



BCA 2014  
Indigenous Engagement  
Survey Report

 Business Council  
of Australia

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## About this publication

The Business Council of Australia (BCA) brings together the chief executives of more than 100 of Australia's leading companies. Our vision is for Australia to be the best place in the world in which to live, learn, work and do business.

Australian businesses have role to play in actively creating the social and economic conditions in which Indigenous Australians can prosper and thrive. A clear majority of BCA companies are taking actions in support of this aim. This report of our 2014 Indigenous engagement survey details those actions and their outcomes, as well as innovations, successes and challenges.

This is the sixth annual report of the Indigenous engagement efforts of BCA member companies. A summary of the report is available at [www.bca.com.au](http://www.bca.com.au).

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### Cover: Jakayu Biljabu, *Wantili*, 2014

© 2014 Jakayu Biljabu licensed by Martumili Artists

Jakayu paints with Martumili Artists, and Indigenous-governed initiative supported by the Shire of East Pilbara. Martumili Artists was established in late 2006 and supports Martu artists in Kunawarrtji, Punmu, Parngurr, Jigalong, Warralong, Irrungadji (Nullagine) and Pampajinya (Newman).

BHP Billiton is Martumili Artists' principal partner. They've just entered into their eighth year of partnership.

# Survey Aim and Scope

Since 2009 the Business Council of Australia has surveyed its member companies on their Indigenous employment, economic, community development and partnership activities.

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In gathering both qualitative and quantitative data on BCA member activities, the survey report aims to:

- show impact in key areas
- track change and developments over time
- identify industry or sector trends
- showcase innovation and creative approaches
- highlight common elements of effective approaches

The 2014 survey questionnaire was distributed to 126 companies, with 89 companies completing the survey, representing a 70 per cent response rate. While the data is strongly indicative, it does not provide a complete picture of BCA member activity overall, particularly the aggregate numbers.

With the exception of selected quotes and examples, individual survey responses remain confidential.

Throughout the report, the term 'Indigenous' is used to describe Aboriginal and Torres Strait Islander peoples.

# Key Findings

## In 2014:

- Over 15,000 Indigenous Australians are working at BCA companies
- \$1.7 billion spent with Indigenous enterprises and joint ventures
- \$72 million contributed towards Indigenous education initiatives
- 100,000 pro bono hours provided to Indigenous organisations and communities
- 85 per cent of companies surveyed have Indigenous engagement activities
- All companies with a workforce of over 20,000 have an Indigenous engagement strategy and 95 per cent of companies with more than 5,000 staff have an Indigenous engagement strategy
- Companies are working with or supporting more than 50 Indigenous partner organisations

## Summary of findings

This year's findings show that BCA member companies are continuing to explore and find new ways of supporting Indigenous economic and social inclusion. While employment remains a focus, more and more companies are involved in a broad range of activities, including cadetships, microfinance, and setting up joint ventures with Indigenous businesses.

This report presents these activities, highlighting areas where companies and partner Indigenous organisations are developing innovative approaches to improve outcomes in education, employment, and economic and community development.

For the first time in 2014, support for Indigenous education initiatives outranked employment as the top activity for companies. This reflects the reality that for many employers, growth in employment relies on improving Indigenous education outcomes.

Businesses increasingly need skilled graduates. This makes school retention, Year 12 completion and transitions to further study or training vital to growing the number of Indigenous employees.

This year's findings showed a slowing of Indigenous employment growth among companies, despite a majority in 2013 indicating they wanted to build their Indigenous workforces this year. Economic conditions and the lack of qualified candidates were both nominated as factors in this slowdown.

Many companies, particularly in the energy and mining sectors, are looking at longer-term strategies to grow the pool of work-ready candidates. The Chevron example in this report shows how they're investing in career development and technical training along with entry-level employment.

The focus on contracting and working with Indigenous businesses and joint ventures continues to grow. Procurement offers a way for companies with less capacity to employ large numbers of staff to have an impact on Indigenous employment. Certified Indigenous businesses have an average of 70 per cent Indigenous employees.

The peak certifying body for Indigenous businesses, Supply Nation, is only five years old and has 300 certified suppliers and 156 paying organisational members on its books. The 2013–14 financial year saw a fivefold increase in transactions between suppliers and members on the previous year.

In 2014, the Business Council of Australia signed an MOU with Supply Nation with the two organisations committing to grow the profile and impact of supplier diversity in Australian business.

Supporting Indigenous organisations and communities through staff secondments or pro bono contributions is continuing to be an important aspect of corporate–Indigenous engagement.

An example of this is the work that a cohort of BCA companies have been involved in through Jawun as part of the Empowered Communities initiative. Through this initiative, businesses are actively supporting Indigenous leaders across eight regions to design a new architecture for Indigenous affairs.

### What works

This year's survey highlights key factors that are instrumental in delivering effective, sustainable Indigenous engagement strategies.

*Reconciliation Action Plans (RAPs)* stand out as the main vehicle companies use to drive Indigenous engagement, and to innovate and improve their approaches over time. There are now 40 member companies with RAPs, and another six are in development. Companies without RAPs sustain successful Indigenous engagement strategies but RAPs are providing a valuable framework to consolidate, align and evaluate company activities over time.

*Building Indigenous engagement into the business* by having different teams own aspects of the strategy is more effective than isolating Indigenous engagement in Human Resources or community teams.

*Partnerships and collaboration* allow organisations like the Australian Indigenous Mentoring Experience (AIME), Jawun, Supply Nation, Clontarf Foundation and the Australian Indigenous Education Foundation (AIEF), among others, to facilitate innovative programs and effective two-way corporate engagement.

*Developing an Indigenous strategy that aligns with the purpose and values of the company* is the key to having sustainable, embedded practices.

### Benefits

Companies nominated the following main benefits of Indigenous engagement:

1. Increased staff awareness/engagement
2. Enhanced corporate culture
3. Reputation
4. Strengthened relationships with local communities
5. A more diverse workforce

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*For us the benefits are an inclusive culture; broader talent pipeline through engaging Aboriginal people; employee engagement; new contacts; and potential new customers. – Survey respondent*

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### Drivers

Top drivers for business–Indigenous engagement:

1. Reflecting the community
2. CEO/board commitment
3. Industry best practice

### Barriers

Smaller companies are less likely to be engaged in Indigenous-engagement activities. The 13 companies who reported not having Indigenous engagement activities listed the following as the main barriers to engagement:

1. Lack of compelling business case
2. Knowing what to do, where to start, lack of expertise
3. Insufficient internal acceptance/support

All companies responded that a barrier to increasing their Indigenous workforce was the lack of qualified candidates.

