



RECONCILIATION ACTION PLAN 2011 REPORT



ANNUAL PROGRESS REPORT FOR THE YEAR 2011

OUR VISION FOR RECONCILIATION

LandCorp acknowledges the Traditional Owners of this country and respects the diversity of its first peoples. We recognise that many Aboriginal and Torres Strait Islander people face significant social and economic disadvantage and lack of opportunities. We want to play a part in addressing the inequities or unacceptable gaps that exist between Aboriginal and Torres Strait Islanders and other Western Australians. Understanding the unacceptable gaps, especially in terms of home ownership and employment, we strive to continually improve our daily operations in cooperation with Aboriginal and Torres Strait Islander peoples.

Our land and infrastructure developments are foundations for healthy communities where Aboriginal and Torres Strait Islander peoples and other Western Australians can come together.

We wish to lead by example in encouraging Western Australia's development industry to embrace training and sustainable employment opportunities for Aboriginal and Torres Strait Islander peoples.



OUR RECONCILIATION ACTION PLAN FOR 2011

OUR JOURNEY TOWARD RECONCILIATION BEGAN IN 2008 AND RESULTED IN OUR FIRST RECONCILIATION ACTION PLAN (RAP) IN 2009. ALWAYS INTENDED AS A STARTING POINT, OUR INITIATIVES HAVE SINCE GROWN AND EVOLVED.

Building on the understandings and actions of our 2010 RAP, 2011 was developed with guidance from our Aboriginal and Torres Strait Islander staff, stakeholders (such as Aboriginal owned contracting companies and consultancies) and advisors. We were also assisted by the Department of Indigenous Affairs, acting as an agent for Reconciliation Australia's RAP Program in Western Australia.

We have moved towards finding like-minded partners in our reconciliation journey and continue to seek others so we can make a collective difference. A continuing focus has been on our suppliers from whom we seek Respect, Recognition and Opportunities of and for Aboriginal and Torres Strait Islander peoples, based around our RAP objectives.

SOME EXAMPLES OF OUR WORKING TOGETHER INCLUDE:

- Aboriginal Participation Plans (developed with local Aboriginal communities and LandCorp Contractors) aim to work within specific communities through our projects and contractors to create economic opportunity for Aboriginal people; and
- The Civil Contractors Federation and LandCorp Guidelines for Aboriginal Participation in the Civil Construction and Landscaping Industries (developed in consultation with key Aboriginal and Torres Strait Islander stakeholders) are an agreement between LandCorp and our civil works and landscaping contractors aimed at building industry capacity in cultural understanding, employing and mentoring Aboriginal people.



THIS YEAR HAS BEEN AN EXTRAORDINARY YEAR IN TERMS OF THE GROWTH OF OUR RECONCILIATION ACTION PLAN, WHICH HAS LEAD TO SOME UNEXPECTED ACHIEVEMENTS SUCH AS:

- Commencement of our first Aboriginal Participation Plan in the metropolitan area at Springs Rivervale. This smaller civil works program has required a scaled back Aboriginal Participation Plan delivered through our civil contractor Brierty. To date, this has lead to the training and employment of two Aboriginal people on that site. Work on this Aboriginal Participation Plan will continue into 2012.
- Commencement of an Aboriginal Participation Plan at our Wedgefield Industrial Estate in Port Hedland in conjunction with Cull Consulting and Georgiou. This lead to work readiness training of four Aboriginal people, who due to delays in the work on site, found employment elsewhere before their certification training could commence. However undeterred, Georgiou found a further four Aboriginal people who have since undertaken work readiness training and are further developing their skills in their areas of interest from administration, machinery (plant) operation and general labour site skills. Their training and development will continue into 2012 with the aim of completing their Certificate 2 or Certificate 3 through Pilbara TAFE, who provide on-site monthly assessments. Together we are working to ensure participants move into full time employment at the completion of the civil program.
- Through contractor Ertech, Bridge Street Stage 2 in Halls Creek engaged two Aboriginal contractors (sourced from the Halls Creek affiliate of Wanna Work, CEB) each day from a total workforce of seven achieving 37% total man-hours to date. Ertech recognised the dedication of the contractors and subsequently invited the Elders on-site to see their good work.
- At Lakeside Park and Weaber Plain Kununurra our contractor Ertech subcontracted a range of concreting, landscaping and earthwork operations to Aboriginal-owned labour hire company, Wanna Work. Ertech and LandCorp continue to provide assistance to Wanna Work to build upon their governance processes and capacity.
- A whole of town culture and heritage review for the Shire of Roebourne was conducted by Anthropos Australis.
- In Derby, Traditional Owners are collecting seeds from future development sites which can be grown into plants to be used in the landscaping of the estate.
- Supported Department of Indigenous Affairs St Georges Terrace banner program to promote Reconciliation Week.
- Naming of our refurbished sixth floor meeting rooms with Whadjuk names approved by two Whadjuk Elders.

