



**ASHBURTON
ABORIGINAL
CORPORATION**

**2018 - 2019
ANNUAL REPORT**

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CHAIRPERSONS REPORT



It's that time of year again and what a year it has been! This year we have continued to achieve all our goals. I am extremely proud that we have done everything we have set out to do. All of our businesses are running at a profit and we have been working on a number of new enterprises. There is a lot on the table. Ashburton Aboriginal Corporation is getting bigger and our membership has grown in 2018-2019. I would like to thank the staff and the fellow directors for their dedication and hard work.

I look forward to the next twelve months which will bring more challenges and rewards to us all.

DOREEN JAMES

Chairperson

CEO REPORT



Welcome to our 2018/2019 annual report, under our new Community Development Program (CDP) contract which commenced March 2019.

Ashburton Aboriginal Corporation (AAC) was awarded a three plus three year contract to deliver CDP services across two regions being Hedland and Newman Western Desert. Despite the recent re-branding, National Indigenous Australians Agency (NIAA) will continue to sit within the Department of the Prime Minister and Cabinet. The employment services we deliver are not substantially different from what we have been delivering over our previous contract, in the sense that we have remained focused on delivering an all inclusive and individualised support structure for each of our job seekers.

The activities we develop and manage throughout our two regions are aimed at preparing job seekers for long term employment. All of our activities contain elements geared towards literacy, numeracy and acquisition of life skills.

We have noted that we cannot rely solely on our extensive network of employers to broker employment opportunities, in the current economic climate, so we have focused on strengthening small and diverse businesses that also provide training and employment opportunities to job seekers.

I would like to sincerely thank all AAC staff across all divisions for their commitment to our corporation. In a time of increasingly complex compliance regulations, I believe your collective and steady efforts have placed our corporation in an excellent place which will enable us to reach new benchmarks in the next twelve months.

To conclude, I would like to thank the AAC board of Directors for their vision and support in ensuring the fundamental principles which have guided AAC thus far firmly support our current structure and our daily activities

JANET BROWN

CEO



OUR CORPORATION: MISSION & VISION

Ashburton Aboriginal Corporation's mission is to establish and maintain an environment that benefits Aboriginal people through the creation of culturally appropriate employment, enterprise opportunities and

PURPOSE

AAC provides services that enable Aboriginal people to participate in employment and economic opportunities. To do this, AAC:

- Builds trust based on mutual respect.
- Works together to increase the self-sufficiency of Aboriginal people.
- Cultivates relationships and formal partnerships with other organisations and agencies.
- Accesses resources from state and federal governments.
- Implements economic projects and investments to reduce reliance on government funding.
- Has built a reputation for quality work practices with emphasis on continuity and sustainability.

GOVERNANCE



Doreen James



Phil Carey



Ingrid Carey



Trevor Parker



Margaret Parker



Doris Parker



Gayden Carey



Juanita Lyndon



Debbie Cox



Charlie Tucker

The Ashburton Aboriginal Corporation (AAC) Board comprises our chairperson and nine directors from the Shire of Ashburton.

GUIDING PRINCIPLES

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

Accountability

Maintaining high levels of accountability and compliance in relation to funding and program outcomes.

Capacity Building

Acknowledging the capacity, resilience, and self-reliance of Aboriginal people and their right to constructively participate in social and economic opportunity.

Caring for Country

Implementing culturally sensitive projects and ensuring their activities have no adverse environmental impacts.

Collaboration

Being committed to Aboriginal and non-Aboriginal people working cooperatively, and to working together with other Aboriginal organisations for mutual benefit.

Innovation

Supporting and fostering leading edge approaches for the benefit of Aboriginal people.

Partnerships

Developing partnership arrangements with other organisations to create income generating capacity for the corporation and employment opportunities for Aboriginal people.

Respect

Valuing local Aboriginal history, the unique contribution of individuals, and the role and knowledge of our Elders.

Sustainability

Acknowledging that positive and progressive social and economic change will require ongoing, consistent and strategic action by all stakeholders.

KEY ACHIEVEMENTS

A critical component of CDP service delivery is having jobseekers move from WFD participation into sustainable employment. During the course of the year AAC staff placed over 340 jobseekers into employment (see attached graphs) across both regions. In order to meet demand and provide a full service from initial job matching to post placement support AAC have increased the staff resources allocated to the Employer Services Unit. In order to provide a consistency of service and processes the Employer Services Unit functions have been centralised in the South Hedland office with other staff on site across both regions then freed up to focus on identifying jobseekers for available vacancies.

