

SOUTH COAST CORRECTIONAL CENTRE

ABORIGINAL PARTICIPATION IN CONSTRUCTION



SOUTH COAST CORRECTIONAL CENTRE BACKGROUND

- This project is part of the 1000 Inmate Beds Project
- Announced in 2005/06 Budget Papers at \$296.355M
- 3 sub-projects :
 - 600 bed new centre at Nowra: \$155M
 - 250 bed extension to Cessnock CC: \$94M
 - 150 beds at a site to be determined
- South Coast CC is a 600 bed multi classification facility for men and women



SOUTH COAST CORRECTIONAL CENTRE



Public Works

SOUTH COAST CORRECTIONAL CENTRE ABORIGINAL PARTICIPATION

Why trial something different on this project?

- The timing of this project was very important.
- The location of the project was also a factor.
- The other consideration is that the project is a goal.



APIC PLAN IN STANDARD CONTRACT

The Aboriginal Participation Plan is developed by the contractor and submitted as part of the tender process

- The local information is not readily available.
- Tenderers often have to rely on past experience to prepare the APP .
- The Contractor comes into the process very late.
- The Contractor's skill set is construction.
- Most of the workers on site are employed by the
- subcontractors.
- The Contractor has no ongoing relationship with the community after the project.



SOUTH COAST CORRECTIONAL CENTRE A DIFFERENT APPROACH

- Retain ownership over the model
- Early liaison with the local Aboriginal community
- Liaison with the construction industry
- Engage the Indigenous Employment Panel member
- Develop the APP during the documentation phase
- Include the APP in the tender documents
- Tenderers are required to commit to the goals of the APP, and to fulfil their obligations under it.



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When to start

It cannot happen too early:

- Building trust.
- The community needs time.
- Identification of suitable applicants.
- Training and education.

On this project the process commenced 12 months before construction.



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How to start

- The first contact is with the Local Aboriginal Land Council (LALC).
- The LALC will provide a list of contacts within the community.
- The next contact is DEEWR.
- The next step is to establish the Aboriginal Consultative Committee.



SOUTH COAST CORRECTIONAL CENTRE ABORIGINAL CONSULTATIVE COMMITTEE

The Aboriginal Consultative Committee has representatives from:

- NSW Public Works and Corrective Services
- Aboriginal Affairs NSW
- The IEP member
- Mentors, including Unions
- The Local Aboriginal Land Council
- The local Aboriginal peak body
- Two local Elders
- The Contractor (once appointed)
- Subcontractors, as appropriate



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The next stage

- Assist the Committee to get the word out into Aboriginal communities.
- Engagement with communities can happen in a variety of ways.
- Once the project is out to tender.



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THE ROLE OF THE IEP MEMBER

- Obtain funding from DEEWR
- Develop and maintain skills register
- Provide pre-employment training
- Act through the Committee to place Aboriginal people with Subcontractors
- Provide cultural mentoring
- Report on outcomes, including post-project



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Once the tender is awarded

Meet with all of the major subcontractors, preferably before they are appointed.

The subcontractor meetings should address the following items;

- important Government initiative;
- the potential impact of non-compliance;
- how the process will work;
- the subcontractors must not attempt to engage new employees outside of this process; and
- if they are not committed to the goals of the Aboriginal Participation Plan, they should consider working on a different project.



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Targets for Aboriginal employment on site were set high:

- At least 6% of the workforce.
- At least 10 apprentices and trainees.
- 75% must be from the local Shoalhaven region.
- 75% must involve an element of training and upskilling every quarter



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Outcomes from the process:

- 10.12% of the workforce.
- 24 apprentices and trainees.
- 96% were from the Shoalhaven.
- 100% received training.



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Finally

A few tips for those about to embark on a project with
Aboriginal participation.

Good Luck



Public Works

Cessnock Correctional Centre Aboriginal Consultative Committee

