

O Landscapes

Indigenous Engagement Strategy



Vision

To be a leading full cycle approach company, known nationally for leaving a legacy of innovative project delivery, that creates positive commercial and social outcomes for Aboriginal and Torres Strait Islander communities

Values

- We value decency, integrity and honesty in all interactions with other people.
- We respect that every Aboriginal and Torres Strait Islander community has its own beliefs, spirituality, land and family traditions
- We believe empowerment through participation is the only way to support Indigenous self-determination.
- We are committed to Health, Safety & Environment.
- We understand and align with the importance of core values that drive major projects

Legacy

Incrementally building skills, capacity and capabilities, through the entire process. Aboriginal and Torres Strait Islander communities and/or Traditional owners have the ability to replicate the model to freely pursue their economic, social and cultural development. The legacy left will encompass and grow;

- Self-determination
- Empowerment
- Social and economic sustainability
- Trained, employable people and businesses
- Cultural re-vitalization and maintenance



Honesty
Competition
Risk
Leadership
Relationship
Cooperation
Uncertainty
Complexity
Connection
Love
Accountability
Cooperation
Uncertainty



“Public Participation”, means to involve those who are affected by a decision, in the decision-making process. It prompts sustainable decisions by providing participants with the information they need to be involved in a meaningful way, and it communicated to participants how their input affects the decision.

“Empowerment”, refers to increasing the spiritual, political, social, educational, gender, or economic strength of individuals and health.

The goal of our structure is to encourage spiritual, political, social, educational, gender and economic strength of individuals and communities through direct involvement and participation in every stage. Empowerment occurs when people realise that they can make a contribution or solve problems, and they have the right and responsibility to do so.

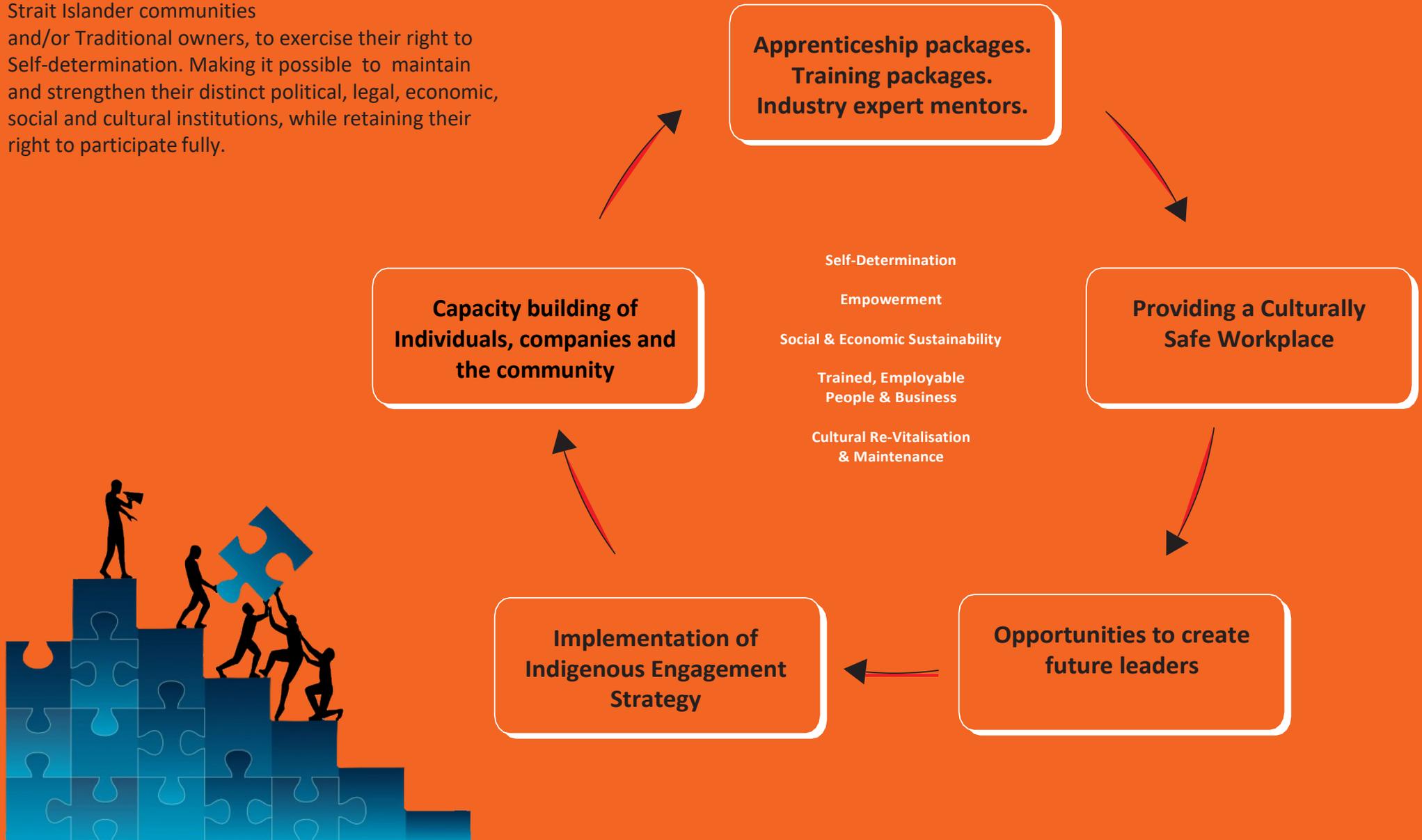
*“Do not wait
for leaders; do
it alone, person
to person”*

