



SOUTH AUSTRALIAN ABORIGINAL BUILDING, CIVIL AND CONSTRUCTION ACADEMY

ABCCACADEMY.COM.AU



THE
LONG WALK



ACADEMY'S PURPOSE

THE ABORIGINAL BUILDING & CIVIL CONSTRUCTION ACADEMY (ACADEMY) PROVIDES A 'PLACE OF BELONGING' AND CONNECTION POINT FOR ABORIGINAL JOBSEEKERS TO ENHANCE THEIR PARTICIPATION IN THE BUILDING AND CIVIL CONSTRUCTION INDUSTRY.

The Academy provides a central point of contact between the Aboriginal jobseeker community and the building and civil construction industry.

THE ACADEMY BEING THE CENTRAL POINT OF CONTACT PROVIDES:

- Promotion of the provision of Aboriginal employment, which is culturally relevant, reinforces cultural identity and provides supportive learning environments for Aboriginal jobseekers, employees and employers of Aboriginal peoples; and
- Successful employment outcomes and positive social and economic participation.

The Academy operates on a model of continuous improvement and continued learning to continually strengthen the Academy services. Some of our learning's which we have and will continue to utilise in future employment services.



ACADEMY CULTURAL SAFETY FRAMEWORK

ACADEMY CULTURAL SAFETY PRINCIPLES:

- Partnerships – engage in genuine dialogue and authentic relationships
- Personal Knowledge – cultural affirmation and identity
- Protocols – both-way learning and apply the FPIC (Free, Prior and Informed Consent) guidelines
- Processes – confirm equity and dignity for all and create mechanisms for effective cultural systems
- Positive Purpose – deliver real and mutual benefits and be accountable.

CULTURAL SAFETY IS ABOUT INSTITUTIONALISING CULTURAL KNOWLEDGE AND MANAGING THE DYNAMICS OF DIFFERENCES BETWEEN STAFF, CLIENTS AND STAKEHOLDER EXPECTATIONS BY:

- Committing to continuous improvement and reinforcing processes to strengthen respect for culture, knowledge, experience and obligations
- Applying cultural respect through emotional intelligences
- Valuing cultural diversity through appreciating self and others
- Working with stakeholders on addressing the power imbalance within projects and programs resources
- Clearly defining pathways of cultural sensitivity by working with people in a culturally respectful manner
- Acting in accordance with legislation and policies of anti-racism, and non-discrimination and OHSW and cultural protocols.

THE ACADEMY WILL DEMONSTRATE CULTURAL SAFETY THROUGH THE FOLLOWING STRATEGIES:

- Staff and partners of the Academy will have a clear stance on cultural respect, anti-racism and non-discrimination, two-way learning and education
- Our staffs conduct will be clear regarding anti-racism and non-discrimination
- Responding to racist and discriminatory behaviour and act on breaches
- Applying a cultural safety risk assessment
- Establish policy procedures and mechanisms for action to address racist and discriminatory and lateral violence behaviours and attitudes.

IN ORDER TO ACHIEVE THESE, WE WILL:

- Protect the rights of staff, clients and stakeholders
- Counteract the causes and work to minimise the effects of institutionalised racism in the workplace policies and project procedures
- Respond to prevent lateral violence
- Ensure that everyone in the workplace understands and fulfils their responsibilities to implement a culturally safe environment
- Implementation of the Cultural awareness, Cultural respect and sensitivity within the working environments and its effects.

ACADEMY FRAMEWORK

STRATEGIC AND GOVERNANCE ADVISORY BOARD



ABORIGINAL
AFFAIRS



PUBLIC
RELATIONS



FINANCE



GOVERNANCE



INDUSTRIAL
RELATIONS / PEOPLE
& CULTURE

STEERING GROUP

THE ACADEMY WILL ESTABLISH A STEERING GROUP COMPRISING KEY REPRESENTATIVES OF:



