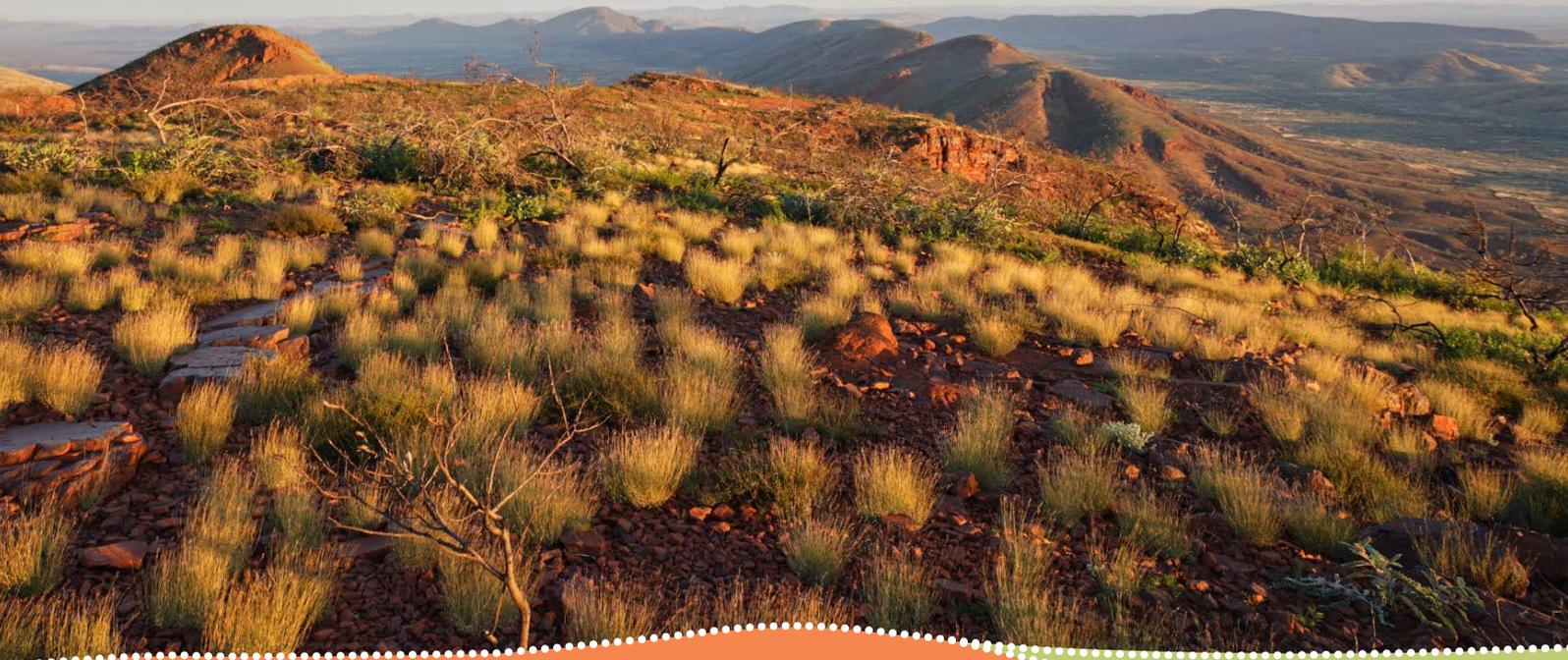
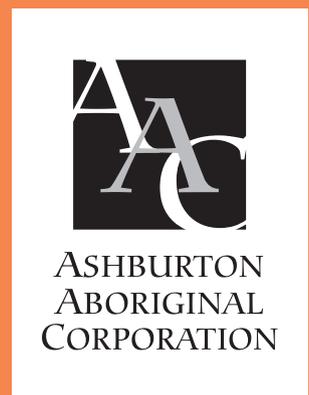


EMPLOYMENT  
TRAINING  
COMMUNITY  
ENTERPRISE



# ANNUAL REPORT

2020–2021



ICN: 3615



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## CHAIRPERSON'S REPORT

It is hard to believe that almost another year has passed, and what a year it has been. From the perspective of myself and my fellow board members, 2020-2021 has been an incredible year for AAC.

Our CDP managers, supervisors and staff have worked extremely hard this year to provide support and assistance to our Jobseekers across the Pilbara. This is demonstrated by our Jobseeker employment placement outcomes. The board acknowledges how steady, strong and committed our staff are.

I would also like to thank the staff and my fellow directors for their dedication and hard work this year. Furthermore, I'd like to extend a special thank you to our CEO, Steven Sonneman-Smith for keeping the ship steady in these uncertain times.

I am very proud of the direction this corporation is travelling in, and the positive changes we are bringing to our communities and Jobseekers throughout the Pilbara. I look forward to the next twelve months, which will no doubt bring challenges and rewards for our corporation.

**Doreen James**

Chairperson



## CEO REPORT

AAC's success during the 2020/21 financial year has been down to the dedication of a hardworking team. This year has again been a year of embracing change and learning to pivot as an organisation. Without the team embracing this while continuing to support our Jobseekers and community, we would not have been able to achieve what we have this year.

This annual report is filled with more detail of our achievements, but a few highlights for me have been:

- Hearing the stories of individuals that have gained employment in their first job or passed their driver's licence. These are two things that we often take for granted but have a huge impact on an individual's circumstance.
- The success of our bottled water brand Yurrama Water. Yurrama is now the main water supply for most of the catering companies in the Pilbara. Yurrama has enabled us to support community organisations with donated water for events and support employment in our Containers for Change program.
- Our Containers for Change refund point operation, which has removed over 1.2 million containers from landfill and has seen 31 Jobseekers gain paid casual employment in the program.

There are many more achievements I could highlight, but I encourage you to read through our annual report for more information about the programs delivered in 2020/21.

To our staff both past and present that have contributed to AAC's success, thank you for your hard work and willingness to embrace the changes and challenges we have experienced along the way.

I would also like to thank our board for their continued support and guidance in providing direction and oversight of the organisation in sometimes difficult and critical times.

Yours sincerely,

**Steven Sonneman-Smith**

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 the provision of education and training services throughout the Pilbara.

