



LEADING THE WAY IN THE PILBARA

ASHBURTON ABORIGINAL
CORPORATION
ANNUAL REPORT 2015/16





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Chairpersons Report

This year the Board has focused on governance and adherence to Due Diligence to ensure our corporation remains strong and healthy whilst we support the successful delivery of our contract to deliver employment outcomes for Job seekers in our regions.

Our performance and resilience as a Board has been tested this year by the growth of our enterprise division as we are trying to provide more opportunities for job seekers to get a start into pastoral work.

The integration of Enterprise and the Community Development Programme has occurred steadily throughout the year. The creation of micro-enterprises within the funded program is a focus of the reforms. The Board sees this as an initiative towards self determination, and that's a good thing.

Many years ago, the Board articulated an overarching objective for the corporation. We wanted AAC to stand on its own feet and not depend on funded programs. But it took us a long time and the contribution of many people to think of ways to create not just a business but a business that will be able to withstand the harsh conditions and the practical realities of life in the bush.

In the past few months we have also made important linkages with other organisations and in particular Aboriginal corporations whose values and aspirations for our peoples are aligned to ours.

The Board welcomes relationships with like-minded organisations and fully supports strengthened collaborations on the ground with these partners as these lead to outcomes for our job seekers and their communities.

To conclude I would like to thank the staff and my fellow Directors for their dedication and hard work, and a special thank you to our CEO, Janet Brown for keeping the ship steady in these uncertain times. I look forward to the next twelve months which will bring more challenges and rewards to us all.

Doreen James

CEO Report

Welcome to our 2016 annual report and the first under the Community Development Program which started on July 1st 2015. Despite its new branding, the employment service we delivered was not substantially different from what we delivered in previous years in the sense that we remained focused on delivering an all inclusive and individualised support structure to each job seekers on the road to employment in our region.

The structured activities we devised and managed throughout our footpath still aimed at preparing job seekers to long-term employment. We deliberately created opportunities to involve job seekers in community-based programs and initiatives to instil a much needed sense of self-worth and confidence amongst our job seekers. All our activities retained an element geared towards literacy, numeracy and life skills acquisition which our experience has shown us, have a tremendous impact in enhancing the lives of our job seekers and their family through a well documented ripple effect.

We also know that we cannot rely solely on our extensive regional and local network of employers to broker employment opportunities. So this financial year we have put a tremendous amount of energy and capital in creating and strengthening small and diverse businesses that can provide training and employment opportunities too.

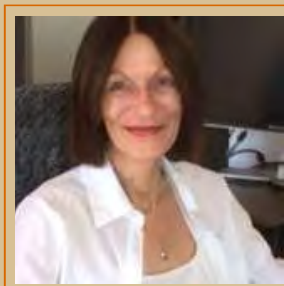
Our highlights this year have been less about external recognition although the team as a whole has sustained its past achievements in corporate social responsibility throughout the year.

The management team's efforts have centered around consolidating our team of dedicated and knowledgeable activity supervisors on the ground. Our indigenous employment target has been reached as well as new levels of job seekers joining our ranks. We were able to offer short and longer term employment in our corporate and enterprise divisions, providing unparalleled on-the-job experience to job seekers who were exposed to a myriad of work experiences, enhancing both their interpersonal and work skills.

To conclude I would like to thank the Board of Directors for demonstrating their nurturing and flexible capacity to support a growing organisation and ensuring the fundamental principles which have led AAC thus far, firmly support our current structure and our daily activities.

Lastly, I would like to express my gratitude to our staff from across all divisions for their commitment to our corporation in times of strenuous compliance regulations, and financial constraints. I believe your collective and steady efforts have placed our corporation in an excellent place to reaching new benchmarks in the next twelve months.

Janet Brown
CEO





Our Corporation

AAC is partly funded by the federal government to deliver employment services in the Pilbara.

It is also a business incubator for a number of independently managed businesses that provide training and employment solutions to job seekers in local communities.



Guiding Principles

- | | |
|--------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Accountability | We maintain high levels of accountability and compliance in relation to funding and program outcomes. |
| 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. |
| Respect | We value local Aboriginal history, the unique contribution of individuals, and the role and knowledge of our Elders. |
| Capacity Building | We acknowledge the capacity, resilience, and self-reliance of Aboriginal people and their right to constructively participate in social and economic opportunity. |
| Partnerships | We develop partnership arrangements with other organisations to create income generating capacity for the Corporation and employment opportunities for Aboriginal people. |
| Sustainability | We acknowledge that positive and progressive social and economic change will require on-going, consistent and strategic action by all stakeholders. |
| Caring for Country | We implement culturally sensitive projects and ensure that our activities have no adverse environmental impacts. |

