

# **Working in Partnership**

Mining and exploration industries, Indigenous communities and governments

## **Wimmera Region Victoria Workshop Report**

Horsham Golf Club  
28 and 29 November 2007

Prepared for

**Department of Resources, Energy and Tourism**  
Level 10, 10 Binara Street  
Canberra, ACT 2601

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

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## Executive summary

Exploration and mining industries and Indigenous and government agencies are to form a working group actively to deliver education, training and employment benefits to Aboriginal people in the Wimmera Mallee.

The then Australian Department of Industry Tourism and Resources (DITR) in late November 2007 hosted a two-day industry workshop in Western Victoria under its national Working in Partnership (WIP) program.

The WIP program is designed specifically to bring together members of the mining and exploration industries, Traditional Owners and indigenous community members and government agency service providers to discuss issues of mutual interest and forge new partnership arrangements that have mutual benefits.

The WIP program's primary aims include building relationships to help improve:

- employment - job readiness, opportunities and participation
- education and training
- business opportunities
- cultural awareness
- capacity building
- economic empowerment

The Wimmera region workshop was held on 28 and 29 November at the Horsham Golf Club and was the first in this national program to be held in the state of Victoria.

It followed an intensive research phase that had identified a range of current issues relevant in the socio-economic climate of the region.

These issues were analysed in the context of significant economic growth - particularly in the mineral sands sector - predicted in the region.

Foremost among the issues described by exploration and mining industry stakeholders were:

- uncertainty over any potentially adverse impact of the newly enacted Victorian Aboriginal Heritage Act 2006
- perceived problems in identifying Indigenous parties with whom to do business and engaging cultural protocols necessary for dealing with Indigenous groups

A total of 61 invitation-only delegates representing major stakeholders attended the WIP workshop to hear a total of 13 specialist presenters across the two days.

The Welcome to Country was delivered by Traditional Owner and Barengi Gadjin Land Council Aboriginal Corporation elder Aunty Nancy Harrison.

The full two-day workshop agenda is included on p15 of this report.

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

On day one, segmented groups whose members specifically represented industry, Indigenous people and government were invited to identify and rank issues and aspirations of importance to them.

On day two, mixed groups were invited to canvass the issues and aspirations identified the previous day and then to begin defining pathways forward that would fulfil the objectives of the WIP program.

Before the close of business on day two, delegates unanimously resolved to establish a regional working group to continue the process of relationship building started during the workshop.

Key objectives for the proposed group will be to establish strategic and 'inclusive' education, training and employment initiatives designed to assist Aboriginal people to take their future places in the mining and exploration sectors in the Wimmera region.

It was agreed the new working group would hold its inaugural planning meeting in the region during February or March 2008.

## **WIP overview**

The Australian Government's Working in Partnership (WIP) program, now in its seventh year, is delivering increasing benefits to the mining industry and Indigenous communities.

Established in 2001, the Indigenous Communities/Mining Industry Regional Partnership Program, now known as WIP, aims to support and encourage cultural change in relations between Indigenous communities and the mining industry, and to promote long term, effective partnerships which benefit all stakeholders.

Building effective long-term relationships with Indigenous communities is now part of core business of the exploration/mining industry.

WIP is part of the Australian Government's commitment to increase opportunities for Indigenous Australians, noting that the exploration/mining industry is one of the few providing employment and business development opportunities for remote communities.

Managed by the now re-named Department of Resources, Energy and Tourism (RET), WIP consists of a number of key elements including:

- an information kit containing case studies on effective partnerships between the mineral exploration and mining industry and Indigenous communities containing information on relevant government programs which can support partnership initiatives
- a series of regional workshops bringing stakeholders together to promote discussion of ways of developing better relations and outcomes. The Horsham workshop represented the twelfth of these nationally
- support for regional committees that have formed to take forward the issues raised during regional workshops. A number of such committees are operating and continue to meet on a regular basis
- some discretionary support for projects that will deliver benefits commensurate with the program objectives

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

## Wimmera WIP workshop research program

In June and July 2007, Sydney based consultancy IMC – Integrated Marketing Communications Pty Limited - completed a research project for DITR's WIP program in the Wimmera region of western Victoria.

According to the most recently available population figures published in 2006, the Wimmera region's Indigenous population totals no more than 500 people or 0.8 per cent of the district population of 51,430.