**THROUGHOUT THE YEAR WE HAVE ALSO
CONSULTED WITH TRADITIONAL OWNERS
ON THE DEVELOPMENT OF 19 SITES,
INCLUDING WITH:**

- Miriwung Gajerrong Aboriginal Corporation in Kununurra for Lakeside Park Stage 7, Victoria Highway Pressure Main, Weaber Plains Salacca Loop remediation and Bull Run Road
- Kija and Jaru on three sites in Halls Creek
- Murujuga Aboriginal Corporation in Karratha Baynton West and Madigan Road
- Ngarluma Aboriginal Corporate and Murujuga Aboriginal Corporation in Karratha Tambrey
- Gnulli and Yamatji Corporation in Carnarvon
- Yued in Ledge Point, Lancelin and Jurien
- Balladong in Hyden, Lake Grace and Wyalcatchem
- Gnaala Karla Booja in Collie and Harvey



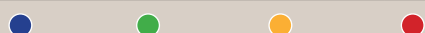
RELATIONSHIPS

Working together to build better relationships: we work closely with Aboriginal communities to make sure our developments are of the highest standard. Through partnership and engagement with Aboriginal and Torres Strait islander staff, contractors, consultants and people we together create communities that can be vibrant and prosperous in the future.

FOCUS AREA:			
ACTION	TARGET	ACTUAL PROGRESS	LESSONS LEARNED
1.1 RAP Working Group supports the implementation of LandCorp's Reconciliation Action Plan.	<p>RAP developed collaboratively across LandCorp staff.</p> <p>Executive review of RAP progress and targets quarterly.</p> <p>LandCorp's RAP working group consists of Business Managers, Aboriginal and Torres Strait Islander staff.</p>	<p>RAP developed collaboratively across LandCorp with input from all departments.</p> <p>Executive reviewed RAP progress and targets quarterly.</p> <p>LandCorp's RAP contains input from our Business Managers and Aboriginal and Torres Strait Islander staff and was developed collaboratively across LandCorp with input from all departments.</p>	
1.2 Work with Traditional Owners on implementing current Native Title Agreement commitments.	All requirements of Native Title Agreements met.	All requirements of Native Title Agreements are met.	
1.3 Consulting with Traditional Owners on all future development sites.	<p>Discussion with Traditional Owners has been undertaken at three sites including:</p> <ul style="list-style-type: none"> Newman Light Industrial Area Bull Run Road Kununurra Onslow 	Development of nineteen sites discussed with Traditional Owners.	<p>Adopt a face-to-face approach in meeting with Traditional Owners.</p> <p>Regional Mid North Team have been especially focused on meeting with Traditional Owners, various Aboriginal Corporations and/or Land and Sea councils to talk through our future developments. This focus on meeting with the various Aboriginal stakeholder groups is leading to improved relationships and mutual understanding. This includes stakeholders better understanding the process and economics of land development and LandCorp staff better understanding cultural and community issues and timeframes.</p>


SPOT LIGHT OUTCOMES

Exceeded Achieved On Track Not Achieved



RESPECT

Recognising and promoting Aboriginal and Torres Strait Islander culture and heritage: We recognise and support Aboriginal and Torres Strait Islander cultures and heritage. Our tangible appreciation and demonstration of respect for Aboriginal and Torres Strait Islander peoples helps to support positive relationships that are mutually rewarding; assisting us in our work to create strong communities and supporting Aboriginal and Torres Strait Islander peoples to be visible and involved community members.

