



Annual Report 2011 - 2012

ASHBURTON aboriginal corporation



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Purpose of this report

The aim of this report is to provide our Board of Directors with an updated account of AAC's progress towards its strategic plan. The report highlights the implementation of new processes linked to the new Remote Jobs and Communities Program which will be rolled out nationally next year. The report also documents AAC's achievements and future projects in communities.

Special thanks to all staff members who supplied stories, photographs, information and statistics.

Thank you to our CEO, Janet Brown, our Chairperson, Doreen James, Marcus Horwood and our Enterprise teams, Allison Stewart and the CDEP Remotes Services teams, Steven Sonneman-Smith and the Peedamulla Station team, Sharmaine Proude and the Inland JSA teams, Liz Burton and the Coastal JSA teams, Paula Roe, and Corporate Services and Administration teams.

Cover picture courtesy of Garry Parker from Jundaru Aboriginal Corporation.

Annual report prepared by Nathalie Jays.

Ashburton Aboriginal Corporation overview

Ashburton Aboriginal Corporation's (AAC) purpose is to work with individuals, communities and other organisations to provide a range of services, enterprises and programs that enable participation in employment and economic opportunity; self-reliance of individuals; stronger families; and more resilient and vibrant communities.

AAC delivers the Community Development Employment Program (CDEP) contract for the Pilbara and Western Desert and operates six Job Services Australia (JSA) Offices. A Registered Training Organisation, Pilbara Training Services (PTS), was established by AAC in 2010. PTS facilitates learning outcomes for Aboriginal people who are in need of specialised assistance on the pathway to employment, helps students to gain tools for job readiness, and is authorised to deliver a range of accredited training modules.

In addition, AAC has further diversified the Enterprise Portfolio:

- ◆ **ASHBAC (2005) Pty Ltd - (Trading as Onslow Tyre Service)**

A robust trading year for Onslow Tyre Service, growth within the community has supported sound financial returns with this Enterprise.

- ◆ **PILBARA TRAINING SERVICES (PTS) (2009) Pty Ltd**

PTS is our Registered Training Enterprise, and is developing, sourcing and will co-ordinate training delivery at our Peedamulla Station residential training centre. Training will commence early 2013.

- ◆ **ASHOIL (2010) Pty Ltd**

ASHOIL continues to grow in diversification. The signing of a Memorandum of Understanding (MoU) with Gumala Aboriginal Corporation (GAC) has further strengthened this Enterprise as we move towards expansion in 2013.

- ◆ **ASHMULLA (2011) Pty Ltd**

ASHMULLA holds the Pastoral lease of Peedamulla Station. PTS will be operating a 20 bed residential youth training centre alongside an operational Pastoral Lease.

- ◆ **ASHLINEN Pty Ltd**

ASHLINEN is our newest Enterprise with a focus on the provision of a quality linen supply service, targeted towards the mining and tourism industries that support Indigenous Minority Supply initiatives.

AAC Governance

AAC Board is made up of ten Aboriginal Directors from within the Shire of Ashburton. The Corporation also appoints two independent non-voting advisers.

Board members

Doreen James	Chairperson	Doris Parker	Director
Margaret Parker	Vice Chairperson	Trevor Parker	Director
Ingrid Carey	Treasurer	Charles Tucker	Director
Debbie Cox	Director	Rocky Wedge	Director
Nathan Black	Director	Phillip Carey	Director

Message from the Chairperson



As you will all see from the content of this year's Annual Report our Corporation has continued along a steady path of growth.

Our Sub-lease of Peedamulla Station in Onslow has resulted in the formation of our Pastoral Lease Company – "Ashmulla".

We have almost completed the youth residential training facility, which accommodates 20 trainees. Our first trainees will commence early 2013.

We have also implemented numerous 'Garden in a Box' remote community projects, which have been a big hit with the communities. Our horticultural team is to be commended for their efforts.

Our Board is now in the final year of a 3 year term for all Directors, so we have no changes to our Board for this coming year.

We have a strong focus on the development of our Enterprises and with this in mind, have purchased an Industrial Block, which we plan to develop and increase our Ashoil capacity. We are calling this block 'The Refinery'.

I would like to acknowledge the hard work and commitment shown by all AAC Staff over the past year. I know you all give over 100% to your work.

I am particularly heartened to see the results of the Community Participation and Engagement Projects, and would like to also thank all of the Communities we provide services to.

I also need to say to all CDEP/JSA participants that you have the total support of the AAC Board and our staff in assisting you all to achieve your goals.

We are about to enter a new landscape 'RJCP' and will ensure that the quality and focus of this new program is in-line with community and participant aspirations. We will all be travelling this new path together.

A big thank you to Janet, our CEO, who has worked closely with our Board in developing and implementing our Strategic Direction. Finally I must convey to all of our Staff, how proud my fellow Board Members and I are of you all. **Doreen James, Chairperson, Dec 2012.**

Our Mission

Our Mission is to establish and maintain an environment that benefits Aboriginal people through the creation of culturally appropriate employment and enterprise opportunities and provision of education and training services throughout the Pilbara.

Our Purpose

We provide direct services to enable Aboriginal people to participate in employment and economic opportunity. In order to do this, we:

- Build trust based on mutual respect.
- Work together to increase the self-sufficiency of Aboriginal people.
- Cultivate relationships and formal partnerships with other organisations and agencies.
- Access resources from State and Federal Governments.
- Implement economic projects and investments to reduce reliance on Government funding.
- Have built a reputation for quality work practices with emphasis on continuity and sustainability.

Our Guiding Principles

Ashburton Aboriginal Corporation's operations are guided by 8 principles: Respect, Collaboration, Sustainability, Accountability, Innovation, Capacity Building, Caring for Country, and Partnerships.

The AAC Board, management and staff follow a set of agreed Principles:

Accountability: We maintain high levels of accountability and compliance in relation to funding and program outcomes

Capacity Building: We acknowledge the capacity, resilience, and self-reliance of Aboriginal People and their right to constructively participate in social and economic opportunity

Caring for the country: We implement culturally sensitive projects and ensure that our activities have no adverse environmental impacts

Collaboration: We are committed to Aboriginal and non-Aboriginal people working cooperatively, and to working together with other Aboriginal Organisations for mutual benefit

Innovation: We support and foster leading edge approaches for the benefit of Aboriginal people

Partnerships: We develop partnership arrangements with other organisations to create income generating capacity for the Corporation and employment opportunities for Aboriginal people

Respect: We value local Aboriginal history, the unique contribution of individuals, and the role and knowledge of our Elders

Sustainability: We acknowledge that positive and progressive social and economic change will require on-going, consistent and strategic action by all stakeholders

CEO's Report



This has been an extremely challenging year for AAC. We have implemented and bought to completion several complex community projects.