This number is seen as fluid, however, and many observers feel that Indigenous employment opportunities related to the construction of the Wimmera Mallee Pipeline have contributed to growth in the region's Indigenous population.

It is widely believed that resource development, particularly in the mineral sands industry, can help consolidate on-going regional employment for Aboriginal people, particularly young people.

The local Indigenous community will continue to play a critical role in the Wimmera's resource sector development because of native title and cultural heritage issues defined under the new State Act.

The Victorian Aboriginal Heritage Act 2006, enacted in May 2007, is playing a significant role in defining and regulating resource development stakeholder relationships and will continue to do so.

The Act has clear legal and procedural implications for all industry and community stakeholders.

Prior to the November WIP workshop at Horsham, stakeholders had agreed that there existed a pressing need for interest groups to come to terms with the new legal and cultural realities of The Act.

The emergence of the mineral sands industry particularly in recent years was being hailed as an important future source of resource wealth for the region.

Major objectives of the IMC research program included assessing the projected growth of exploration and resource development in the region and to identify major issues of concern to regional stakeholder groups.

Key findings from the preliminary Wimmera research phase included:

- Indigenous community spokespeople believed resource developers and their representatives lacked insight into appropriate protocols for negotiating with Indigenous peoples
- confusion existed over competition between competing Indigenous organisations for 'Registered Aboriginal Party' status under the terms of the new State Act
- changes arising from the passage of the new State Aboriginal Heritage Act need to be fully understood and appreciated by all parties
- mining industry spokespeople acknowledged the need to:
  - create one-on-one relationships in local communities
  - come to terms with the requirements of the new Act

- questions existed over the size and possible role of the available Indigenous workforce regionally
- resource developers expressed concern that ‘demarcation’ disputes between Aboriginal peoples in the region could hamper the parties’ ability to fully interact for the most widespread regional benefit
- government and regional development agencies strongly supported the DITR Working in Partnership workshop proposal as a platform for improved relations between commercial, community and cultural interest groups

Completion of the research phase of this exercise gave the consultancy insights into perceived issues with the potential to impact on relations between industry, Indigenous community and government agencies in this region in the future.

### **Mineral sands in Western Victoria**

Resource industry analysts have predicted substantial growth in future international demand for mineral sands extracted from the Wimmera Region.

This is being driven in part by continuing economic development in China.

There is significant exploration activity occurring throughout the region.

In July this year, mining company Astron Limited said a mineral sands project in the Wimmera would create 70 new jobs.

The company had completed a socioeconomic study of the Donald mineral sands project and the findings had been presented to residents at a public meeting at Minyip in Victoria

The company said this project alone would contribute up to \$40 million to the community annually and produce 500,000 tonnes of heavy mineral concentrate each year to be exported to China.

In 2006, the then Victorian Minister for Energy Industries and Resources, Theo Theophanous, said the region would experience an economic boom as western Victoria’s mining industries ‘re-entered the world stage’.

“We will be seeing projects come on line right across provincial Victoria, from the Wimmera and the Mallee, through the central goldfields and South West, to Gippsland,” Mr Theophanous said. “In western Victoria towns such as Hamilton, Horsham and Stawell are being revitalised in part because of the new minerals boom.

“We expect to see new jobs and new wealth in areas that have not seen resource developments of this nature before.”

## Workshop facilitation

In September 2007, IMC was the successful respondent to a DITR Request for Tender to facilitate the Wimmera WIP Workshop.

IMC appointed a team of three to facilitate the workshop.

- Mike Cahill - project manager/facilitator
- Jock Kreitals – industry analyst/workshop support
- Anna Zakaras - event manager

They were backed by the in-house administration resources at IMC.

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

During October, Coordinator of the Departmental Working in Partnership program, David Abbott and IMC managing director Mike Cahill, undertook a successful three-day planning and stakeholder liaison trip to Melbourne and to Western Victoria.

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

Primary consultation for this visit included the following: Aboriginal Affairs Victoria, Department of Planning and Community Development  
Iluka Resources  
Indigenous Coordination Centre  
Pyrenees Shire Council  
Perseverance Corporation  
Stawell Gold Mines  
Department of Sustainability & Environment  
Regional Development Victoria  
Wimmera Development Association

Donald Mineral Sands  
University of Ballarat  
Barenji Gadjin Land Council

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

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



## **Workshop participation**

A total of 61 delegates attended the WIP workshop at Horsham during the two days. On day one, there were 34 delegates present.