FOCUS AREA:			
ACTION	TARGET	ACTUAL PROGRESS	LESSONS LEARNED
2.1 Work with Traditional Owners to recognise Aboriginal heritage, culture and history at a local level within projects.	<p>Six sites have achieved heritage recognition targets:</p> <ul style="list-style-type: none"> Halls Creek: Work with the Kija and Jaru through the Land Housing and Heritage Advisory Board on land development planning. Collie Residential: work with the Gnaala Karla Booja on potential site interpretations. Perry Lakes: Install interpretive signage in wetlands describing the local Aboriginal stories. Broome: Work with Nyamba Buru Yawuru to install cultural and heritage interpretive material in Waranyjarri Estate public open space and assist Nyamba Buru Yawuru Ltd with Yawuru language initiatives. 	<p>Six sites have achieved heritage recognition targets.</p> <p>LandCorp has worked with the Kija and Jaru through the Halls Creek Land Housing and Heritage Advisory Board on how the Traditional Owners may benefit from future development.</p> <p>Meetings have been held on site with Kija and Jaru people to plan around and incorporate heritage sites into developments to ensure respect for sites and promote community and public awareness with Kija and Jaru assistance once developments are undertaken.</p> <p>Worked with the Gnaala Karla Booja and identified a potential site for site interpretations.</p> <p>As this site will eventually be handed back to Council for management we are currently in the process of obtaining agreement with both the Gnaala Karla Booja and Council on the identified site and interpretations.</p> <p>Installation of interpretive signage in wetlands with local Aboriginal stories complete.</p> <p>Working with the Nyamba Buru Yawuru to develop suitable cultural material for Waranyjarri estate and supporting the language centre on a day to day basis through requests for naming and interpretive material.</p>	

ACTION	TARGET	ACTUAL PROGRESS	LESSONS LEARNED
	<ul style="list-style-type: none"> Albany: Engage the two local Aboriginal communities on Heritage Interpretation Plans for Albany Waterfront and Emu Point. Kununurra: Work with Miriuwung Gajerrong Corporation on interpretive signage, education on country and retention of vegetation on new estates. 	<p>Through the Albany Heritage Reference Group Aboriginal Corporation we have sought Aboriginal community input into the Aboriginal stories and interpretations to be incorporated into the recognition of the jetty and marine use heritage interpretations. These interpretations will be installed soon.</p> <p>Delays in the delivery of the overall development at Emu Point has lead to delays in the landscape architect engaging with the Wagyl Kaip to work on site interpretations. This target will be rolled into our next RAP.</p> <p>We are currently working with Many Rivers who assist small Aboriginal and Torres Strait Islander businesses with financing. Many Rivers and the Miriuwung Gajerrong Corporation advised they had interest from a couple of landscaping supply business with aspirations to provide LandCorp with plants and seed etc. LandCorp provided Many Rivers with forecast plant and seed requirements across our Kununurra estates landscaping works and front garden landscape packages from 2012 to 2018. It is hoped the forecasts will assist the small landscaping suppliers with their business planning.</p>	
2.2 Meet heritage statutory requirements on all projects.	<p>All heritage statutory requirements met, such as in:</p> <ul style="list-style-type: none"> Lakeside Park, Kununurra Derby Harvey Oakajee Industrial Estate 	<p>All heritage statutory requirements met, including:</p> <ul style="list-style-type: none"> Lakeside Park, Kununurra Derby Harvey Oakajee Lancelin Exmouth Port Hedland South Hedland Newman Karratha Jurien Bay Ledge Point Cervantes 	
2.3 Offer Traditional Owners 'monitoring' of works on projects likely to detect any cultural material disturbed on development sites.	<p>Number of sites monitored and by which Traditional Owners.</p>	<p>Ten sites monitored by the following Traditional Owners, including at:</p> <ul style="list-style-type: none"> Halls Creek by Kija and Jaru monitors Newman by Nyiyaparli representatives Burrup Area C by Ngarluma Aboriginal Corporation Canarvon by Gnulli montiors Lancelin, Ledge Point, Cervantes and Jurien Bay by Yued representatives Rivervale The Springs by Whadjuk representatives Collie and Harvey by the Gnaala Karla Booja Offered monitoring of hydrological and geotechnical surveys at Exmouth to the Gnulli through the Yamatji Land and Sea Council. 	<p>There is a need to be mindful of cultural implications of having Aboriginal workers on site working on land that is not their country as this can cause conflict with Traditional Owner monitors.</p> 