We have also had to work around long delays in getting staff housing ready for use and creatively solve issues resulting from funding reductions. This has made a significant and positive difference in the way we can support and deploy our remote staff.

This year was marked by extensive travelling for our Directors and myself, first in WA with a trip to the Kimberley's which resulted in a fuller understanding of the challenges and disciplines involved in the successful operation of a Pastoral Lease. Chairperson Doreen James and I also accompanied a Gumala Aboriginal Corporation Delegation to Alaska. We looked at International Best Practice in training, employment pathways, enterprise development structures and emerging renewable enterprise opportunities.

We oversaw the expansion of AAC's infrastructure with the building of a residential training facility at Peedamulla Station and we have moved our CDEP/JSA office to Bindi Bindi community, which has freed up our enterprise site in Onslow. We have worked to extend our residential capacity with the purchase of two houses in Marble Bar and extended our land ownership in Tom Price with the recent purchase of Lot 101 Eucalyptus Court. The purchase of Lot 101 will allow 'Ashoil Biodiesel' the ability to continue to grow in capacity – planning for the 'Refinery' is currently being progressed.

This year, our Corporation suffered the significant loss of a beloved husband and respected staff member. We have all felt this loss deeply.

The Tendering process for the new Remote Jobs and Communities Program (RJCP) has further identified and highlighted our progress over the past years. AAC has moved well beyond community engagement to consistent active participation in community based activities and projects. I have been both humbled and extremely proud to read the community support and reference letters we received through our remote staff in support of our delivery of the RJCP model. This for me is the most tangible expression of our collective success.

As your CEO, I am fully aware of the challenges our Corporation will face in the changed environment that RJCP brings. I remain secure and confident in my belief that as an organisation, we have the commitment of our staff on the ground, the expertise and flexibility in our approach to problem solving, ensuring a seamless transition of our service delivery in the next 6 months. To AAC Staff members I say Thank You one and all. The diverse range of issues you deal with daily in order to maintain a focused service delivery, requires that you must be octopus armed, frontline crisis managers. I applaud you all for your successes in consistently delivering high quality outcomes for the people we serve.

Finally, I would like to acknowledge the loving arms of our Directors, who continue to be committed, insightful and engaged on many, many levels.

Thank you, thank you all.

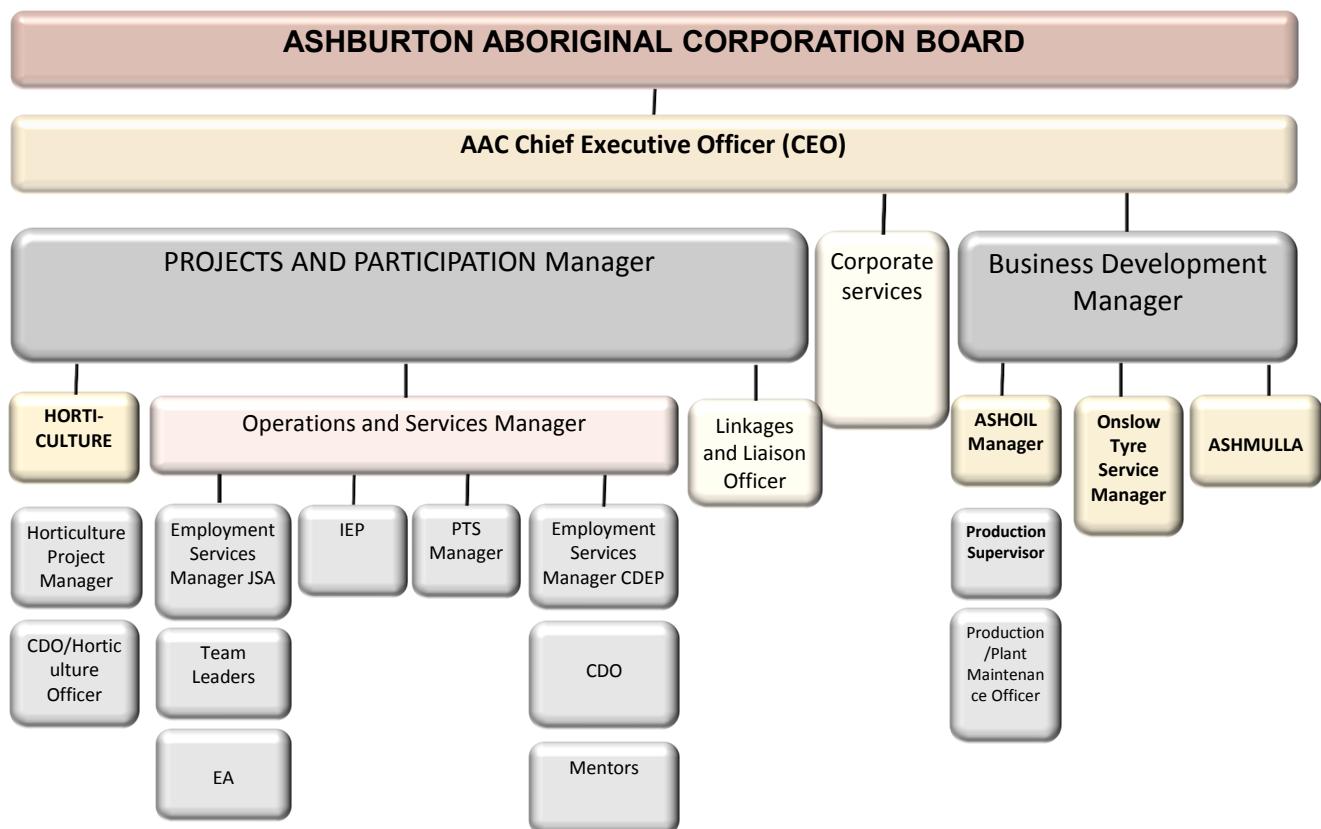
Janet Brown, Chief Executive Officer, Dec 2012.

Our footprint

AAC delivers employment and training services throughout the Pilbara region via the operation of six JSA Employment offices which in turn provide outreach to 23 Aboriginal communities (as seen in the Diagram below).