ACADEMY MANAGEMENT
TEAM



REPRESENTATIVE OF
FUNDING BODIES



3 INDUSTRY
REPRESENTATIVES



TRADITIONAL
OWNERS



TRAINING BODY
REPRESENTATIVE



PUBLIC AND PRIVATE
SCHOOL BODY REPRESENTATIVE



COMMONWEALTH AND STATE
GOVERNMENT REPRESENTATIVES

OPERATIONAL TEAM



ACADEMY GENERAL
MANAGER



ACADEMY BUSINESS
DEVELOPMENT MANAGER



ACADEMY BUSINESS
ADMINISTRATOR



INDUSTRY WORKPLACE
OFFICERS

STEERING GROUP



REBECCA PICKERING - CEO, CIVIL CONTRACTORS FEDERATION SA

Rebecca has worked in the civil, commercial building and infrastructure industries for over 22+ years. Her earliest career projects included the Olympic Dam Expansion Project, Southern Expressway Project Stage 1 and over the decades included private, social and iconic South Australian infrastructure projects, all of which fostered her love for the infrastructure industry. Over the last decade she also operated her own consultancy company and held various executive and Board roles in private construction and not for profit entities. In December 2020 Rebecca took on the role of CEO for the Civil Contractors Federation SA whilst still leading Civil Apprenticeships and Careers Ltd as Executive Director. Rebecca has completed a Master's in Business Administration with the Australian Institute of Business. She also holds a number of recognised qualifications in the areas of business, risk management, compliance, auditing, quality management, systems and information technology. Completion of the Governors Leadership Foundation Program in 2008 further strengthened her leadership style, community and political insights.



JEFFREY NEWCHURCH - DIRECTOR, KAURNA YERTA CORPORATION

RAW Group has provided traditional owners opportunities that many have not been willing to provide. Constant challenges in both community and business is forgotten when Jeffrey hears stories of the first nations people being offered real work. This outcome provides a feeling of self worth and belonging which is the reason he keeps fighting for his people.

The friendship has been built around trust, loyalty and respect together with a lot of hard work but the results for the Kurna people speak for themselves.



ANN NEWCHURCH - CHAIRPERSON, NARUNGA ABORIGINAL CORPORATION

Ann has worked extensively over the past 30 years for her community spanning numerous areas including: Aboriginal Community Control Aboriginal Health and aligned Services Administration

These roles spanned government, community and the private sectors including administration, service delivery, community development, management, policy and strategic planning. These roles provide Ann with the skills, experience and expertise to successfully support and administer the requirements of this project.



ALLAN JONES - MANAGING DIRECTOR, RAW GROUP

As an Aboriginal man who has been involved in the education, training and employment arenas for all of his working life, Allan has a commitment to supporting his People to achieve equality in the workplace.

The key to the success in building stronger Aboriginal workforce participation is an ongoing focus on addressing all dimensions that impact on a person's working life, that is, a holistic approach that understands the complex inter-relatedness of broader life issues and their resulting impact on an individual's workforce development. This approach underpins all work undertaken by the RAW Group.

Ultimately, to address Aboriginal workforce development challenges, workforce development approaches need to be focussed on developing complementary supply side measures that aim to connect the Aboriginal workforce to industry demand.

STEERING GROUP



WILL FROGLEY - CHIEF EXECUTIVE OFFICER, MASTER BUILDERS

Will uses his experience and qualifications in journalism, finance, business and politics to work collaboratively with key stakeholders and deliver results for South Australia's building and construction industry. Will is a Board member of the Building Industry Redundancy Scheme Trust, Construction Industry Training Board and Master Builders Insurance Brokers.



BEN SYMONS - LENDLEASE

Ben is the General Manager of Lendlease Building SA, bringing with him vast project management and leadership experience. He is a client focused dedicated executive with an emphasis on delivery and maximising returns across multiple operational disciplines. Since joining Lendlease in 2000, Ben has held several project and management positions of increasing responsibilities. He has a proven track record directing large-scale projects, including infrastructure development and construction, telecom development and construction, high-rise construction, retail and residential projects and in successfully collaborating with clients, tenants, consultants and subcontractors. Ben spent ten years in the United States with Lendlease including the role of General Manager Los Angeles where he was responsible for all the Los Angeles project management and construction activity.

The need to strengthen and support Aboriginal economic and workforce participation is paramount to both individual and industry efforts in reconciliation, and the provision of "opportunity to succeed" is an essential prerequisite to success.



DANNY PARKINSON - ACCIONA

Danny joined the construction industry 30 years ago and over that time he has met some motivational people, made great friends and worked on some fantastic projects. His experiences have included everything from working on the tools up including running large projects as a project director, to being a regional manager.

Being brought up with the idea that each person should have an equal chance at prosperity in life means that Danny believes in the fair go for all Australians. He also realises that reality can be very different to this ideal for many people, but, with the right leadership the situation does not have to be that way forever. One of the strengths of the construction industry is its ability to adapt, innovate and provide economic opportunities for Aboriginal businesses and meaningful jobs for Aboriginal people. In so doing, we can materialise the economic prosperity and respect that everyone is entitled to.

Danny's strengths and experience mean that he can make a difference and this is what he strives for.