FOCUS AREA: CULTURE			
ACTION	TARGET	ACTUAL PROGRESS	LESSONS LEARNED
2.4 Invite Yawuru Elders to assist in creating an information pack for home buyers in Waranyjarri Estate which welcomes them to Yawuru country and explains the meaning of country, heritage and native flora and fauna of the area and introduces the Yawuru people.	<p>Yawuru Elders agree on contents of the information pack.</p> <p>Information pack created and provided to each home buyer.</p>	<p>Yawuru Elders have not yet agreed on the contents of the information pack.</p> <p>Information packs have not yet been created.</p>	<p>This initiative may be rolled out to residents in the future or wrapped into a community building event which includes a welcome to country and information from the Yawuru.</p>
2.5 Raise awareness and increase knowledge of staff in relation to Aboriginal and Torres Strait Islander culture.	<p>100% of staff have cultural awareness training.</p> <p>Promotion of online cultural awareness programs such as "Share our Pride".</p>	<p>72.5% of staff (over 150 people) had cultural awareness training.</p> <p>Share Our Pride was promoted in emails and the staff newsletter throughout the year.</p>	<p>It is difficult to achieve 100% cultural awareness training due to staff turnover and new recruits. However new cultural awareness training courses are offered quarterly to staff to provide early opportunity to receive cultural awareness training.</p>
2.6 Work with local Aboriginal communities to identify Aboriginal names for streets and parks in selected LandCorp estates.	<p>Two projects with Aboriginal naming initiatives.</p> <p>Names are selected in consultation with the local Aboriginal community, including in:</p> <ul style="list-style-type: none"> Kununurra with the Miriwung Gajerrong Corporation Karratha with Murujuga Aboriginal Corporation. 	<p>Four projects with Aboriginal naming initiatives.</p> <p>Names selected in consultation with the local Aboriginal community, including in:</p> <ul style="list-style-type: none"> Kununurra with Mirima Language Centre who represent the Miriwung Gajerrong Corporation Broome Road Industrial with the Yawuru Warranjarri with the Nyamba Buru Yawuru Kalgoorlie Greenview. <p>The names selection in Karratha with the Murujuga Aboriginal Corporation will be moved into LandCorp's next Reconciliation Action Plan due to the names selected not complying with Landgate's geographic naming conventions.</p>	<p>Achievement of the naming initiatives has been more than originally anticipated in part due to the focus on improving our relationships and early involvement with Traditional Owners in the development process.</p> <p>It is important to ensure the Traditional Owners have sufficient notice to be able to manage the cultural intricacies of language requests. This can be greatly assisted by local language centres such as the Mirima Language Centre in Kununurra.</p>
2.7 Recognising Traditional Owners of the land at corporate and regional events by following LandCorp's established protocols.	<p>Acknowledgement of country at all significant events and staff briefings.</p> <p>All 'Welcome to Country' ceremonies undertaken by Traditional Owners.</p>	<p>All significant events and staff briefings had acknowledgements of country.</p> <p>All Welcome to Country ceremonies was conducted by Traditional Owners.</p>	