AAC Corporate Structure 2011 - 2012



AAC Corporate Structure 2012 - 2013



The way we work

AAC Service Delivery
“Working together”

AAC Enterprises

“Standing on our own two feet”

**COMMUNITY DEVELOPMENT
EMPLOYMENT PROGRAM
(CDEP)**

Aim: Operate the CDEP Services contract for the Pilbara region to increase work readiness, provide meaningful activity and promote local social and economic development.

ASHOIL (2010) Pty Ltd

Aim: Production and supply of high quality Biodiesel – increasing Biodiesel capacity through a new refinery, researching and developing new initiatives and markets for our by-products.

ASHMULLA (2011) Pty Ltd

Aim: To holistically land manage and develop Peedamulla Station, whilst providing exceptional residential training opportunities for youth.

**ASHBAC (2005) Pty Ltd
Onslow Tyre Service**

Aim: Continue to provide excellent services to all customers, grow training opportunities for local people in Tyre and Mechanics Business Operations.

ASHLINEN (2012) Pty Ltd

Aim: Supply of high quality linen to local markets, generate employment and training opportunities for local people in retail, warehousing and distribution aspects of commercial operations.

EMPLOYMENT SERVICES / JSA

Aim: Operate six JSA offices and their outreach programs to increase employment, work experience and training opportunities for Aboriginal people.

PILBARA TRAINING SERVICES (2009) Pty Ltd

Aim: Develop and implement excellent training and resource packages to strengthen staff and participant qualifications.

Significant milestones for the year

JULY 2011

- ⇒ CORPORATE: Janet Brown, Chief Executive Officer elected at the Board of Job Futures.
- ⇒ AWARD: AAC wins the NAIDOC Small Business of the Year Award.
- ⇒ AWARD: ASHOIL Pty Ltd—Finalist of the Mining Industry 2011 Award.



OCTOBER 2011

- ⇒ EMPLOYMENT SERVICES: Star rating going from 1 to 3 star rating minimum.

NOVEMBER 2011

- ⇒ CORPORATE: First Annual Conference.
- ⇒ ENTERPRISE: AAC signed a sublease with Jundaru Aboriginal Corporation for Peedamulla Station, Onslow. Ashmulla Pastoral Company has been created to operate the Pastoral Lease.

MARCH 2012

- ⇒ GRANT: Through FaHCSIA's regional Initiatives and Peer Learning (RIPL) funds, AAC successfully applied for support to conduct a field trip that looked at pastoral operations in the Kimberley's. AAC Management and Directors went on two trips in July/August 2012.
- ⇒ ENTERPRISE: ASHLINEN Pty Ltd created



JULY 2012

- ⇒ CORPORATE: Perth office relocated in Wangara.

AUGUST 2012

- ⇒ CORPORATE: AAC appears in the 'SPOTLIGHT ON' ORIC's website homepage.

OCTOBER 2012

- ⇒ CORPORATE: Trip to Alaska to look at international best practice in training, employment pathways, and Enterprise structures and development.



AAC's progress against strategic objectives

Our Board

- The Board met six times in the 2011-2012 financial year as per their resolution at the 2010-2011 Annual Board Meeting.
- Inception of ASHMULLA Management Group composed of two Directors (ASHMULLA) and two directors from Jundaru Aboriginal Corporation.



Infrastructure, plant , equipment

AAC purchased the following:

- Two houses in Marble Bar.
- An industrial Block in Tom Price to house the Biodiesel Plant.
- Specialised Horticultural equipment (truck, seed collection equipment, sheds, containers, solar reticulation systems).
- Solar power installation for Peedamulla Station.
- New front end loader for Peedamulla Station.
- Renovated the shearers' quarter and old kitchen at Peedamulla Station into training facilities.

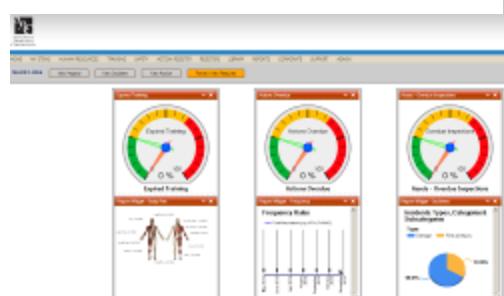


Organisational structure

- Our organisational structure was revised and a number of new roles were identified in response to the requirements for successful delivery of the new Remote Jobs and Communities Program (RJCP).

Good internal governance

- The enhanced *STEMS* online information system was launched in July 2012. Stems provides to all employees:
 - 1.Immediate access to all AAC policies, procedures and forms.
 2. An action register which increases collaboration and communication between AAC programs; enables tracking and logging of tasks; delegates deadlines (and sends reminder messages when deadlines are reached); and records staff training for professional development.
 3. A hazard identification system which allows employees to flag health and safety issues at their site, so corporate can implement fast remedial action to ensure on-going safety of our staff.
- Appraisals - AAC conducted a corporate wide appraisal round to ensure every staff member is given feedback on their performance, the opportunity to review their training needs and receive the support they require to excel at their job.



How do we know we are doing well?

Our first performance indicators are CDEP Utilisation rates and JSA star ratings, which are used internally to track progress all year round. Our performance is also evaluated through our corporate branding, our positioning in the media, and Awards we are nominated for.

ORIC

In August 2012, AAC was the “SPOTLIGHT ON” feature story on the ORIC website homepage. ORIC is the Office of the Registrar of Indigenous Corporations.

The Registrar of Indigenous Corporations is an independent statutory office holder appointed by the Minister for Indigenous Affairs under the *Corporations (Aboriginal and Torres Strait Islander) Act 2006* (CATSI Act). The role of ORIC is to support and regulate about 2500 corporations registered under the Act.

Being highlighted like this on the ORIC website is a huge accolade which demonstrates the excellent Corporate Governance AAC has developed over the years.



AAC finalist at the Indigenous Governance Awards 2012

AAC was a finalist for the 2012 Indigenous Governance Awards (IGAs), a worthy achievement which demonstrates recognition for AAC's strong governance.

A record number of over 100 applications was received from Aboriginal and Torres Strait Islander organisations and projects this year—more than tripling the number from the previous awards round in 2010.

IGA Chair Professor Mick Dodson said choosing the winners was an incredibly tough decision and demonstrated that this year's finalists are absolute leaders in their respective fields.

“The high quality of applicants and finalists made this year’s decision the hardest yet—the slimmest of margins separated the finalists, because they are all excellent.”