On day two, some of those who attended on day one were absent but, by and large, their places were filled with newcomers and there were 27 people present.

There was a total of 13 specialist speakers during the two days.

Personal invitations to the workshop were sent to a total of 146 stakeholders and relevant parties.

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

## **Breakout group structure**

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

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

The final business session on day one saw delegates separate into three interest groups based on their audience profile.

Each of these breakout groups was invited to interactively identify major issues linked to the socio-economic challenges of building employment opportunities for Indigenous people in the region.

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

These lists are contained in this report.

On day two, three new breakout groups were established and membership of these was mixed though a process of random selection.

These three groups were invited to consider and discuss the issues and aspirations identified the previous day.

They were invited also to consider pathways forward in the context of the overall objectives of the workshop.

Their observations and recommendations are contained in this report also.

## The agenda

Working in Partnership

The mining industry and indigenous communities

### Wimmera Regional Workshop – Horsham, Victoria

Wednesday 28 – Thursday 29 November 2007

Horsham Golf Club, 304 Golf Course Road, Haven (via Horsham), Telephone 03 5382 1652

Wednesday 28 November	
8.30 am	Registration and coffee
9.00 am	Introduction <b>Mike Cahill</b> , facilitator. Traditional welcome to country - <b>Aunty Nancy Harrison</b> , Wotjobaluk elder and <b>Gail Harradine</b> , Barengi Gadjin Land Council
9.05 am	<b>Session 1</b> Working in Partnership overview – <b>David Abbott</b> , coordinator, Working in Partnership, Department of Industry, Tourism and Resources.
9.30 am	<b>Session 2</b> Indigenous history and culture of the region <b>Stuart Harradine</b> , Indigenous relations manager Wimmera Catchment Management Authority <b>Gail Harradine</b> , Barengi Gadjin Land Council
9.50 am	<b>Session 3</b> The resource development big picture in the Wimmera Mallee region <b>Daniella Csaky</b> , Mineral Petroleum Division, DPI, Vic
10.15 am	Morning tea
10.45 am	<b>Session 4</b> Archaeology of the Wimmera Mallee region <b>Harry Webber</b> , senior policy officer, Heritage Planning, Aboriginal Affairs Vic
11.15 am	<b>Session 5</b> Aboriginal Heritage Act 2006 <b>Jamin Moon</b> , senior policy officer, Heritage Planning, Aboriginal Affairs Vic
12 noon	<b>Session 6</b> <b>Q&amp;A challenge:</b> AAV has invited delegates from mining and exploration companies to bring along examples of issues or concerns they have in respect of the new Act so these can be canvassed as part of the workshop.
12.30 pm	Lunch
1.30 pm	<b>Session 7</b> Wimmera Region Indigenous Land Use Agreement (ILUA) <b>Sandy Hodge</b> , executive officer, Barengi Gadjin Land Council <b>Werner Weigl</b> , native title coordinator, south west region, Department of Sustainability and Environment Vic
2.00 pm	<b>Session 8</b> National and Victorian Minerals Council of Australia policy: • land access for exploration and mining through agreement-making • relationships with indigenous communities and developing sustainable regional communities <b>Rosemary Waghorne</b> , MCA assistant director, Vocational Training Policy
2.30 pm	Afternoon tea
3.00 pm	<b>Session 9</b> <b>John Collier</b> – regional Koori employment specialist
3:30 pm	<b>Session 10 Breakout groups/ feedback</b> <b>Breakout groups convene and report</b> • Indigenous communities • Industry • Government