STEERING GROUP



SCOTT BRUMFIELD - PROJECT DIRECTOR/CONSTRUCTION MANAGER, HANSEN YUNCKEN

Scott is a highly experienced Construction Manager who has completed a broad range of projects in the government, institutional and private enterprise sectors including residential, retail and public infrastructure. Some of his career highlights include working in key roles on the new RAH, Her Majesty's Theatre and Skycity Casino. He is known for his strong understanding of project stakeholders and his projects have been delivered with collaboration and transparency as the key drivers to achieving project objectives.

Scott is keenly committed to improving participation rates for Aboriginal businesses and for individuals as a priority. Cultural change requires support and leadership across the community and Scott believes business needs to take a stronger lead in creating opportunities and initiating real change.



JOHN BRIGGS - CHIEF EXECUTIVE OFFICER, INTRACT AUSTRALIA

John identifies as Yorta Yorta from Cummrugunja, a part of the Barmah Forest on the Murray River border region between Victoria and New South Wales.

He has devoted a significant portion of his working life sharing his experiences and working with Aboriginal people both in his local community and across all states and territories of Australia. In 2010, John was instrumental in launching Intract Indigenous Contractors, John brought passion, extensive industry experience whilst playing an influential role in supporting and mentoring the Intract team.

John views every project as an opportunity to grow our people and increase Indigenous participation within the workforce. We aim to create new employment pathways for local Indigenous people through our Workforce Development and Renewal Strategy.



HOLLY WILLCOX - CHIEF EXECUTIVE OFFICER, CITB

Holly Willcox has over 20 years' experience working within the vocational education and training sector, including specialising in RTO compliance and leadership. She joined CITB in 2018 as Quality Manager of Construction Skills Training and developed processes for benchmarking and improving program delivery.

In 2021 Holly was made Director of Workforce Skills and Training where she has been managing the CITB's training programs and working closely with industry to respond to emerging needs. Holly is now Chief Executive Officer, CITB.

STEERING GROUP



MARTHA CORO - SENIOR EMPLOYER ENGAGEMENT MANAGER, CBUS

As a Senior Employer Engagement Manager at Cbus, Martha is responsible for nurturing relationships and driving new business opportunities across South Australia. With over 23 years' experience in the financial services industry, Martha provides quality service and support to Industry Fund members and employers, with the goal of assisting employers to meet their super obligations as well as improve the retirement outcomes of employees.

Martha also provides members and employers with the latest information on emerging trends, legislative and industry changes, as well as the provision of general advice.

Martha has completed a Diploma of Financial Planning and is currently completing an MBA.



YVONNE AGIUS

Aunty Yvonne Agius is a proud Kurna and Narungga woman, Aunty Yvonne was named Female Elder of the Year in 2019 and was named National NAIDOC Aboriginal Elder of the Year in 2000, in recognition of her commitment to the preservation of Aboriginal heritage.

Aunty Yvonne has worked as a public servant for over 40 years and has dedicated her life to serving the community, including through reconciliation committees, the Port Adelaide-base Grannies Group and supporting Aboriginal people who present to the Nunga Court.

Aunty Yvonne is passionate about creating real employment for the South Australian Aboriginal community reach in return she believes will reduce the high number of Aboriginal people in incarceration.



LEE REVELL - CHIEF EXECUTIVE OFFICER, FULTON HOGAN UTILITIES

Lee spent his early career contracting in the aviation and defence sectors, and for the last 15 years has been involved in the civil construction and utilities sectors. More recently, as CEO of Fulton Hogan Utilities, Lee led the establishment and growth of the new business line which now has significant operations in every state of Australia. Born in South Australia, Lee has proudly overseen the growth of the business in the state, such that it directly employs over 300 South Australians and indirectly employees a similar amount again.

The utilities sector is destined for strong growth, as population increases and assets reach the end of their design life, driving investment into new assets and in upgrading existing assets. Our communities need reliable and affordable essential services such as water, wastewater, communications, power and gas now and in the future. With such a bright future, the sector provides long term employment opportunities, and Lee is passionate about supporting Aboriginal owned businesses and providing employment opportunities for Aboriginal men and women.



GUY FISHER - PRINCIPAL, FISHER BRENNAN CONSULTING

Guy has over 30 years' experience in the construction industry procuring and delivering large commercial, industrial and government facilities both as a consultant and leading award-winning construction teams. His career started as a carpentry and joinery apprentice, later going on to complete a Bachelor of Construction Management. His experience spans from residential construction through to tier one delivery in the Commercial, Defence, Laboratory and Education sectors. Having worked on 'both sides' of the industry, Guy has insight into the drivers and motivations that underpin the construction industry. Guy is a Member of the Australian Institute of Building (MAIB) and a South Australian Master Builders Certified Construction Professional (Lic 294272).