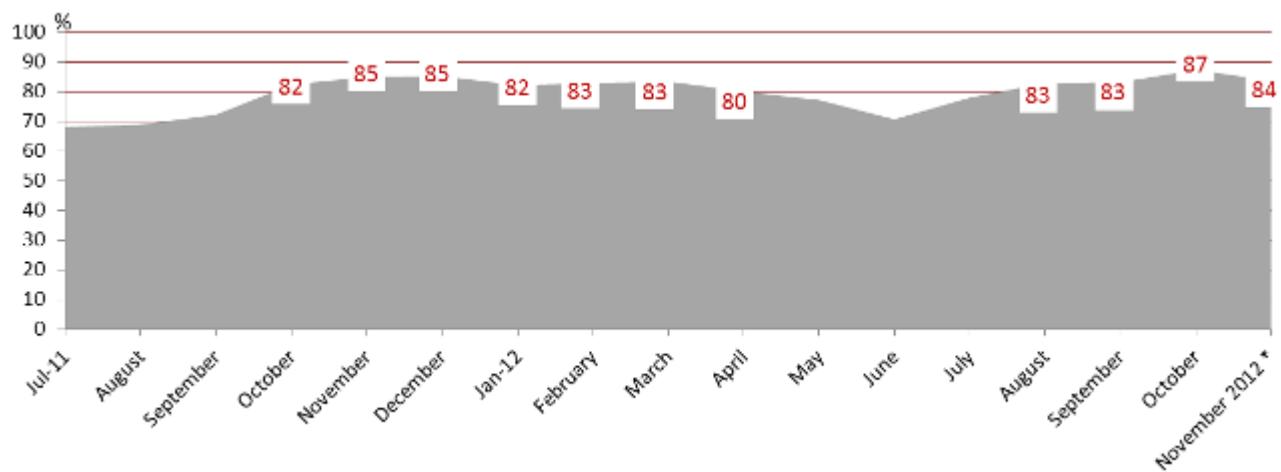
The new Remote Jobs and Communities Program



A successful year in CDEP and JSA

Through our delivery of JSA and CDEP we have had experience working with a range of clients. Across the Pilbara Employment Service Area, AAC is currently sub-contracted by JOB FUTURES to deliver two JSA contracts, a Generalist Contract – which AAC has delivered since 2010, and a Specialist Contract that has been delivered since 2009.

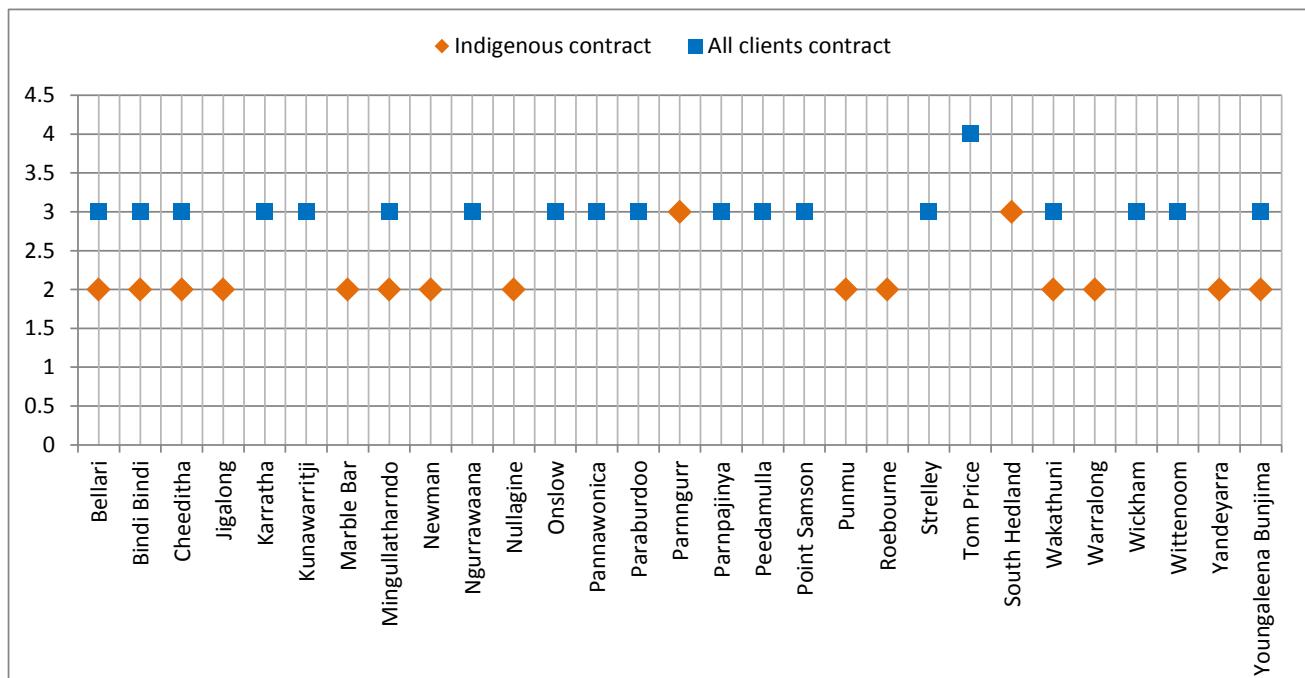
CDEP Utilisation rate 2011 - 2012



The Utilisation Rate is a monthly average of the number of CDEP participants as a percentage of AAC's 385 CDEP places. The rate which is calculated daily is a good indicator of how our staff on the ground are tracking in terms of activities, employment and training.

JSA Star Rating

The JSA star rating system is one key measure applied by DEEWR to compare the performance of various providers across the country. 5 star is the aim, and maintaining a minimum of 3 star level is a requirement for contract renewals. Many of AAC's sites were 'inherited' from other providers, and it has taken a significant and concerted effort from the JSA Managers and their staff to reach and retain the great all round levels we now have.



AAC's achievements in employment and training outcomes

Across the Pilbara Region, AAC delivers services through 6 permanent offices and provides outreach services to 23 remote Communities.

Strong engagement is evidenced by a commencement rate across the Employment Service Area of 86.5%.

In both contracts we demonstrate being a provider of choice across the Pilbara for highly disadvantaged job seekers.

- ◆ 86.5% of job seekers on our current combined caseload of 1557 are Indigenous.
- ◆ 69.3% are in Streams 3 and 4 that service the most disadvantaged job seekers.
- ◆ 29.4% of our clients are ex-offenders and 12.2% are homeless or at risk of homelessness.
- ◆ 11.4% are identified as Early School Leavers.
- ◆ 9% have a disclosed disability.

