BUILDING FOR TOMORROW.

Supporting economic empowerment through Aboriginal participation and engagement

Dennis Kickett
Director Transport Portfolio Aboriginal Engagement

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Acknowledgement of Country

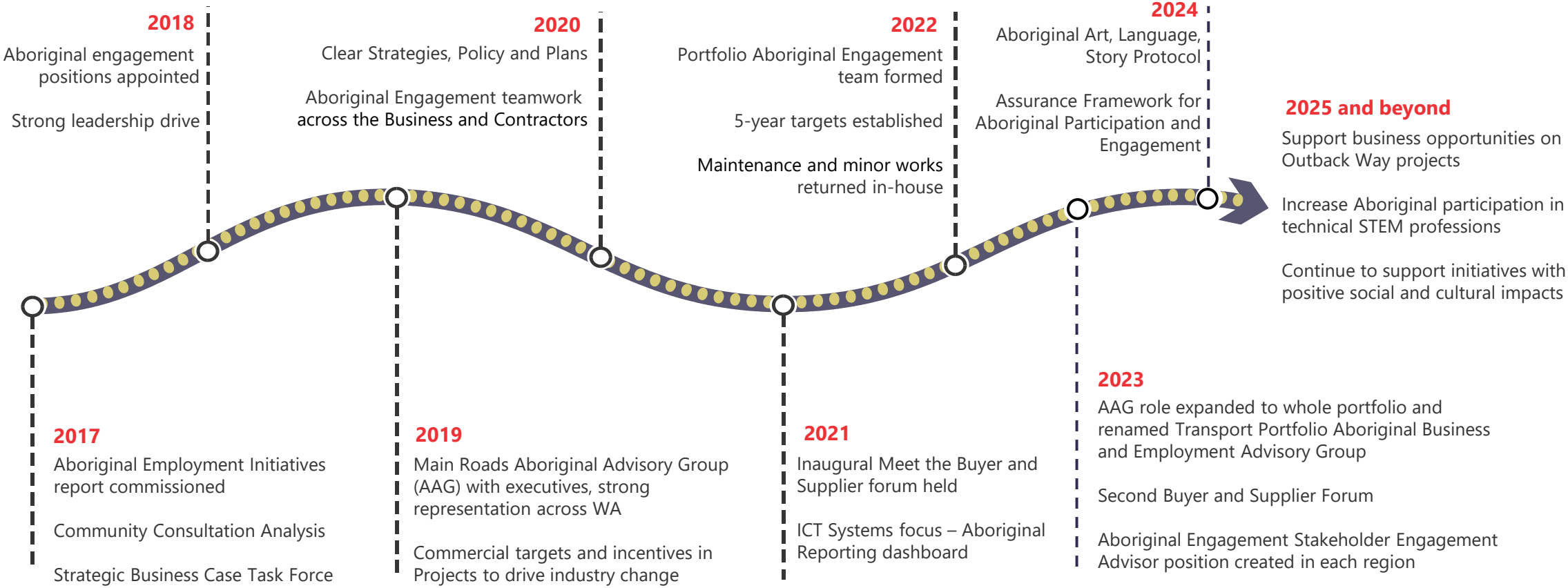
I would like to acknowledge the Traditional Custodians of the land on which we are meeting, the Whadjuk Noongar people.

I pay respect to Elders both past and present and extend that respect to any Aboriginal people who are present today.

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Our journey



2017

Aboriginal Employment Initiatives report commissioned

Community Consultation Analysis

Strategic Business Case Task Force

2018

New Aboriginal engagement positions appointed

Strong leadership drive

2019

Main Roads Aboriginal Advisory Group (AAG) with executives, strong representation across WA

Commercial targets and incentives in Projects to drive industry change

2020

Clear Strategies, Policy and Plans

Aboriginal Engagement teamwork across the Business and Contractors

2021

Inaugural Meet the Buyer and Supplier forum held

ICT Systems focus – Aboriginal Reporting dashboard

2022

Portfolio Aboriginal Engagement team formed

5-year targets established

Maintenance and minor works returned in-house

2023

AAG role expanded to whole portfolio and renamed Transport Portfolio Aboriginal Business and Employment Advisory Group

Second Buyer and Supplier Forum

Aboriginal Engagement Stakeholder Engagement Advisor position created in each region