## PURPOSE

**AAC provides direct services to enable Aboriginal people to participate in employment and economic opportunities.**

**In order to do this, AAC:**

- Builds trust based on mutual respect.
- Work together to increase the self-sufficiency of Aboriginal people.
- 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 of 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 that 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

**As outlined above, 2020/2021 has seen AAC achieve record levels of job vacancies and employment placements. There was an increase of 500 placements across the two regions this year, which was quite a significant improvement on previous years. AAC increased staffing resources allocated to employer servicing and job matching, with a focus on post placement support. This saw AAC maintain conversion rates into sustainable employment. AAC staff actively promoted the services on offer and wage subsidy programs available to ensure as many Jobseekers as possible had employment opportunities.**

Another factor impacting upon strong placement numbers has been AAC's investment in pre-employment programs and paid pathway to employment projects. In consultation with local employers, AAC has instigated structured pre-employment programs to assist Jobseekers gain the requisite skills and insights into roles available in the mining and mine support industries. Such a strategy provides a definitive pathway from vocational training into paid employment. As an organisation, AAC also have our own enterprises with Containers For Change and Ashmaintenance. These enterprises provide a paid working environment for Jobseekers to develop practical skills that can then be used to gain employment roles within the local labour market. To support the increase in job placements, AAC has worked with local employers to increase resources provided for post placement support. The resulting AAC Mentorship Program now provides intensive support for the early weeks of employment, as well as ongoing follow up for both the participant and employer.

AAC has maintained a commitment to working with local communities throughout 2020/21, with community feedback playing a vital role in the services provided. Examples of AAC community projects include participation in the NAIDOC Week Family Fun Day at the Newman Shopping Centre, sponsoring the NAIDOC Youth Ball, the distribution

of recycled clothing, furniture and linen to remote communities, the coordination of outdoor movie nights and family BBQs, mining role information sessions conducted on site, home maintenance training and practical tasks, community gardens and ongoing support with the Blue Tree Project to help raise awareness around suicide prevention and mental health. When developing activity projects, AAC always ensures that there is a link between our involvement and the needs of the communities and individuals.

In the 2021 federal budget, changes were announced that had a significant impact on CDP services. The Government announced changes to mutual obligation that meant participation in a range of CDP activities was no longer compulsory for individual Jobseekers. Given that AAC has always focused on offering activity projects linked to community input and Jobseeker feedback, this was not a challenging situation, but rather an opportunity to build in even more flexibility and content variety into activities on offer. Jobseekers now have more flexibility regarding hours and days for attendance, as well as a range of non-vocational projects they can engage in. The availability of a wide range of activities and non-vocational support workshops has seen participation numbers remain stable and has resulted in positive feedback from Jobseekers.

During 2020/21, the Government announced that CDP as a program would be replaced in July 2023 by the Remote Engagement Program. AAC's current contract for CDP delivery has been extended to 30/6/23 to cover the transition period. Given current service strategies and community linkages, AAC as an organisation should be well placed to make a successful transition into the new Remote Engagement Program.

As a consequence of the effort of CDP staff and management, AAC as an organisation has been nominated for and won a number of community service awards over the last year. AAC received an award in the Best Medium/Large Not-For-Profit Organisation category at the Newman Chamber of Commerce & Industry presentation evening.

In Port Hedland, AAC was a finalist in the Best Not-For-Profit Organisation and the Impact-Medium/Large Organisation awards at the Pilbara Community Service Excellence Awards. In Tom Price, AAC received an award as the Best Not-For-Profit Organisation at the Pilbara Inland Chamber of Commerce & Industry presentations. The acknowledgement of service and effort indicated by these awards reflects well on Ashburton Aboriginal Corporation's commitment to serving local communities.



# HIGHLIGHTS

## TOTAL JOBSEEKERS REGISTERED AS OF 30/6/21

Port Hedland region **1,239**

Western Desert region **542**

## JOBSEEKER FUNDING

Jobseekers funded for training, licences, equipment, support **1,107** individual Jobseekers supported across the Pilbara through CDP services

## JOB PLACEMENTS

Across both regions, a total of **500** job placements (an increase of 186)

**217** different employers

## EMPLOYMENT OUTCOMES (13 & 26 WEEKS)

**187** outcomes across both regions.





# COMMUNITY DEVELOPMENT PROGRAM (CDP)

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



## CDP OVERVIEW

**The impact of COVID-19 throughout 2020/21 continued to both present challenges and provide opportunities for the delivery of Community Development Program (CDP) services. As a CDP provider, AAC built upon some learning outcomes obtained during the modified services requirements for COVID affected times to develop a more flexible approach to Jobseeker engagement and participation.**

CDP is a federally funded program administered by the National Indigenous Australians Agency (NIAA). This program is designed to support Jobseekers in remote Australia to build skills necessary for employment in the local labour market and to address any identified barriers to employment. The CDP program also provides a wide range of activities to Jobseekers. Participation in these activities is beneficial to not only the individual, but also to the wider community. There is a strong emphasis on CDP providers placing Jobseekers into sustainable employment and arranging participation in work-like activities and/or non-vocational support, with hours involved negotiated with individuals.

In delivering CDP services, AAC maintained a positive working relationship with NIAA Senior Management and appointed Contract Managers. Regular meetings, online forums, joint community visits and sharing of information ensured AAC were able to provide a range of services that met the needs of our clients across the Pilbara, while remaining compliant with funding body requirements and Government health advice.

The previous peak in Jobseeker numbers tapered off in 2020/21, with many first time registrations returning to employment due to COVID impacts easing. However, total caseload numbers across both the Port Hedland and Western Desert regions are still well in excess of pre-COVID levels. The decrease in Jobseeker numbers was offset by a significant increase in job vacancies and placements, with AAC adjusting resources and service strategies accordingly throughout the year.

# NEWMAN CDP ACTIVITIES & HIGHLIGHTS





## COMMUNITY ENGAGEMENTS

### Save the Children/NAIDOC Event

Ashburton Aboriginal Corporation (AAC) participated in the Save the Children/Naidoc event held at the Boomerang Oval in Newman this year. AAC had a stall with Kangaroo Stew, Damper, Sausage Sizzle, and some fun activities which were face painting, arts and crafts. Our employment services team had a giveaway pack with information to promote what AAC was all about.

### Containers For Change

AAC took part in the containers for change operation where our Jobseekers went around with our supervisors. Our activities coordinator led this activity with passion, which resulted in the collection of the recyclables. "Well done to Ashburton Aboriginal Corporation for collecting a total of 11,948 containers from the environment surrounding Newman in under a week! This is a huge effort!" This activity was acknowledged on East Pilbara Facebook page.

### Night Patrol

We also worked closely with the YMCA RSAS team with a trial of the night patrol. AAC assisted with the lunch packs, which were made by a mix of our Jobseekers and the AAC Team. The purpose of this project is to feed the youth on the streets after hours and let them know that there are organisations that care about their safety. The passion of all involved in this project spread, with other organisations in town assisting in preparing meals to hand out on alternative nights.

### Parnpajinya Community Clean-Up

Parnpajinya Community clean-up was started late November 2021. This initiative was then continued at the request of Relma Departments of Planning Lands and Heritage (DPLH). This engagement was led by our Newman supervisor, and generated temporary employment and the learning of new skills for many of our Jobseekers. This initiative resulted in new relationships amongst the Parnpajinya Community and an overall cleaner community.