Since the start of our JSA contract, we have placed 1153 people into employment and qualifying education, 99.7% of these were remote job seekers.

- ◆ 75.7% were Indigenous.
- ◆ 62.7% were in Streams 3 and 4 (with low immediate employability level).
- ◆ 17.3% were homeless or at risk of homelessness.
- ◆ 8.3% had a disclosed disability.

Pilbara Training Services Pty Ltd

Mani Wangka board game (money management FNS training package)

Currently under development and a learning tool, Mani Wangka board game has undergone a comprehensive assessment by a group of students from Edith Cowan University in Perth. Their feedback has been reviewed, and as a result, changes to the game structure and rules have been made.

The game is currently moving through the ‘graphic design’ phase, moving towards a marketable product. It is not only for use within AAC, but will also be targeted as a learning tool to all other interested parties. Once the game is completed to a commercially marketable standard, this game will be showcased to a wide variety of prospective customers.

This game has been designed as a learning tool in money management, and also supports Language, Literacy and Numeracy (LLN) skills.

We are excited and very proud of this new product, and anticipate it will be available early in the New Year.



Combining training to better health through our Gardens In A Box

As part of an overall plan to provide communities with “on the ground – hands on” type training opportunities, PTS has taken on the Garden In A Box project (GIAB).

With the tireless work of our specialist horticultural team, there are now gardens in various stages of growth in most of our remote communities.

With good financial management practices we have been able to stretch the funding to establish more gardens at other communities, once suitable sites have been identified and agreed upon.

These gardens not only provide a training platform across a very broad range of skill sets, they are already proving to be a welcome source of fresh produce for the community.

With the interest that has already been shown by the communities, we envisage these gardens expanding in the not too distant future. We have commissioned the services of a drilling contractor to install our own bores to service these gardens alone. This will ensure that we do not impact on the established communities’ water supplies. Drilling is due to commence before the start of December 2012 and be finished in March 2013.

Successful development of these sites will lead to the continuation of trials of a number of oilseed crops, particularly Moringa and Pongamia. Growth of these crops have the potential to provide communities with opportunities to develop commercial plantations for the sale of oil for use in Biodiesel production.

Training opportunities at Peedamulla



The residential training centre at Peedamulla Station is on target for its opening in the New Year. The focus of training will be Agriculture Practice and Sustainable Land Management.

The shearers' quarters have been refurbished and are close to operational; the dining area is nearly completed along with the commercial kitchen and ablution block, the solar/diesel generator is now working and generating power for the Centre.

AAC views Peedamulla Station as environmentally significant, and our training programs will reflect this. We know that this training centre will increase trainees' employment and business opportunities.

We look forward to commencing training at Peedamulla Station in 2013, and believe that we will be seen as innovative leaders in the area of residential training.



Biodiesel Production

ASHOIL Pty Ltd was registered as a company on the 15th of July 2010. ASHOIL Pty Ltd is a Biodiesel production facility in Tom Price. The site is a 'Bonded site', compliant with all the rules and regulation of the Australian Taxation Office.

ASHOIL has a supply agreement with RIO TINTO to supply Biodiesel for drill and blast operations at Tom Price Mine. ASHOIL has adopted all RIO TINTO's Health, Safety, Environment and Quality standards.



Recent Achievements

On the 7th of November 2012, ASHOIL signed a supply agreement with ESS COMPASS GROUP. ESS COMPASS GROUP will supply ASHOIL 85% of its used cooking oil for the next 3 years, which represents approximately 220,000 litres per annum.

A new block has been purchased in Tom Price at 101 Eucalyptus Court, which will enable us to relocate the Biodiesel facility. This forms part of the implementation of our current Strategic Plan. Over a 5 year period the site will have the capability to produce 5 mega litres of Biodiesel per annum.

ASHOIL is working with RIO TINTO to take the drill and blast mix from a B50 mixture to B80. Blasting will start at Western Turner Syncline mine with a B80. Recalibration of RIO TINTO is currently underway.

Currently our Research & Development Manager is investigating markets for Biodiesel by-product glycerol while making improvements in the refining process of the Biodiesel.

New initiatives

Soap production: Potential exists to develop a business plan to establish an enterprise that would re-cycle soap and sell it back to the mining industry. Feasibility: used soap is available from the mining industry and can be collected and re-cycled; glycerol (a bi-product of biodiesel production) can be converted to glycerine for use in soap manufacture. It has been assessed that a market exists for 450,000 bars of soap within the mining industry annually. Testing is continuing.

Challenges

There are a number of business opportunities that can be developed using this Glycerol. ASHOIL intend to maximise these opportunities by developing a number of products including an all-purpose dust-suppressing agent, an environmentally-friendly truck wash and a high-energy animal feed additive which can be used to improve the condition of cattle delivered to market.

Product testing and market development are currently underway and will be progressed rapidly in the next year.

Expansion of Biodiesel production activities will require the development of new oil feedstock sources.

The Moringa trial in Tom Price was initially intended to examine the potential of utilising this crop as a source of oil. The development of carbon markets now presents the opportunity that these trials may also allow the sale of rights for the carbon sequestered in the growth of crops.

An exciting association with experts at the University of Queensland will see continuing trialling of oilseed trees, including Pongamia and Moringa, to produce a sustainable supply of oil feedstock.

Additionally, seeds from these trees have also the potential to produce a valuable cattle feedstock as well as the potential to generate electricity.

Onslow Tyre Service



Onslow Tyre Service was established in October 2005 to provide a tyre service for the Onslow region. The business was created so CDEP participants could gain a range of workplace skills and training. The tyre service is licenced by the Western Australian Motor Trades Association and has grown significantly over the past twelve months.

What a difference 10 months make!



ASHBAC workshop - January 2012



ASHBAC workshop - November 2012

The tyre shop has been expanding and significant investment has been made so that it maintains the pace with the expansion of the town. This includes employing a Mechanic, Workshop Manager/Tyre fitter and 3 Aboriginal trainees.

New equipment has been purchased and this includes:

- ◆ 4 ton vehicle hoist.
- ◆ 4 ton wheel alignment hoist.
- ◆ Wheel alignment machine.
- ◆ Tyre changer with assisting arm to do low profile tyres.
- ◆ Truck and tractor tyre changer.
- ◆ Shed extension is complete.