Guy has been a supporter of the Operation Flinders Foundation, an organisation that offers wilderness therapy programs for youth at risk of losing the path early in life and not reaching their penitential. As Team Leader, he has worked closely with indigenous youth and keen advocate of youth training and employment as a driver to a generational change.

STEERING GROUP



ELLIOT NUBERG - SA MANAGER, DELTA GROUP

Elliot Nuberg has been a leader of the South Australian team of Delta Group since 2018. In 2020, Elliot spearheaded the nationalisation of the Aboriginal Partnership Widi Ngaruwa and is proud to hold the position of State Manager.

Elliot holds a Bachelor of Engineering and has extensive knowledge and experience which helps provides a dynamic approach to civil and demolition contracting. Elliot has been involved with delivery of subcontracts upto \$75M.

A recent accomplishment for Widi Ngaruwa was the successful pursuit and award of the early works of the nationally significant project - Tarrkarri: Centre for First Nations Cultures in South Australia, which was delivered with the help of various SA Indigenous businesses and people.



MELISSA EKBERG - EXECUTIVE DIRECTOR | WA/SA, AUSTRALIAN FLEXIBLE PAVEMENT ASSOCIATION

With an unwavering commitment to the construction sector, Melissa is a seasoned advocate, industry expert and a driving force behind growth and sustainability for the industry. Commencing her career in the civil sector over 20years ago, has seen her hold several leadership positions, promoting best practice in the interests of contractors, the supply chain, and other stakeholders and the wider community.

Her relentless advocacy efforts have led to the implementation of polices which have enhanced diversity, safety, training, sustainability, quality, and growth of the civil construction industry.

Melissa recognises the importance of collaboration and has strong relationships with industry leaders and government agencies which create a cohesive ecosystem that benefits all stakeholders.

Melissa was voted SA Woman of the Year in 2022 for a woman who is pursuing excellence in her chosen career and has overcome challenges to continue to pave their own path towards a career that they are thriving in, while supporting others to do the same.



KARA PRICHARD - STATE MANAGER SA, MAS NATIONAL

Kara Prichard, State Manager of Mas National, is an industry leader in the workforce development and vocational education sectors. Kara has a strong career background in the apprenticeship and employment services industry in both South Australia and Victoria, having held numerous senior leadership roles in the sector.

Kara has managed large successful teams, worked with multinational organisations through to SME's supporting them to commence and upskill tens of thousands Australian Apprentices and has executed the roll out of major Federal and State Government contracts.

Having commenced her career as a trainee herself, working for a company that focused on apprenticeships, employment, education and training, Kara knew this was the career path for her early in her career.

In her role as State Manager of Mas National, Kara works with employers to support them achieve their workforce engagement and development goals, ultimately setting their business up for success now and well into the future.

In her time at Mas National, Kara has worked across numerous major projects and with ASX listed companies supporting them to achieve their employment needs and national apprenticeship and traineeship programs.

Kara is also passionate about supporting women in business, having lead the initiative 'Collective – Inspiring Women in Business' in South Australia. As part of this initiative Kara organises networking events with key South Australian business leaders such as Tammy Barton of My Budget, Kelly Jamieson and Abbey Baker of Edible Blooms and Hayley & Lauren of Adelady. The events also raise money for Catherine House and link attendees with mentoring and mentee opportunities.

Kara is driven to make a long term impact on the businesses and individuals she works with and truly believes that education, training and meaningful employment has the power to not just change an individual's life, but it has the power to change the lives of their family, friends and community.

FEEDER PARTNERS

FEEDER



TRAINING
PUBLIC & PRIVATE SCHOOLS,
PUBLIC & PRIVATE RTOS AND
UNIVERSITIES



JOB NETWORKS



**COMMUNITY AND
COMMUNITY ORGANISATIONS**

SUPPLY

ACADEMY



**ABORIGINAL BUILDING
& CIVIL CONSTRUCTION ACADEMY**

ACADEMY

MEMBERS



**ABORIGINAL BUILDING
& CIVIL CONSTRUCTION ACADEMY MEMBERS**

MEMBER

INDUSTRY



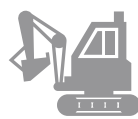
ROADS



BUILDINGS



BRIDGES



MINING



ENERGY



RESOURCES

INDUSTRY

THE ACADEMY MODEL

The Academy and our Industry Partners share a common objective to improve the economic and social wellbeing of all Aboriginal jobseekers and have their values recognised and embraced by the Australian nation as a whole for mutual benefit. In order to achieve this objective, program industry partners and key stakeholders will partner with the Academy to delivery Academy services.