Figure 1: Comparison with results from previous years

SIX YEARS OF STEADY PROGRESS						
	2009	2010	2011	2012	2013	2014
<b>Indigenous employment strategies</b>	21 companies	29 companies	55 companies	44 companies	59 companies	60 companies
<b>Increase in Indigenous employees/trainees in the last 12 months<sup>1</sup></b>	N/A	700	1,430	2,700	3,500	2,045
<b>Reconciliation Action Plan (RAP)</b>	9 companies	14 companies	22 companies	29 companies	28 companies <sup>2</sup>	40 companies <sup>3</sup>
<b>Used an Indigenous business in supply chain</b>	16 companies	17 companies	N/A	43 companies	49 companies	51 companies
<b>Member of Supply Nation</b>	16 companies	17 companies	22 companies	35 companies	48 companies	49 companies
<b>Implemented workplace cultural awareness/education</b>	N/A	24 companies	43 companies	49 companies	50 companies	53 companies
<b>Member of the BCA's Business-Indigenous Network<sup>4</sup></b>	30 companies	30 companies	32 companies	50 companies	80 companies	80 companies
<b>Number of responses</b>	35 companies	46 companies	88 companies	95 companies	95 companies	89 companies
<b>Main barriers</b>	Slower and more resource-intensive than expected	Time, effort and resourcing	Not in line with business objectives Limited resources	Limited resources Lack of expertise	Limited resources Not knowing where to start	Lack of compelling business case/ knowing where to start

<sup>1</sup> Many companies do not identify their Indigenous employees.

<sup>2</sup> Another 18 companies responded that they were developing a RAP.

<sup>3</sup> Six in development.

<sup>4</sup> The BCA's Business-Indigenous Network of member companies meets at least four times a year to share experiences of their Indigenous engagement activities.

# Detailed Results

## Engagement

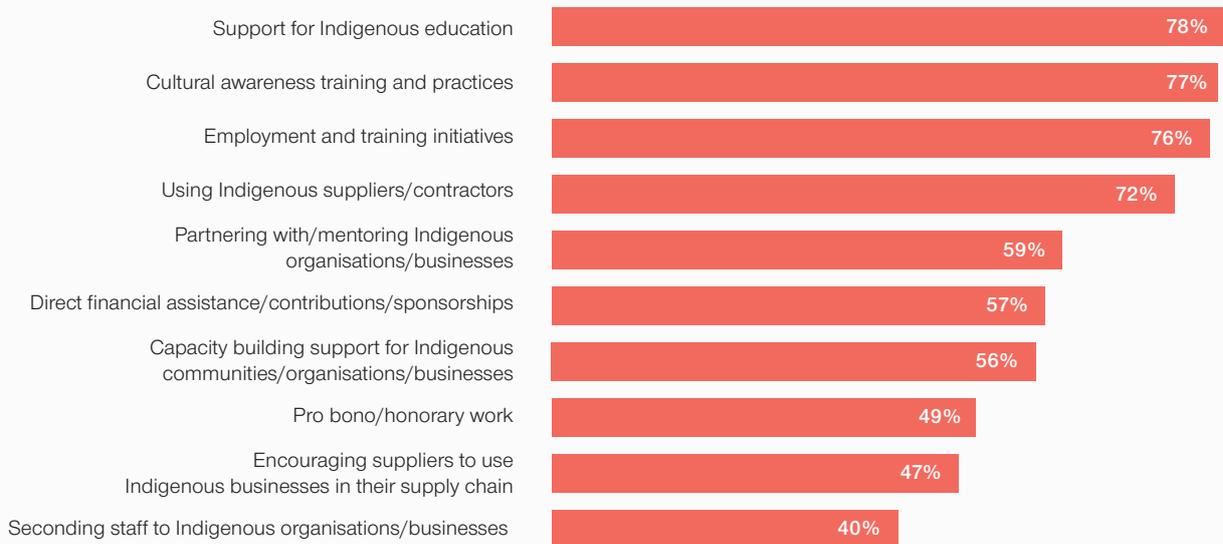
Of the 89 companies which responded to the survey in 2014, 76 (85 per cent) have Indigenous engagement activities, while 13 (15 per cent) do not.

The survey shows that companies in all industries are involved in Indigenous engagement. Mining and energy, finance and insurance, and business, legal or professional services are the top industries in terms of high proportions of companies engaged. In *all* industries covered by the BCA, there are companies with Indigenous engagement activities.

All member companies with a workforce of over 20,000 employees have extensive Indigenous engagement activities.

Ninety-five per cent of companies with a workforce greater than 5,000 have an Indigenous engagement strategy. Companies with a workforce of under 5,000 are less likely to be engaged.

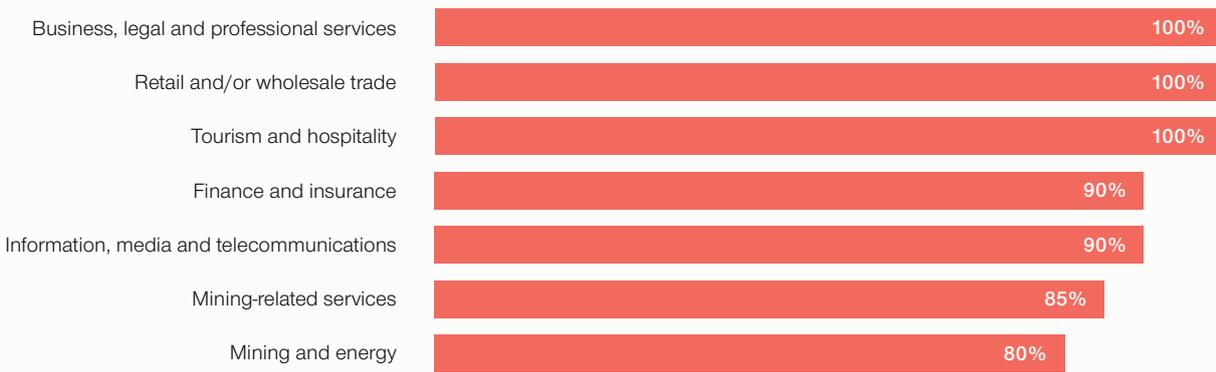
**Figure 2: Top 10 Indigenous engagement activities**



### Engagement by industry

The survey showed that a majority of companies across a majority of the main industries represented by the BCA have Indigenous engagement activities.