As the town has grown so has Onslow Tyre Service. The tyre shop continues to be a training and employment platform for local Indigenous workers, and all staff are enjoying the challenges of expansion, particularly since the heavy equipment has been purchased and installed.



Onslow Tyre Service stocks tyres for all types of vehicles, from wheelbarrows, through to prime movers and large earth moving equipment, and everything in between including car and 4x4s.

The goals for 2012-2013 is to increase the output of Onslow Tyre Service, ensure the business remains profitable, and investigate an environmentally friendly way to dispose of used tyres.

ASHLINEN



The AAC Board first made a decision to extend its Enterprises by investigating and investing into the supply of quality linen to the Mining and Hospitality industries.



AAC is currently in discussion with a range of companies about supply agreements.

ASHLINEN has the capability to source the finest grades of linen from around the world and supply this wholesale to industry locally.

AAC is already working closely with Morris Corporation, which has committed to sourcing their towels from ASHLINEN.

AAC through ASHLINEN will deliver high quality commercial linen.

The research and development phase is now complete, and we have selected the range of linen for Industry supply. Over the next twelve months,

we will be negotiating long-term contracts with Industry to ensure ASHLINEN is a well-positioned viable business to support future project development.

Stepping up in relation to Core Skills

AAC is committed to assisting our participants to overcoming barriers, and supporting people to get the jobs they want and be the people they want to be. During the second half of the year, we have been developing organisational capacity to help participants with their Core Skills. These core skills are *reading, writing, learning, oral communication and numeracy*.

The CDEP Resource Unit (CDEPRU) of TAFESA is responsible for the roll-out of the Australian Core Skills Framework nationally. Their assistance is enabling us to up-skill our staff. By December 2012, three of our staff will have Certificate IV in LLN. Another four have put up their hand to do the qualification at the beginning of 2013.

In order to be able to do a Cert IV in LLN, it is necessary to have a Cert IV in Training and Assessment first. During 2011-12 four AAC staff were studying Certificate IV in Training and Assessment through distance education. Now, a total of 8 of our 34 service staff (or 26%) have this qualification. This means that we have significantly increased our capacity to deliver training and assessment in-house.

This is all possible through a combination of a grant from FaHCSIA and a grant from CDEPRU. This funding will be used for a range of initiatives related to Core Skills delivery on the ground. Part of the plan has been to employ a new LLN Mentor whose job is to work with groups and individuals on Core Skills development (in relation to both accredited and non-accredited training). Based in Jigalong, she will be supported to move around our footprint delivering services to CDEP participants until the end of our current CDEP contract at the end of June 2013. Being resident in community means that she will be able to deliver more flexible assistance -for example after hours, or during the wet season, when the community may be cut off by floods and to some people during lore.

The National LLN Champions Group

During 2012, the Operations Manager was invited to join the LLN Champions Group facilitated by CDEPRU. This group met in Alice Springs in the second half of 2012, and attendees came from every state and territory where CDEP is delivered. The role of the group is to:

- ◆ Support LLN to be integrated in CDEP activities with aims to increase community engagement and participation; and employment, education and quality outcomes for participants.
- ◆ Advocate, promote, disseminate and raise awareness of activities of LLN with CDEP providers.
- ◆ Lobby support from own communities.

- ◆ Facilitate the development of creative approaches in LLN integrated theory and practice.
- ◆ Share collective wisdom.

ACSF workshop for all CDEP and Horticultural Staff

During November 2012, AAC brought all of its CDEP staff to Tom Price to undertake a two-day workshop on the National Core Skills Framework. The workshop is designed to increase understanding of LLN challenges and opportunities for change through use of a range of tools and resources to assess where people are in relation to the five Core skills. This will be the first time in Australia that the workshop has been delivered to all CDEP staff of any organisation. Usually only one or two staff members attend. It is a wonderful opportunity for increasing the skills and understanding of our staff.

Indigenous Community Volunteers (ICV) and LLN

ICV has a pool of six volunteers who have been travelling to Punmu to assist people with LLN for the past two years. Two volunteers travel together and stay in the community for one to two months at a time. The result is that four months of the year there is LLN assistance available in Punmu. This service continued in 2012, and has also started in Jigalong during 2012. We recently formalised our relationship with ICV. We have now signed a Multiple Purpose Agreement with means that we will work with other communities who would like ICV volunteers to assist with LLN or any other projects which the community has in mind such as leatherwork, art and craft, music and multi-media.

During the past few months two ICV volunteers have been working hard with CDEP and KJ participants on the upgrade of the house at Jigalong to make a new Women's Centre. We are grateful for their help, which increases our capacity and our ability to serve the communities where we live and work. We look forward to our continuing relationship with ICV and all of the possibilities it brings.

CDEP Achievements JIGALONG



Women's Centre

This year a Cert II Course in Construction was organised with Pilbara Institute, to coincide with the upgrade to the Women's Centre. The participants deconstructed then re-constructed the building, adding a generous veranda. The result is a vibrant, welcoming centre that the community is really proud of.

We were supported by some fantastic people during the building process.

Indigenous Community Volunteers (ICV) were in Jigalong running a Language, Literacy and Numeracy course, so we mentioned we would welcome some extra support, and so came Allen and Dave to share their skills and knowledge with the participants. We also welcomed the support of KJ Rangers, who also gave of their knowledge and skills. We thank them for their contributions and for helping make this Community Project the success it is.

Jigalong boasts a new Community treasure, our Women's Centre. We are discussing future training opportunities, the Op shop is busy and the Beauty Room is popular. Planning for a Breakfast Café is coming along.

Thanks to Greening Australia and KJ, 20 trees and shrubs have been planted around the Women's Centre. They are all irrigated. Greening Australia also generously donated 6 large raised garden beds, and AAC'S horticultural team will provide Garden in a Box (GIAB) training to ensure the success of these gardens. This horticultural program will begin early 2013.

AAC and the Irrawarra Wanti Aboriginal Corporation have worked together to apply for a BHP grant to the amount of \$75,000.00 to furnish the house.



Cert I in Kitchen Operations

This training was successfully run by Pilbara Institute and AAC in Jigalong. The 10 enrolled women completed the course, and although it was tough at times they all enjoyed the learning process.

With this training participants now have the skills to operate a catering service in the planned café at the Women's Centre, catering for footy carnivals, council meetings etc. The Irrawara Wanti Aboriginal Corporation hosted a meeting at the Women's



Centre, which was catered by the Cert I trainees. Feedback was really positive. Two of the trainees have secured on-going employment due to their completion of the training. A great success.