In this context of the partnership, all parties recognize the value of taking a more integrated approach with this opportunity to ensure that the corporate culture of employers is more inclusive of Aboriginal affairs, whilst at the same time maintaining high recruitment and training standards that embrace Aboriginal jobseekers through pathways into real and sustainable employment

THIS IS ACHIEVED THROUGH THE 'ACADEMY MODEL' WHICH WILL FOSTER THE DELIVERY OF:



1. **Vocational support underpinned by connections to a range of additional services in health and wellness**—in many cases, this is the first critical steppingstone to engaging a person on a successful pathway which takes them to skill development and ultimately workforce participation.



2. **Supporting Aboriginal jobseekers into stronger socio-economic participation both individually, and as a community**, so that employment becomes a more achievable norm. In the long-term, the academy will contribute to reducing long-term (and in most cases intergenerational) unemployment and address entrenched economic disadvantage, not just for individuals, but for their families.



3. **Placed based implementation services that** will connect Aboriginal jobseekers to multiple service partners across community. Academy 'mentors' will be a single-point 'go to' person, who will be pivotal for participants with significant and complex barriers to overcome before they can manage to progress along a positive pathway to social and economic participation.



4. **Appropriate mentoring services** through strong demonstrable ties to community. The Academy will provide a non-threatening and culturally engaging point of contact between community, industry and mainstream service providers.



5. **Improvement of the job seeking experience** for participants who might otherwise find navigating the various services both challenging and confusing; and unblocks systemic and operational barriers to effectively assisting these individuals.



6. **Efficiency** at a systemic level a physical, centralised, and coordinated service point that is accepted by community, contributes to greater efficiencies for our service partners through reducing duplication and pooling of resources.



7. **A demand-driven service approach** working 'works backwards' to
(a) identify an employer job commitment;
(b) work with the employer to develop their 'cultural capacity';
(c) identify necessary skills and training to meet the employer's needs; and
(d) engage and capacity-build Aboriginal jobseekers to win jobs.

MEMBERS SERVICES

ACADEMY WORKPLACE MENTOR PROGRAM

The Academy's workplace mentor program is designed to support Aboriginal employees, employers and jobseekers to develop through the art of sharing knowledge and expertise in a mentoring format.

OUR MENTORS ENSURE THAT JOBSEEKERS ARE:

- Job Ready & Fit for Work
- Compliant - valid tickets, licences and experience
- Supported - both on and off the job

HOW DOES THE MENTORSHIP PROGRAM WORK?

After the Academy has successfully matched the mentor and mentee, over a period over 6 months or more, the mentor and mentee set goals, develop strategies to achieve them and follow the Academy's mentoring technique. Collectively the mentor and mentee will define the aspirations, collaborate with one another and together you will evaluate the success of workplace participation and life goals.

COST PROVIDED UPON REQUEST

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24/7 MENTORING SERVICES



ACADEMY EMPLOYABILITY TRAINING

The Academy's Employability Program is based on using a Student-centred methodology. The Academy's primary focus is built on learning experiences that recognize and respond to the individual needs of jobseekers. The Academy will encourage all members of our communities to actively engage in secure, visible learning for life, working to enhance the Workplace opportunities within the building and civil construction industry.

The training outcomes will connect Academy's participants with fundamental learning across a range of skill sets both generally, and within industry contexts. Academy participants will gain entry level knowledge and skills that enable them to act effectively and successfully within the workplace and the industry.

THE ACADEMY'S EMPLOYABILITY TRAINING WILL BE BASED ON 5 KEY LEARNINGS:

- Workplace Communication
- Employee Documentation
- Personal Development
- Work ready Audit
- The Development of a Training Plan

COST PROVIDED UPON REQUEST

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EMPLOYABILITY TRAINING AND SUPPORT



CULTURALLY INCLUSIVE HUMAN RESOURCE

The Academy's culturally inclusive human resource services will directly employ Aboriginal workers through flexible hire agreements and provide Aboriginal staff to other companies, who require extra labour. The Academy will directly employ the Aboriginal workers and also will ensure the host business provides workers with their employment entitlements.

