

Victorian Aboriginal Economic Board

Aboriginal Economic Development



**VICTORIAN ABORIGINAL
ECONOMIC BOARD**

Tim McCartney

Aboriginal Economic Development Broker

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Background

The Victorian Aboriginal Economic Board (VAEB) was established under a commitment from the *Victorian Aboriginal Economic Strategy 2013-2020*

The Victorian Aboriginal Economic Board first met on 24 June 2016

The board's role is to provide Minister with expert, independent, strategic advice on economic opportunities for the Aboriginal community

The VAEB's vision is to advance Aboriginal Victorians to a bright and prosperous future through economic empowerment, entrepreneurship, connection, culture and commerce

The VAEB membership consists of Aboriginal members and non Aboriginal leaders across a diverse cross section of sectors.



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VAEB Members

Co-Chairs

Karen Milward, Kinaway Chamber of Commerce Victoria Ltd
Mark Stone AM, Victorian Chamber of Commerce and Industry

Members

Kerry Arabena, University of Melbourne
Jeremy Clark, Federation of Victorian Traditional Owner Corporations
John Chambers, TAPPL
Jeni Coutts, Jeni Coutts and Associates Pty Ltd
Seona James, Victorian Civil and Administrative Tribunal
Rod Jackson, Wathaurong Aboriginal Co-operative
Alicia Gleeson, Crown Casino
Shannon Ryan, Former Ricki Marks award winner
Steven Shaw, Former Bank of Melbourne
Roger Teale, Lendlease
Garry Terrill, Australian Retailers Association



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VAEB Initiatives 2018

The VAEB has initiative areas for 2018

1. **Support placed based Aboriginal economic development initiatives**
2. **Encourage Aboriginal entrepreneurialism and enterprise**
3. **Provide advice to government**
4. **Champion Aboriginal procurement**
5. **Connect and engage with key stakeholders**
6. **Promote key Aboriginal economic development opportunities**



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Initiative area one

Support placed based Aboriginal economic development initiatives

- Recruitment of Aboriginal economic development broker(s) to Department of Premier and Cabinet.
- The role of the broker is to connect Aboriginal community with emerging economic opportunities. The broker will engage in place-based work on behalf of the board.
- Placed based activities in three focus areas for 2018
 - Geelong
 - Mildura
 - Latrobe Valley



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Initiative area one

Geelong

1. Geelong Aboriginal Employment Agreements

- The development of the Geelong Aboriginal Agreements were a result of a number of workshops hosted by the board.
- The signatories will work towards the following objectives:
 - Increased sustainable employment opportunities for Aboriginal people in the Geelong region.
 - Greater opportunities for career development and progression towards management roles, where possible.
 - Increased retention rates of Aboriginal employees.
 - Increased organisational awareness of Aboriginal culture.
 - Increased Aboriginal education and training pathways, where appropriate, in partnership with job providers and other Aboriginal organisations.
- The success of the Agreements will be measured by:
 - An increase in the number of Aboriginal people employed in each organisation
 - The adoption of an Aboriginal employment strategy, reconciliation action plan, inclusion plan or equivalent by each organisation
 - The adoption of an Acknowledgement of Country protocol by each organisation



Place Based Initiatives

Geelong

Aboriginal Employment Agreements signatories



TRANSPORT
ACCIDENT
COMMISSION



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Initiative area one

Geelong

Geelong Aboriginal Employment Agreement Success Story

- Barwon Water have been one of the success stories of the agreements
 - In 2017 Barwon Water increased their employment target from 0.8% to 2.5%
 - Barwon Water set a target of 6 Aboriginal trainees in their 2018 program
 - Barwon Water welcomed 8 Aboriginal trainees to their 2018 program.
 - This was achieved through a partnership between Gforce recruitment and Wan-Yarri consulting.
- In May 2018 Barwon Launched their first Reconciliation Action Plan
 - Recruitment of a senior advisor to implement
 - Cultural awareness training to over 100 staff
 - Acknowledgement of Country protocol