2024

Aboriginal Art, Language, Story Protocol

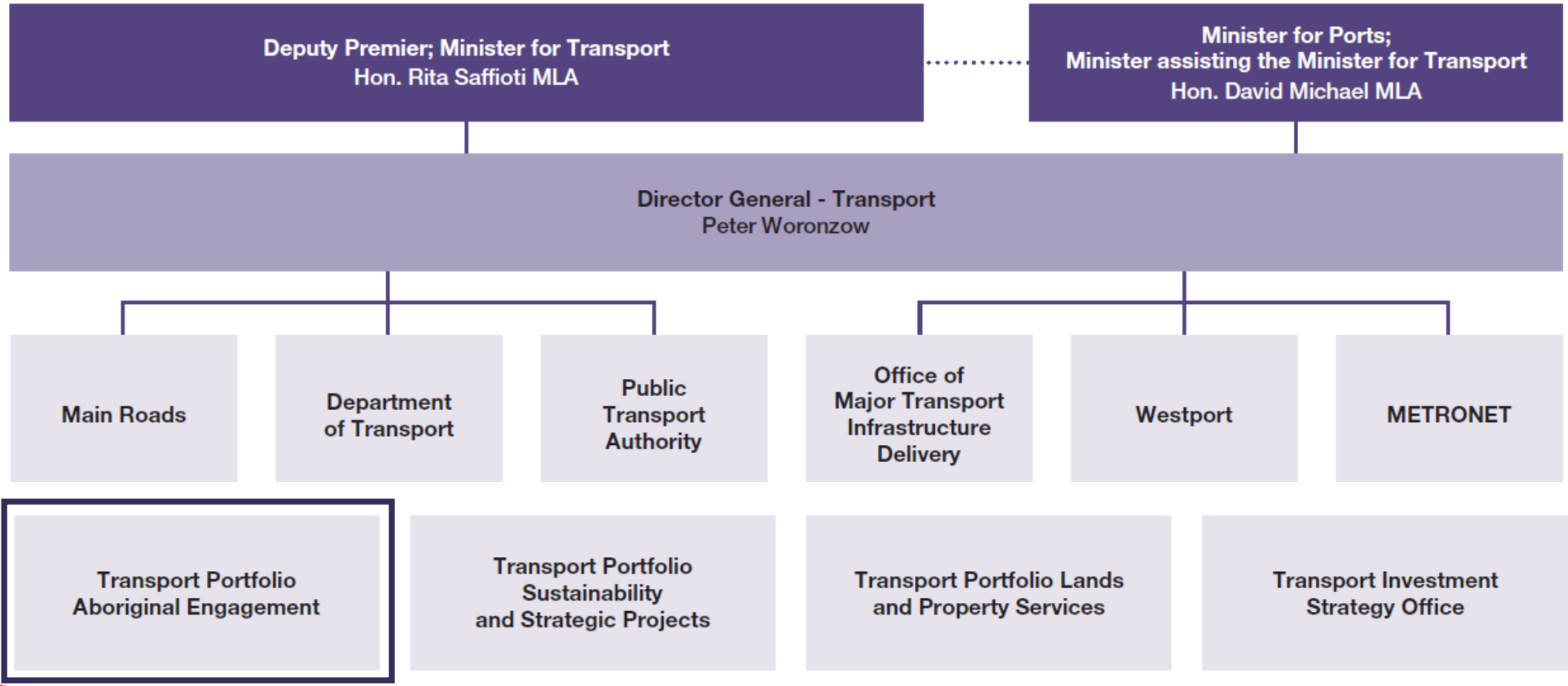
Assurance Framework for Aboriginal Participation and Engagement

2025 and beyond

Support business opportunities on Outback Way projects

Increase Aboriginal participation in technical STEM professions

Continue to support initiatives with positive social and cultural impacts


Deputy Premier; Minister for Transport
Hon. Rita Saffioti MLA
Minister for Ports;
Minister assisting the Minister for Transport
Hon. David Michael MLA
Director General - Transport
Peter Woronzow
Main Roads
Department of Transport
Public Transport Authority
Office of Major Transport Infrastructure Delivery
Westport
METRONET
Transport Portfolio Aboriginal Engagement
Transport Portfolio Sustainability and Strategic Projects
Transport Portfolio Lands and Property Services
Transport Investment Strategy Office

Transport Portfolio Aboriginal Engagement Branch

Rail and Transport Team

- Improve contracting and supply chain opportunities
- Advice on employment and career development options for Aboriginal peoples
- Build knowledge of Aboriginal cultures within project teams to enhance cultural safety

Roads Team

- Engage with regional Aboriginal communities and businesses to develop procurement and employment initiatives
- Provision of advice and coordination of strategic employment and procurement initiatives across major projects

Business and Systems Team

- Introductory Aboriginal business meetings
- Internal promotion of Aboriginal businesses capabilities
- Capture and report on employment and procurement achievements