ACTION	TARGET	ACTUAL PROGRESS	LESSONS LEARNED
2.8 Recognition and celebration of significant Aboriginal and Torres Strait Islander events including NAIDOC Week, Reconciliation Week and Sorry Day.	<p>Celebrations acknowledged through LandCorp internal communications (intranet, discussion board and email).</p> <p>Staff encouraged to attend celebratory events.</p>	<p>Celebrations acknowledged via internal communications (intranet and email).</p> <p>Staff invited to attend celebratory events.</p> <p>In partnership with Department of Indigenous Affairs promoted Reconciliation Week through their banner program along St Georges Terrace between May and June 2011.</p>	
2.9 Coolibah Estate, Kununurra: continue development and commence delivery of the Aboriginal public art project through Waringarri Arts.	<p>Aboriginal Art installed.</p> <p>Installation acknowledges authorship.</p>	<p>Installation scheduled for 2012.</p> <p>Installation will acknowledge authorship.</p>	<p>This installation was delayed to allow Waringarri Arts to settle into their new premises. We learned it is better for relationships to be flexible with the timing of targets (where possible) if the outcome will eventually be achieved.</p> 



FOCUS AREA: INTERNAL OPPORTUNITIES			
ACTION	TARGET	ACTUAL PROGRESS	LESSONS LEARNED
3.1 Enhance Aboriginal and Torres Strait Islander recruitment and retention.	Aboriginal or Torres Strait Islander person completes a Traineeship.	Two Aboriginal and Torres Strait Islander people commenced Traineeships in September 2011, however both left the organisation without completing their Traineeship. A new trainee started November 2011 and her traineeship is continuing.	LandCorp investigated and developed mentoring and deeper cultural awareness training for supervisors and internal mentors, LandCorp is looking to learn from other organisations who are successful at Aboriginal employment.
	Executive approval of Aboriginal and Torres Strait Islander recruitment and retention strategy.	Executive approved the Aboriginal and Torres Strait Islander recruitment and retention strategy.	
	Achieve an internal employment target of 2%.	Internal employment target not achieved. In November 2011 LandCorp's internal employment of Aboriginal and Torres Strait Islander people was at around 1%.	This year LandCorp has experienced turnover in Aboriginal and Torres Strait Islander staff. We are currently seeking advice from various sources and continuing our cultural awareness training for all staff to assist in improving this outcome.
	Retention (as in years of service) of Aboriginal and Torres Strait Islander staff is on par with that of other staff.	Retention of Aboriginal and Torres Strait Islander staff is around two years whereas other staff is around four years.	This large difference in retention rates is representative of LandCorp's learning curve around retention. We are fairly inexperienced in Aboriginal and Torres Strait Islander employment and are still learning what will work within our business.
3.2 Support staff to undertake Aboriginal and Torres Strait Islander related studies.	Number of staff receiving study assistance for Aboriginal or Torres Strait Islander related study.	No staff have received study assistance for Aboriginal or Torres Strait Islander related study. Staff are aware of the availability of this study assistance, however are not applying to study Aboriginal and Torres Strait Islander related studies.	The Aboriginal or Torres Strait Islander related courses available could perhaps be better promoted to staff, however LandCorp also believes study in addition to work is a significant personal commitment which not all staff are in a position or willing to make. Balancing work, study and family commitments is perhaps making further studies unattractive for our staff.