THE RESPONSIBILITIES OF THE ACADEMY'S CULTURALLY INCLUSIVE HUMAN RESOURCE SERVICES INCLUDE:

- Identifying the business needs of the hiring process
- Ensure that the workers provided meet the needs and expectations of the client company

BENEFITS OF USING THE ACADEMY'S FLEXIBLE CULTURALLY INCLUSIVE HUMAN RESOURCE SERVICES:

- Access to an Aboriginal employment pool with culturally inclusive and responsive support services
- Increased flexibility in recruitment of Aboriginal employees
- Cost saved in recruiting and employing Aboriginal employees
- Increased retention in the workplace
- Effective recruitment process
- Ability to meet potential Aboriginal employees through alternative job methods.

COST PROVIDED UPON REQUEST

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CULTURALLY INCLUSIVE HUMAN RESOURCE



ACADEMY APPRENTICESHIP PROGRAM

The Academy Apprenticeship Program will predominantly provide training and employment opportunities for Aboriginal jobseekers wanting a trade in the building & civil and construction industry. The Academy will employ apprentices and trainees and will be responsible for ensuring that those apprentices receive suitable training and experience.

KEY ROLES OF THE ACADEMY APPRENTICESHIP PROGRAM SERVICES INCLUDE:

- Selecting and recruiting apprentices and trainees
- Managing the quality and continuity of training both on and off the job
- Providing any care and support the apprentice needs to complete their training
- Employ apprentices and place them with host employers
- Are responsible for meeting the employer obligations outlined in the Training Contract
- Manage and track arrangements with host employers
- Provide any necessary care and support throughout the apprenticeship.

THE ACADEMY WILL COORDINATE APPRENTICES TO ENABLE MAXIMUM SUPPORT TO ALLOW APPRENTICES TO COMPLETE THEIR TRAINING. THIS INCLUDES:

- Relate apprentices and trainees to suitable training opportunities
- Provide educational assistance to the apprentice through the training process
- Provide financial assistance to the apprentice through the training process
- Provide emotional and psychological assistance to the apprentice through the training process
- Provide career development support
- Provide assistance to the apprentice through the training process
- Provide assistance to the apprentice through the training process

COST PROVIDED UPON REQUEST

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APPRENTICES PROGRAM



ACADEMY DIRECT EMPLOYMENT

The Academy Direct Employment services will recruit Aboriginal jobseekers who will meet the building and civil construction skill set requirements and obtain the aspirations that will become a cultural fit for the workplace and the process. This ensures the Academy sources the right Aboriginal jobseeker successfully to meet business staffing needs. The Academy recruitment process is developed to ensure that recruitment is handled efficiently with great results and timely outcomes in a culturally inclusive and responsive manner.

THE ACADEMY'S DIRECT EMPLOYMENT SERVICES WILL ENSURE:

- Detailed and transparent candidate reports
- Reference checking and qualification verification
- Thorough candidate assessment checks
- Candidates who fit your workplace culture.

COST PROVIDED UPON REQUEST

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DIRECT RECRUITMENT



INDUSTRY TAILORED CULTURAL AWARENESS TRAINING

Our mission as an Academy is to deliver culturally inclusive and consistent training and employment models that embeds 'wrap around' services for Aboriginal job seekers, Aboriginal employees and employers of Aboriginal people. Our aim as an Academy is to ensure economic participation for all our clients and for many, this first experience is both a rewarding and a successful experience working with Aboriginal people, businesses and communities.

THE TRAINING INCLUDES 5 MODULES:

- MODULE 1: Culture Insight / Entry & Activity
- MODULE 2: What is Recruiting and Assessment for Diversity Interns
- MODULE 3: Engaging with Aboriginal People - Who are the Candidates in your state
- MODULE 4: Aboriginal History / National Policies
- MODULE 5: Official cultural awareness

COST PROVIDED UPON REQUEST

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INDUSTRY TAILORED CULTURAL AWARENESS TRAINING



ACADEMY WORKPLACE MENTOR PROGRAM

The Academy's workplace mentor program is designed to support Aboriginal employees, employers and jobseekers by developing through the art of sharing knowledge and expertise in a mentoring format.

HOW DOES THE MENTORSHIP PROGRAM WORK?

After the Academy has successfully matched the mentee and mentor, over a period over 6 months or more, the mentee and mentor set goals, develop strategies to achieve them and follow the Academy's mentoring technique.

Collectively the mentor and mentee will define aspirations, collaborate with one another and together you will evaluate the success of workplace participation and life goals.