Initiative area one

Geelong

2. Geelong Aboriginal Employment Agreement Working Group

- To drive local employment initiatives the signatories have established a working group that meets monthly.
- The terms of reference for the group is guided by the following principals
 - **Recognition and value of the diversity of the local Aboriginal community, the connection to culture, their experiences and histories**
 - **Equity of access for recruitment, retention, selection and promotion, in both mainstream and designated positions**



Initiative area one

Geelong

3. Geelong Aboriginal Business Development

- The broker negotiated for Kinaway, Aboriginal Chamber of Commerce sponsor the 2018 Geelong Small Business Festival –(August 1 -31 2018).
 - Getting into Business – Information session facilitated by Indigenous Business Australia – August 9 2018
- Establishing a network for New Enterprise Incentive Scheme (NEIS)
 - Increasing the participation of Aboriginal community into the NEIS program through the two providers (NetGain and RMIT)
 - Connecting participants who complete the program with business services, Good Sheppard Micro Finance, Many Rivers Microfinance, IBA.



Initiative area one

Mildura

1. Employment

- Working with job service providers to determine barriers to employment for the local Aboriginal community
 - Probity
 - Education
 - Transportation

2. Education

- Supporting Chaffey College – Koori Girls Conference August 2018
- Development of a Koori Digital program
 - Working with SuniTAFE Koori Unit – Dulka Yuppata Indigenous training centre
- Close partnership with Mildura Regional Development – ensure Aboriginal inclusion in training and education
 - Geek Girls program - September 2018



Initiative area one

Mildura

3. Business Development

- Working with members of the community and supporting agencies to develop opportunities for community in:
 - Eco Tourism product
 - Aboriginal procurement with Mildura Rural City Council
 - Small businesses support to grow
 - In areas of art, culture and other industries
- Establishing a network for New Enterprise Incentive Scheme (NEIS)
 - Increasing the participation of Aboriginal community into the NEIS program through the provider (RMIT)
 - Connecting participants who complete the program with business services, Good Sheppard Micro Finance, Many Rivers Microfinance, IBA



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Initiative area one

Latrobe Valley

1. Aboriginal Economic Development in the Valley event

- In June the VAEB hosted an event on Aboriginal Economic Development:
 - Over 80 attendees
 - Networking lunch (Kinaway, Many Rivers, Latrobe Valley Council, Small Business Victoria)
 - Why Buy Aboriginal Procurement workshop
 - Pathways to Aboriginal employment workshop
 - Yarning about Aboriginal business workshop



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Initiative area two

Encourage Aboriginal entrepreneurialism and enterprise

- In 2017 Pricewaterhouse Indigenous Consulting conducted a research project on Aboriginal Innovation and Dreaming Labs on behalf of the VAEB
- The purpose was to explore options to encourage and support for more Aboriginal Victorians to become innovative entrepreneurs and business leaders
- The project proposed three options
 1. Tracks *“Build your future – your culture, your dreams, your way.”*
 2. Mobile Start-up Pathways Lab *“Map your Start-up Pathways- your support, your needs, your town”*
 3. Pop-up project-based Labs



Initiative area two

Encourage Aboriginal entrepreneurialism and enterprise

Aboriginal Women in Business NAIDOC Video Series

To celebrate this year's NAIDOC theme, '*Because of her, we can!*', the Victorian Aboriginal Economic Board has released a number of videos celebrating Aboriginal businesswomen in Victoria.

These videos feature the VAEB Co-Chair Karen Milward, and Laura Thompson, Sarai Roe, Jody Barney, Perina Drummond, Janis Constable and Denni Francisco. The videos were developed by Aboriginal business Little Rocket.



