

# OVERCOMING INDIGENOUS ADVERSITY

# Carey – Our Story

- » Established in 1995
- » Largest 100% Indigenous owned and managed businesses in Australia
- » Origins, Goldfields of WA
- » Expanded to mining, civil and training
- » Create sustainable opportunities through three business pillars.
- » **Mining – Civil – Training**



## Our People

- **Mining ~180 full time employees**
- **Civil ~25 full time employees**
- **Training ~20 full time employees**
  - ✓ **40% Indigenous (across all levels)**
  - ✓ **18% women**



# Indigenous Participation – Our Commitment

Carey appreciates and accepts the importance of Indigenous Australian culture, respecting and valuing its diversity.

Carey will continue to provide economic participation opportunities for Indigenous Australians thus contributing to the growth and expansion of the Australian economy.

Key focus areas:

- Indigenous Education
- Indigenous Training
- Indigenous Employment
- Indigenous Business
- Cross Cultural Appreciation
- Indigenous Social Investment

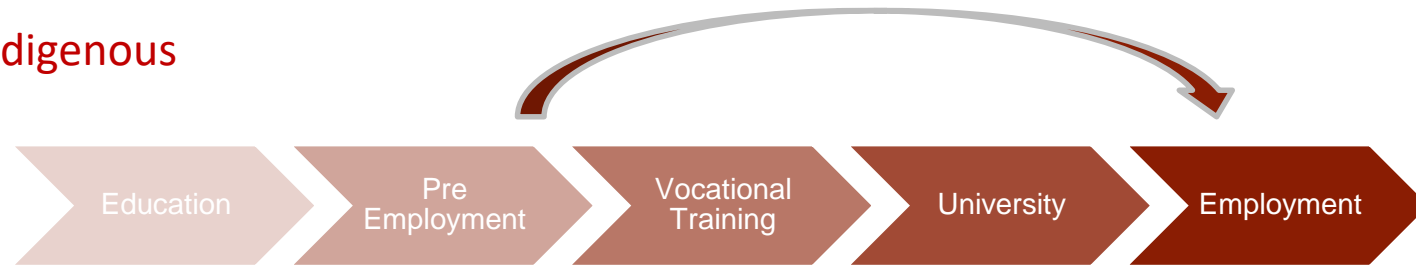


# Indigenous Education

Education is the foundation for the advancement of Indigenous Australians and the pathway to employment.

The business commitment to this belief is evidenced by the provision of:

- Tailored pre-employment programmes
- A diverse range of **RTO based training**
- Commitment to provide guaranteed employment outcomes at completion
- Financial support for Indigenous students through the **Carey Education Trust**
- Employment opportunities throughout the Carey business group



# Indigenous Training and Employment

Culturally diverse business providing meaningful long term training and employment for Indigenous people.

## Training

Carey as an RTO are fully committed to assisting Indigenous people through investment in training and development of employees.

## Employment

- Focus on employment, professional development and retention of Indigenous employees.
- Focused Indigenous Employment and Training policy
- Reinforced by respect for cultural protocols, mentoring and support programmes.

**Total Indigenous take home wages FYE 2017 approx. \$5M per annum.**

## Role of Aboriginal Coordinator

- A valuable resource for supervisors
- Readily available to listen and communicate with Indigenous staff
- Able to offer Culturally appropriate and practical support
- Assist in Personal Development and maximise individual abilities and potential
- Monitor individual performance and working relationships
- Provide direction, feedback and coaching to turn plans into action
- Provide the communication and support needed to deal with conflicting pressures they may be experiencing

# Supporting the Development of Indigenous Business

Carey has a track record of establishing partnerships and building relationships with Traditional Owner Groups.

## Establishing Partnerships

- Establishment of Strategic alliances
- Support a diverse range of economic participation opportunities for local peoples
- Focus on building internal capacity
- Provide the necessary resources, accreditations, capital and business support
- Expansion of existing markets and ensuring a successful economic base

## Building Relationships

- Cultural sensitivity and awareness important factors in developing sound working relationships
- Focus on ensuring favourable social, employment and business outcomes



# Cross Cultural Awareness

Introduction



Competency

<b>Introduction</b> All employees	<b>Awareness</b> All employees	<b>Targeted</b> Supervisors, Super Intendants Managers , HR, ESR, Safety Advisors
Induction On-boarding ~ 60mins	Half day Cross Cultural Awareness workshop	Half day skills and competency development workshop

# Indigenous Social Investment

Carey is committed to supporting Indigenous communities, meeting social obligations and continuing to make a positive contribution to Indigenous people and the wider community.

Key focus areas of health, education, culture, wellbeing and youth.

Three tiered approach to sponsorship - both in kind and financial:

- Major Partnerships
- Community Groups / NGO's
- Individual





# Caring Communities Inc.



Carey is a founder and key partner for the not for profit Western Australian charity, Caring Communities.

- Caring Communities encompasses the service arm, WA Child Safety Services, a specialist child abuse prevention service.
- Works with individuals, families, community groups, schools and government
- Endeavours to enhance the safety and wellbeing of Western Australians.

In 2017, over 5000 Western Australians benefited. These services included:

- 78 parent workshops
- 54 Professional Development workshops
- 60 workshops for children and youth
- 48 Individual