5.00 pm		Close of business day one
5.00 pm - 7.00 pm		Social function

Thursday 29 November		
8.30 am		Coffee
8.45 am		Good morning, summary and preamble <b>Mike Cahill</b>
9.00 am	<b>Session 11</b>	Wimmera Indigenous Resource Management Partnership -- an overview <b>Gabrielle Brennan</b> , senior indigenous policy advisor, DPI Victoria
9.30 am	<b>Session 12</b>	Engaging Indigenous Communities <b>Wendy Tagliabue</b> , director, Innovative Business Training Pty Ltd
10.00 am	<b>Session 13</b>	The Wimmera Mallee Pipeline model <b>Jo Bourke</b> , project liaison officer, Wimmera Mallee Pipeline
10.30 am		Morning tea
11.00 am	<b>Session 14</b>	Job futures for the region's indigenous youth <b>Chris Harrison</b> , youth leader
11.30 am	<b>Session 15</b>	Role of Local Employment and Training Networks <b>Christine Picone</b> , community partnership manager, Wimmera Southern Mallee Local Learning and Employment Network (LLEN)
12.00 pm		Lunch
1.00 pm	<b>Session 16 Breakout groups</b>	Pathways to improved understanding and cooperation... Three mixed groups. What steps now needed at the regional level to ensure that a new partnership arrangement, as it relates to mining, can be successfully planned, managed and implemented? Who needs to be involved from government, industry and community? What actions need to be taken?
2.00 pm	<b>Session 17 Group feedback</b>	<b>Breakout group spokespeople</b> Presentation of group outcomes and recommended timelines Common themes from each group to be identified and discussed <b>Resolutions from the floor</b> Wrap-up and agreement on an action plan
2.45pm		Closing remarks, thanks - <b>Mike Cahill and David Abbott</b>
3.00 pm		Workshop close and afternoon tea

## **Official Welcome to Country**

The following Welcome to Country was delivered by Aunty Nancy Harrison to officially open the WIP workshop on behalf of the Traditional Owners and the regional Indigenous community.

*Ladies and Gentleman.*

*Thank you for the opportunity to provide today's 'Welcome to Country'.*

*My name is Nancy Harrison, I am an Elder of the Wotjobaluk people and a Traditional Owner from this area.*

*I would like to acknowledge the Traditional Owners of the land on which we stand; the Wotjobaluk, Jaadwa, Jadawadjali, Wergaia and Jupagalk people, their Elders past and present and Elders here today. I also welcome other Koori community members here today. As Traditional Owners we have a Sacred Responsibility to Care for this Country and our Culture.*

*We are doing this through a number of ways, such as our cultural Heritage Program, the establishment of the Winyula Council in order to work with other agencies, the Wergaia Language Program and through our organisation – the Barengi Gadjin Land Council.*

*Through the Barengi Gadjin Land Council, we hope to strengthen the relationships that were formed through the development of our Native Title Agreement; these important relationships include a number of agencies and most importantly the broader community.*

*We hope to work together in the spirit of mutual respect and understanding.*

*Most of our members have lived in this area all their lives, have a strong connection to the land and their culture, and we are very involved in looking after our country.*

*We are therefore pleased to be working in partnership with the mining industry and other stakeholders. I think today is a great opportunity for people to get together and I hope that you all have a fantastic day.*

*I would like to close with some words from our Wergaia Language:*

## **Delguk Wada-dj Dja-Ka Wotjobaluk**

*(It is good you have come today, here on Wotjobaluk country)*

*As Traditional Owners of this area, and on behalf of our people, we express our thanks for this opportunity to honour our Wotjobaluk heritage, and our connection to this land.*

*We welcome you all to the land of the Wotjobaluk.*

*Thank you.*

## Summary of proceedings

### Wednesday 28 November

**9:45am – Mike Cahill** – welcome; opening comments

**9:50am – Gail Harradine and Aunty Nancy Harrison presentation**

- Mutual respect and understanding are important
- Lived in the area their whole lives, strong connection with land
- Happy to work with the mining and exploration industries and excited to create and build relationships

**9:55am – Session 1 David Abbott**

- Respects and appreciation to local Traditional Owners
- WIP Program outline - two workshops a year
- Do not want to push topics and discussions
- Cannot promise a silver bullet but we should strive to introduce contacts to develop relationships and schemes for mutual benefit
- Well aware that this is a sensitive area and are fully respectful to all parties
- Case studies, handbooks and feedback forms are available
- New handbook on Working with Indigenous Communities available

**10:05am – Session 2 Sandy Hodge, Stuart Harradine and Gail Harradine**

- Land Council, Native Rights and history of cultures
- Story of spirit of survival
- Not anti-mining, Aboriginal people feel concerned about what it does to the land and changes are being made to improve procedures to create more positive relationships
- A lot of effort and dedication invested in the BGLC being recognised for what it does and the positive outcomes the council has generated
- Elders strongly involved in the welcoming session and determined to build relationships and connections

**10:35am – Session 3 Daniella Csaky**

- Victorian DPI - mining policies and development overview in Victoria and the Wimmera Region.

**11:00am - break**

**11:15am – Session 4 Harry Webber**

- Archaeological and heritage land issues in the Wimmera Region
- Why it is important and how crucial it is to preserve.

