



# Indigenous Participation Plan

PROJECT NAME: Wheatbelt Secondary Freight Network

PROJECT NUMBER: 100508-18WA-RSI

DOCUMENT NO. WSNF-IPP2023-004

FUNDING RECIPIENT: Main Roads, WA

This Plan will be submitted to the Australian Government prior to commencing the formal tender process.

**Before you begin:**  
 This Plan should be developed in conjunction with the requirements under the **Indigenous Employment and Supplier-Use Infrastructure Framework (the Framework) at Appendix A3.**

## Scope for Indigenous participation (mandatory)

*The Australian Government requires Funding Recipients to identify a range of potential opportunities to Indigenous jobseekers and businesses across the infrastructure construction supply chain.*

1. Provide an overview of the project phases and project delivery roles (i.e. primary roles, skills and capabilities) targeting Indigenous Participation in the delivery of this project.

*Aboriginal participation will target the delivery of road works for Wheatbelt Secondary Freight Network.*

*The primary roles targeting Indigenous participation to deliver the project include earthworks, drainage works, pavement works (predominantly through plant operation) and undertaking traffic management.*

**'Local first principle':**  
 Funding Recipients are encouraged to offer employment and business opportunities to the Indigenous Australians local to the area.  
  
 In determining 'local' and 'locality' Funding Recipients may consider Indigenous communities' connection to land and country, formal local government definitions and proximity to the project.

## Setting an Indigenous participation target (mandatory)

*In order to have funding formally approved and released, the Australian Government requires that an Indigenous participation target is set with reference to the local Indigenous working age population figure for the relevant region/project locality, and consistent with the 'local first principle' of the Framework.*

2. What is the definition of 'local' for this project phase?

*Under the Wheatbelt Secondary Freight Network program Road works will be delivered within 42 Local Government areas as classified by the Wheatbelt North and Wheatbelt South Regional Road Group member LGs that fall within Main Roads WA's Wheatbelt Region.*

*Local, in terms of Indigenous Participation for this project, is defined by an Indigenous person who lives and has lived in the boundary of the South Western Indigenous region (IREG 507).*

**Determining the 'Local Indigenous working age population'**

Once 'local' has been defined for the project, the local Indigenous working age population is the number of Indigenous peoples aged between 15-64 years of age as found by the **Australian Bureau of Statistics (ABS)** most recent Census data available – look for Indigenous and Torres Strait Islander Peoples' community profiles- refer to [Table 103](#)

3. Using the ABS Census data (or equivalent), determine the local Indigenous working age population figure for the project, and set the Project's Indigenous participation target (*double click on the excel table to open, click anywhere on document to exit*)

What is the local Indigenous working age population figure in the locality?	6899
What is the total working age population (non-Indigenous and Indigenous) figure in the locality?	250677
<b>The Participation Target the Project will aspire to achieve is:</b>	
<b>2.75%</b>	

*Equation 1 : "Defined Local Indigenous Working Age Population figure" is divided by the "Defined Total Local Working Age Population figure" and is then multiplied by 100 to express it as a percentage.*

*If using an alternative data source, please provide the relevant links or evidence for verification purposes.*

**Adjusting Participation Targets (required if not adopting the target calculated at Question 3, otherwise go to Question 6).**

*Targets can be adjusted up or down depending on a range of factors, for consideration by the Department of Infrastructure, Transport, Regional Development and Communications. Where the proposed target is significantly lower than the local Indigenous working age population, Funding Recipients must complete this section, and demonstrate through market sounding, research and consultation with relevant government agencies, including written advice from the Regional Network of the National Indigenous Australians Agency, that a lower target is required.*

4. What is the proposed adjusted participation target?

In respect of Aboriginal employment and procurement the targets are as follows:

- i) Aboriginal employment minimum requirement – At least 2% of the contractor's total work hours are undertaken by Aboriginal persons; and
- ii) Aboriginal business procurement minimum requirement – work and/or service to a value of at least 2% of the contract sum are undertaken by Aboriginal business.

5. Explain the rationale for the adjustment and variations on the Indigenous participation target (calculated at Question 3) with reference to at least one of the factors listed below (as applicable):

- the local employment market, including in terms of the number of Indigenous businesses, workers and job seekers, and their relevant skills, capabilities, qualifications, and training.

- the scale, value and location of the project, and skills and capabilities required to deliver the project.
- the availability of supply-side services to support the meeting of any targets and assist in building the capacity of Indigenous businesses and job-seekers to take up opportunities; or
- existing state and territory policies and/or targets.

*The Indigenous working age population in the defined local area is 2.75 per cent. No proposed adjustment is made to the minimum requirement for employment based on the working age population. An additional minimum is added to encourage use of Aboriginal businesses. It is considered that this additional requirement would be achievable by the contractor given the number of local contractors and suppliers in the area for some of the above tasks. It is also anticipated that some of these tasks will be subcontracted rather than undertaken directly by the contractor.*

6. Provide the Indigenous participation target for the life of the project<sup>1</sup> and include a breakdown of the employment<sup>2</sup> and supplier-use<sup>3</sup> component towards the target<sup>4</sup>.