Aboriginal Engagement and Communications Team

- Build TPAE profile internally and externally, promote social impact outcomes across available channels
- Develop and deliver communications materials and events
- Develop frameworks to enhance cultural safety and awareness

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5 years to June 2026

$700 million

of contracts

3.5 million

worked hours

Supplier networking events

- **Meet the Buyer and Supplier Forum**
  - Connected road, port and rail contractors and Aboriginal businesses to forge new networks
  - 30 businesses (Buyers) hosted booths in 2021 and 35 participated in 2023
- **Future Supplier Webinar**
  - Informed Aboriginal businesses on how to register and tender for work with the Transport Portfolio's upcoming pipeline of works
  - May 2024
  - 80 businesses registered



National partnerships and initiatives

- Federal Funding Agreement
- Agreed to jointly develop a new First Nations Employment and Procurement Framework
- Main Roads is the lead agency for the Economic Outcomes Work Stream
- Commonwealth Land Transport Infrastructure Governance Group
- Reports on drivers of economic outcomes for Aboriginal and Torres Strait Islander peoples
- Purpose is to inform the new:
  - Indigenous Employment and Supplier-use Infrastructure Framework
  - National partnership agreement on land transport infrastructure projects

Factors for success to date

Ongoing leadership commitment and action	Creating behavioural changes	Maintained focus on tangible outcomes
Building strong community connections	Continued to drive performance improvements	Being agile and trying new approaches

Transport Portfolio Aboriginal Business and Employment Advisory Group

- Members: Transport Portfolio Managing Directors and well-respected Aboriginal business representatives
- Purpose: Inform, guide and support Aboriginal business participation initiatives across the State
- Key achievements (2024):
  - Collaborative employment pathway program developed between Main Roads and North Metro TAFE
  - Development of Aboriginal Art, Language Story Protocol
  - Creation of Best Practice on Indirect Aboriginal Business Participation Working Group
  - Formation of Aboriginal Employment and Training Working Group



Wilman Wadandi Highway (Bunbury Outer Ring Road Project)

- Yaka Dandjoo (‘working together’) program:
  - Sustainable employment pathway to enter civil construction industry
  - Supportive and inclusive approach
- Beyond BORR:
  - Identify opportunities for Yaka Dandjoo graduates
  - Employed x 4 graduates in Bunbury and Mandurah for Main Roads’ in-house maintenance transition



- Business support: Mentorship and business development support to enhance future capacity
- Development of Local Business Advisory Group: Local businesses, employment and training facilitators, Bunbury Geographe Chamber Commerce and Industry, South West Development Commission, local and state government, and the BORR team
- Promotion of upcoming opportunities: Inform businesses of upcoming tenders, assist contractors with bids for project packages

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Engaging and supporting Aboriginal businesses

- **446** Aboriginal businesses engaged across the Transport Portfolio since 2021
- Removing roadblocks for new and emerging Aboriginal businesses
- Our approach:
  - Introduction meetings with Aboriginal businesses
  - Internal Aboriginal Business Directory (5,000+ businesses listed)
  - Cross agency collaboration for upcoming work opportunities
  - Identify potential Aboriginal businesses to approach for upcoming works
  - Developed Panel Contract to provide Aboriginal businesses training and support
  - Further financing of plant and equipment through projects
  - Growing the Regional Aboriginal Engagement Stakeholder Advisors
  - Cultural recognition through artwork and language in resources
  - Forward planning discussions and resources





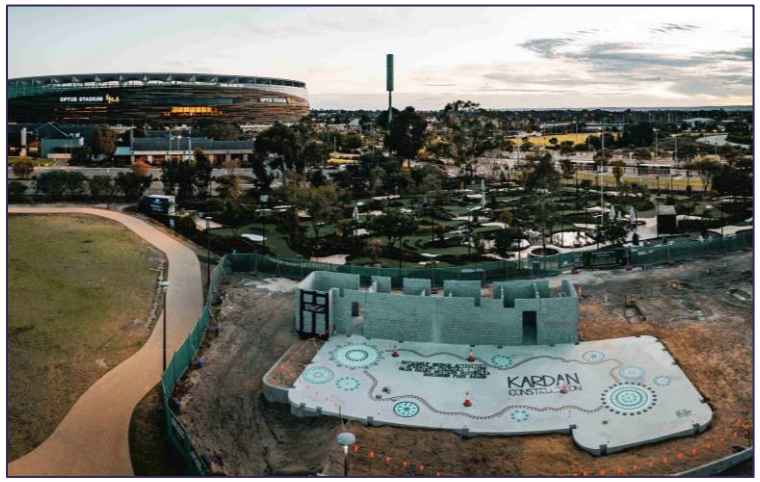
Case study: Kardan Construction

- Project: Construction of commercial operating premises and café, adjacent to the Matagarup Zip Line facility in Burswood
- Identified opportunity in pre-tendering stage to engage Aboriginal businesses
- Worked collaboratively with Department of Finance and internal Transport Portfolio branches
- Selection of Aboriginal businesses invited to attend a forum to learn more about the project and scope of works
- Kardan Construction began work on site in January 2024