## ACTIVITY HIGHLIGHTS

There were a variety of exciting activities that took place this year in Newman.

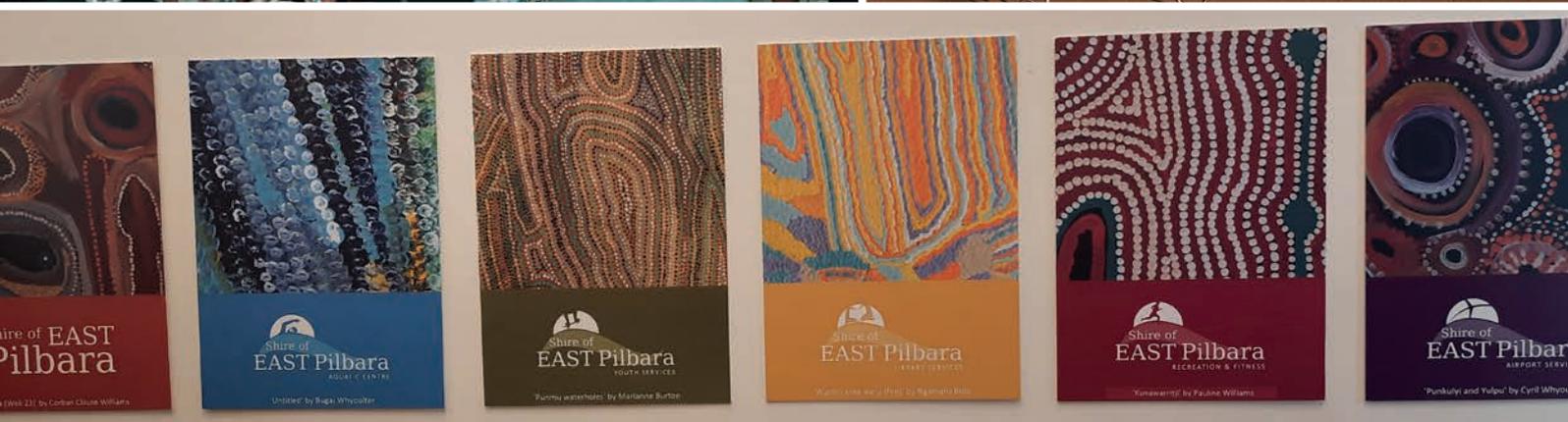
The Newman Strong Women thoroughly enjoyed making bath bombs – they were a great hit! In our candle making activity, Jobseekers built their own candle moulds and also had some premade. In some communities, a rice cooker was used to keep the candle wax warm and silky. The left-over wax from the candle making activity was then used to make awesome patterns in the Sewing/Material technology activities where pillowcases and tote bags were made.

Jewellery making was also a great highlight across the Western Desert. From Earrings to anklets, this activity sparked a lot of interest in the Jobseekers to start their own businesses.

Another highlight was the cooking activity where our Jobseekers were taught hospitality skills, food preparation and health and safety. This activity involved Jobseekers dishing up beautiful, delicious meals. This worked hand in hand with the Meals on Wheels Community Engagement Project and Night Patrol.

Ground's Maintenance was the biggest activity across the board this year. Our Jobseekers have done amazing work in building health and safety skills, risk assessment skills, checking off task lists and learning how to maintain and upkeep equipment to ensure machines and tools last longer. This activity involved the incredible clean ups at the Punmu airport, Nullagine Police Station, Jigalong School and last but not least the residences and community of Parnpajinya.





## JOBSEEKER SUCCESS STORIES

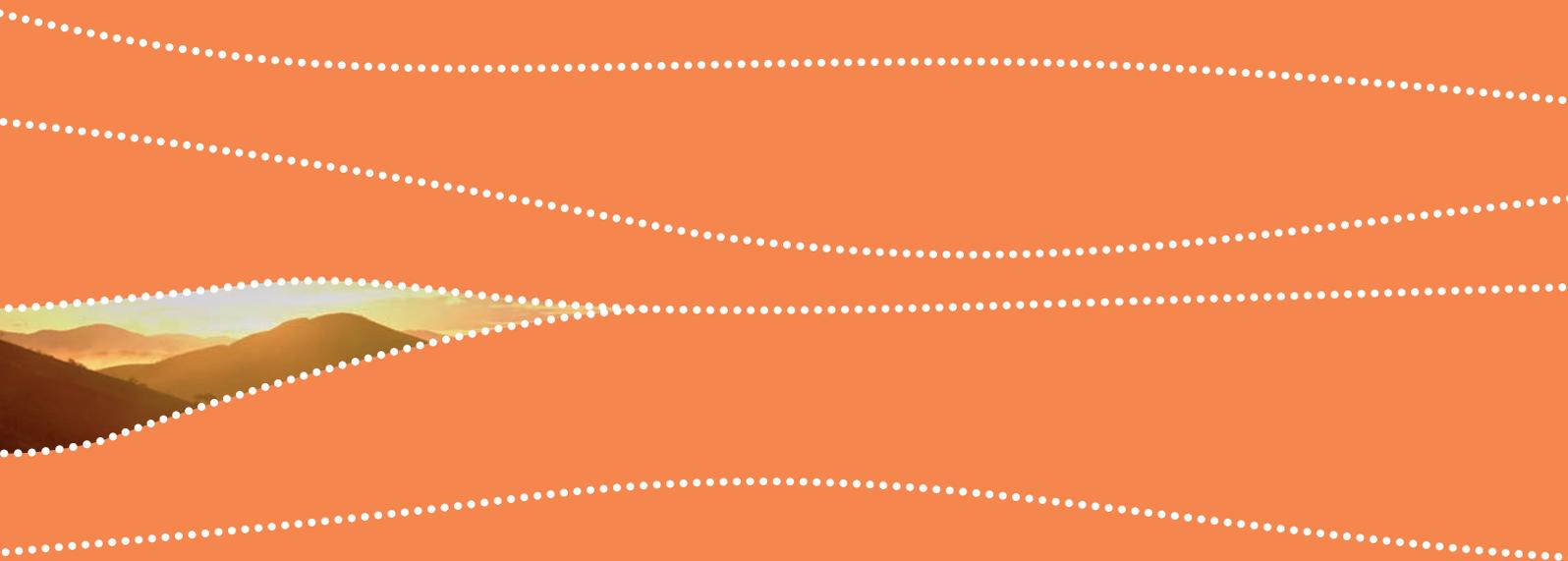
AAC Western Desert employed two Jobseekers from the caseload. The two Jobseekers were identified as job ready by our Jigalong and Newman supervisors.