FOCUS AREA: THROUGH OUR SUPPLIERS

ACTION	TARGET	ACTUAL PROGRESS	LESSONS LEARNED	
3.3 Embed reconciliation criteria concerning Relationship, Respect, and Opportunity into procurement practices in consultation with Aboriginal stakeholders.	Brief prequalified Engineering companies of LandCorp requirements of engineers and contractors around reconciliation and LandCorp-Civil Contractors Federation Guidelines for Aboriginal Participation in WA Civil Construction and Landscaping Industries.	Prequalified Engineering companies briefed.	In hindsight it may have been useful to have included a representative from one of our prequalified engineering firms in the development of the Guidelines for Aboriginal Participation in WA Civil Construction and Landscaping Industries to assist with the contractual embedding and standardisation in all LandCorp civil and landscaping works contracts.	
	Standard briefs for planning, surveying and real estate agents and other consultancies contain reconciliation criteria.	Standard briefs for planning, surveying and real estate agents and other consultancies now contain reconciliation criteria.	LandCorp has used RAP objectives as criteria for qualitative response by consultants and has found this highly revealing in terms of organisational commitment to and recognition of reconciliation issues. It has been clear some industries as a whole (such as insurance) have not been prepared for this approach. In these instances, LandCorp has discussed with tenderers our commitment to reconciliation and our expectations of suppliers in the future.	
	Legal panel renewal process contains reconciliation criteria.	Legal panel renewal process contained reconciliation criteria.		
3.4 Implement the LandCorp-Civil Contractors Federation Guidelines for Aboriginal Participation in WA Civil Construction and Landscaping Industries	Guidelines embedded in LandCorp procurement practices.	Guidelines are now embedded into LandCorp procurement practices.		
3.5 Investigate purchasing fill for development sites from the Ngarluma Aboriginal Corporation.	Fill purchased from Ngarluma Aboriginal Corporation.	The fill will not be able to be purchased from the Ngarluma Aboriginal Corporation due to an inability to secure a mining tenement over the site.	Sometimes delivery of well-intentioned targets are out of the control of the Aboriginal Corporation and LandCorp.	

FOCUS AREA: PROJECT OPPORTUNITIES

ACTION	TARGET	ACTUAL PROGRESS	LESSONS LEARNED
3.6 Create land development or other business opportunities to partner with Aboriginal companies.	One new partnership initiative created, potentially with Nyamba Buru Yawuru (adjoining land owners) on the structure planning on Broome Road Industrial Area.	Nyamba Buru Yawuru were invited to partner with LandCorp on the structure planning of the Broome Road Industrial Area, however declined the invitation.	LandCorp offer remains open to partner with or provide project management advice or mentoring over the development of Nyamba Buru Yawuru's land holdings.
3.7 Partner with Miriuwung Gajerrong (MG) Corporation on implementation of relevant parts of the Ord Final Agreement's Aboriginal Development Package, which aims to improve the financial and social wellbeing of the local Aboriginal communities by providing education, training and employment and direct ownership opportunities.	<p>Responsibilities under the Aboriginal Development Package met.</p> <p>Cross cultural awareness training of both contractor and Government senior staff.</p> <p>Number of business opportunities provided to MG businesses.</p> <p>Percentage of man hours of people employed via the Moonamang Joint Venture who are MG people.</p> <p>Number of MG people who have been placed in employment elsewhere (outside the Ord Project) in the community.</p> <p>Facilitate the transfer and purchase of land within the 8,000ha development as per the entitlements of the Ord Final Agreement.</p>	<p>Incorporated into LandCorp's contract with Moonamang JV (Leighton Contractors and Indigenous Business Australia).</p> <p>Nine people have undertaken cultural training.</p> <p>Three Miriuwung Gajerrong businesses (including Gerdan Cultural Tours) have undertaken work through the Ord project.</p> <p>7% of man-days on the construction contract were undertaken by MG people with 14% of man-days being total Aboriginal & Torres Strait Islanders.</p> <p>Fifty-five people have been employed through other businesses on the project in 2011, thirty-one of which are MG people. Twenty four people are currently in employment of which fourteen are MG people (as at 10 November 2011).</p> <p>A Request for Proposal for the Land Release of the Goomig (previously known as Weaber Plains) land area commenced on 8 November 2011. MG Corporation have been allocated a first priority of choice of 5% of the land with a further option to purchase an additional 7.5% as per the Ord Final Agreement.</p>	<p>Although considerable progress has been made against these targets, we will continue to work harder at delivering more for the Miriuwung Gajerrong Corporation and other Aboriginal people in the Kununurra community as a result of the Ord's Aboriginal Development Package.</p> <p>Gerdan Cultural Tours were assisted in establishment of their business through the Aboriginal Development Package by the Moonamang Joint venture purchasing a number of site tours in advance which enabled the purchase of a bus without realising debt. Gerdan Cultural Tours have also provided worker transport to the site.</p> <p>Over the wet season (December to April), it is almost impossible to undertake civil works in Kununurra. We used this period as an opportunity to provide further training for the trainees and to get people work ready for the upcoming construction dry season. The Moonamang Joint Venture worked closely the MG Aboriginal Development Package Team on the wet season training program. This wet season program also included:</p> <ul style="list-style-type: none"> • A Memorandum of Understanding between the Shire of Wyndham East Kimberley, Moonamang Joint Venture and LandCorp which resulted in 11 Aboriginal people being placed with the Shire and working on Shire projects over the wet season. • Partnership with MG Corporation, Charles Hull Contracting and LandCorp to create a successful plant operator training program for ten Aboriginal workers to gain tickets in operation of several plant machinery.