Our Board of Directors



Doreen James



Debbie Cox



Margaret Parker



Doris Parker



Phil Carey



Gayden Carey



Ingrid Carey



Nathan Black



Juanita Lyndon



Trevor Parker

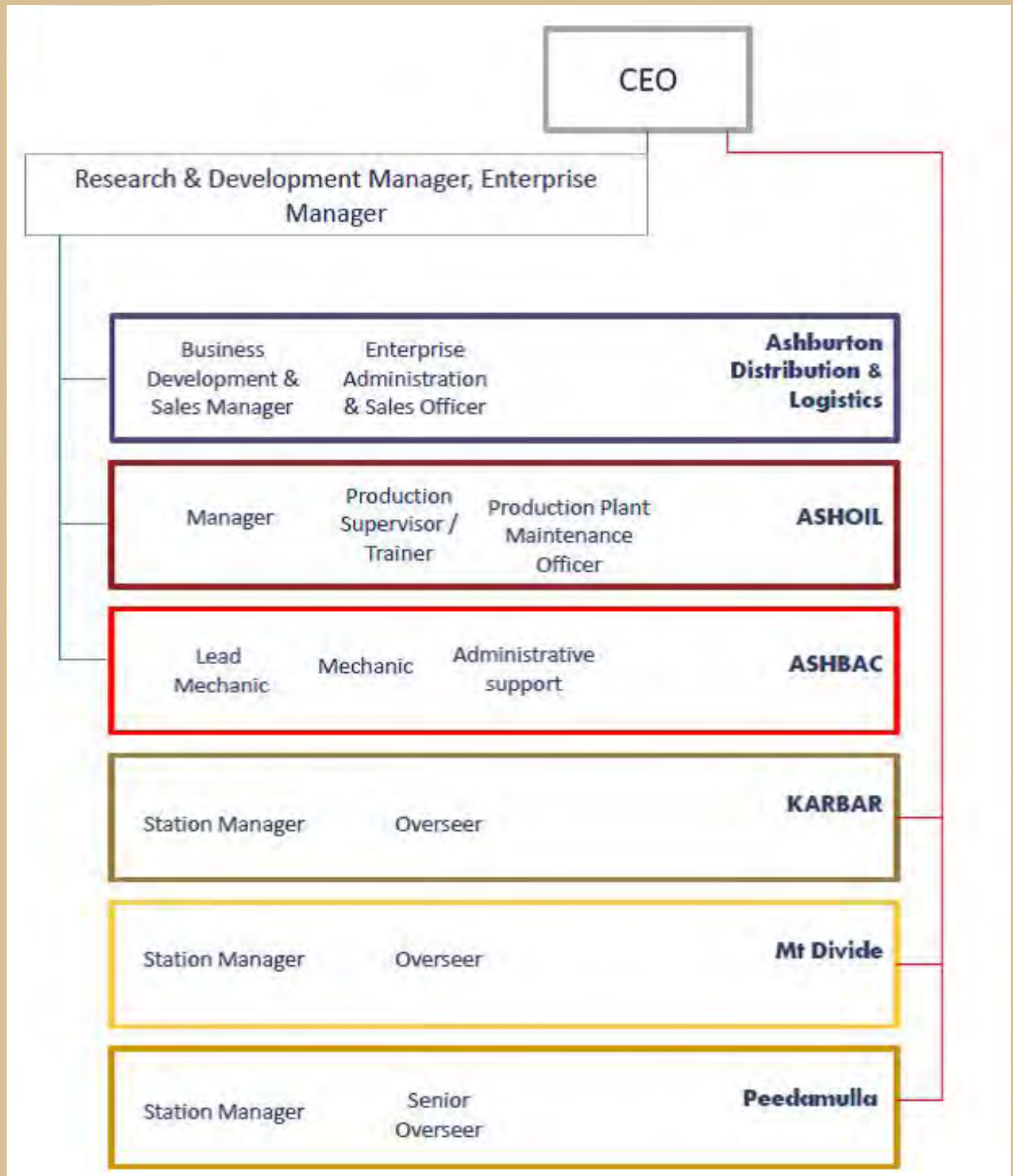


Charles Tucker



Rocky Wedge

Enterprises





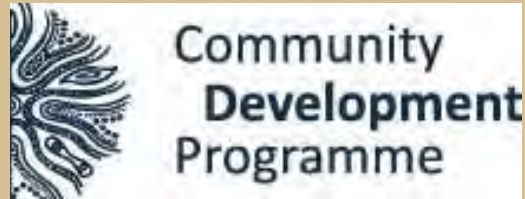
2016 AGM Agenda

1. Attendance and Apologies
2. Confirmation of AGM minutes 6th November 2015 at Station Camp Peedamulla
3. Presentation and adoption of 2015-2016 Annual Report
4. Presentation and adoption of 2015-2016 Audit
5. Appointment and remuneration of Auditor



Community Development Programme Report

2015 Marks the Start of CDP



On 1 July 2015, the Community Development Program (CDP) replaced the Remote Jobs and Communities Program (RJCP). The aim of the new program is to deliver better economic and social outcomes in remote Australia.