-Mother Teresa



Participation Method

Holistic participation methods will be adapted in all facets of OUR model. Allowing Aboriginal and Torres Strait Islander communities and/or Traditional owners, to exercise their right to Self-determination. Making it possible to maintain and strengthen their distinct political, legal, economic, social and cultural institutions, while retaining their right to participate fully.



Completed Projects

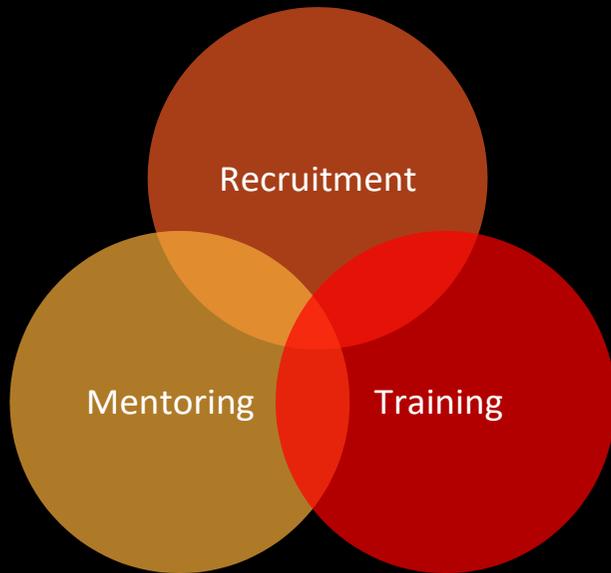
- Cessnock Correctional facility
- Flour Mill, Summer Hill
- SKYE, North Sydney
- The Burcham, Roseberry
- Scout Memorial Park, Granville



- Nepean Hospital, MSCP
- The Iconic, Waterloo
- Centrale, North Ryde
- Roseberry Secondary College

Indigenous Engagement and Capacity Building

"Building People whilst Building Infrastructure"



2%

3%

4%

5%

6%



Year 1 Year 2 Year 3 Year 4 Year 5+

We have a formulated approach to meet and exceed targets for Indigenous engagement.

■ To deliver and align with our exceptional Strategized Company Indigenous implementation plan

The major project sector has commonly used recycled "Qualified Indigenous" staff from within the sector. We pride ourselves on our program's to introduce new employees into our system whilst maintaining Quality of work, ability to deliver and our exceptional standards of Health Safety and Environment.