**Figure 3: Percentage of companies within sectors with Indigenous engagement activities**



### Drivers of engagement

The drivers for business–Indigenous engagement have remained relatively consistent throughout the six years of surveys.

**Figure 4: Comparison with results from previous years**

1. Company wants to reflect the communities in which it operates
2. CEO/board commitment
3. Industry best practice
4. Expectations of customers/clients
5. Part of an agreement (e.g. Native Title, Indigenous Land Use Agreement)

Other, lower ranking, drivers include expectations of staff, and government tender or reporting requirements. Some respondents reported additional drivers, including:

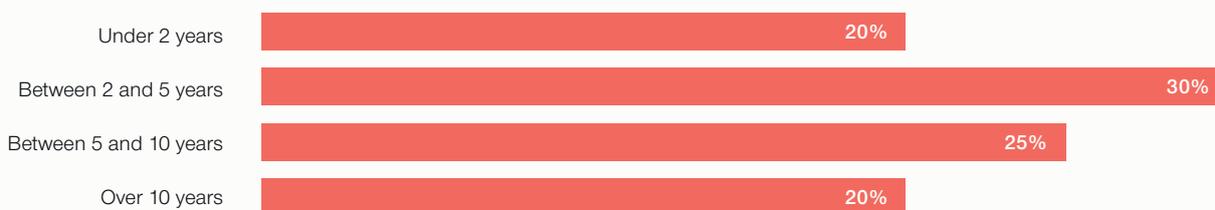
- access to a broader talent pool
- social licence to operate
- corporate responsibility to close the Indigenous disparity gap

- strengthening relationships with Indigenous Australians.

### How long have they been engaged?

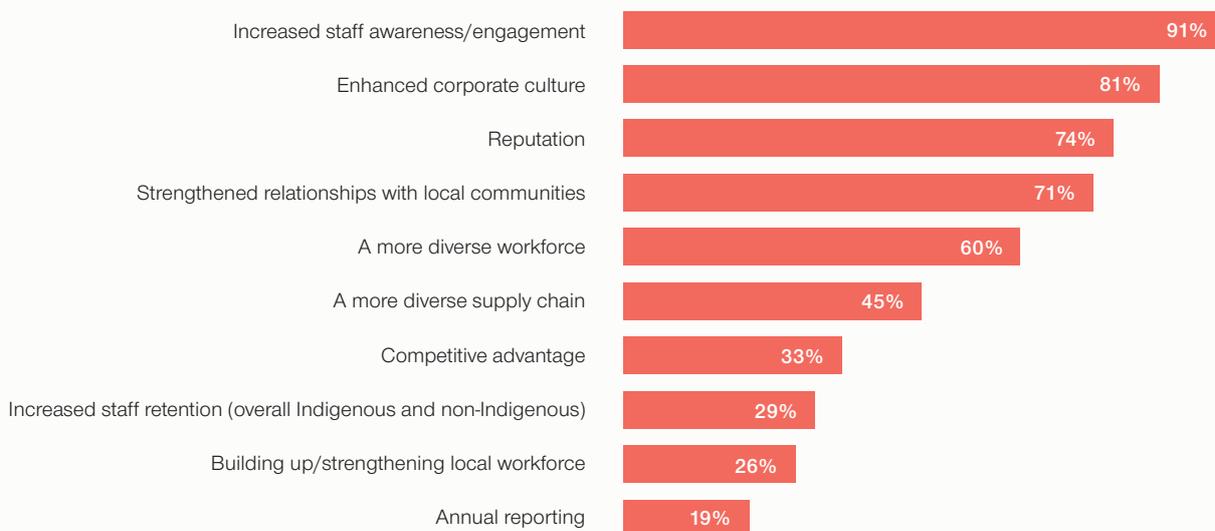
A majority of companies have had an Indigenous engagement strategy for less than five years.

**Figure 5: How long has your company had an Indigenous engagement plan/strategy?**



## Benefits

**Figure 6: What have been the main benefits of your company's Indigenous engagement activities?**



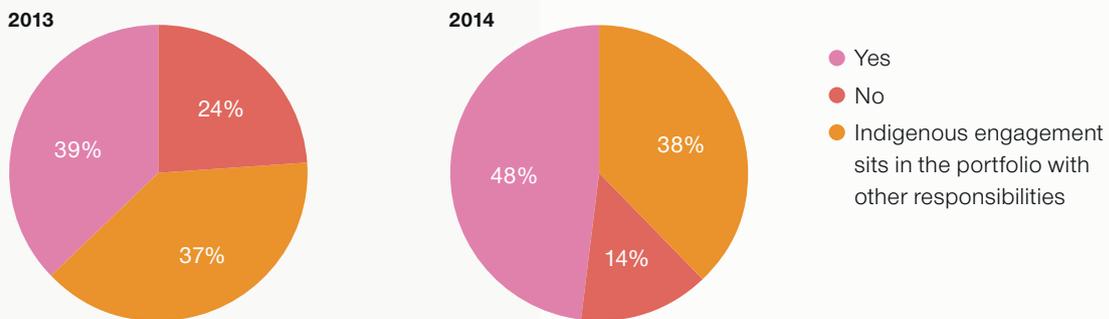
### Driving and implementing engagement

The 2014 results show a 9 per cent growth in the number of companies with dedicated employees overseeing Indigenous engagement activities.

There are 633 staff working in the 35 companies that have staff dedicated to Indigenous-related work.

Companies with RAPs also noted they had RAP committees comprising Indigenous and non-Indigenous representatives from across the business taking responsibility for implementing and monitoring the strategy.

**Figure 7: Do you have a dedicated employee who oversees your company's Indigenous initiatives?**



### Barriers to engagement

The 2014 survey identified two categories of barriers affecting companies' Indigenous engagement activities: those **preventing** companies from adopting a strategy, and those **limiting** an already engaged company from doing more or having more of an impact.

Eleven of the 13 companies that don't have any Indigenous engagement strategy or activity have under 5,000 employees. Those companies cited the lack of a compelling business case and lack of expertise as the two main barriers.