**1<sup>st</sup>:** Rhiannon demonstrated leadership, commitment and skills that she could pass on to others in her activities. This resulted in Rhiannon being hired as the Strong Women supervisor for Jigalong. Rhiannon is thriving in her position, with great attendance despite the new voluntary participation changes.

**2<sup>nd</sup>:** Brittany was originally hired as the receptionist for the Newman office, and has now been promoted to EPA.

**3<sup>rd</sup>:** AAC works very closely with Programmed, an organisation that recruits for the mines in Newman. Anthony was commenced with Ashburton who was then referred to an Entry Level Dump Truck drivers position in May. AAC assisted with his pre-employment Medicals, allocated space, and time for Anthony to come into the office to complete his inductions. He was then later on placed in August.

# TOM PRICE CDP ACTIVITIES & HIGHLIGHTS





## NAIDOC 2021

NAIDOC Week celebrates the history, cultures and achievements of Aboriginal and Torres Strait Islander peoples. NAIDOC Week is celebrated by all Australians and is a great opportunity to learn more about Aboriginal and Torres Strait Islander Communities.

National Aborigines and Islanders Day Observance Committee [NAIDOC] celebrations are held across Australia, and each year a different theme is chosen. NAIDOC week sees the community coming together to make arrangements for the festivities and celebrations.

NAIDOC events are held in July of each year, however as we were experiencing lockdowns, we shifted the celebrations to 14 November 2021.

The 2021 NAIDOC theme was: Always Was, Always Will Be. Always Was, Always Will Be recognizes that First Nations people have occupied and cared for this continent for over 65,000 years.

In Tom Price, AAC partnered with Shire of Ashburton, Rio Tinto, Tom Price Youth Support Association, Nintirri Centre, Tom Price Arts Hub, Gumala Aboriginal Corporation, IBN Corporation, Makeup by Zara Parker & Red Dirt Reptile

Encounters to create a wonderful event with an amazing turnout of community members.

There were plenty of activities for children and their parents to join in on, including face painting with our local aboriginal makeup artist – Zara Parker. Attendees could also get temporary NAIDOC tattoos, hold snakes with Dan from Red Dirt Reptiles or take part in cultural art and craft. Free NAIDOC Goodie Bags were available, as well as hand painting with the ladies from Gumala Aboriginal Corporation.

Many thanks to Cecilia Parker and her mother Dawn who generously offered to cook and provide kangaroo tail stew and freshly made damper to contribute for the day as well as a sausage sizzle, cooked by our Rio Tinto helpers.

Overall, we had an excellent turnout from the Tom Price community who joined us in celebrating NAIDOC Day as one.



## TOM PRICE STRONG MEN – CEMENTING ACTIVITY

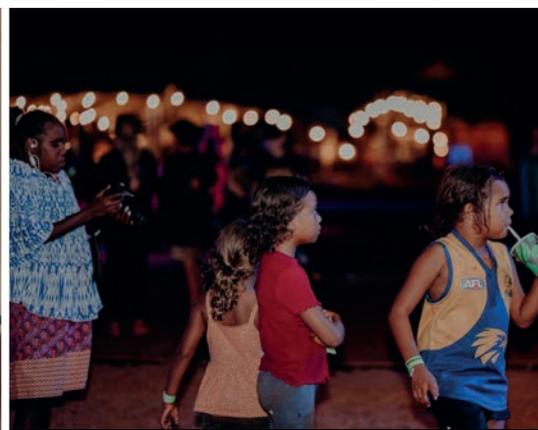
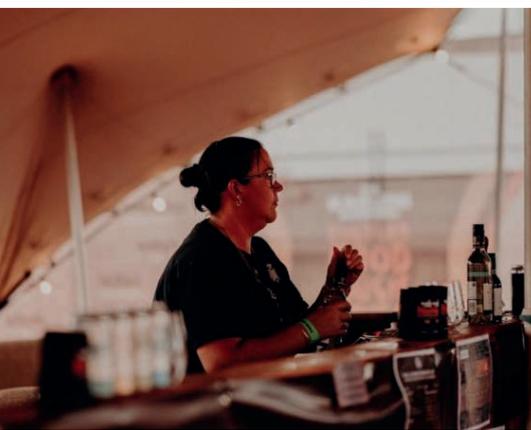
Our Work for the Dole Activities have had a large impact on Jobseeker Employability Skills this year. Not only are they getting into a regular routine, but they have been working hard on reliability, following instructions, leadership, motivation and initiative, teamwork, adaptability and good communication amongst others.

One of the highlights this year was concreting. A group of Jobseekers in Tom Price have now attained skills that can never be taken away from them. They have worked on a housing project in Larnook Street. They started off by demolishing and removing cracked and broken existing concrete. They have new skills using hand and power tools to pull apart and remove the broken concrete. What a boost in confidence!

That was only the beginning. They then went on to erect the concrete formwork and steel reinforcements. They poured, spread and levelled the concrete, and now have the exposure to what it is like working in the construction industry. Quite a few of these Jobseekers have transitioned to employment opportunities.

They now have cemented their time and skills into something that will show their progress and workmanship for years to come.





## KARIJINI EXPERIENCE RAISING BAR

The Nintirri Centre is a not-for-profit organisation that hosts The Karijini Experience event annually. The Nintirri Centre strives to be a cultural catalyst for connecting the community and bringing awareness to the existence of the Karijini National Park. The Karijini Experience is pivotal in promoting Banjima and Aboriginal culture, as well as the Pilbara.

The Nintirri Centre and valued event sponsors have done an amazing job at developing this intimate on-country experience that people from all over the world attend. The program features renowned artists, high quality emerging performers and grassroots experiences with local traditional owners. The Karijini Experience offers a mostly free program with a range of ticketed experiences.

This year, AAC was very excited to be approached by the Nintirri Centre to build an outdoor serving bar for the Karijini Experience. Jobseekers jumped at this opportunity to gain skills in small power tools and hand-held equipment and we extremely excited to get the construction project started.

The local Tom Price Jobseekers assembled a beautiful outdoor serving bar, constructed from recycled timber to match the Karijini Experience aesthetic.

The event was an astounding success, and so was our raising bar made by our Jobseekers. Sylvia Winkler, CEO of Nintirri, said that Nintirri was really impressed with the craftsmanship of the Jobseekers who put the beautiful piece of pallet furniture together. AAC loves to partner with other community groups and it was an incredible pleasure to assist with this project.