EMPLOYABILITY TRAINING

The Academy's Employability Program is based on using a 'Student-centred' methodology, the Academy primary focus is built on learning experiences that recognise and respond to the individual needs of jobseekers. The Academy will encourage all members of our communities in which we operate to become 'active learners for life', working to enhance the Workforce opportunities within the building and civil construction industry.

The training outcomes will connect Academy's participants with fundamental learning across a range skill sets both personally and within industry contexts.

Academy participants will gain entry-level knowledge and skills that enable them to act in effective and successful within the workplace and the industry.

The Academy's employability training will be based on 5 key learning, they include, Workplace Communication, Employee Documentation, Personal Development, Work-read Audit and the Development of a Training Plan.



CULTURALLY INCLUSIVE HUMAN RESOURCE

The Academy's culturally inclusive human resource services will directly employ Aboriginal workers through labour hire agreements and provide Aboriginal staff to other companies, who require extra labour.

The Academy will directly employ the Aboriginal workers and also will ensure the host business provides workers with their employment entitlements.

THE RESPONSIBILITIES OF THE ACADEMY'S CULTURALLY INCLUSIVE HUMAN RESOURCE SERVICES INCLUDE:

- Overlooking the hiring process
- Payroll, superannuation, tax etc
- Ensure that the workers provided meet the needs and expectations of the client company.

BENEFITS OF USING THE ACADEMY'S FLEXIBLE CULTURALLY INCLUSIVE HUMAN RESOURCE SERVICES:

- Access to an Aboriginal employee talent pool with culturally inclusive and responsive support services
- Reduced time in recruitment of Aboriginal employees
- Reduced costs in sourcing and employing Aboriginal employees
- Increase retention in the workplace
- Effective recruitment practices
- Ready to work pool of Aboriginal skilled employees in the civil and construction industry
- Certified and qualified Aboriginal employees and company
- Industry knowledge and specialist experience in the building and construction industry
- Accommodate peak periods to supply Aboriginal workforce participation
- Ability to trial potential Aboriginal employees through short term placements.



ACADEMY APPRENTICESHIP PROGRAM

The Academy Apprenticeship Program will predominately provide training and employment opportunities for Aboriginal jobseekers seeking a trade in the building and civil construction industry.

The Academy will employ apprentices and trainees and will be responsible for ensuring that those apprentices receive suitable training and experience.

KEY ROLES OF THE ACADEMY APPRENTICESHIP PROGRAM SERVICES INCLUDE:

- Selecting and recruiting apprentices and trainees
- Paying wages, allowances, superannuation, workers compensation, sick/holiday pay and other employment benefits
- Managing the quality and continuity of training, both on and off the job
- Providing any care and support the apprentices needs to complete their training
- Employ apprentices and place them with host employers
- Are responsible for meeting the employer obligations outlined in the Training Contract
- Manage and track arrangements with host employers
- Provide any necessary care and support throughout the apprenticeship.

THE ACADEMY WILL WORK WITH INDUSTRY PARTNERS TO:

- Create more employment opportunities for apprentices and trainees
- Provide for continuity of employment and training through to completion
- Improve the quality and range of training available to apprentices and trainees.

THE ACADEMY WILL COORDINATE APPRENTICES TO ENABLE MAXIMUM SUPPORT TO ALLOW APPRENTICES TO COMPLETE THEIR TRAINING, THIS INCLUDES:

- Move apprentices and trainees between host employers to enhance their training experience
- Ensure apprentices receive the full set of experiences needed to meet their required competencies
- Provide access to apprenticeships for those who may be hindered in the labour market
- Provide educational and capacity building services to the Aboriginal community
- Promote of vocational education and training and trade training to the Aboriginal community to increase the aspirations and participation in trade training
- Encourage employment growth.



ACADEMY DIRECT EMPLOYMENT

The Academy Direct Employment services will recruit Aboriginal jobseekers who will meet the building and civil construction skill set requirements and obtain the aspirations that will become a cultural fit for the workplace and company requiring the service.

The Academy Direct Employment delivery model offers a tailored 'end to end' process. This ensures the Academy sources the right Aboriginal jobseeker successfully to meet business staffing needs.

The Academy recruitment process is developed to ensure that recruitment is handled efficiently with great results and timely outcomes in a culturally inclusive and responsive manner.

DIRECT EMPLOYMENT SERVICES WILL ENSURE:

- Detailed and transparent candidate reports
- Reference checking and qualification verification
- Thorough candidate assessment checks
- Candidates who fit your workplace culture.

INDUSTRY TAILORED CULTURAL AWARENESS TRAINING

Our mission as an Academy is to deliver culturally inclusive and competent training and employment models that embeds 'wrap around services' for Aboriginal job seekers, Aboriginal employees and employers of Aboriginal peoples.