***[E.g. a participation target of 10 per cent comprises 3 per cent FTE positions and 7 per cent of total contract value for Indigenous businesses].***

Participation target component	Target	Recommended Metrics (if available)
Employment	2%	FTE hours or positions that is anticipated or planned as a proportion of the total FTE hours or positions estimated.  <i>i.e. 1.5 FTE of an estimated total 50 FTE positions</i>
Supplier-use	2%	For supplier-use % of total contract value that is <b>anticipated or planned*</b> to be awarded to Indigenous Businesses  <i>i.e., \$840,000 of \$12million total project/contract value</i>  *Note this can be adjusted (up or down) to reflect market soundings before contracts are awarded.
Total	4%	

***Note: The target can be met through an employment component, a supplier-use component or a combination of both. There is no specified minimum for either of these components. Where a Funding Recipient proposes to use alternative***

<sup>1</sup> The 'life of the project' timeframe should correspond with the project phases identified at Question 1.

<sup>2</sup> The number of full-time employee (FTE) positions or equivalent hours undertaken by Indigenous employees.

<sup>3</sup> Supplier-use is the percentage of the total contract value to be awarded to Indigenous businesses.

**metrics to calculate targets, including in accordance with their own State policy, this should be explained in the Indigenous Participation Plan.**

The delivery of individual WSFN projects is the responsibility of individual LGs. The individual projects are of varying scale and value and are delivered by a variety of contracting arrangements including direct labour and contract procurement. The respective contributions of employment and supplier–use is therefore difficult to accurately predict. Reporting arrangements will be developed that capture both types of contribution with a view to measuring the overall contribution and informing subsequent tranches of the WSFN program.

7. Explain how the community will be made aware of opportunities under this project, and outline prospects for long-term capability development.

*The community will be made aware of opportunities through the dialogue, State and Federal agencies, NGOs and others, and also through the procurement process. Note that projects are of varying scale and value and are delivered by local governments using a variety of contracting methods. Where applicable, minimum requirements will be included within tender documents and the contractor will be required to meet these minimum rates. Each Tenderer will need to provide evidence of its approach and intent to participate with Aboriginal people and businesses by submitting an Aboriginal Participation Plan. The plan will include the number and details of Aboriginal employment opportunities; number and details of Aboriginal trainee opportunities; Aboriginal business opportunities; implementation planning; measurement, evaluation, and review; and the process to prioritise the use of local Aboriginal people and businesses. The Aboriginal Participation Plan submitted by the tenderer and approved by LGs will be included in the contract. LGs will monitor these requirements within the tender process and ensure that the successful contractor fulfils its commitment.*

*Through these work, training and employment opportunities, the capabilities and skills of Aboriginal people and businesses will be improved, which can be utilised in other future infrastructure projects.*

*Developing a ‘supply-side’ strategy  
The success of Indigenous Participation Plans may rely on the availability and whole-of-government coordination of appropriate supply-side supports to ensure an increase in the demand for Indigenous labour and business services is able to be met by a suitably skilled and qualified workforce.*

*The Australian Government will consider partnering with relevant agencies in the jurisdictions to establish employment/business project hubs in strategic locations, where there is a business case for this, in order to help with the coordination of support services.*

*Contact your local **National Indigenous Australians Agency** <https://www.niaa.gov.au/contact-us/regional-network-addresses> for help with tailoring a supply-side strategy for the project.*

### **Supply side supports and engagement with Indigenous Stakeholders (mandatory)**

*Achievement against Indigenous participation targets may rely on the availability of appropriate supply-side supports. Funding Recipients should identify the supply-side supports required to meet the project’s Indigenous participation requirements and engage early with government agencies.*

*Funding Recipients should consult a representative Indigenous body, for example, an Indigenous land council or an Indigenous advisory council to address any identified barriers to supply-side supports.*

8. Outline the supply-side supports required to engage Indigenous jobseekers and businesses in the project locality.

*Support for job seekers and businesses will be provided by several supply-side services, including State and Federal government services as well as private operators and NGOs.*

9. Detail any engagement to date (or expected in future) with the National Indigenous Australians Agency, including its Regional Network Offices,<sup>5</sup> and the Commonwealth Department of Education, Skills, and Employment<sup>6</sup>

**[Please add comments on any engagement to date]**

**To date there has not been any engagement with the National Indigenous Australian’s Agency.**

10. Detail any engagement to date (or expected in future) with other government (e.g., state/territory agencies/service providers) or non-government services (e.g., employment or training providers, and representative Indigenous bodies, including local land councils).

**[Please add comments on any engagement to date]**

To date there has not been any specific engagement. It is proposed that any specific engagement required will be undertaken by individual LGs in conjunction with their Strategic Community Plan, as well as the South West Native Title Settlement scheme on a project-by-project basis, depending on specific locations of cultural and heritage sites.

**Risks and mitigation strategies**

11. List the key risks and mitigation strategies that may affect the achievement of the Indigenous participation target.

<p>Risk 1 - <i>Unable to meet the participation rates</i></p>	<p><i>Work closely with Indigenous agencies, groups, companies to source Indigenous persons and businesses.</i></p> <p><i>Incorporate the requirements within the Tender document and closely monitor the achievements.</i></p>
<p>Risk 2 – delivery of individual projects of varying scale and value by multiple LGAs makes accurate reporting complex and difficult to achieve.</p>	<p>WSFN Steering Committee to devise scalable reporting arrangements.</p>
<p>Risk 3</p>	<p>Mitigation or treatment</p>

<sup>5</sup> The National Indigenous Australians Agency regional networks and contact details are available at: <https://www.niaa.gov.au/who-we-are/contact-us>

<sup>6</sup> The Commonwealth Department of Education, Skills and Employment have a range of employment programs to assist jobseekers and businesses: <https://www.employment.gov.au/>