**Figure 8: Barriers to implementing an Indigenous engagement strategy**

	RANKING
Lack of compelling business case	1
Knowing what to do, where to start, lack of expertise	2
Insufficient internal acceptance/support	3
Limited resources	4

Unengaged companies reported that information, assistance, advice and opportunities to collaborate would be helpful.

**Figure 9: What would most assist you in overcoming barriers?**



Barriers affecting **engaged** companies include the availability of funding or resources to expand or deepen their approach, both from within the company and from governments.

*We would do more training if funding was easier to get – we are only doing what we directly need to as the funding environment is too complex ... we would probably train more if we had access to additional funding. – Survey respondent*

Engaged companies with a focus on employment report that the main barrier to increasing their Indigenous workforce is the availability of qualified candidates.

The pool of Indigenous businesses is still small. This limits the rate of growth for supplier diversity spending and activity. Steps companies are taking to address this are covered in the section on supplier diversity.

### Expanding and deepening engagement

The 2014 survey asked companies to indicate what would assist them in expanding or deepening their engagement strategies over the next few years. The main responses were:

- Further embedding ownership and accountability for the strategy across the company
- Resources and funding
- Improved collaboration with government
- Greater capacity in the Indigenous business sector
- Sharing industry best practice and business collaboration

*We need to continue to build the story and momentum for why it's critical that business gets involved in creating parity and providing opportunities for Indigenous Australians. – Survey respondent*

*We need more programs that assist Indigenous people into professional service careers like accounting, commerce, business and finance. – Survey respondent*

*A far more coordinated approach from government is required around employment and training supports. – Survey respondent*

*We'll be increasing our focus on procuring from Indigenous enterprises. – Survey respondent*

*Promoting and supporting Indigenous employees into management roles. – Survey respondent*

*Greater pressure from clients, government and our own people would drive deeper engagement. – Survey respondent*

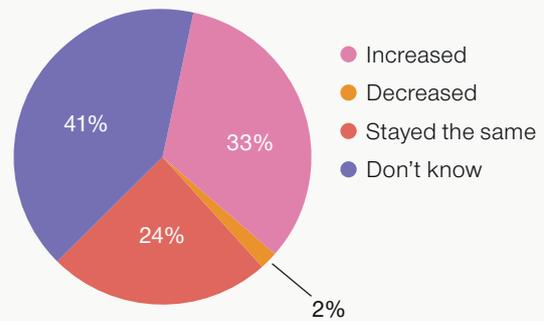
## Employment

In 2014 the total number of Indigenous people employed at BCA companies that responded to the survey was 15,000, compared to the figure of between 17,000 and 20,000 reported in the 2013 survey. This decrease reflects three factors:

1. Fewer companies responded to this year's Indigenous engagement survey, 89 compared to 95. Also, the sample of companies was different this year.
2. Forty per cent of respondents reported that they didn't know how many Indigenous employees the company had.
3. A number of companies reported market conditions had impacted their overall employee numbers and recruitment opportunities.

Despite the lower numbers of employees this year, 33 per cent of companies said their Indigenous workforce as a proportion of their total workforce had increased over the last 12 months. Only 2 per cent said it had decreased.

**Figure 10: Change in Indigenous employment rates in 2014**



**Figure 11: Indigenous employment by industry sector**

Industry	Total number of Indigenous employees
Mining, energy and mining-related services	5,390
Retail	4,766
Finance and insurance	1,847
Media, information and telecommunications	1,325
Tourism, aviation, hospitality	1,260

## Exhibit 1: Mixed outcomes in Indigenous employment

National progress in improving employment outcomes is mixed. The overall employment rate has not improved in recent years; however, there have been gains in private sector employment.

In the 2014 *Closing the Gap* report to parliament, Prime Minister Tony Abbott said:

the proportion of Indigenous people aged 15–64 who are employed fell from 53.8 per cent in 2008 to 47.8 per cent in 2012–13. As the proportion of non-Indigenous people who are employed rose from 75 per cent to 75.6 per cent, this means that the employment gap widened. (*Closing the Gap* report 2014)

The recent *Overcoming Indigenous Disadvantage* report from the Productivity Commission found some improvements, including a 9 per cent increase since 2002 in the proportion of adults whose main income is employment, from 32 to 41 per cent.

The Productivity Commission reported growth in adult full-time employment of 10 per cent since 2002. This growth has been matched by a decrease in the proportion of adults on income support.

There are also more Indigenous people employed in professional and managerial positions and in the private sector today than in 2002.

Analysis by the Centre for Aboriginal Economic Policy Research in 2013 found that the withdrawal of Community Development Employment Projects (CDEP) in regional areas accounted for some confusion over progress in Indigenous employment outcomes. The research found that:

when CDEP is excluded from the employment measure a very different picture emerges – one of a strong and sustained increase in non-CDEP employment since 1994.

The movement of participants from CDEP to unemployment has raised the unemployment rate and disguised progress in some areas. The *Closing the Gap* report found that the CDEP effect accounted for 60 per cent of the decline in employment between 2008 and 2012.

Between 1996 and 2011, however, non-CDEP employment has steadily grown:

For both men and women there were substantial increases in non-CDEP employment. For Indigenous women, the non-CDEP employment rate increased from 26 per cent in 1996 to 39 per cent in 2011, an increase of 13 percentage points.

**Retention**

Thirteen companies responded that their Indigenous employee retention rate is higher than their average retention rate, an increase from 8 companies in 2013.

All of these companies have a formal Indigenous employment strategy, with dedicated staff working on Indigenous engagement. Their top strategies for growing and retaining staff are presented in Figure 12.