Heavy Machinery Training

A combined effort from BHP, Portacom and AAC provided a very successful training course covering Front End Loader, Roller and Excavator training. Twenty-five people including five women, completed this course and now have their White Cards.



Music

Our resident CDO introduced a music program for CDEP participants. This has been hugely successful with the forming of a band which has played at local events ,and was also invited to play at the Desert Feet Tour in Port Hedland and Newman. Our CDO plans to develop this program further next year.



Market day has been a CDEP initiative in response to the need for second-hand clothes and other opportunities for fun and enterprise.

The market is held the 1st Saturday of the month from 8am to 12pm. Many other community groups have been involved in making this a successful venture including Martu women who have been responsible for managing the sale of the clothes.

The money raised from the sale of the clothes and breakfast BBQ has gone into funding for the women's centre, and providing appropriate clothing for the women to do the Cert I Kitchen Operations training.

CDEP Achievements PUNMU

Community Shed

Construction of a large 4 bay shed for community/CDEP equipment as a skillset of Cert II in Construction delivered by Pilbara TAFE.



Jeremy, McKenzie and Steve mixing mud



Morica Biljabu helping with the spade

Punmu Community and Punmu CDEP erected a playground for the children. This was made possible thanks to the generous funding of Pilbara Aboriginal Medical Services (PAMS) and the Martu Trust. It was a fantastic project which brought together many willing supporters from within the community, and we are thrilled with the result. Most importantly the children are smiling and have a beautiful area to play in – this was a real community initiative.



The finished product



Everyone enjoys the playground!



Overgrown airport fence line

Airport fencing

During July and August 2012, Punmu community and Punmu CDEP participants removed the old airport fence and replaced it.

The fence itself is about 6 km long consisting of five strands of wire, star pickets and strainer posts.

It was an enormous undertaking that required excellent management and planning preparation.

The first step was to remove the old posts and fencing. Step two involved clearing the fence line and machinery did help the process. During step three, the strainers were replaced, then the star pickets and wire, and finally it was then strained up. As a result, we now have a securely fenced airport.

During this time we were lucky enough to have Wayne (Wombat), a contractor working with us to help us complete the project.



Cory using loader to remove old



Wombat showing Mclean, McKenzie and Cory how to erect a corner strainer

Garden In A Box

Garden Focus:
Community garden
Fruit tree orchard

Community garden size: Approximately half an hectare.

Background information:

Work is being undertaken in preparation for horticulture activities as soon as weather and cultural activities allow in 2013.

Community response has been encouraging with a number of the CDEP participants expressing interest in enrolling into horticulture training.

Activities:

- ◆ Land has been burnt, cleared and levelled.
- ◆ Soil has been ploughed, fertilised and prepared.
- ◆ Fencing has been erected and gates installed. (There are separate gates for the community and school sections of the garden).
- ◆ Fence specifications higher than usual to prevent animals from entering the garden.

TRAINING

Certificate I or II in Horticulture early 2013.

Reticulation has been installed and at this point the water and power is accessed with cooperation from the school.



July 2012

November 2012

CDEP Achievements BINDI BINDI

Letter boxes save trips to the post office

AAC successfully applied for a 'SPIRIT GRANT' from Chevron to purchase the letterboxes. Our CDEP project was to assemble and install the letter boxes. We really enjoyed this project. The first mail delivery to the new boxes was made on the 12th of April.



New office and new training room

The CDEP team in Bindi Bindi has been busy with the relocation of the office in the community. The participants project was to completely refurbish the training room. This work is almost complete and the training room will be operational for the commencement of programs in 2013.



October 2012 - Forklift and Skid Steer Course

Twelve participants successfully completed their forklift and skid steer course run through Pilbara Institute - Roebourne Campus.



This has greatly improved employment options and opportunities for local participants.

Community playground facelift

We have cleared the basketball courts which now is being utilised by the youth of Bindi Bindi, and have swing frames ready to go once the new swings arrive. We also have in place an environmental health and safety awareness program with the community which is on-going.



Second hand shop

Seven participants were involved in the development of a second hand shop ran by CDEP participants. The shop sells clothes, shoes and kitchen utensils. At the moment this is only open when extra CDEP participants are available - Participants working in the Op shop will be offered training certificates in Retail Operations.

CDEP Achievements - NGURRAWAANA

General maintenance around the school, fixing of lawnmowers, trimming of trees

The CDEP team gave the school gardens a new look, and this activity is now scheduled on a regular basis.



New Playground

Community children are very excited to have a new, safe playground in the community. The work was conducted as a CDEP community development activity as identified in the Community Action Plan (CAP Plan).



CDEP Achievements - JUNDARU / PEEDAMULLA COMMUNITY

New playground

A large team of CDEP participants and our CDO built a playground for community children. Other projects have been identified.



CDEP Achievements YANDEYARRA

Parent and community workshop

Department of Education, Employment and Workplace Relations (DEEWR), Pilbara Indigenous Women's Aboriginal Corporation (PIWAC) in partnership with Sing- Kenken Solutions held a free two-day workshop with Yandeyarra community members.

The focus of the workshop was 'Leadership, Money Talk and Running Meetings', and numerous community members attended this workshop to learn more about these topics.

Maureen Kelly and Fiona Grierson from Sing-Kenken Solutions used role-playing techniques and games to enhance the learning experience of community members. It was a successful and well-attended workshop.



Bough shed work

The CDEP crew at Yandeyarra remodelled and repaired the bough shed for community use. They also tidied up the children's playground. This was a community development project which was prioritised by Yandeyarra community.



Garden In A Box

Community garden size: 10 X 35 metres.

Garden site: Education land adjacent to the school.

Background information: The land has been donated by the Department of Education for this project

The site is in the middle of the community adjacent to the school

The rakes, shovels, picks, wheelbarrows and fertilisers etc. needed for ongoing gardening are stored at the garden site.

Due to its proximity to the school, the staff, students and school gardeners are happily involved in the project.

Garden Focus:

Community garden

Fruit tree orchard

TRAINING

Certificate II in Horticulture
early 2013.

Activities:

- ◆ Land has been burnt, cleared and leveled.
- ◆ Soil has been ploughed, fertilised and prepared.
- ◆ Reticulation has been installed, and at this point the water and power is accessed with cooperation from the school.
- ◆ Plants in the ground at this point are Moringa trees, and a variety of vegetables for the community to distribute as they see fit. The fruit trees are very young but look like being very productive.