**11:40am – Session 5 Jamin Moon**

- Victorian Aboriginal Heritage Act 2006 -- major presentation.
- Questions to Jamin and Harry

**12:30pm – LUNCH**

**1:30pm – Session 7 Sandy Hodge and Werner Weigl**

- Settlement and claim area agreement
- RAP – registered Aboriginal party definition

- Conformed consent
- Licensing agreements
- ILUA native title settlement
- BGLC genealogy guidelines
- Have to prove a direct connection or line between owner and ancestor, then select an elder
- Mention of decision-making preferences and time constraints and being respectful and patient of this

### **2:15pm – Session 8 Rosemary Waghorne**

- Acknowledgement and respect
- Victoria has a representative minerals body which covers all of Australia, unlike the other states and territories in Australia
- Land access for mining and exploration – agreement making and advocating with Indigenous bodies
- Maintaining social license to participate

### **2:30pm – AFTERNOON TEA**

### **3:00pm – John Collier**

- Plantation development
- Nursery with native and potted plants
- Employment and skills development
- Skills shortage, jobs are out there and people are out there ... it's just a matter of getting these groups together

### **3:15pm – Breakout group sessions**

- Three main groups:
  - mining and exploration
  - Indigenous
  - government
- Brain storming and creating ideas to strengthen the relationships
- A chance to talk about these things in an open and honest way
- Negative comments, problems or ideas for change welcomed

### **4:20pm – Breakout group key issues and aspirations summary**

#### **Indigenous group – Sandy Hodge and Gail Harradine**

- Employment – transferable skills eg. On the job training
- Long term employment and training
- Induction/work experience opportunities
- What job opportunities or business opportunities are there?
- TOs doing archaeological/consultancy roles
- Cultural awareness training
- EIC based programs
- Youth programs
  - getting job ready
  - Drivers' licences
  - clothing/interview
  - transport
  - OH&S gear
- Skills audit – What skills/gaps are there?
  - Cultural centre
  - Co-management area/work roles

- BGLC & C.H./RAP work

- Consultation/involvement from the start, including pre-planning
- More training and support for TOs to have input (CH, NT)
- Building links/networks with the mining industry/identify opportunities
- Scholarship opportunities
- Promotion of BGLC partnerships with the mining industry (new logo?)
- Skill sharing/two-way learning

### **Industry group – Raina Savage**

- We often feel dis-empowered/disempowered? by our lack of expertise and knowledge
- We see a lack of consistency between government departments and within government departments
- We prefer more direct engagement (less lawyers)
- Uncertainty about who to deal with and how to find them
- The wider community has very high expectations of the mining industry
- Mining is a high technology low employment industry
- Individual companies need help to cooperate more to effectively support training programs
- The mining industry should work to access the new 450,000 training places
- The TAFE system is not meeting our needs
- Time-lines are important to our industry and to the financial sector which funds us
- How can we work efficiently where there are overlapping RAP's
- Community politics can be challenging and can cause delays
- There are inconsistencies about the groups to deal with under the NTA and the AHA

### **Government group – Brian Kearns**

#### Issues

- Access to employment and training
- Opportunities for school based apprenticeships
- Opportunities for structured workplace training
- Discrepancies between states with vocational education and training
- Agencies need a better understanding and profile of Indigenous communities
- Large number of Indigenous students are early school leavers
- Lack of government agency coordination (silo's) and variable engagement
- Focus too much on mining, not others like service providers to mining (e.g. re-veg.)
- Issue with mining is lack of flexibility in work hours (especially for women)
- Government agencies accessing Indigenous community representatives

#### Aspirations

- See mining companies say what they have to offer
- Assist in developing Indigenous youth leaders and with work experience (role models)
- Working better together across agencies
- Improving engagement with Indigenous community
- Increasing number of Indigenous students completing school
- Assist/support in raising the profile of Indigenous communities
- To hear what Indigenous communities aspirations are
- Understand who specific people/groups are for specific purposes/engagements

5pm -- **SOCIAL FUNCTION**

## **Thursday 29 November**

**9:25am – Mike Cahill** -- Good morning and welcome

Working in Partnership day one breakout groups

### **Emerging action themes**

- The BIG one = improved knowledge and awareness between groups
- Improved training strategies
- Improved awareness within and between
- Improved co-ordination
- All inclusive; from the outset