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Initiative area two

Combination Video

Initiative area three

Provide advice to Government

- The VAEB provides independent, expert and strategic advice to the Minister for Aboriginal Affairs on a range of issues related to Aboriginal economic participation and development.
- The VAEB includes a member of the Premier's Job and Investment Panel to ensure cross-over between the two advisory bodies.
- The co-chairs meet with the Minister quarterly to discuss matters on Aboriginal economic development



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Initiative area four

Champion Aboriginal procurement

- Under *Tharamba Bugheen: Victorian Aboriginal Business Strategy 2017-2021* the Government has established a one per cent target for procurement from Aboriginal owned businesses with a view to implementing a more ambitious target in the future. Departments and key agencies are currently working towards the target.
- The target will apply from 2019-20 and is based on the number of Victorian Aboriginal businesses the Government contracts. It will create more opportunities for Aboriginal Victorians across the economy.
- Launched in April 2018 the Victorian Governments Social Procurement Framework sets out a whole of government approach for engaging in social procurement.
- Victoria's Social Procurement Framework aims to ensure that government procurement ensures value-for-money considerations are not solely focused on price, but include opportunities to deliver social and sustainability outcomes that benefit the Victorian community



Initiative area four

Champion Aboriginal procurement

- In October 2017, the Board hosted a three-part procurement event series in Indigenous Business Month.
- The series uncovered the barriers that Aboriginal businesses face in the ‘typical procurement lifecycle’, and worked to identify practical solutions to address these.
- The Board also procured research in 2017 into Aboriginal procurement. The recommendations of its key Aboriginal procurement report are to:
 1. **Support the implementation of the Aboriginal public procurement target in Victoria**
 2. **Strengthen the profile of the Aboriginal business sector**
 3. **Ensure that appropriate investments are made to address the existing business support gaps for Aboriginal businesses and to foster genuine partnerships between the Aboriginal business sector and the private sector**
 4. **Explore targeted industry and place-based interventions to enable the Aboriginal business sector to capitalise on emerging economic opportunities.**
- The Board has promoted these findings in Melbourne and more recently in the Latrobe Valley area, at an event *Aboriginal Economic Development in the Valley*



Initiative area five

Connect and Engage with Key Stakeholders

- The Board engages with key stakeholders including:
 - Aboriginal business owners and entrepreneurs
 - Aboriginal community members
 - Traditional Owner Corporations and Registered Aboriginal Parties
 - Peak and statewide Victorian Aboriginal Organisations
 - Kinaway Aboriginal Chamber of Commerce
 - Aboriginal Community Controlled Organisations
 - Local Councils and Local Government staff
 - Chambers of Commerce
 - Local Aboriginal Networks (LAN)
 - VAEAI Wurreker Brokers
 - Non-Aboriginal businesses and employment networks
 - Jobs Victoria Employment Network providers (JVEN)
 - Global procurement specialists
 - and many others
- The full Board met at the Victorian Aboriginal Education Association Inc (VAEAI) in April 2018 to hear from VAEAI and the Department of Education and Training (DET) on joint initiatives that are furthering Aboriginal and Torres Strait Islander education in Victoria



Initiative area six

Promote Aboriginal Economic Opportunities

- **LaunchVIC funding round seven**
 - Entrepreneurial programs for Aboriginal Victorians
 - will focus on increasing diversity and inclusion by investing in organisations to deliver new and existing entrepreneurial programs that improve access and participation in the Victorian startup ecosystem for Aboriginal Victorians
 - This program is an initiative of *Tharamba Bugheen - the Victorian Aboriginal Business Strategy 2017-2021*.
- **Small Business Festival (1-31 August 2018)**
 - Co-ordinated by Small Business Victoria the Small Business Festival is run during the month of August across the state at 16 locations and over 400 events.
 - There are seven Aboriginal specific workshops
 - Getting into Aboriginal Business (Melbourne, Geelong, Morwell, Bendigo & Ballarat)
 - Getting your Retail Offering (Melbourne)
 - Procurement for Aboriginal Businesses – Navigating the supply chain (Melbourne)



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Questions ?



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Contact Details

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