ACTION	TARGET	ACTUAL PROGRESS	LESSONS LEARNED
3.8 Broome: In conjunction with Ertech implement the Aboriginal Participation Plan (APP).	<p>Work with Ertech and other local contractors to find permanent employment for the eight Certificate 1 Graduates from the 2010 APP program.</p> <p>Identify and commence training new group of trainees for clearing works.</p> <p>Investigate opportunities for Aboriginal owned subcontractors within the Broome APP.</p> <p>Investigate opportunities for ongoing employment of graduates with local small and medium businesses and relevant support mechanisms for both businesses and employees.</p>	<p>The eight Certificate 1 Graduates of the 2010 program were permanently employed by Ertech.</p> <p>Eight new trainees identified and graduated with Certificate 2 in Civil Works.</p> <p>The only potential subcontractors identified were busy on other projects at the time of construction.</p> <p>Four of the eight 2010 Trainees and three of the 2011 Trainees remain employed with Ertech. Of the remaining 2011 graduates, one is working with Rio Tinto; one has employment elsewhere and the others are still looking or have chosen not to pursue identified opportunities.</p>	
3.9 South Hedland: Continue implementing the South Hedland Aboriginal Participation Plan.	<p>Aboriginal Participation Plan implemented.</p>	<p>Aboriginal Participation Plan Implemented including engagement and training of:</p> <ul style="list-style-type: none"> • Two new semi-skilled Aboriginal trainees from Bloodwood Tree • A Broome North APP Graduate • One local Aboriginal employee • Two machines and operators from Marapikurrinya Pty Ltd. <p>Installation of public artwork in street scaping by local Aboriginal artists including:</p> <ul style="list-style-type: none"> • Installation of three rock sculptures by Rosalind Dann • Installation of picture perforated artwork in the nineteen shade structures by the Spinifex Artists • Commissioned a six meter mosaic sundial by Rosalind Dann and Jilalga working under guidance of Jenny Dawson. 	
3.10 Goldfields: Investigate further opportunities for an Aboriginal Participation Plan.	<p>Opportunities for an Aboriginal Participation Plan in the Goldfields defined.</p>	<p>LandCorp is working with BYAC to prepare for an Aboriginal Participation Plan in the Goldfields when the market is ready for further development.</p>	<p>Early engagement with BYAC has enabled deeper community based preparations to occur for a future Aboriginal Participation Plan.</p> 