**9:30am – Session 11 Gabrielle Brennan**

- Case study on resource management and partnership
- Role of the DPI and DSE
- Educational opportunities recognised on a national level

**9:55am – Session 12 Wendy Tagliabue**

- The 'Engaging Indigenous Communities' certified training program
- Sophisticated program developed locally in Western Victoria
- Explaining the importance of training certificates for engaging relationships in Indigenous communities
- Key reason for the program is to support positive relationships and economic development.
- This course could be delivered to miners and public servants by a Wimmera Region RTO (registered training organisation)

**10:15am – Session 13 Jo Bourke**

- Wimmera Mallee Pipeline production and development process
- Case studies in Indigenous employment

**10:35am – MORNING TEA**

**11:00am – Session 14 Chris Harrison**

- Youth worker and education development member for Indigenous children
- Works closely with Goolum Goolum Aboriginal Cooperative Limited and local police and community support providers.
- Strong but informal relationships needed for police and young Indigenous people to interact positively
- Lots of questions asked, lots of praise and respect for what Chris was doing

**11:25am – Session 15 Christine Picone**

- LLEN: To enable young people to make informed choices about career and further their education and training
- Outline of regional education and training programs delivered across a range of audiences.
- Willing to work with local Indigenous communities to better tailor these programs to the contemporary needs of Koori youth.

**12:00noon – LUNCH**

**1:00pm – Session 16 breakout group**



- Three groups of mixed delegates put together to discuss and develop recommendations in relation to key points arising from the workshop presentations and the previous days breakout groups.

### **2:30pm – Session 17 Evaluations**

#### **Greg Carson - Group One**

- Yesterday was a session of discussion and today we would like to develop some ideas and solutions
- Mining industry small lots of opportunities within the process – clerical etc not just physical positions
- What is expected? Work ethic, flexibility in work hours, fit and able for the position
- Need of a central point of contact for everyone – LACG (Local Aboriginal Consulting Group good for this)
- Made to take out “central” a strong need for local point or group for people
- Mentoring a big issue, a contact to be a friend to the indigenous employee but someone who can be tough and guide the way
- Timing important for approvals and employment cycles
- Draw together an appropriate group of people with issues to address properly
- Local local local everything being the main point

### **2:45pm Andrew Cormack and Sandy Hodge - Group Two**

- How do you encourage Indigenous people to come and work for a company run by white people?
- A special effort needs to be made to for Koori people to find studying or training appealing, or just create a course that gets them job ready
- A suggestion was made for Koori people to have the opportunity to go to Iluka and look around, find out more about the mining industry before deciding to work there
- Relationship building a really critical point and it needs to be developed right from the start
- Engagement on a regional level with mining companies and Indigenous communities
- Longer term employment opportunities are more difficult because of the influence family and friends have on the employee
- No special provisions, no special rules and a professional standard and conduct for work that BGLC supports and understands is required from the mining industry
- All working together, not two single parties can create or change

### **3:00pm group 3 Gabrielle Brennan – Group Three**

- Ongoing forum for more regular communication between Indigenous and mining contacts
- What else is left if training and education isn't used

### **Question and discussion time**

- Issue with Cert. 1 – no awareness of potential opportunity
- Importance of local level and raising awareness and promoting
- Mining is a small industry by comparison with other community-based employers e.g. Hospitals and council
- Iluka has agreed to meet with the local Land Council to discuss opportunities
- New Year get together or a forum for representatives
- The meeting resolved to establish a local “task force”  
To continue the day's dialogue.
- DITR happy to support intervals and more regular meetings
- Local commitment to push things along in between meetings

## Breakout group recommendations for action

### Group one

#### Steps to Partnerships

- understanding of opportunities in mining and associated employment
- O.H&S. work ethic
  - trade skills
  - site rehabilitation
- other occupations
  - Motor Mechanics
  - processing
- Who to talk to?
  - DPI Victoria
  - Australian Apprenticeship Centres
  - Native Title Services
  - Wurreker Brokers (Wayne)
  - Horsham Local Aboriginal Education
  - Consultative Group (Jenny)
  - Traditional Owners and cooperatives
  - Job network Providers
  - Access pre-app
  - DEWR– clothing, licences
- Work for the dole – local projects
- preparation
- local point for issues discussion
- approval process slow
- training – capacity to supervise?
- expectations for employment
- flexibility – work hours
- work experience – DEWR
- mentoring – issues – OHS
- STEP funding
- pre-employment training
- mentoring
- understanding of Indigenous community of how mining process works
  - mining
  - processes
  - markets
  - mining cycle - 25 years
- 25 year lead time – missed opportunities?
- experience of pipeline authority – model to build on
- local decision making – reps in Horsham
- DPI and AAV – authority regionally
- skills audit by mining companies?