CDEP Achievements MARBLE BAR

Budda Jitja Course

Literally meaning “Brother, Sister”, Budda Jitja delivers interactive learning with animated Indigenous characters and in a language which is understood by Indigenous job seekers. The focus of the training is on building personal capacity of individual community members with the skills expected of them in a job. Eight participants successfully completed the course in August 2011.



Cultural Fire Pit construction

The CDEP team helped Elder Women to renovate their Cultural Fire Pit at the HACC house in Marble Bar. The Pit was made out of locally sourced jasper which the participants varnished.



Garden In A Box

Joint Initiative Goodabinya and Marble Bar

Community garden size: approx 30 X 15 metres.



Background information: In June 2012, the first Garden in a Box site was established at Goodabinya.

Activities:

- ◆ Land has been burnt, cleared and leveled.
- ◆ Soil has been ploughed.
- ◆ Reticulation installed.
- ◆ Power is from a solar installation and water is provided via a bore and pump.
- ◆ Soil fertilised and prepared.
- ◆ Fencing erected and gates installed.

TRAINING

Certificate I or II in Horticulture early 2013.



Planted at this point: Moringa trees and a variety of vegetables e.g. Tomatoes, Sweet Potatoes, Chillies, Broccoli, Spring Onions, Herbs, Sweet Corn and Beetroot. (for the community to distribute as they see fit.)



CDEP Achievements - NULLAGINE

"New Beginning" Training

CDEP Participants attended a pre-vocational training program "New Beginnings" in August 2012. Participants were up-skilled in writing resumes and preparing for job interviews. Seven participants received their White Cards on completion of the program.

CDEP supports Nullagine Council Annual General Meeting

Nullagine community had an AGM to elect a new Chairperson and Nullagine Council on 10th November, 2012. The event was facilitated by AAC which organised the catering, and generally helped the election process. A new Chairperson, Vice Chairperson, and Secretary were elected on that day.



Newly elected Council members

CDEP Achievements - WARRALONG

Warralong homestead upgrade

This project started in May 2012 and is a partnership initiative between CDEP and Pundulmurra TAFE. The aim of this project is to provide training opportunities for participants and to restore the Homestead as the focal point of the community.

This project involved 12 participants, led by TAFE lecturer, Kerry Thompson. Participants acquired new skills and techniques, knowledge of construction practices and OH&S. This project will lead to Cert II in Construction. The project is on-going and will be completed by February 2013.



Students built scaffolding as part of their Certificate II in Construction



Warralong students study theory before practice sessions.



Students had to build their own tool boxes as part of the course.

House Painting of community houses

The CDEP team in collaboration with Meta Maya worked with community members to carry out house improvements. It was a successful community development project which has made a big difference to community residents.

Garden In A Box

Community garden size: The area is approximately 1.4 hectares.

Garden Location: between the school and the historic homestead.

Garden Focus:

Community garden

School garden

Community nursery

Community orchard

Background information:

This garden has been constructed as part of a Certificate II in Horticulture delivered by Pilbara Institute.

A number of participants tend the garden between visits by the CDO and the horticulture training/installation crew.

Tools and equipment such as rakes, shovels, picks, wheelbarrows and fertilisers etc. needed for on-going gardening are stored at the garden site.

TRAINING

Certificate II in Horticulture
(2013)

Activities:

- ◆ Land has been burnt, cleared and levelled.
- ◆ Soil has been ploughed, fertilised and prepared.
- ◆ Fencing has been erected and gates installed.
- ◆ Reticulation has been installed, and at this point the water and power is accessed with cooperation from the school.
- ◆ Shade house constructed in the grounds of the school.
(The school staff and the students have been totally involved in this project from inception and wish to remain so going forward).
- ◆ Sea container on site with all the water pumps and solar power units inside.
- ◆ Plants which are grown at this point consist of Moringa seedlings, vegetables and very young fruit trees.



CDEP Achievements KUNAWARRITJI

It was with sadness that we said 'Good Bye' to Graham and his wife Joy. Their dedication and hard work has brought so many benefits to Kunawarritji community. Graham and Joy, AAC wishes to express our thanks to you both for your commitment to giving your best to the community.

- ◆ The erection of new houses.
- ◆ The new purpose built community store.
- ◆ The refurbishment of the community training room.
- ◆ Men's shed.
- ◆ Mechanics workshop with vehicle hoist.

In the past few years, AAC as a whole has enjoyed a healthy and constructive working relationship with the community. We welcome Bill and Raylene Johnson, who have been transitioning into the position under Graham's guidance, and look forward to an on-going, collaborative relationship with the new CEO and his wife.

Garden In A Box

Community garden size: The area is approximately 100 meters x 35 meters.

Garden Location: adjacent to the accommodation unit used for tourists.

Activities:

- ◆ The site here has been identified and work has begun on clearing the area.
- ◆ The sea container is in place.
- ◆ Preparation of the site has commenced.
- ◆ Fencing has commenced.
- ◆ The horticulture team has already planted seeds for Mango, Lemons Limes Bush Tomato, Passion-fruit and native bush fruit.

Garden Focus:

Community garden
Fruit tree orchard

TRAINING

Certificate I or II in Horticulture
early 2013.



AAC's Strategic Partners

Benefits of cooperative arrangements flow to our clients, and to the organisations with whom we collaborate. The types of formal relationships we have in place include Memorandums of Understanding (MoU), Funding Agreements, Service Agreements, Supply Agreements and Training Partnerships.

AAC is stronger and more effective because of our partnerships and cooperative arrangements with the following organisations:

BHP Billiton Ltd	ESS COMPASS
Botanic Gardens and Parks Authority	EMU Services – Work Start Carnavon
CDEP Consultative Group (CGG)	Bridging the Gap (BTG)
DEEWR	Ngarliyarndu Bindirri Aboriginal Corporation
FaHCSIA	MORRIS Corporation
Gumala Aboriginal Corporation	TAFESA
Kanyirninpa Jukurrpa (KJ)	Corporate Culcha
Innawonga Banyjima Nyiyaparli (IBN)	COLES
ITEC	BLOODWOODTREE
Job Futures	National Rangelands Management
Pilbara CEO Forum	Indigenous Lands Corporation
RIO TINTO	Hedland Personnel
RIO TINTO Expansion Group	Indigenous Community Volunteers (ICV)
Shire of Ashburton	Roebourne Regional Prison
SODEXO	Tom Price TAFE
TAFE WA Pilbara	University of Western Australia (UWA)

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