As AAC was sole provider of the RJCP across two large regions of the Pilbara (Hedland and the Western Desert), the organisation prepared over a twelve months period for the transition into the Community Development Program.

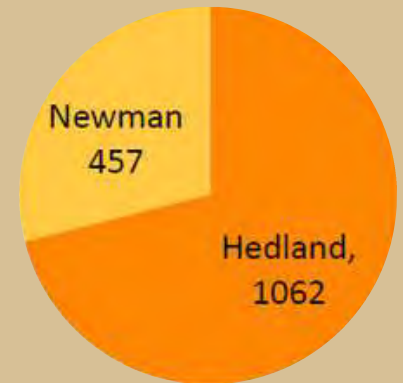
Under this new model AAC still supports Job seekers, building their skills and helping them to obtain a job or to participate to their capacity in activities that contribute to the strength and sustainability of communities. AAC staff are still using their large network of local employers to facilitate training and recruitment (re: picture of our team of Job seekers at Christmas Creek).

Whilst the fundamental objectives of the programs remain unchanged, the activities on the ground are more structured, and more detailed. The model also demands a higher level of scrutiny into attendance levels and recording of performance and achievement



Summary of Achievements

AAC supports 1,519 active job seekers across the two regions. The majority of our caseload is of indigenous origin. Our Job seekers in the Hedland region represent 70% of the whole caseload.



Although a few Job seekers have not been able to be interviewed, and some have been taken off the list of active Job seekers for a variety of reasons, the vast majority are interviewed on a monthly basis by our team. This also occurs in remote communities which is financially and personally taxing on our team. It is estimated that the team carried out 17,448 interviews over the year or the equivalent of 364 days non-stop!

AAC has achieved a very high success rate with its Work for the Dole activities, with 95% overall engagement rate (Hedland 97% and Western Desert 92%)

Performance for employment is measured against the longevity of the employment term (13 weeks, 26 and 52 weeks). This criteria is difficult to align to the cultural and ceremonial obligations for the majority of our Job seekers. However despite this, AAC is proud to have achieved excellent figures for employment in the 26 weeks category with 71 Job seekers maintaining their employment to 26 weeks.



Arts & Craft

“Our clients drive our activities. They choose them and develop them to suit their career interests. Our role is to facilitate their involvement with and contribution to society through safe, adequate and relevant activities that will lead to real jobs.”

Gabrielle Edis - Hedland Site Manager



One important area of interest for all our clients lies in the Arts and Craft sector. In Hedland we have developed these activities within a retail perspective as the products created by job seekers are put up for sale in our Op shops.

The Arts and Crafts activities cover painting, soft furnishing, garden ware and furniture and a variety of gifts.

Structured Community Activities

“Since February 2016, 48 job seekers in Irrungadji have formed the Strong Men and Strong Women groups which have played a significant role in making the community a happier and safer place to live.”

Ashley Darch – CDP Coordinator

An extremely significant amount of work has been done to Irrungadji and 5 Mile Creek communities in 2016 despite many Job seekers in and out of community due to sorry business in Jigalong, Bidyadanga and Cotton Creek. Aboriginal Environmental Health training was carried out in June.



This is an all inclusive program that looks at all areas of environmental health for the community. The students have been learning overall care of their housing including: Basic plumbing repairs, how to spray for roaches and spiders and trap larger vermin, learning about germs and bacteria and how to minimize their threat, treating the dogs for ticks and mange and how to keep yards and houses clean.



A three day cleanup was also organised as part of the course. An array of power garden tools helped cleaning the yards in the community.



Activities leading to jobs

“For every job seeker the road to employment is filled with various hurdles, and the tallest one is lack of self-confidence.

Providing them with exposure to various tasks in a team environment whilst being mentored and encouraged by our highly skilled team has a long lasting influence on their future professional as well as personal life.”

Sharmaine Proude – CDP Operations Manager



Job seekers in Hedland have designed a large number of outdoor furniture including planters from recycled pallets as shown opposite. The end products are on sale in the AAC Hedland op shop which opened in May 2016.