## Group two

### Recommendations + actions

- industry needs to adapt to the Indigenous way of doing business (people, place, time, approach, particular link/mentor)
- MCA (Vic) could bring companies together to understand how to adapt to an effective mode of communication – cultural empowerment of non-Indigenous people
- get job networks to be proactive working with Indigenous job seekers, and make use of financial incentives.
- need training programs to create young people who are job-ready for the mining industry
- work with the communities and peak bodies to design and develop taster courses at the RTOs relevant to the mining industry leading to pathways into employment.
- encourage mining site visits, expos, work experience to interest Koori people in the industry (and in the courses described above)
- to start the relationship building process - with at least one month's notice
  - barbecues – yarns with people
  - key stakeholder forum Wimmera Mallee region – need first to identify the key stakeholders
  - MCA facilitation

### Common themes

- communication
- joint effort by all stakeholder groups
- act locally
- identify key stakeholders
- perspective of mining size opportunity

## Group three

### Recommendations

- improved communication between stakeholders
- local Indigenous training on cultural values etc. delivered by and in the local community
- potential partnerships to build include
- capacity to meet their aspirations eg; leading heritage management - advisors, cultural awareness training, trainers, archaeologists
  - possible examples of role for industry and government – scholarships/cadetships
  - partners to achieve this training providers (universities) TAFE
  - LAECGs (Local Aboriginal Education Consultative Groups) to link communities
  - MCA Victoria
  - AMMA (Australian Mines and Metals Association)
  - government agencies
  - mining companies
- Improve engagement and include communities – employment opportunities and training in the industry and benefits. (Specifically the training Cert. 1)

### Possible action

- Define who is to be involved
- Local companies meeting local Indigenous communities (especially youth but also unemployed) about the opportunities
  - Iluka (Chris Godfrey)
  - CEOs of BGLC, GG and LAECG (VAEAI)
- Promote examples of working partnerships between Indigenous communities and mining companies
  - 'working partners'
- DPI – to assist promotion through its publications (GB & DC to follow-up early '08

### **Key business outcome**

At the close of business on day two, workshop delegates unanimously resolved to establish a representative regional working group including BGLC, mining industry representatives and government agencies to continue the process of relationship building.

Key objectives for the group included establishing strategic education, training and employment opportunities for Koori people in the mining and exploration sector in the Wimmera Region.

Nominees for the working group included:

- Sandy Hodge BGLC
- Gabrielle Brennan – DPI Vic
- Chris Godfrey and/or Raina Savage – Iluka
- Christine Piccone and/or Andrew Cormack – LLEN

It was resolved the new working group would hold its first meeting in the region in February or March 2008.

## Workshop evaluation

Overall, workshop delegates indicated they were pleased with the workshop program and the knowledge transfer process.

Some concerns were expressed about the two day duration and there was a desire for more 'interactivity' in future workshops should they be held.

Here are a selection of comments from delegates:

- The improvement that can be achieved for our younger generation.
- Mining industry needs to understand Koori perspectives and our concerns about disturbance of land.
- There was a lot of presentations on day 1 (that) seemed to be common knowledge. I think future workshops need to be more interactive, facilitated by activities that break through the issues. I felt a lot of people left after lunch on day 1 and representation from significant stakeholders was lost.
- Well done guys - this was excellent.
- More needs to be done.
- More opportunity for interactive discussion less on cultural heritage - would have been good to hear more from some of the companies.
- Disappointed that some speakers did not then participate in the whole workshop and missed talking to them.
- Engage with relevant Indigenous stakeholders as soon as possible in their preferred style.
- Lot of improvement needed in sharing knowledge and communications.
- Honest communication needed by all. Great opportunity to bring community together.
- Need a local group to work together to advance these issues 'on the ground'. More interactive sessions, less passive listening.
- There are opportunities for stronger partnerships to be formed in the region.
- Try harder to make it work.
- This workshop should have been over one day only.