**Figure 12: Strategies for retaining Indigenous employees**



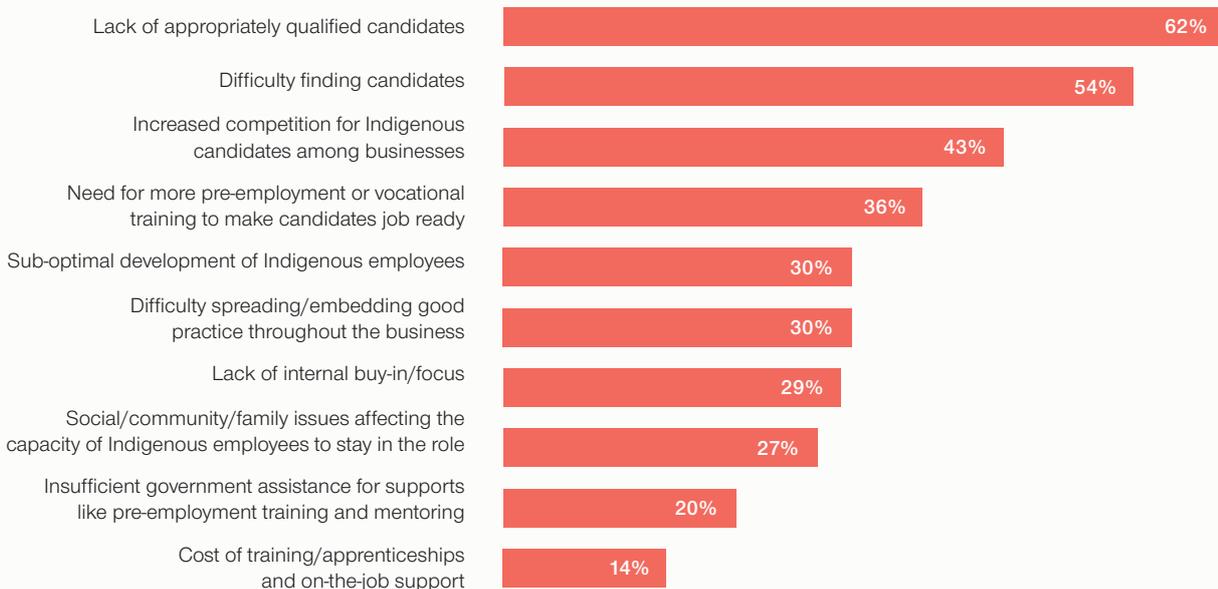
Additional success factors included:

- leader education
- focused recruitment and working with CareerTrackers
- cultural awareness training of staff and managers, and investment in the development of talented Indigenous employees.

**Challenges**

As in 2013, the main challenges facing employers are the lack of qualified candidates, the difficulty finding candidates and competition for skilled Indigenous candidates among businesses.

**Figure 13: Challenges**



Additional challenges were:

- numbers for all employees have fallen due to market conditions
- restructuring and hire freezes
- the economic downturn
- accessing government funding in a timely way.

### Employment plans for 2015

Most companies indicated they planned to recruit Indigenous employees in 2015. Some said that hiring would depend on economic conditions.

Others commented that their focus would be on developing and retaining existing staff and building greater awareness and acceptance within the company.

## Exhibit 2: Innovation case study: Chevron Australia's Aboriginal Education to Employment Framework

The technical nature of the oil and gas industry presents unique challenges, with most roles requiring significant experience and tertiary qualifications.

To address the skills gap between Aboriginal jobseekers and their requirements, Chevron Australia has developed a solution to increase the representation of Aboriginal Australians in the workplace over time.

The Aboriginal Education to Employment Framework is in line with Chevron's leadership commitment to foster an inclusive workplace by delivering long-term career opportunities for Aboriginal people at all levels of the organisation.

The framework enables Chevron to build capacity and develop the skills needed for the future by:

- engaging with schools to raise awareness about the oil and gas industry and inspire students to consider a career in the energy sector
- establishing lasting relationships with Aboriginal students through initiatives such as the Aboriginal Schools Scholarship Program

- partnering with universities and training providers to upskill Aboriginal candidates
- providing a range of Aboriginal apprenticeship, traineeship and cadetship programs in key trades and technical disciplines
- providing vacation and graduate employment opportunities for high-performing Aboriginal students
- offering employment opportunities for entry-level candidates through to experienced and qualified professionals.

This approach has enabled Chevron to attract hundreds of Aboriginal employees, both through their contractors and direct employment. Chevron employees receive ongoing support through the company's structured performance management and career development process to help them fulfil their potential and ensure alignment between individual aspirations and business needs.

## Supplier diversity and Indigenous business development

The 2014 outcomes show that supplier diversity is fast becoming as significant as employment in terms of its impact on Indigenous economic development.

Seventy-one per cent of BCA member companies used an Indigenous business in their supply chain in 2014, up from 63 per cent in 2013.

Fifty-one per cent of companies are using their purchasing power to encourage businesses in their supply chains to use Indigenous businesses. Some

companies, including Rio Tinto, require contractors to have an Indigenous engagement strategy. Many others facilitate meetings between Indigenous businesses and their large suppliers.

Seventy per cent of companies say they worked with more Indigenous businesses in 2014 than in 2013.

Demand for Indigenous suppliers is high across a range of industries.

### Exhibit 3: Trends in Indigenous businesses and entrepreneurs

An analysis of Indigenous businesses shows increasing numbers employing a far higher proportion of Indigenous people than non-Indigenous businesses.

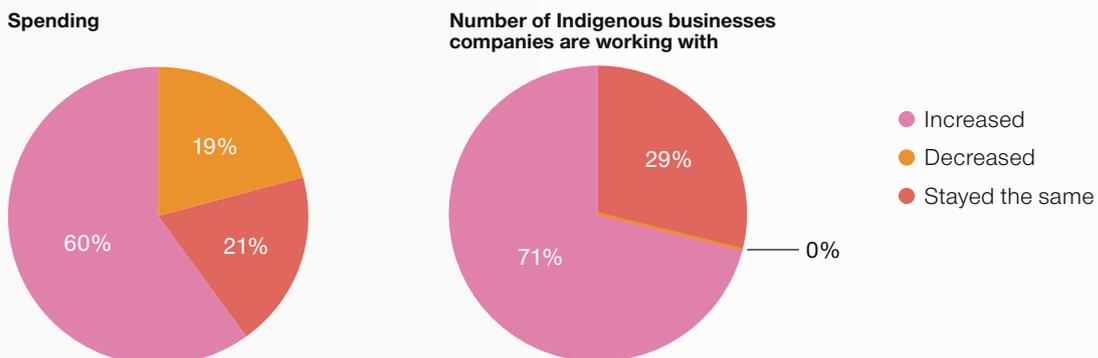
The analysis found that the proportion of Indigenous employees in Indigenous enterprises in Queensland is, on average, 72.4 per cent. In non-Indigenous businesses, it's 0.7 per cent. In jointly owned (50/50 equity) businesses, the Indigenous employment average is 49.6 per cent.

Australian Bureau of Statistics data shows that the number of Indigenous people nominating as self-employed almost tripled between 1991 and 2012, representing an increase from 4,600 to 12,500.