Job seekers in Tom price were offered the opportunity to work within an office environment with AAC. The work consisting in data entry on various online platforms provided a wealth of experience to these job seekers who will be able to use this as a stepping stone to full time employment.



Our 2016 hairdressing graduates will be able to offer their skilled services to communities which often have no such service providers. Small business creation at local level is one of AAC’s underlying focus.

Community Initiatives

“Taking part in community programs play a huge role in integrating job seekers in the community where they live and will gain employment.”

Sharmaine Proude – CDP Operations Manager

Job seekers in Tom Price took part in designing and planting the Community Garden. One of their many contributions was the design and erection of the sign seen opposite.

Tom Price Job seekers assisted Sister Margaret with gardening and maintenance at the Baptist church May 2016.

Sister Margaret came to the Tom Price Boonderoo Road office with homemade warm scones to say thank you.



Job seekers in Hedland lent a hand in giving a new fresh look to the local radio station.

In Hedland a coastal planting event was held in October 2015 that resulted in over 1,000 local species, being planted along the beach. The planting day saw more than 40 local volunteers help out, alongside AAC job seekers. A coastal beach clean-up was also conducted on the day with 50 bags of rubbish removed from the area.

AAC Op Shops

"The op-shops are perfect examples of how AAC shapes socio-economic change in the Pilbara. We create small business ventures that provide sound workplace training for Job seekers.

We also create jobs - both within our enterprises but also in supervisory type roles.

Our Op shops have become a flagship for our corporation which is focused on aligning job seekers' aspirations to genuine long-term local employment opportunities."

Sharmaine Proude - CDP Operations Manager



The Newman Community Op Shop started in 2014 with the original intention of providing work experience for job seekers in the retail industry. Since its opening, the op shop has thrived on local donations and a community that visits on a regular basis. The Op Shop is located near our Newman office in the center of town.

Following this success AAC has opened a second shop in Tom Price in 2015.

Our third op shop in Hedland opened its doors in May 2016. Not only does the store provide retail experience for local job seekers, but we are also able to market the products created as part of other structured activities such as arts and crafts, furniture making, garden ware, horticulture with seedlings and plants sold on the premises.



Marra Mamba Dirt Shirts

The project started with the idea to create a Pilbara product which could encapsulate the essence of the region and what better foundation for this than the red dirt of the Pilbara.

Rio Tinto kindly supplied AAC with Marra Mamba dirt from the Tom Price mine site. The Marra Mamba dirt is of high grade Iron Ore which creates a rich orange red colour dye reminiscent of the Pilbara landscape.

The creation process starts with the dyeing process when Job seekers add water to a cement mixer with 5 to 6 shovels of Marra Mamba dirt.

This results in a red brown mud which is the foundation for the dye.

White Tee-shirts are then added to cement mixer. An additional chemical is added to the mixture to fix the dye to the material. The shirts are then spun for several hours in the cement mixer. The tee shirts are then removed from the cement mixer and rinsed by hand to wash off the excess dirt, and finally set to dry.

The shirts are then pressed, tagged and bagged by job seekers, ready for sale in AAC's op-shops. In Tom Price, Hedland and Newman.



Creating Employment Opportunities

AAC and Pilbara Institute ran a cert II in Hospitality and Tourism over a 6 week period with 14 job seekers taking part.

After working at the Tom Price Hotel Motel housekeeping and completing their RSA on site, our trainees moved on to the Karajini Eco Retreat for a week. Whilst there, they catered for over 100 guests for a BHP luncheon, and had the opportunity to work with a famous indigenous Chef Mark Oliver.



This is a photo of the Nullagine Work for the Dole job seekers from Nullagine Community out at Mt Divide commencing infrastructure work plans, water points, fencing, muster yards etc.

By partnering with training organisations and end recruiters AAC is able to facilitate training and recruitment in a one step process, often inclusive of a few weeks on site training.

This is the case for our Pre-Employment Hospitality Program in Newman & at Roy Hill Mine Site which runs for seven weeks and culminates with employment at the completion of the training. AAC had 17 job seekers enrolled in the training 15 from AAC Newman & 1 from AAC Nullagine.





Ashburton Enterprise Report

AAC Business Portfolio



ASHBAC Pty Ltd – Onslow Tyre Service (2005)
Tyre and Mechanics business based in Onslow



PILBARA TRAINING SERVICES Pty Ltd (2009)
Training services and in particular Cert I, II in
Resources & Infrastructure and Cert I in Financial
Literacy



ASHOIL Pty Ltd (2010)
Production and supply of high quality biodiesel



ASHMULLA Pty Ltd (2011)
Three pastoral leases across Pilbara



ASHLINEN Pty Ltd (2012)
Supply of high quality linen to local markets



ASHBURTON DISTRIBUTION AND LOGISTICS Pty
Ltd (2013)
Flexible business model responding to varied market
opportunities



ASHDRILL Pty Ltd (2014)
Mine drilling and excavation

2016 Summary



In 2016, the team has capitalised on the major improvements carried out in 2015 with a new fence, a renovated reception area and a new hoist. The focus for the business remains on business development in the region.