Employment Pathway Advisors (EPAs) play a vital role in servicing the needs of jobseekers and providing individual tailored assistance to address any barriers and provide the training and skills necessary to obtain employment. Throughout 2018/19 EPAs achieved excellent results in scheduling regular appointments with jobseekers and having compliant Job Plans to support the services. As an organisation AAC has also significantly increased jobseeker expenditure with additional funding going into training courses, licences & tickets, non-vocational support and work clothing & equipment.

Feedback from jobseekers has been positive while EPAs have also reported increased engagement and rapport.

AAC has greatly increased the emphasis on accredited training within WFD Activities. Activity Coordinators have been working closely with North Regional TAFE and consequently units of Certificate II Horticulture, Certificate I Gaining Access to Training & Employment, Safe Food Handling have been incorporated into on-site activities. Specialist training organisations have also provided forklift and skid steer courses for jobseekers to increase their employment prospects. With the emphasis on safety across all activities and CDP operations AAC have also arranged training for Activity Supervisors including Working at Heights, Confined Spaces and First Aid courses.

A constant priority for AAC has been ensuring that WFD activities meet the needs of the individual and of the community. To this end AAC obtain feedback from jobseekers about activity content and also support community identified projects or provide material support back into the community.

Examples include construction of a playground and BMX track at Punmu, preparation for NAIDOC events across both regions, cyclone clean up tasks in a number of communities, preparing gift

baskets (soaps, lip balms, jewelry etc.) and donating to local groups for distribution to clients, supporting the Army Aboriginal Community Assistance Program (AACAP) at Jigalong with construction projects, various community garden projects and building furniture which is then donated to community and service organisations. To facilitate these projects AAC have invested a considerable amount into Activity budgets.

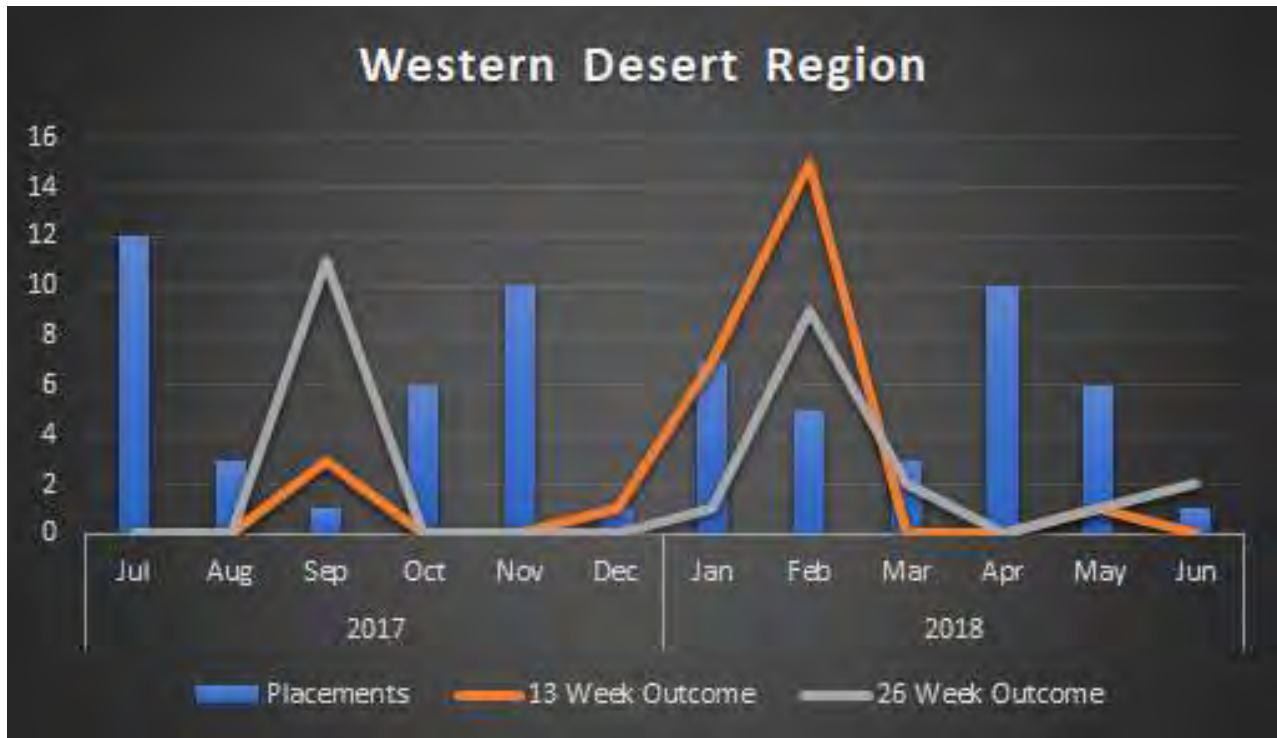
AAC have always highly valued community consultation and obtaining local feedback about priorities for WFD activities. Wherever possible AAC negotiate with local communities to have in place a Host Agreement whereby the community itself identifies projects and oversees WFD activities with support provided by AAC staff. AAC currently has a number of Host Agreements across the Western Desert while also maintaining a presence in community forums where appropriate. AAC will endeavor to build upon existing consultation by assisting in developing Community Advisory Boards and clarifying Terms of Reference by consideration by the National Indigenous Australians Agency (NIAA).