**Supply Nation** certified a record 100 businesses in 2013–14, bringing its total number of certified suppliers to 300. There was an increase in contract activity from \$13.32 million in transactions between members and certified suppliers in 2012–13 to \$63.26 million in 2013–14.

Source: B. Hunter, *Recent Indigenous Employment and Businesses: Whose Business Is It to Employ Indigenous Workers?*, Centre for Aboriginal Economic Policy Research, Australian National University, Seminar presentation, April 2014; *Supply Nation 2013–14 Annual Report*.

Figure 14: 2014 Supplier diversity trends



Fifty per cent of companies with a supplier diversity strategy said they were developing additional ways to measure engagement from the number of direct contracts and amount spent.

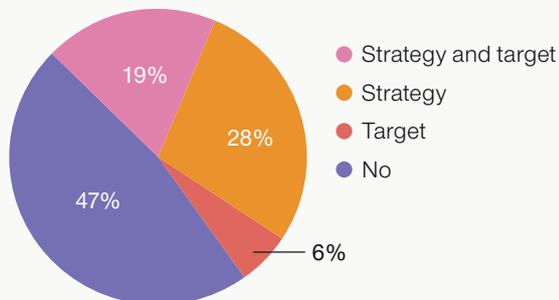
*In 2013–14 we set a target of facilitating five introductions between Supply Nation certified businesses and our Tier 1 suppliers (we achieved 10). We also committed to delivering three Procurement Awareness sessions to educate and support Indigenous business to win corporate tenders. – Survey respondent*

*Procurement decision-makers are encouraged to seek out and meet with suppliers, and to provide mentoring where there is not a suitable opportunity to engage. We ask that they report this back to the RAP team, so that we can track an approximate level of engagement. – Survey respondent*

### Supplier diversity strategies

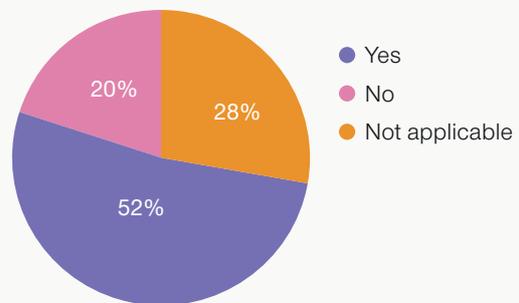
Fifty-three per cent of companies had either a strategy, or a target, or both. Targets included a percentage of contract spending or a dollar amount.

**Figure 15: Does your company have an Indigenous procurement target or strategy?**



Compared to the 2013 survey, there was an 8 per cent increase in companies encouraging their contractors to use Indigenous suppliers.

**Figure 16: Do you encourage non-Indigenous contractors/suppliers in your supply chain to include Indigenous contractors/businesses in their supply chains?**



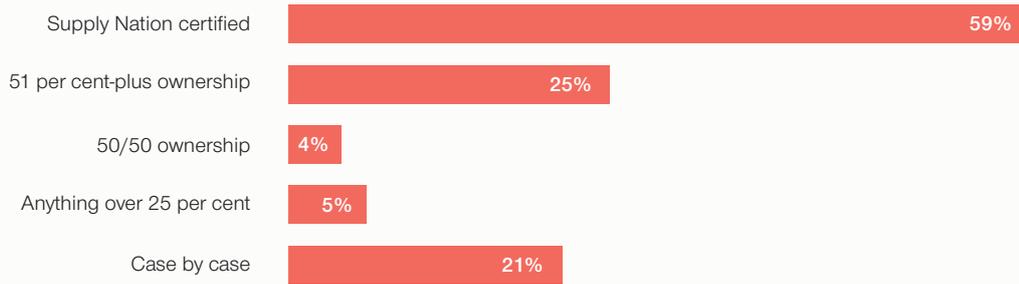
### Defining Indigenous businesses

There are a range of definitions of what constitutes an Indigenous business in supplier diversity strategies. The majority of BCA companies use

Supply Nation certification, with a small percentage recognising companies with over 25 per cent Indigenous ownership.

**Figure 17: Indigenous business: Definitions**

How does your company define an Indigenous business?



### Drivers

*It means we can contribute to the real, independent growth of the communities in which the business operates.*

*Creating a uniquely Australian experience for our customers ...*

*Customers are requesting it more and more.*

*Supplier diversity means increased understanding of cultural diversity and building economic development and independence for Indigenous Australians.*

*It assists in broadening the platform for Indigenous engagement and the provision of meaningful employment opportunities for Indigenous people.*

### Exhibit 4: Innovation case study: Many Rivers

Many Rivers Microfinance Limited (Many Rivers) is a not-for-profit organisation that supports aspiring business owners with micro-enterprise development support and access to finance.

Many Rivers provides a vehicle for large companies to support Indigenous micro-enterprises. This means businesses can increase employment and economic independence in regional and remote areas, and incubate entrepreneurs who may one day be their suppliers and subcontractors.

Many Rivers was established in 2007 as a result of a series of pilot programs led by global microfinance leader Opportunity International

Australia. Operations commenced in Grafton in New South Wales in 2008 and have since expanded to include 14 offices across New South Wales, Western Australia and Queensland.

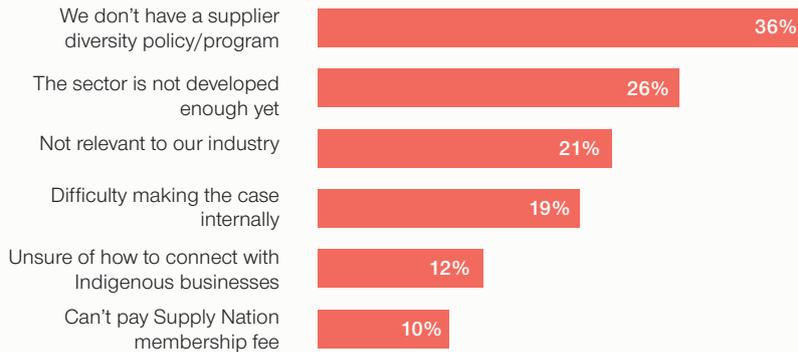
The organisation is supported through a partnership with Westpac, which provides Many Rivers clients with unsecured business loans from \$500 to \$20,000 and access to Westpac's banking infrastructure.

To date, \$3.6 million in loans have been provided to 650 businesses, with a 69 per cent sustainability rate.