## TOM PRICE SUCCESS STORY

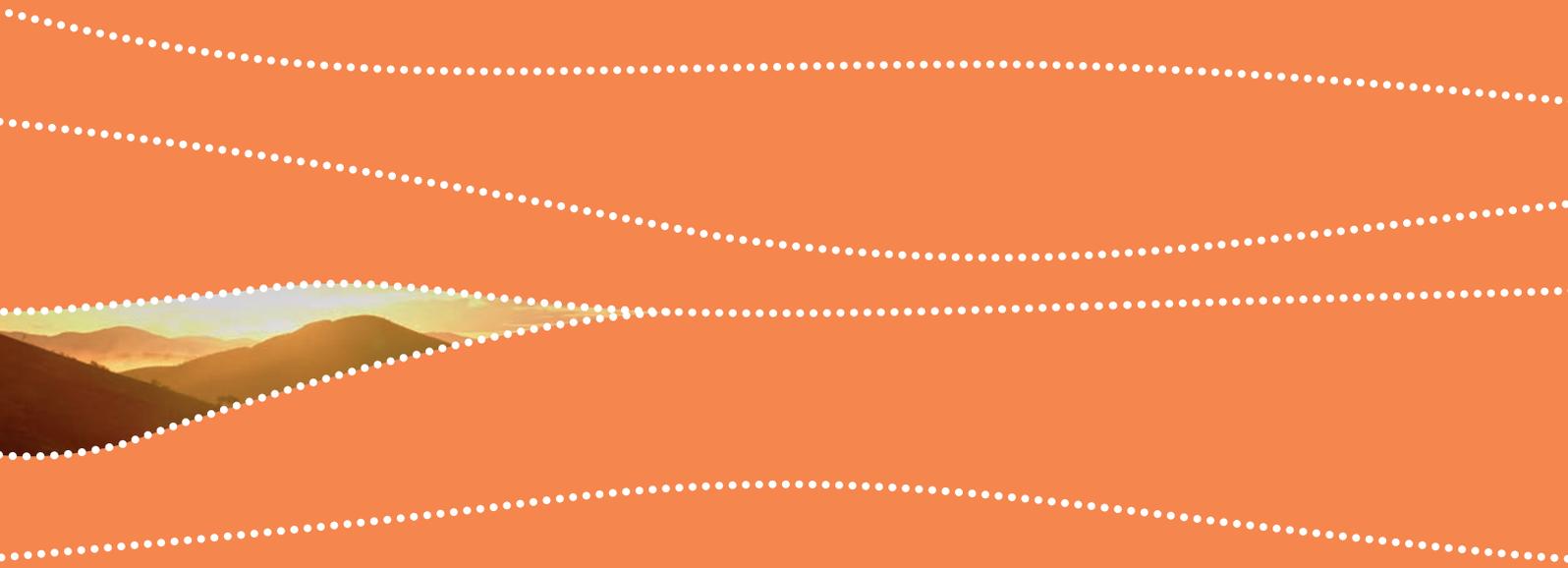
### Angela Kelly

Employment Pathway Advisors (EPA) at AAC's Tom Price location first met Angie in May this year when she moved up to the Pilbara from Perth. Angie had limited working history, having only worked for 12 months as an Aboriginal Liaison Officer in Collie in 1992. Despite this, Angie was determined to obtain full-time employment and get her licence.

Our pre-placement support involved creating a new resume for Angie, assisting her to be contactable and helping her to complete her Construction Induction Training (White Card). We then helped Angie to start submitting job applications. Angie very quickly gained employment as a cleaner on the mine sites, as well as a position doing night-fill at Coles. Angie decided that she would like to do both jobs, working at Coles on her week off from cleaning. Since then, Angie has thrived, moving back to Perth and continuing her FIFO position from there.

AAC staff are so proud of Angie, and it has been incredible and inspiring for us to see such a massive change in someone's life so quickly. AAC is still there to offer Angie post-placement support her for a few more months as she settles in to the recent changes in her life.

# SOUTH HEDLAND CDP ACTIVITIES & HIGHLIGHTS







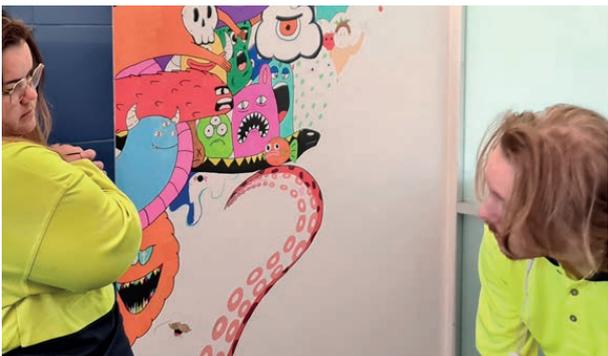
### FISHING ACTIVITY

Ashburton Aboriginal Corporation (AAC) has a new workshop available for Jobseekers to participate in, a fishing workshop. This workshop involves Jobseekers travelling with AAC mentors to Finucane Island and the Port Hedland jetty to cast a line to promote good mental health. Feedback from Jobseekers has so far been positive, with everyone enjoying the activity and the comradery it brings. This experience provides staff and Jobseekers with the opportunity to talk in a casual low-pressure atmosphere and promotes a positive attitude and outlook on life.



### BLUE TREE PROJECT

AAC South Hedland was proud to be involved in the Blue Tree Project again this year, being one of the first local organisations to put up a blue tree. The tree was set up in front of our Harwell office by the horticulture and maintenance crew in order to raise awareness for suicide and provide support for mental health interventions. Our tree is one of many, with 524 registered blue trees set up across Australia, New Zealand, Britain, USA and France.



### NATURALLY NIC ACTIVITY

As part of AAC's Naturally Nic activity, Jobseekers were commissioned by the Port Hedland Department of Corrective Services to design and paint a number of murals inside the South Hedland Courthouse. This was to aesthetically improve the waiting area for people attending the courthouse. This was a great opportunity for a number of our Jobseekers to exhibit their artistic talents within the local community.



### FORTESCUE VTEC PROGRAM

Fortescue Metal Group's (FMG) VTEC program is based on the idea that after successfully completing training, you are guaranteed a job. FMGs' commitment to providing sustainable career pathways for Aboriginal people is working, with 3 AAC Jobseekers securing employment after their completion of the VTEC program. Alex Taylor, Christopher Shaw and Shanni Ishuiguchi will be joining the FMG Cloudbreak operations.

### ADMINISTRATION ACTIVITY

AAC continues to offer innovative and creative activities that Jobseekers can attend voluntarily. The below photo shows one of our Jobseekers, Kennen Edwards undertaking a Food Safety Certificate within our administration activity. Jobseekers can also take part in other courses and certifications to increase their chances of gaining employment, such as an RSA course.