AAC has approved the implementation of two new roles that have proved pivotal in on-the-ground operations. AAC now has a Projects Manager reporting to the CDP

Manager with this role focusing on ensuring high-quality activities with relevant links to community needs, jobseeker expectations and local labour market demands. The Projects Manager role has proved invaluable in ensuring appropriate activity management and compliance, ensuring AAC is represented at local forums, building up relevant networks within communities and liaising with training organisations and service providers. With an organizational emphasis on safety AAC have also appointed a Health, Safety & Environment (HSE) Manager. Although this role works across the entire organisation the HSE Manager has been particularly active in the CDP program ensuring correct Risk Assessments are in place for all activities and projects and also making sure induction processes are in place for jobseekers and supervisors.

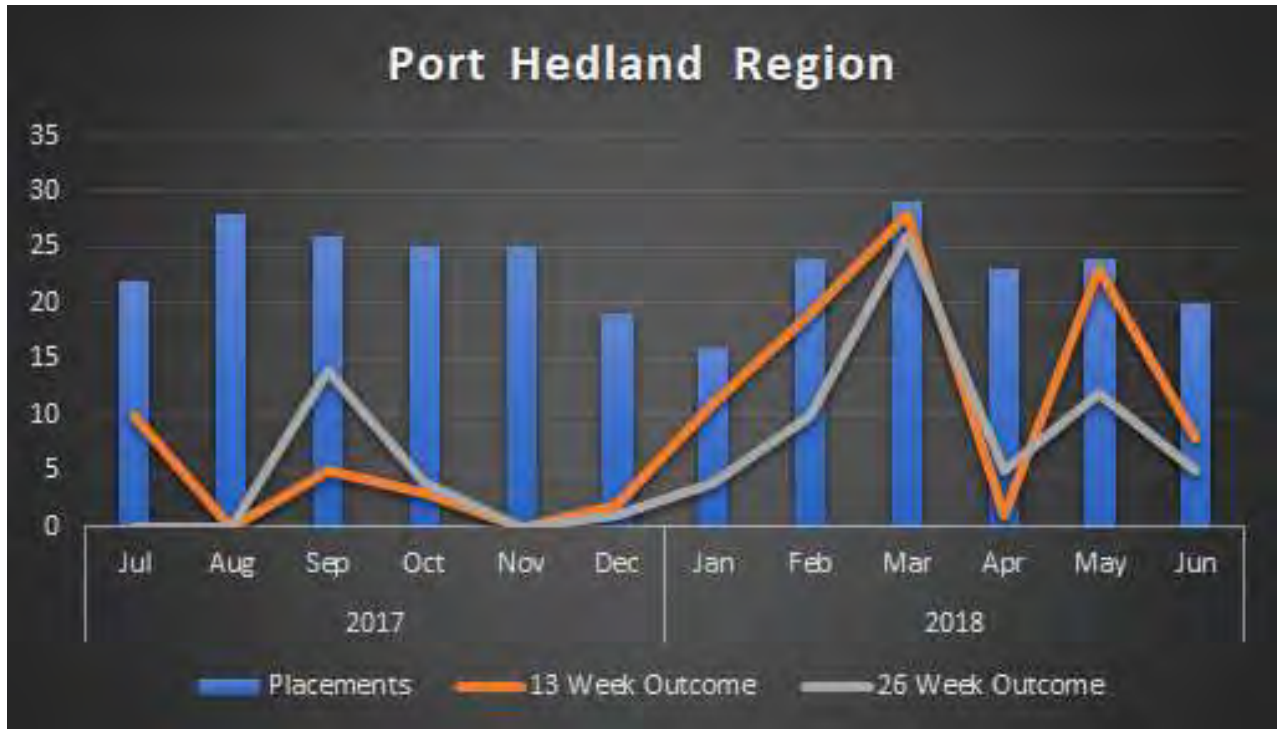
CDP is a complex and ever-evolving program and AAC is always reviewing service models and work practices to ensure compliance with contract requirements and the provision of quality service to jobseekers, communities and employers. AAC has an ethos of working closely with all stakeholders and as such is a well-regarded organisation with funding bodies having confidence in AAC's organisational governance and commitment to service.