## Challenges and barriers in supplier diversity

Lack of a strategy or dedicated focus is the main reason companies haven't used an Indigenous business in their supply chain.

**Figure 18: What are the main reasons your business has not engaged an Indigenous supplier**



Additional difficulties include the stringent requirements many companies have of suppliers:

*A major difficulty for us is the certification process required by our company of all contracting firms and suppliers ... Indigenous companies can need a lot of support to understand this and to meet the qualifications required for certification.*

Others cite the lack of Indigenous businesses appropriate to their sector:

*There are a limited number of Indigenous businesses who have experience in the oil and gas industry in offshore operations.*

Or a bad experience that impacts attitudes:

*Some suppliers have let us down. Unfortunately one bad experience can have a disproportionate impact on people's perceptions.*

## The Indigenous Opportunities Policy

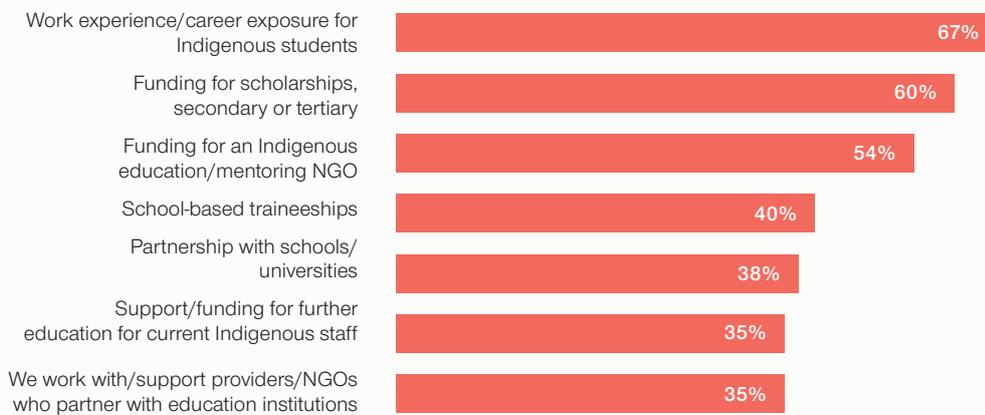
Just under 50 per cent of BCA member companies are aware of the Indigenous Opportunities Policy (IOP). The IOP is the federal government's regulation which requires large tenders to incorporate measures to increase Indigenous economic inclusion through employment and the use of Indigenous businesses.

## Education

The increased attention by BCA member companies on education initiatives reflects a widening of the Indigenous engagement lens from employment to the 'employment delivery pipeline' – schools, universities and training institutions.

Seventy per cent of companies with a focus on Indigenous education have a RAP. The main types of activity are work experience/exposure and support for secondary or tertiary scholarships.

**Figure 19: Indigenous education activities BCA companies support**



The top Indigenous education initiatives supported are:

1. CareerTrackers
2. Australian Indigenous Mentoring Experience
3. Clontarf Foundation
4. Australian Indigenous Education Foundation
5. The Aurora Project

*The number of Indigenous university graduates in Australia has risen to more than 25,000. Based on the steady growth in enrolments and completions these numbers are expected to swell to more than 50,000 by 2020. – Westpac Banking Corporation, Enabling Prosperity report*

## Exhibit 5: Innovation case study: The Aspiration Initiative

The Aurora Project's mission is to change the conversation around Indigenous education to one of high expectations and possibilities. Through The Aspiration Initiative (TAI), the Aurora Project provides innovative educational programs, products and services that support Indigenous Australians to realise their potential.

They believe that real change in Indigenous education requires a long-term sustained commitment – there are no quick fixes.

TAI's academic enrichment program is a 5½ year pilot that works with 90 Year 8 Indigenous state school students in New South Wales, Victoria and Western Australia. The program provides students with intensive and ongoing educational support through academic camps, tutoring, mentoring, work experience opportunities and other academic resources, from the middle of Year 8 until the end of their first year out of high school (representing over 250 contact hours per year). As well as academic excellence, TAI focuses on strengthening identity and resilience, and creating a group of students who will support each other through school and further education.

The primary aim of the program is for all participants to successfully complete Year 12 and be eligible for university. If they choose to go, the majority of

TAI students will be the first in their family to go to university. To put this into perspective, current statistics show that only 3 in every 100 Indigenous Year 8 students go on to graduate from school with results that qualify them to go to university. In Western Australia it is 1 in 100. Those who do make it to university are more than twice as likely to drop out as non-Indigenous students.

The pilot is just over halfway through and students are now in Year 11 and 12. TAI is planning to expand the project in the coming years to reach more students and communities.

*Without TAI I wouldn't have enjoyed school as much as I do. I was planning in Year 7 to leave school as soon as I was old enough. But now I want to go to university – TAI student*

*TAI staff have genuine care and concern, they are great role models. TAI has taken my daughter to places I never have taken her to. TAI has introduced a new level of anticipation for my family and I feel that my daughter is always safe with them. – TAI parent*

*I can envision him being the first grandchild to go to university. It's a real possibility with the help he is currently receiving from this program. – TAI parent*

## Exhibit 6: Innovation case study: The Aboriginal and Torres Strait Islander Mathematics Alliance

Maths is a critical component of most science and technology-related careers as well as entry to a wide range of university courses. Many career pathways are blocked to Indigenous students unless we can improve current maths outcomes.

The Aboriginal and Torres Strait Islander Mathematics Alliance (ATSIMA) is a non-profit member-based group representing organisations, communities, institutes and individuals across Australia. Its aim is to help Indigenous learners succeed in maths and numeracy. The alliance was established as a result of the need for a more strategic approach to improving the maths learning outcomes of Indigenous students.

ATSIMA raises awareness of what works in improving maths outcomes for Indigenous learners, identifying and promoting ways that schools, business and others can play a role in lifting results. ATSIMA held an inaugural national conference in Adelaide in November, bringing together community leaders, stakeholders from school and tertiary education, and business representatives to focus on shaping an agenda for 2015 and beyond.

In 2015 ATSIMA is looking to launch a project targeting high-potential Indigenous students.

ATSIMA is led by Dr Chris Matthews, one of the first Aboriginal people in Australia with a PhD in Applied Mathematics.