## Appendix A -- workshop participants

Name	Organisation	Final tally
<b>Attended 28th</b>		Total attendees on the 28th = 34
Bill Masson	DEWR	Total attendees on the 29th = 27
Brian Kearns	DPI	Total to attend both days= 19
Damein Bell	Windamara Aboriginal Corp.	Total number of contacts attending = 42
Gillian Bradshaw	West Wimmera Shire Council	Total number of contacts invited = 149
Harry Webber	AAV	
Jamin Moon	AAV	
Jeff Dunwoodie	Perseverance Corp. Ltd.	
Jenni Beer	University of Ballarat	
John Collyer	Worn Gundidj Aboriginal Cooperative	
Leanne Gee	Windamara Aboriginal Corp.	
Matthew Phelan	AAV	
Rohan Cobcroft	Iluka	
Rosemary Waghorne	MCA	
Suzanne Gatz	Regional Development Victoria	
Werner Weigl	DSE	
<b>Attended 29th</b>		
Andrew Cormack	Wimmera South Mallee LLEN Inc.	
Brian Myles	Pyrenees Shire Council	
Greg Carson	DSE	
Jo Bourke	GWM Water	
Lyn Mchlachlan	DSE	
Rebecca Lannen	Indigenous Coordination Centre	
Shane Bryan	WorkCo Limited	
Wendy Tagliabue	Innovative Business Training	
<b>Attended 28th &amp; 29th</b>		
Aunty Nancy Harrison	Wotjobaluk elder Victorian Aboriginal Education Association Inc.	
Carole Hickman	DSE	
Chris Dixon	Iluka	
Chris Godfrey	Goolum Goolum Cooperative	
Chris Harrison	Wimmera Southern Mallee LLEN Inc.	
Christine Picone	DPI	
Daniella Csaky	Career Advise Australia	
Ellen Fleming	DPI	
Gabrielle Brennan	Barenji Gadjin Land Council	
Gail Harradine	Auspac Resources	
Mike Smith	Barenji Gadjin Land Council	
Sandy Hodge	DSE	
Peter Harradine	Iluka	
Raina Savage	DSE	
Ray Marks	Perseverance Corp. Ltd.	
Sandra Burns	Donald Mineral Sands	
Simon Peters	Barenji Gadjin Land Council	
Stuart Harradine	Victorian Aboriginal Education Association Inc.	
Wayne Clarke	Inc.	

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## Appendix C - participant evaluations

### Working in Partnership Murdi Paaki Regional Workshop 5 and 6 October 2006

The following is a table of results from participants' evaluation sheets about the workshop. There were 20 respondents.

		Strongly Agree	%	Agree	%	> Neutral	Neutral	%	Disagree	%	Strongly Disagree	%	
<b>Workshop Objectives</b>	The objectives of the workshop were clear to me and relevant to my role in my organisation	1	5%	15	75%	<b>80%</b>	4	20%	0	0%	0	0%	100%
	The structure and format of the workshop allowed the objectives to be achieved	1	5%	16	80%	<b>85%</b>	2	10%	1	5%	0	0%	100%
<b>Working with others</b>	As a result of the workshop, I have a better understanding of the things other groups see as important in developing partnerships	6	30%	14	70%	<b>100%</b>	0	0%	0	0%	0	0%	100%
	I met a number of people at the workshop that I will probably contact or deal with again	5	25%	15	75%	<b>100%</b>	0	0%	0	0%	0	0%	100%
	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	4	20%	13	65%	<b>85%</b>	3	15%	0	0%	0	0%	100%
<b>Organisation &amp; format</b>	The workshop was well organised and the time spent on each session/topic was about right.	0	0%	14	70%	<b>70%</b>	3	15%	0	0%	0	0%	85%
	The time allowed for meeting with and talking to others was about right	0	0%	16	80%	<b>80%</b>	3	15%	1	5%	0	0%	100%
	The facilitators (Mike and Jock) encouraged discussion and the sharing of ideas	5	25%	12	60%	<b>85%</b>	1	5%	1	5%	0	0%	95%
	The social function was worthwhile and a good chance to network with others	0	0%	17	85%	<b>85%</b>	2	10%	0	0%	0	0%	95%
<b>Workshop conclusions</b>	The results of the workshop are something I will be able to talk to others about and use to build partnerships in the future	6	30%	14	70%	<b>100%</b>	0	0%	0	0%	0	0%	100%
	<b>Total</b>	<b>28</b>		<b>146</b>			<b>18</b>		<b>3</b>		<b>0</b>		