Our Aim as an Academy is to ensure economic participation for all our clients, and for many, this first experience is both a rewarding and a successful experience working with Aboriginal people, businesses and communities.

THE ACADEMIES TAILORED CULTURAL AWARENESS TRAINING WILL SPECIALISE IN THE DELIVERY OF THE FOLLOWING SUBJECT MATTERS:

Subject #	Topic
1	Cultural insights
2	Family and Kinship
3	What is Racism and Guidelines for Challenging Racism
4	Engaging with Aboriginal People
5	Who are the Aboriginal communities in your state?
6	National Policies that have impacted on Aboriginal communities
7	Offsite Cultural Excursion
8	Myths and Myths-belief of Aboriginal people and communities
9	Aboriginal History – Pre-contact Occupation, Traditional perspectives and Traditional Boundaries

ACADEMY SUBSCRIPTION



More and more State and Federal Government Departments, and Private Developers, are investing in social outcomes such as IPPs. For some, this may be a difficult area to develop a solution. In many ways, the South Australian Aboriginal Building and Civil Construction Academy provides a holistic, culturally inclusive, and responsive solution to achieve (1) Indigenous Economic Spend and (2) Indigenous Workforce Participation.

ACADEMY SUBSCRIPTION BENEFITS



Recognition of being a member of the Academy



Use of the Academy logo to promote being a financial member (can be displayed on website, email signature, publications, social media etc)



Access to Academy Commercial Services



100% Indigenous Spend



Use in conjunction with a Reconciliation Action Plan



Utilisation of the Academy's IPP for the purpose of pre-tender bids and post-tender delivery

IPP BACKGROUND

The primary purpose of the Indigenous Procurement Policy (IPP) is to stimulate Indigenous entrepreneurship, business and economic development, providing Indigenous Australians with more opportunities to participate in the economy.

Prior to the implementation of the policy, Indigenous enterprises secured limited business from Commonwealth procurement. The policy is intended to significantly increase the rate of purchasing from Indigenous enterprises.

The success of the IPP is measured by:

1. An increase in the number of Indigenous businesses awarded a contract
2. An increase in the volume and value of contracts awarded to Indigenous businesses.

INVESTMENT - \$3,500 + GST (PER YEAR)

ACADEMY SPONSORSHIPS



Sponsoring the South Australian Aboriginal Building and Civil Construction Academy is an investment in enhancing Aboriginal workforce participation in the Building and Civil Construction Industry.

This investment will contribute towards breaking the generational cycle of welfare dependence and the disproportionate over-representation of Aboriginal people in incarceration, long-term unemployment, and displacement (including anti-social behaviours), and will ultimately provide a place of belonging and a sense of purpose for Aboriginal jobseekers.

A sponsorship package is a great way to complement an existing or new Reconciliation Action Plan and demonstrates the social conscious of your company.



INCLUSIVITY SPONSOR



Media Wall



Social Media / PR



2 x tickets to the Annual Academy Gala Event



Annual Newsletter

INVESTMENT - \$10,000 + GST (PER YEAR)



INNOVATE SPONSOR



Media Wall



Company Logo displayed on Academy website and publications



4 x tickets to the Annual Academy Gala Event



Academy Merchandise



Social Media / PR



Invitation to NAIDOC events



Annual Newsletter

INVESTMENT - \$25,000 + GST (PER YEAR)



STRETCH SPONSOR



Media Wall



Company Logo displayed on Academy website and publications



1 x Table (up to 10 people) to the Annual Academy Gala Event



Company Profile displayed on Academy website and publications



Social Media / PR



Academy Co-Branded Merchandise: Academy PPE & Corporate attire



Annual Newsletter



Invitation to NAIDOC events

INVESTMENT - \$35,000 + GST (PER YEAR)



PROSPERITY PARTNER



Media Wall



Academy Co-Branded Merchandise:



2 x Tables (up to 10 people per table) at the Annual Academy Gala Event

- Academy PPE
- Corporate Attire
- Company Recognition Display in Academy Office
- Company Logo Decal Display on Academy Office
- Company Logo on Academy Vehicles
- Presentation of a Plaque



Social Media / PR



Annual Newsletter



Company Logo displayed on Academy website and publications



Invitation to NAIDOC events



Company Profile displayed on Academy website and publications



Allocated timeslot for Company representative to speak at the Annual Academy Gala Event

INVESTMENT - \$50,000 + GST (PER YEAR)



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**THE
LONG WALK**



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BHP



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