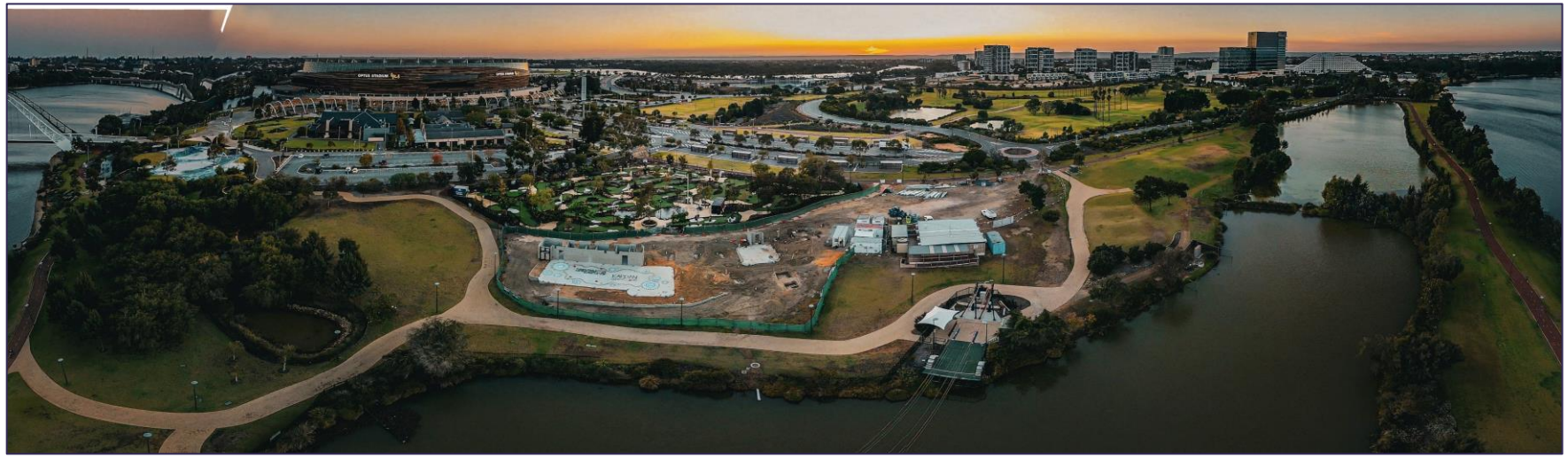
Minister for Transport and Deputy Premier, Hon. Rita Saffioti, visits site and celebrates achievements with Kardan Construction staff in August 2024

Kardan Construction – Matagarup Project









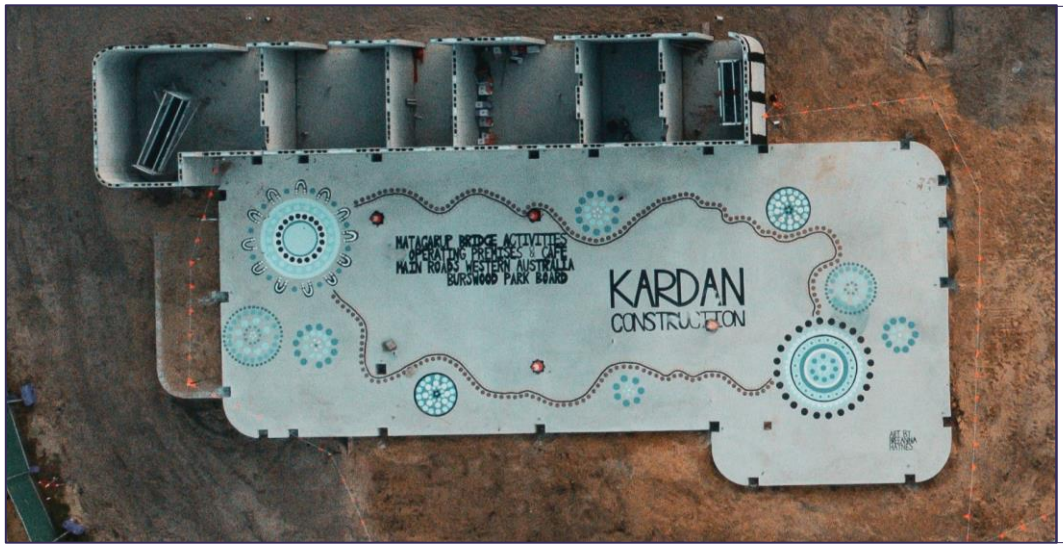
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Kardan Construction & Wilco Electrical – Matagarup Project









Artwork designed by Kardan Construction employee, Breeanna Haynes, a Whadjuk Nyoongar woman.

