	Community member
Sarra, Grant	Grant Sarra Consultancy Services
Smith, Naomi	Community member
Smith, Sherma	Community member
Stirling, Glenda	Community Liaison Officer, Grange Minerals, Albany
Tyquin, Michael	WIP Coordinator, Department Resources, Energy and Tourism
Ugle, Joyce	Community member
Ugle, Mark	Community member
Vanderwaag, Jessica	Great Southern Development Commission, Katanning
Williams, Alison	Community member
Williams, Louise	Community member
Williams, Gerald (Jnr)	WK/SN Working Party member
Williams, Naomi	Manager, Community First
Wilson, Jon	Manager, Business Lending and Support, IBA

Woods, Eliza	Albany
Woods, Maureen	WK/SN Working Party member
Woods, Owen	WK/SN Working Party member
Wynne, Leon	Noongar Development Officer SWALSC
Yorkshire, Brad	Community member
Yorkshire, Joan	Community member
Yorkshire, Lester	Community member

Appendix B - 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	4	11	27	76.9	2	5.5	3	8.3		
	The structure and format of the workshop allowed the objectives to be achieved	3	8.3	25	69.4	6	16.6			2	5.5
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	11	30.5	22	61.1	2	5.5	1			
	I met a number of people at the workshop that I will probably contact or deal with again	10	27.7	20	55.5	4	11	1			
	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	10	27.7	24	66.6	2	5.5				
Organisation & format	The workshop was well organised and the time spent on each session/topic was about right.	7	19.4	23	63.8	4	11	2	5.5		
	The time allowed for meeting with and talking to others was about right	3	8.3	26	72.2	5	13.8	2	5.5		
	The facilitator encouraged discussion and the sharing of ideas	17	47.2	17	47.2	2	5.5				
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	11	30.5			2	5.5				
Total		76		184		29		9		2	

* 26 returns showed no response against this question.

Appendix C - Participant Comments

- “We have a lot of issues out there, but there are a lot of service providers who need to be more accountable. Well done.”
- ”Let’s make this partnership work.”
- “No more talk fests.”
- “The need for ownership of our destiny.”
- “Need to link in better with other organisations. Worthwhile workshop.”
- “Be positive, be persistent, and work together. Great days, thanks.”
- “Better partnerships – no blame. Work together to find solutions.”
- “I think everyone should be able to hear the messages of the elders and the young people as we did this morning.”
- “Need to follow up and implement recommendations.”
- “Be proud of your culture; never give up what you set out to achieve, keep being positive and strive forward to help our Aboriginal Noongars and communities.
- “Partnerships are the way forward.”