

Aboriginal Participation



DK Kaartdijin project team at Miling Bypass project site

Sharing stories on how we're embracing Aboriginal culture and working with Aboriginal people and businesses to provide increased and sustainable employment opportunities.

DK Kaardijin – making a positive impact

DK Kaardijin (DK) is a 100 per cent Aboriginal owned and operated business that provides a wide range of services to industry. DK undertakes projects whilst also developing employment strategies that maximise local Aboriginal participation in some of the most remote areas of Australia.

DK is rapidly growing its capability and offering of heavy plant and equipment hire, along with short and long term light and heavy vehicle hire. Another area of focus for DK is their labour hire capability as demonstrated on the recent Miling Bypass project.

DK was engaged through contractor CPB to carry out landscape and revegetation work on the project including all labour hire and the supply

and planting of 500,000 tube stock. The project was completed under budget, before the scheduled end date and achieved an Aboriginal participation rate of 41 per cent, exceeding the set target.

Building on the success and momentum of the project, one of the landscapers went on to start his own business (Flame n Roopaw) with DK continuing to offer support and mentorship.

Recently, DK announced a new partnership with BCP Group, creating BCP Kaardijin JV, the first Aboriginal joint venture in the South West. BCP Kaardijin JV will also be partnering with Fulton Hogan, a civil engineering and construction business to undertake exciting new projects whilst providing employment opportunities for local Aboriginal workers.

Welcome Connie

We'd like to take the opportunity to welcome Connie McDonagh to the Main Roads family, joining us as the new Aboriginal Engagement Advisor.



Connie McDonagh

"I am a proud Yinaar (woman) from the Gomeri nation originally born and

raised in Breeza New South Wales, a small village located approximately 80 kilometres from Tamworth.

I have more than 13 years experience in the Western Australian oil and gas industry and extensive experience with remote Aboriginal communities (Yolgnu, Eastern Arrente and Warlpiri nations) in the Northern Territory. I also hold a teaching diploma and an arts degree with a double major in mathematics.

I am passionate about Aboriginal participation and am excited about the opportunity to work in my dream job at Main Roads. I look forward to working together to deliver real Aboriginal participation that leads to economic benefits to Aboriginal communities across Western Australia."

Outback Way – Wongutha Way Alliance

Structured training programs have commenced as part of the recently awarded alliance contract for Great Central Road (Outback Way) road improvements, providing local Aboriginal people with practical hands-on work.



Wongutha Way Alliance contract signing – Managing Directors – Craig Patterson (Centrals), Peter Woronzow (Main Roads) and Daniel Tucker (Carey)

The programs, led by the Wongutha Way Alliance (a joint-venture between Carey MC Pty Ltd and Central Earthmoving Company Pty Ltd), will initially provide training off-road and progressively move to on-road tasks as skills develop.

It is hoped that the skills and experience gained on this project will allow the newly-trained workforce to secure future positions with the Shire of Laverton, and the Shire of Ngaanyatjarraku further east to the Western Australian border.

Contract creates eighth electrical apprentice for Wilco

Wilco Electrical (Wilco) has commenced on the Smart Freeway – Kwinana Northbound project, stretching from Farrington Road north of Roe Highway through to the Narrows Bridge.

Wilco, a majority Aboriginal-owned electrical contractor, will be responsible for electrical installations such as conduits, electrical pits, cabling and light poles. The contract, valued at over



Wilco's new electrical apprentice Hayden Yarran with Directors Tim Bidstrup and Frank Mitchell

Smoking ceremony – Kwinana Freeway Southbound on ramp from Manning Road project



\$600,000, will run until February/March 2020 and at its peak, will see 12 to 15 Wilco employees on site.

The project has improved Wilco's business confidence to create its eighth Aboriginal electrical apprenticeship, awarded to Balladong Noongar man, Hayden Yarran.

Partnership builds futures

The Kwinana Freeway Northbound Widening project has recently engaged Arra Solutions (a joint-venture between Aboriginal contractor Arra Group and non-Aboriginal contractor Paving Solutions) to build the 1.6 kilometre noise wall adjacent to Roe Highway in Leeming.

On average, 20 per cent of the workforce currently building the wall identify as Aboriginal. This joint-venture partnership has set out to train its employees in limestone noise wall construction to ensure the sustainability of this skill and function. It is a demonstration of the mutual benefit non-Aboriginal and Aboriginal companies within the construction

industry can gain from working together.