### COMMUNITY MAINTENANCE – WORKPLACE FAMILIARISATION TOURS

As part of our community maintenance activity, our Jobseekers took part in one of AAC's workplace familiarisation tours. Jobseekers visited Bridgestone Mining Solutions in Wedgefield and were given an overview of the entire operational services. This involved Jobseekers watching an informative video presentation and taking part in an onsite factory tour. Bridgestone Mining Solutions Centre is unique, as it is the only facility of its type in the world certified to carry out repairs and re-manufacturing of both tyres and rims on big wheeled machinery. Our Jobseekers had the privilege of seeing some amazing machinery and gained valuable insight into the skills required to work at such a facility.

## SUCCESS STORY

### **Philomena Jackamarra**

It's been a long journey for Philomena, who has had to overcome a variety of barriers and lifelong challenges to get to where she is today.

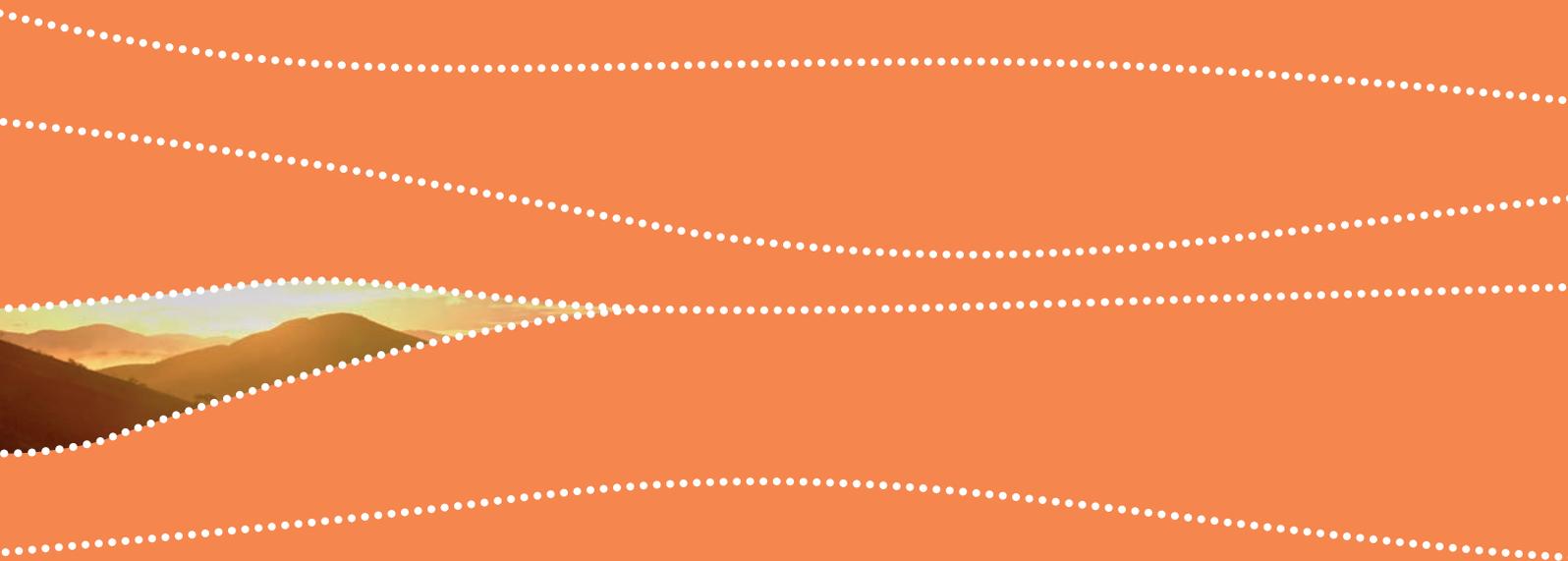
With the help of AAC, Philomena has now completed her RSA and Food Safety Handling course in AAC's administration activity. These certifications have helped Philomena secure more than three job interviews so far.

Previously, Philomena was having to use her daughter's car to get to job interviews. This made life extremely difficult for both Philomena and her daughter, as they both had commitments to attend. To resolve this issue, AAC has been able to assist Philomena in getting to her interviews and casual work placement by providing her with a brand-new assembled push bike. Now Philomena can easily attend job interviews and her current work placement. The provision of the bike has also given her some more independence and reduced household tension in her needing to use the family vehicle.

Philomena could not have been more grateful in her receiving the bike. Philomena is looking forward to securing a fulltime position, with one of her first goals being saving up and buying her very own car.

AAC's post placement support team are looking forward to assisting Philomena with our ongoing one-on-one 26-week Jobseeker support. This includes site visits, mentoring, ongoing paid training with certified professional companies and the provision of PPE.

# COMMUNITY CDP





## NEW OFFICE IN PARABURDOO

In March 2021, AAC opened its doors to our latest office in Paraburdoo. This office was opened to accommodate the additional Jobseekers in Paraburdoo and Bellary Springs/Innawonga. AAC feels that by having a permanent office in Paraburdoo, we are better suited to service our Jobseekers.

Our Jobseekers know the location very well. They freely wander into the kitchen to make a cup of coffee or tea, and you can see that they feel right at home in the space.

The new Paraburdoo office boasts various facilities for Jobseekers to use, including computers for job searches, job club and online training. Paraburdoo community projects take place on site with a large choice of projects to choose from. We are also cultivating a community garden at the front of the office and hope to be able to supply the community with any produce that they desire. We have an amazing selection of pre-loved items on offer for anyone to pack and collect, and we regularly take some clothing out to surrounding communities. We also provide new clothing to our Jobseekers entering the workforce from our PPE room.

With a friendly vibe in the office, people are able to get their creativity flowing by participating in art and sewing projects. Our staff at this location also conduct appointments with Jobseekers and assist them on their pathways to employment.

If you manage to pass by the Paraburdoo office on a Thursday afternoon, you will see a hive of activity and quite a bit of green. This is because we have a refund point for Containers for Change where people recycle eligible containers for a payment into their bank accounts.



## NULLAGINE HIGHLIGHT

### Tie-dye Activity

The tie-dyeing activity was a huge success, with our Nullagine Jobseekers eagerly showing up for a 7:00am start to participate.

Jobseekers were provided with plain t-shirts to tie-dye a design of their choice onto. Designs were chosen by searching the internet and watching videos of dying, which gave Jobseekers a sense of the different patterns that they could create.

Since this activity, Jobseekers have gone on to tie-dye sheets and curtains donated to AAC, turning second-hand goods into beautiful works of art.



## MARBLE BAR ACTIVITY HIGHLIGHTS

### Warralong Basketball Court

Jobseekers were bought out from Hedland to Marble Bar to participate in finishing off the basketball court in Warralong.