ACTION	TARGET	ACTUAL PROGRESS	LESSONS LEARNED	
3.11 Karratha: In conjunction with the Murujuga Aboriginal Corporation and the civil works contractor, develop Aboriginal employment strategies.	Aboriginal employment strategies included in civil works contracts.	The Karratha City of the North Partnering Opportunity Request for Proposal document establishes the requirement for an Aboriginal Employment and Training Strategy.	Offering the project as a private sector opportunity means the approach taken to an Aboriginal employment strategy is different to originally anticipated. The strategy firstly needs to be embedded within the contractual arrangements with the private sector partner, who can then filter this through to their civil works contractors.	●
3.12 Emu Point and Gracetown: In conjunction with the appointed contractor, develop and Aboriginal engagement strategy on civil works contracts.	Engagement strategy agreed with civil works contractor.	Emu Point and Gracetown projects have both been delayed and are still progressing through the planning and environmental approvals. These projects may now be delivered in a way which means LandCorp does not control the civil works on these sites, so this target may not progress.	Emu Point and Gracetown projects continue to progress through the required planning and environmental approvals, this has meant a delay in LandCorp capacity to engage civil works contractors.	●
3.13 Embedding consideration of reconciliation opportunities while scoping works in the project definition phase.	Reconciliation opportunities embedded into the project definition phase.	Consideration of reconciliation opportunities in the project definition phase is being considered through Clarity and in project plan templates.	Information technology projects such as Clarity (a new enterprise system) are implemented after considerable programming construction, testing and training efforts are completed. This makes setting precise timeframes difficult due to the RAP target being dependent on the successful achievement of these other phases of the Clarity project.	●

FOCUS AREA: SPONSORSHIP OPPORTUNITIES

ACTION	TARGET	ACTUAL PROGRESS	LESSONS LEARNED	
3.14 Identify and implement sponsorship opportunities for regional activities supporting Aboriginal and Torres Strait Islander participation.	\$5,000 worth of opportunities sponsored.	Over \$70,000 worth of sponsorship has been provided throughout the State, including to: <ul style="list-style-type: none"> • Halo Magpies Football team • Clontarf Football Academy • Nindji Nindji Family Cultural Festival • Barramundi Concert • Roebourne Arts Group • FORM 	LandCorp is committed to supporting the wonderful work being carried out by the many organisations representing Aboriginal and Torres Strait Islander people. Whether it be a place to meet, a group to belong to or an expression of art or culture – LandCorp has and will continue to provide financial and in-kind support to these organisations where possible.	●
	All sponsorship commitments met.	All sponsorship commitments met.	This year, the Regional development Assistance Program allowed us to create additional community partnerships that would not otherwise have been possible such as the support of Clontarf Football Academy and the Roebourne Arts Group.	

TRACKING PROGRESS AND REPORTING

ACTION	TARGET	ACTUAL PROGRESS	LESSONS LEARNED
4.1 Publish quarterly tracking and reporting on the 2011 Reconciliation Action Plan on the Intranet.	Quarterly reports published on the Intranet.	Reports made to Executive but not published on the intranet. With the new RAP intranet page, these will now be published.	
4.2 Publish the 2011 Reconciliation Action Plan on Reconciliation Australia's and our websites.	RAP endorsed by Reconciliation Australia and published on Reconciliation Australia's and our websites.	2011 RAP was endorsed by RA and published on Reconciliation Australia's and LandCorp websites.	
4.3 Launch and promote LandCorp RAP.	Staff launch in early 2011.	RAP launched with staff.	
	Stakeholder launch in early 2011.	RAP launched with civil contracting stakeholders at a civil Contractors Federation luncheon.	
4.4 Review and update our Reconciliation Action Plan.	2011 Reconciliation Action Plan report published on Reconciliation Australia's and our website.	This 2011 RAP report will be published on Reconciliation Australia's and LandCorp website.	
	2012 Reconciliation Plan registered with Reconciliation Australia and published on Reconciliation Australia's and our website.	2012 and 2013 Reconciliation Action Plan is being developed and Reconciliation Australia approval and subsequent publication is being sought.	

LandCorp RAP has grown significantly over the last three years. We have decided to undertake a two year RAP next year to allow for further embedding of what have been innovative initiatives into standard business operations.

THANK YOU

TO THE ABORIGINAL ELDERS AND COMMUNITY
REPRESENTATIVES, OUR SUPPLIERS AND OTHERS
WHO HAVE WORKED WITH THE LANDCORP TEAM
ON OUR 2011 RECONCILIATION ACTION PLAN
INITIATIVES.