Overall, the Kwinana Freeway Northbound Widening project team has achieved Aboriginal participation rates over 18 per cent and Aboriginal business expenditure over 2 per cent, both rates exceeding the targets set within the contract.

Smoking ceremony marks start of works at Manning Road on-ramp

BMD hosted a smoking ceremony to mark the commencement of the Kwinana Freeway Manning On-ramp project. Steven Jacobs from Indigenous Economic Solutions led the smoking ceremony, which involves burning various native plants to produce smoke to ward off bad spirits, acknowledge ancestors and pay respect to the land and sea of country.

The smoking ceremony is considered a gift from Aboriginal people to cleanse all on the project for a culturally-safe environment until project completion

and assist in the retention of Aboriginal staff working on the project.

The smoking ceremony was undertaken in alignment with BMD's commitment to integrating reconciliation of Aboriginal and Torres Strait Islander peoples into its values, purpose and business strategy which will further enable BMD to contribute to the shaping of Australia's future.

New CUA includes Aboriginal business

The Department of Finance has launched a new temporary personnel Common Use Arrangement (CUA) for the WA public sector.

Effective as of 9 November 2019, the new CUA includes an Aboriginal business - Indigenous Managed Services - providing access to personnel in two of the four work categories.

As the CUA is only mandatory for the Perth metropolitan area, regions are encouraged to continue directly sourcing temporary staff from local and Aboriginal businesses.



MACA trainee Kerwin Malay accepting his award

Trainees excel

Trainees Kerwin Malay and Tahney Quartermaine were recognised at the recent [Nudge](#) Training Awards.

The training awards, launched last year, are designed to recognise and celebrate the outstanding efforts of those employers and individuals committed to training across a range of sectors and industries.

Kerwin (from the Jura language group) was awarded the Nudge Technical Trainee of the Year from a field of over 40 technical trainees state-wide. He has quickly become a respected member of the Kimberley Region road maintenance crew, working as a trainee with MACA since April 2018 and completing his Certificate III in Road Construction and Maintenance.



Tahney Quartermaine

Tahney, a trainee based at Main Roads' head office was nominated for Clerical Trainee of the Year.

Congratulations to them both.

\$250,000 to help protect unique sites

On 17 September 2019, the Hon Ben Wyatt announced that \$250,000 had been made available to support and protect Aboriginal sites.

Applications are now open for the 2019 Preserving our Aboriginal Sites grant program which provides grants of up to \$30,000 for 'on-the-ground' projects such as the remediation of burial sites, fence and signage installation and graffiti removal.

Each project must be listed on the Register of Aboriginal Places and Objects or already lodged and awaiting assessment.

For more information visit <https://www.dplh.wa.gov.au/preserving-aboriginal-sites-grants-program>, phone (08) 6551 9747 or email HeritageGrants@dplh.wa.gov.au

'Stretch' RAP 2020

The development of Main Roads' next Reconciliation Action Plan (RAP) is underway with workshops held with internal and external stakeholders.

Main Roads is moving to a 'Stretch' RAP that focuses on implementing longer-term strategies and embeds reconciliation initiatives into business strategies to become 'business as usual'.

We are keen to capture feedback and input from as many stakeholders and community members as possible.

An online survey will be made available in early 2020 to capture the feedback.

Main Roads meeting rooms to be renamed

We are in the process of renaming meeting rooms at our head office, the Don Aitken Centre in East Perth.

Each room will be given an Aboriginal name and a short sign will be installed at the room entry explaining the meaning of the name.

Our Principal Advisor Aboriginal Engagement, Dennis Kickett is currently identifying appropriate names and we anticipate they will be made official soon.

AGG Update

Our Aboriginal Advisory Group met for the second time on 1 November 2019.

The group was briefed on the Aboriginal Journey Ways project, a joint-initiative between Main Roads and the Centre for Australian Indigenous Education and Research at Edith Cowan University. A Main Roads Heritage Approval Process Q&A session was also facilitated for the group.

Upcoming events

- **Aboriginal Advisory Group meeting** – 21 February 2020.
- **Aboriginal Business Expo 2020** – 4 March 2020.

Further information

Please visit our website www.mainroads.wa.gov.au, contact us by emailing enquiries@mainroads.wa.gov.au, or call us on 138 138.