Victor Taylor (their Mentor) bought them to Marble Bar for 4 days to help Arvi and also trying their hands at machinery under the watchful eye of Victor.

Since this activity the participants are back in Hedland and enjoying their other activities.





## SUCCESS STORY

### Sebastian Stream

AAC first met Sebastian upon his arrival at the office in Marble Bar when he heard we were running courses for young members of the community.

Our pre-placement support for Sebastian involved creating a resume for him and helping him to obtain construction induction training (White Card).

Sebastian went on to do a 14-week course consisting of 6 weeks theory and 8 weeks practical with Carey Training.

Sebastian gained employment less than 2 weeks after completion of his course with Calidus Gold Mines and is enjoying his job, learning a variety of new skills.

During the practical part of the course, participants went to the Warralong Community Cemetery to clear away trees and lay new foundations for the cemetery site using their skills that they had been taught.

Sebastian has achieved so much in such a short amount of time, coming away from the course as the top student.

A large herd of brown and black cattle is gathered in a feedlot, eating hay. The feedlot is enclosed by a metal fence. In the background, there is a green water tank and some buildings. The sky is clear and blue. The text "PASTORAL STATIONS" is overlaid on the top left of the image.

# PASTORAL STATIONS

# PASTORAL OPERATIONS



## SUMMARY

AAC runs three Pastoral Stations that operate under our subsidiary company Ashmulla Pastoral Company Pty Ltd. The three stations are Peedamulla, Mt Divide and Karbar.

The mission of the Ashmulla Pastoral Company is to run a sustainable and profitable pastoral business on each of our managed stations, incorporating the goals and objectives of Ashburton Aboriginal Corporation. Ashmulla demonstrates excellence in station management and training to support the ongoing development of other indigenous cattle stations. This is accomplished through practical assistance and training of trainees to take up staff positions.

## PEEDAMULLA STATION

Peedamulla Station has had a mixed year, with drought conditions early on. Breeding was affected as a result of these conditions and calving was well down on predictions. Despite this, there were a variety of positive outcomes for Peedamulla this year.

As a result of sufficient early rains, the Cow herd has improved immensely. The Bulls have also been working well and the feed quality has been exceptional. Shane and Adi have carried out extensive improvements in various areas of the station, such as waters, infrastructure sheds, fencing, machinery and roads.

Herd health has also been a priority for Peedamulla this year, following the lengthy drought conditions mentioned above. Increased phosphorous was also introduced for breeding in order to account for these harsh conditions.

Adi has been doing a great job with the caravan park at Peedamulla, and getting excellent reviews as a result. The feedback has been encouraging, which helps us to maintain a positive spin on our operations.





## KARBAR STATION

Karbar Station is now under new management and as a result, we will now be able to increase production with capable maintenance and TLC.

A lot of productive changes have been made at Karbar this year. We have culled older cows and inferior heifers to continue to spell and upgrade pastures.

Over the last three years, considerable areas of Buffell grass have been planted and we expect to see results this wet season. Renovations to quarters have also been undertaken, with mining companies currently renting them.

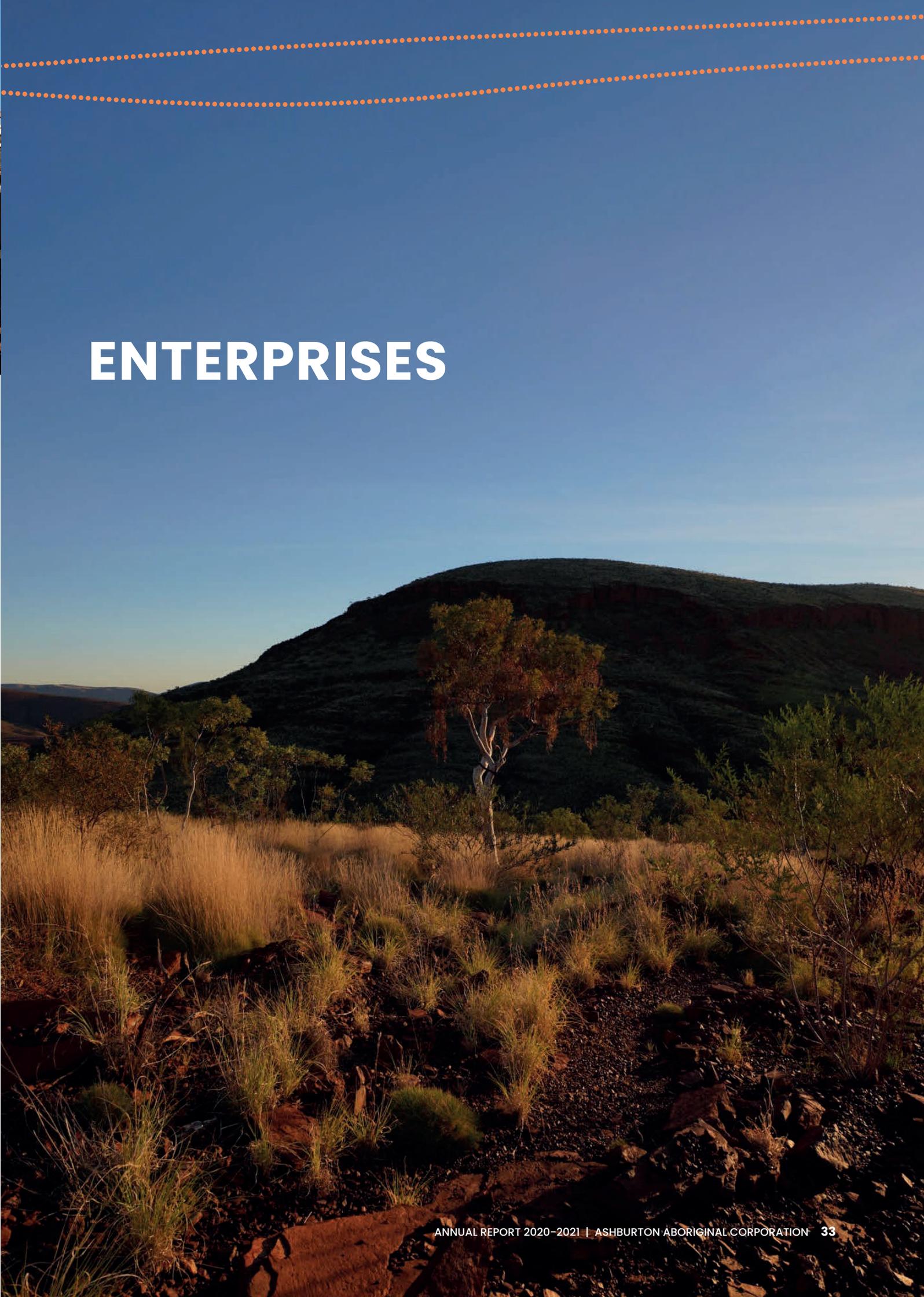
Quality of the heifers will be apparent this year and with wet season approaching, we should have excellent calving ahead.