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Wilco Electrical – Mitchell and Kwinana Smart Freeway Projects



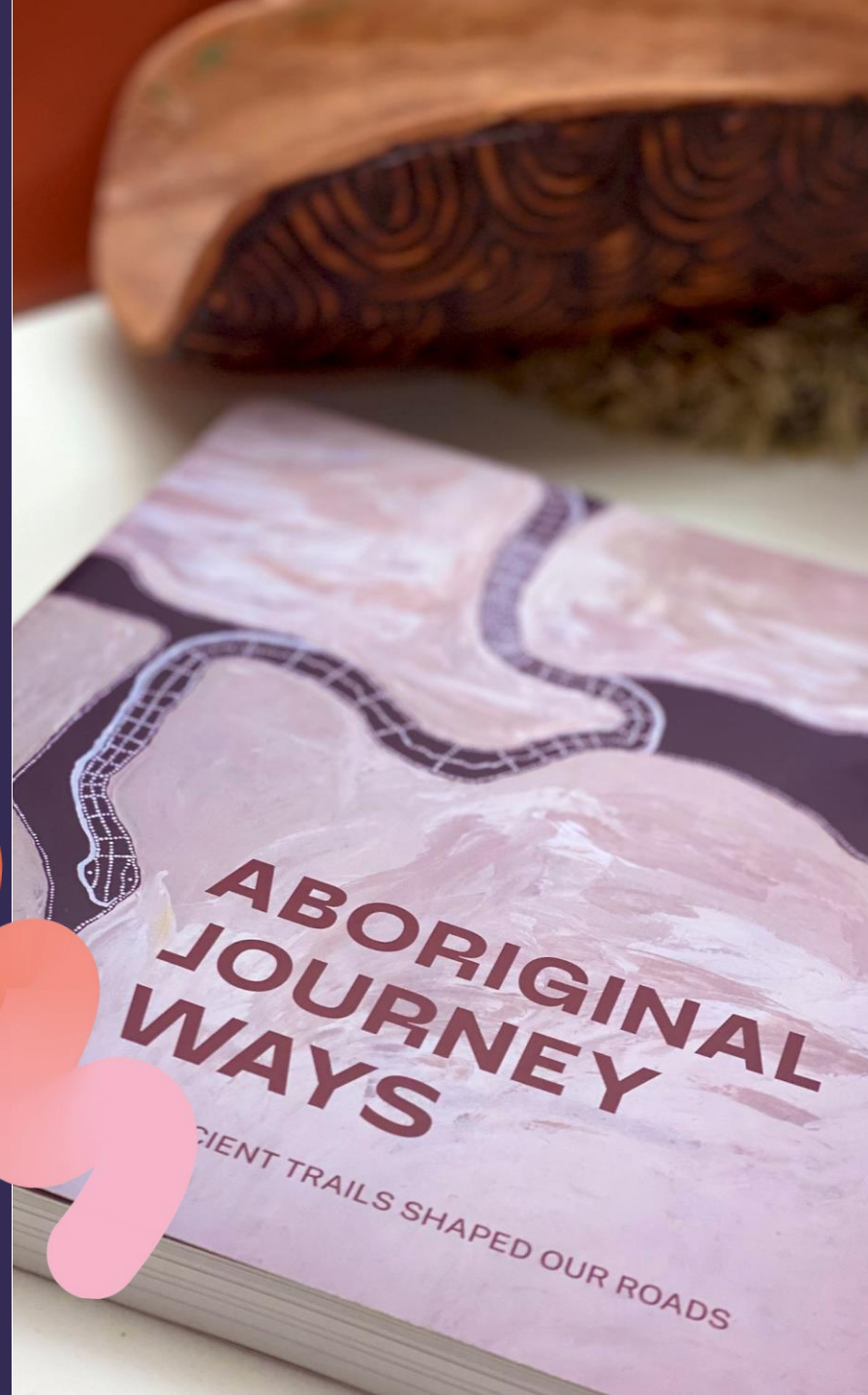






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Thank you



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