WESTERN DESERT



WESTERN DESERT REGION												
Outcome Type	2017						2018					
	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Placements	12	3	1	6	10	1	7	5	3	10	6	1
13 Week Outcome	0	0	3	0	0	1	7	15	0	0	1	0
26 Week Outcome	0	0	11	0	0	0	1	9	2	0	1	2

PORT HEDLAND



PORT HEDLAND REGION												
Outcome Type	2017						2018					
	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Placements	22	28	26	25	25	19	16	24	29	23	24	20
13 Week Outcome	10	0	5	3	0	2	11	19	28	1	23	8
26 Week Outcome	0	0	14	4	0	1	4	10	26	5	12	5



COMMUNITY DEVELOPMENT PROGRAM (CDP)

AAC works with individuals, communities and other organisations to provide a range of services, enterprises and programs that facilitate increased participation in employment and economic opportunities.

CDP OVERVIEW

Throughout 2018/19 AAC continued to deliver services under the Community Development Program (CDP) which is a federal program administered by the recently renamed National Indigenous Australians Agency (NIAA), formally under the auspices of the Department of Prime Minister and Cabinet (PMC). AAC enjoys a positive working relationship with NIAA Senior Management and appointed Contract Managers. AAC appreciate the pivotal role played by NIAA in assisting with compliance matters and service strategies. This support has helped position AAC as a strong organisation and this confidence is evidenced by the fact that AAC has had the CDP contract extended through until 31/3/22 with the option of an additional three years thereafter.



CDP is designed to support jobseekers in remote Australia to build skills, address barriers and participate in a range of activities that benefit both the individual and the community. There is a strong emphasis on CDP providers placing jobseekers into sustainable employment and arranging work-like activities of up to 20 hours per week (Work For the Dole) for eligible jobseekers while they are looking for work.

AAC remains one of the larger CDP providers in that the organisation has maintained allocation of two regions (Port Hedland and Western Desert) while there have been some changes of providers across other regions over the last twelve months. AAC covers an extensive area geographically as well as a large number of jobseekers (890 in Port Hedland and 410 in the Western Desert) with total numbers increasing modestly throughout the year.

AAC continues to focus on delivering on performance, compliance and service measures and, in addition to working productively with NIAA as the funding body, AAC has impressive connections with communities, employers, training organisations and service providers as well as obtaining feedback from jobseekers about potential project content.

NEWMAN CDP ACTIVITIES



Newman Strong Men

Throughout the year, the Newman Strong Men have been participating in a range of activities from woodwork, metalwork and construction to arts and crafts.

This year, the Department of Justice reached out to AAC for assistance with the Seating Project for Newman Court House. Newman Strong Men were heavily involved in the design and construction of this project. The Department of Justice was over the moon with the contribution and effort.

Newman Strong Men are also currently building an office/crib room for Newman Strong Participants down at Parnpajinya Shed. This will allow clients to use a functioning office whilst at activity, which will benefit job search, resume developments and online training.

Newman Strong Women

Over the past 6 months the strong women group have been busy doing all kinds of activities, including Sewing, painting, tie dying, cooking, jewellery, wood work, gardening, candle making, the op shop and group activities.