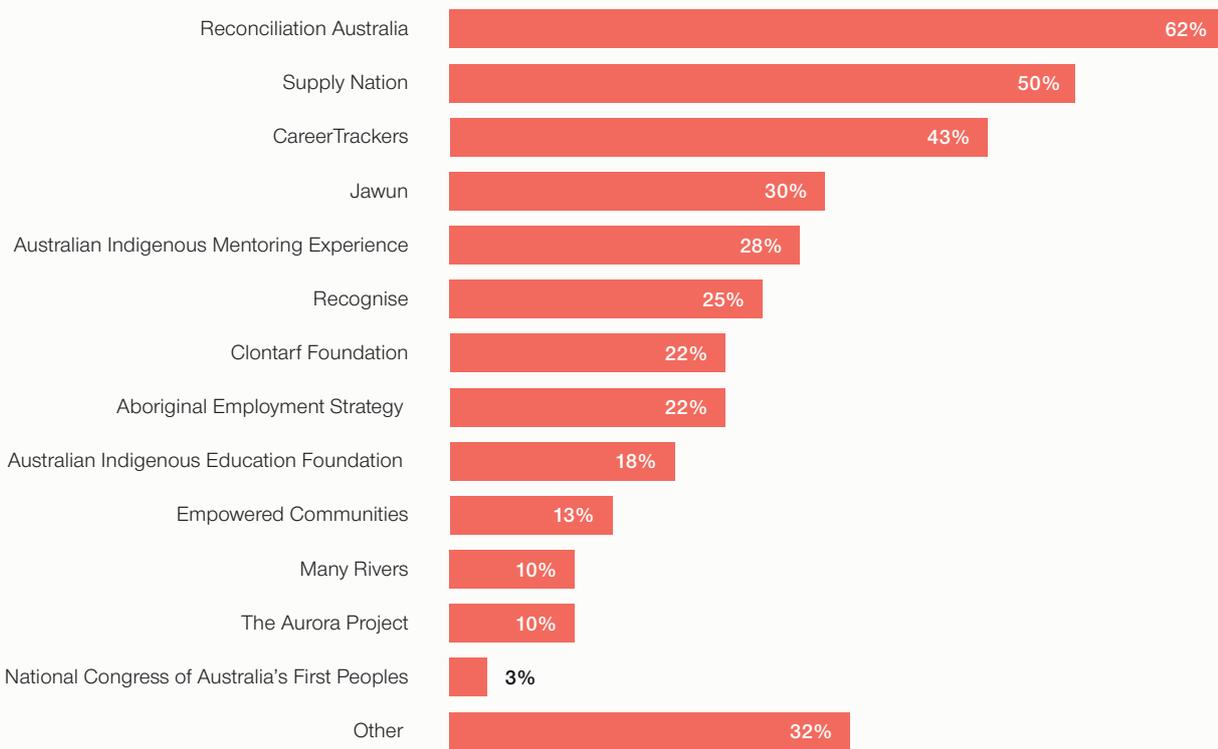
## Community and partnerships

Corporate–Indigenous partnerships and pro bono assistance and capability building provide a way for companies to broaden their impact. Partnerships with and support for effective Indigenous-focused NGOs allow businesses to influence outcomes across important areas including education, employment, and Indigenous business and community development.

Corporate Australia is also increasingly involved in significant reform projects in Indigenous affairs like the campaign towards constitutional recognition and the Empowered Communities initiative.

In 2014, 55 per cent of companies had partnerships with over 50 Indigenous communities and organisations. Reconciliation Australia, Supply Nation and CareerTrackers are the organisations with whom BCA member companies most commonly work.

**Figure 20: Partner organisations**



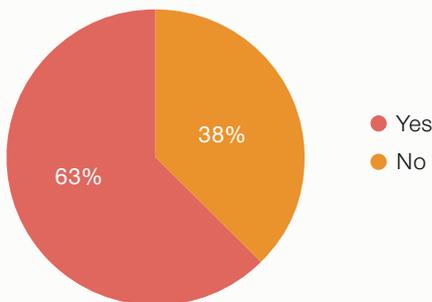
Companies named an additional 38 organisations they were working with.

### Pro bono contributions

Over 100,000 hours of pro bono assistance or advice was provided to Indigenous organisations or communities in 2014. A standout industry is legal and professional services, which contributes heavily in the form of specialist staff and advice.

**Figure 21: Pro bono contributions**

Does your company supply pro bono expertise/ advice and/or employee hours to Indigenous groups/organisations, individuals or NGOs?

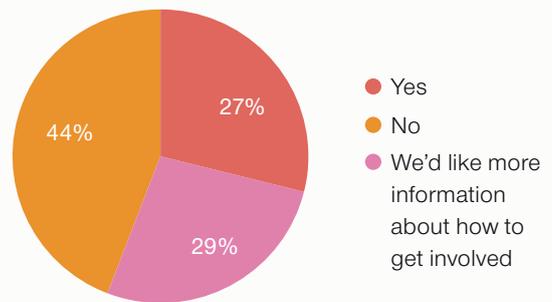


### Constitutional recognition

A majority of companies either support the campaign for constitutional recognition, Recognise, or want to know more about how to be involved.

**Figure 22: Constitutional recognition: The Recognise campaign**

Has your company made a decision to support the Recognise campaign?



The BCA supports constitutional recognition and Recognise.

Companies including Qantas and Telstra have used their brands to raise awareness of the issue and the campaign.

### Exhibit 7: Innovation case study: Empowered Communities

For the last 15 months, a group of BCA companies has been working closely with Aboriginal leaders across eight regions to develop an innovative new model for the administration of Indigenous affairs.

The Empowered Communities model proposes restructuring current arrangements to give Indigenous communities with proven and legitimate governance more power to determine priorities and funding. The leaders argue that the existing model is limiting social and economic progress and preventing local communities from driving their own solutions.

Fifty-three skilled secondees from corporate Australia and the Australian Public Service Commission have been deployed to support Empowered Communities, amounting to 124 months of work and around \$5 million of in-kind contribution.

Chair of the BCA's Indigenous Engagement Task Force Michael Rose sits on the Empowered Communities Steering Committee, along with fellow task force member and incoming Westpac CEO Brian Hartzler.



**The BCA is a supporter of  
the Indigenous Art Code**

**The code:**

- Establishes a set of standards for commercial dealings with Indigenous visual artists
- Provides a benchmark for ethical behaviour
- Builds greater certainty for consumers that the artworks they buy come through ethical processes

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