Indigenous Recruitment Strategy

Strategy Engagement

Strategy Components

- LOCATE job seekers and skilled candidates in the region (via employment, Aboriginal Community, Industry, VET and Tertiary networks, etc)
- TARGETED MARKETING STRATEGY to engage candidates in OL programs / recruitment initiatives (one-on-one marketing, expo/fair, media, outreach, etc)
- Industry and employer exposure during engagement phase
- Aboriginal mentors, recruitment and engagement officers

Time frame

- Realistically, engagement strategies should be flexible. Re: time frames but a standard / maximum turnaround should be established (this should be part of customer service standards)

Candidate Assessment

Assessment Components

- SKILLS ANALYSIS identifying current skills, strengths and areas of improvement (TNA). Includes resume and CL development
- LLN assessment
- Process to assist candidates in IDENTIFYING & OVERCOMING BARRIERS TO EMPLOYMENT
- Development and career path plan

Time frame

- Candidate assessments should be undertaken and completed within a two week period. Critical factors including ongoing contact with candidates during that time frame and addressing barriers.
- Note: Assessment activities can take place during engagement and program phases (should try and develop a holistic engagement / assessment / program delivery model)

Program Delivery

Program Components

- PROGRAM OVERVIEW of S4L (including course delivery, work placement, mentoring and additional support.
- Job search, application prep activities, licensing requirements, understanding workplace culture and WHS should be noted somewhere here i.e. course outcomes. Should also include info re: final assessment of candidates, other PROGRAM OUTCOMES and TRANSITION to recruitment phase.

Time frame

- Documents targeted as employment services and Aboriginal community networks should refer to customer service charter re: communications / reporting.

Process Placement

Placement Components

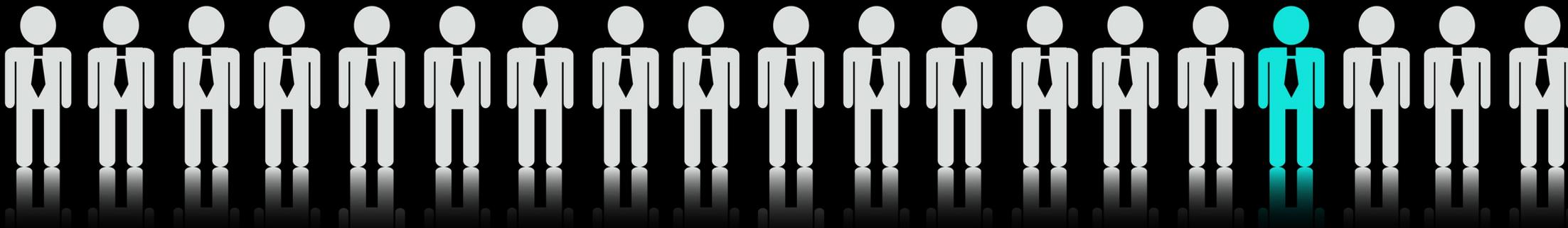
- Portfolio development
- Mock interview
- Submit employment applications and interviews
- Transition to work mentoring program (site visits, personal development activities etc)
- Note: O Landscapes commitment to placing all job seekers engaged. Vision of building success and working in partnership with Indigenous communities to achieve genuine and sustainable employment outcomes.
- Documents targeted at employment services and Aboriginal community networks should refer to customer service charter re: communications / reporting

Retention Strategy

Strategy Components

- SITE VISITS
- CANDIDATE MENTORING SUPPORT and continued CPP development
- ORG SUPPORT (For employers and referring agencies) feedback and reporting re: mentoring arrangements and candidate support. Refer to customer service charter for employer service levels and turnaround times.
- Workforce development i.e. cultural education, working with youth, working with ex-offenders programs and O Landscapes support models for employers and referring agencies

Once the project specific details have been received, we will formulate a detailed training and capacity building plan for the duration of the works.



■ Culturally Safe Workplace

O Landscapes has introduced an innovative tracking system to monitor and report on “Culturally Safe Work Hours” CSWH in the workplace. What is a Culturally Safe Workplace?

“an environment that is safe for people: where there is no assault, challenge or denial of their identity, of who they are and what they need. It is about shared respect, shared meaning, shared knowledge and experience, of learning, living and working together with dignity and truly listening”

O Landscapes has developed a Cultural Safety prequalification standard to set the minimum requirements for an organization before they can credit CSWH to their organization and specific projects.