NEWMAN CDP HIGHLIGHTS

Ess Compass Group - Information Sessions

ESS and AAC have successfully run two information sessions in Newman with the Newman Strong Women. The first session consisted of 9 ladies, 7 of which were successfully selected. The session was held at Newman Mt Whaleback, ESS Compass Group Site. The second session consisted of 10 participants, with 6 being selected. Ladies will commence training which will give them a feel of all different departments. The ladies will then fall into paid employment as Utilities for ESS Compass Group.



Fire Pits/BBQ

During the cold season, Newman Strong Men have built fire pits/BBQs for families. Newman Strong Men used donated 44 gallon drums. The drums were cut vertically in half and participants used their welding skills to build bases.



NEWMAN CDP HIGHLIGHTS



Naidoc Week

Newman women and men got involved in activities to celebrate Naidoc week. Wood was collected and fences were set up to house fire pits, which were used for traditional cooking at the event. The fires were then maintained and kept alight throughout the day with the help of the participants. Ashburton Aboriginal Corporation participated in celebrations and offered a range of community activities such as toss the ring and shoot the ball.

TOM PRICE CDP ACTIVITIES

Tom Price - Caravan Park Project

In May 2019, the local AAC CDP participants were approached to design and paint an indigenous eye-catching mural for the camp kitchen at the Tom Price Caravan Park.

Over a six week period, more than 20 participants designed and completed the camp kitchen mural.

This project created high CDP attendance, promoted teamwork amongst participants and generated a buzz throughout the entire community.





Tom Price - NAIDOC Celebrations

This year CDP participants were involved in three separate NAIDOC celebrations, the first taking place at North Tom Price Primary School. Participants demonstrated how to make dampers and engaged in story telling activities.

CDP participants also took part in the Ashburton Shire Day. Participants designed and painted a banner to display at the event and assisted with a barbecue and running games on the day. During a NAIDOC celebration day at Tom Price High School, CDP participants helped run an art and artefact making station and were involved in the cooking of dampers and 20 kangaroo tails for students and teachers. The celebration was a great success, with participants since being approached to design two murals for the high school.



Tom Price - Police Station Busy Bee

Through consultation with the Tom Price Police and CDP participants, a busy bee was arranged to take place at the Tom Price Police Station and the new Sergeant's residence. This entailed rubbish removal and a full garden service at both the station and residence. AAC also built and supplied two picnic benches and a bench seat for the front of the local court house.

Overall, the CDP participants found this activity fantastic, with a plan for ongoing maintenance at the police station currently underway.



TOM PRICE CDP HIGHLIGHTS

Resin Art Project

Part of our resin art program is teaching hand skills and math. Math is an important part of creating the resin projects as participants need to know the ratio of resin and volume of the formation.



Rio Tinto Induction

Ashburton Aboriginal Corporation have developed a strong relationship with Rio Tinto and Sodexo in the last few years which has helped our participants complete courses and further their knowledge and employment opportunities. Participants have been studying in preparation for employment.





SOUTH HEDLAND CDP ACTIVITIES

Administration Workplace Preparation

This activity involved participants learning basic computer literacy skills, including:

- Updating and creating resumes and cover letters
- Creating USI numbers
- Online job search and application
- Online induction and training
- Basic internet skills
- Creating and utilizing an email address
- Keyboard typing skills

Horticulture

Participants in this activity made planter boxers for planting and maintaining seedlings that were then donated to St. Vincent de Paul, HARTZ Art Centre, Limpet St. Garden, the local radio station and Mirnutharntu Maya Garden.

Community Maintenance

This activity required participants to assist in maintaining premises in the community for elder pensioners, single parents and people living with disabilities. These premises included the Police Station, the Bloodwood Sobering Up Centre, the golf club and the court house.



Craft and Design

The participants involved in this activity created various craft works, including soaps, lip balms, aprons and hampers for mums with newborns. These items were then donated to the South Hedland Police Department, South Hedland Primary School, Cassia Primary School, Wirraka Maya, Well Womens Centre and the Justice Department. Participants also designed wreaths for funerals.



Upholstery

One of South Hedland's Activity Leading Hands is a qualified upholsterer and has taught our participants how to create and upholster various items of furniture. This furniture, including chairs and mini couches, was then donated to establishments throughout the community, such as the Youth Involvement Centre and the local dance group.



Woodwork/Carpentry

The participants in this activity created various pieces of furniture that were then donated to not for profit organizations. Some of these donations included 170 wooden discs to St Cecelia Primary School for NAIODOC, book shelves and tables to the Youth Involvement Centre and tables to the C3 Church.