## MT DIVIDE STATION

Mt Divide has also had an exceptional year, with good calving results and excellent cattle conditions. Rainfall has also been better than average, and this has helped with herd quality and heifer growth.

Morris and Clare have had a great year for construction of waters, with three new and two upgrades. We also have new cattle and trap yards at Mt Divide, along with a revamp of existing cattle yards at homestead.

Overall, Morris has taken Mt Divide to the next level, needing only some fencing now to secure this growth.

The image is a full-page background photograph of a natural landscape. It features a large, rounded hill in the background, covered in dense green vegetation. In the middle ground, a prominent tree with a light-colored trunk and a canopy of green and brown leaves stands on a slope. The foreground is filled with tall, golden-brown grasses and scattered dark rocks. The sky is a clear, deep blue. At the top of the page, two parallel lines of small orange dots curve across the sky. The word 'ENTERPRISES' is printed in large, white, bold, sans-serif capital letters in the upper left quadrant of the image.

# ENTERPRISES



# ASHOIL

## ASHOIL

Ashoil was established from an idea of taking a waste product and creating an environmentally friendly fuel, while providing an opportunity for employment and training of Jobseekers looking to enter the workforce.

Ashoil has developed to offer a range of products focusing on environmentally sustainable solutions with an end to end supply and recycle priority.

Products available for supply are:

- **WA Fresh Canola Oil**
- **Bio Diesel** – Supplied from the waste canola oil supply.
- **Glycerol** – By-product from biodiesel manufacturing used as a slipping agent in the asphalt industry.
- **Bulk Diesel supply and delivery**

Our main manufacturing plant is based in Tom Price, which involves the collection of used cooking oil from mining camps and businesses from across the Pilbara. This waste is then converted into biodiesel. Biodiesel produced by Ashoil is sold under contract to Rio Tinto Iron Ore for use in their drill and blast operations. By-products generated during the biodiesel production process are used in a diverse array of industrial, agricultural and chemical applications.

Through the Ashoil enterprise we aim to offer mentored employment in a range of roles including:

- Truck driving to collect waste oils
- Delivery of finished biodiesel and mineral diesel products
- Manufacturing jobs in the production of biodiesel
- Logistics
- Maintenance

### Highlights:

- Expansion of the Biodiesel Supply for Rio Tinto to the Western Turner operation.
- Delivery contract for Diesel supply to FMG Exploration Camps.



## AD&L

Ashburton Distribution and Logistics (ADL) is focused on the sourcing and supply of a broad range of products and services, with diversity and adaptability being the key drivers. With a keen eye on the environment through recycling, AD&L has launched into producing clean industrial rags from redundant hospitality linen that once might have made its way to landfill.

## YURRAMA WATER

AD&L also supplies Western Australian drinking water to numerous remote locations in the Pilbara including offshore facilities and mine sites. Since launching our own branded water last year, we are now the major water supplier for the majority of mine sites in the Pilbara. Profits from our water sales have supported the establishment of the Containers for Change (CFC) Refund points in Tom Price, Paraburdoo and Marble Bar. Containers from our water sales and other eligible containers are recycled through the government program to reduce landfill. CFC has created 8 roles for Jobseekers in Tom Price and Paraburdoo in Sorting, Admin and Truck Driving.

## ONslow TYRES

Beginning as a tyre shop in 2005, Onslow Tyre Service (OTS) has grown into an extremely busy and diversified business servicing the local community.

The name can be deceiving as it is more than just a tyre service. OTS offers tyre replacement and repairs for motorbikes and motor vehicles, with the latest equipment for truck and large equipment replacement. It also offers full mechanical servicing and maintenance.

With a dedicated team of local staff, OTS can service all your mechanical requirements including:

- All size tyre repairs and replacement
- Wheel alignment and balancing
- Airconditioning servicing
- Logbook servicing
- All types of mechanical repairs
- 4x4 accessories supply and fitting



## ASH MAINTENANCE

**“I’ve never had a job before”**

**“I’ve never had anyone that really cares for my future”**

**“I can start giving back to my mum”**

The above are statements made by past and present Ashmaintenance employees.

These statements reflect the achievement of Ashmaintenance’s goal of creating strong, resilient and confident young Indigenous men and women. Ashmaintenance provides these young people with casual work where they are mentored by a qualified tradesman. This gives them the experience they need to transition into full time employment in their chosen field.

2020-2021 was an awesome year for Ashmaintenance, with 2 Ashmaintenance employees being accepted into apprenticeship programs and 4 employees gaining full time employment within the organisation.

Ashmaintenance manager, Dwayne Arani, said one of the highlights of this year was having his boys talk one-on-one with the Indigenous Minister. He noted that the boys were raw in their conversations and emphasised the positive impact Ashmaintenance has had on them.





## CONTAINERS FOR CHANGE

October 2020 saw the launch of AAC's Containers for Change (CFC) refund point in Tom Price. In March 2021, we opened a depot in Paraburdoo that operates every Thursday from 1-4pm.

AAC was excited to be involved in this initiative because our values align with that of CFC. We make our environment and communities better by giving people a reason to get up and recycle. CFC provides the promise of another life for containers, and 10c to potentially donate on to important causes.

CFC is a great way to get Jobseekers into a position where they can get paid and get into a work routine to prepare them for permanent positions. AAC staff and Jobseekers were excited to have this opportunity. Since October 2020, we have had 31 Jobseekers in Tom Price and Paraburdoo gain experience and a reference to help them on their employment journeys. CFC operators across the state have created more than 730 jobs, including 76 of Aboriginal or Torres Strait Islander descent.

Together with other refund operators across WA we have been part of collecting 765 million 10c containers recycled through CFC. That makes us really proud. We are also proud that so many charities benefit from this initiative.



## ABBREVIATIONS AND ACRONYMS

<b>AAC</b>	Ashburton Aboriginal Corporation
<b>AD&amp;L</b>	Ashburton Distribution and Logistics
<b>CDP</b>	Community Development Program
<b>CEO</b>	Chief Executive Officer
<b>EPA</b>	Employment Pathway Advisors
<b>EPIS</b>	Every Person Is Significant
<b>HSE</b>	Health Safety & Environment
<b>NAIDOC</b>	National Aborigines and Islanders Day Observance Committee
<b>NIAA</b>	National Indigenous Australians Agency
<b>PMC</b>	Department of Prime Minister and Cabinet
<b>WFD</b>	Work for the Dole



[ashburton.net.au](http://ashburton.net.au)