ASHOIL remains the incubator for many new products derived from the biodiesel process. This year major new developments have occurred in the mineral diesel area with ASHOIL delivering fuel to a number of communities.



AAC is looking at providing job seekers with the opportunity to work in the mining industry through ASHDRILL. Through this subsidiary AAC will provide industry leaders a quality recruitment pool of mentored job seekers.



AAC has further extended its pastoral arm with the addition of another cattle station, bringing its total number of three stations located throughout the footprint. The teams are focused on rejuvenation of the land in view of producing high quality cattle for the meat market.



Under the Ashburton Distribution and Logistics' banner, AAC is able to deliver a myriad of services to state clients. The business also incubates new business ideas and products. Under the leadership of our Research & Development Manager, AD&L has developed a varied portfolio of products from a board game to heavy duty cleaning products.

It also operates a linen recycling business with donated bed linen being transformed into rags used by many small and medium size businesses all over the state.



Corporate Services Report

Corporate Services

Every year our team attempts to celebrate NAIDOC week and in July 2015 it was the turn of Tom Price to set up a stand and talk about the work we do.

AAC had job seekers that completed their Cert II hairdressing and Cert II Beauty and Make-up doing nails and hair for the public on Naidoc weekend.



Our Hedland training room was renovated to accommodate a larger group of job seekers. AAC activities always link life skills to activities, providing clients with additional life skills such as literacy, numeracy and computer competency. Example: when clients first started on the Horticulture planter boxes activity, our supervisors assisted them in setting up their My Gov page and also their USI (Unique Student Identifier). The group engaged in furniture making also used computers to research ideas and designs for their projects.

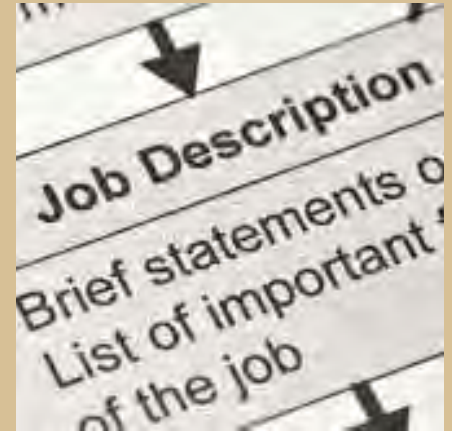


AAC has a long-established policy of capacity building in community and we have for many years recruited from our local pool of job seekers. Some of these jobs are long-term, others, of a more tactical nature are for a defined period of time. The nature of the work varies from mentors and activity supervisors to office data entry and compliance assistants. AAC is proud to confirm its 2015-16 indigenous ratio has reached 24% overall across all divisions.



Corporate Services

With new positions created both in the CDP team but also in enterprise, new job descriptions have been created. This was also an opportunity for us to tighten up existing Job descriptions and in particular to review the KPIs attached to each position throughout the organisation.



Sodexo's commitment to local Indigenous business and their commercial sustainability was recognised in the 2015 Supply Nation Corporate Member of the Year Award. Two members of AAC were invited to attend (picture opposite). Since 2013 AAC supply drinking water to a number of Sodexo sites and most recently both companies agreed to collect all of Sodexo's waste cooking oil (for transformation into biodiesel) through the Corporation's subsidiary, ASHOIL.



Memorandum Of Understanding Ceremony between Gumala Aboriginal Corporation , Curtin University, Ashburton Aboriginal Corporation and Wakuthuni Aboriginal Corporation.

After recognising an opportunity to cooperate in research projects which will be utilised and published to support community development at the Wakuthuni Aboriginal Community in the first instance, these organisations signed an Memorandum of Understanding to facilitate future projects beneficial to all parties, as well as potential activities to support the best interests and for the benefit of the Banyjima, Innawonga and Nyiyaparli peoples.



About this Report

This document provides a snapshot of our activities during the 2015-16 financial year.

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

Thank you to our CEO; Janet Brown, our Chairperson; Doreen James, Dr Stuart Gunzburg and our Enterprise teams, Sharmaine Proude and the whole CDP team, and Corporate Services.

Report prepared by Nathalie Jays

Report Formatted by Stephanie Softley