With a strong focus on Indigenous engagement and capacity building we pride ourselves on the system we have created. Benefits of the system include:

- Implementation of Culturally safe work practises into organizations policies and procedures
- Systematic approach to management of Cultural Safety
- Detailed reporting of company and project specific data relating to Indigenous engagement and Cultural Safety
- Data driven review and continual improvement across the organization
- Accountability of targets Culturally Safe work practices
- A culturally safe workplace improves company culture. This drives the overall SAFE work culture of our organization.
- **2,000 Culturally Safe Workplace Hours**



Engagement Model

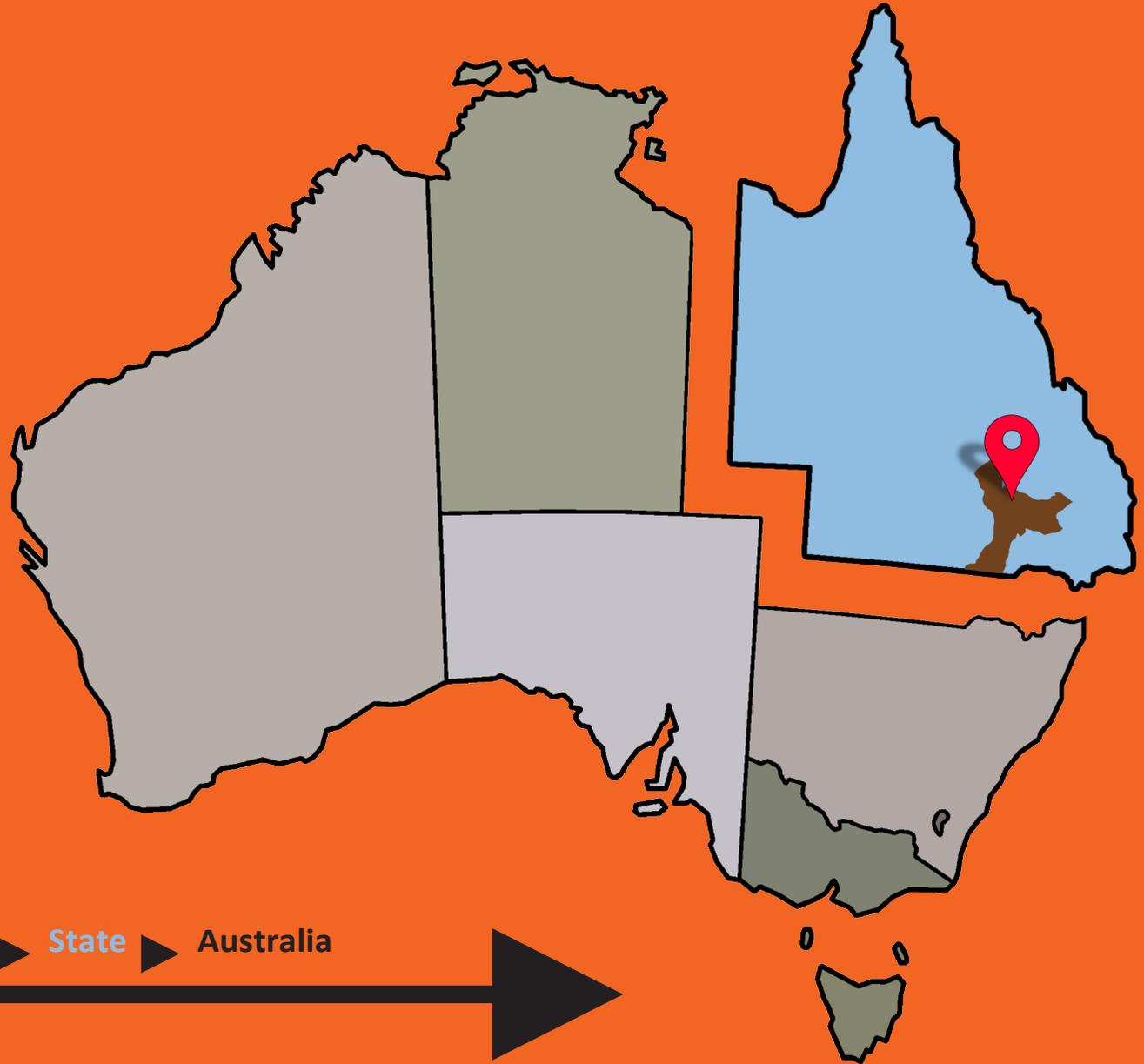
Steps For Engagement

Community Skills matrix is formulated and assessed against current tender and or project requirements (25km radius of project: Includes local Traditional Owner Groups and IEP's)

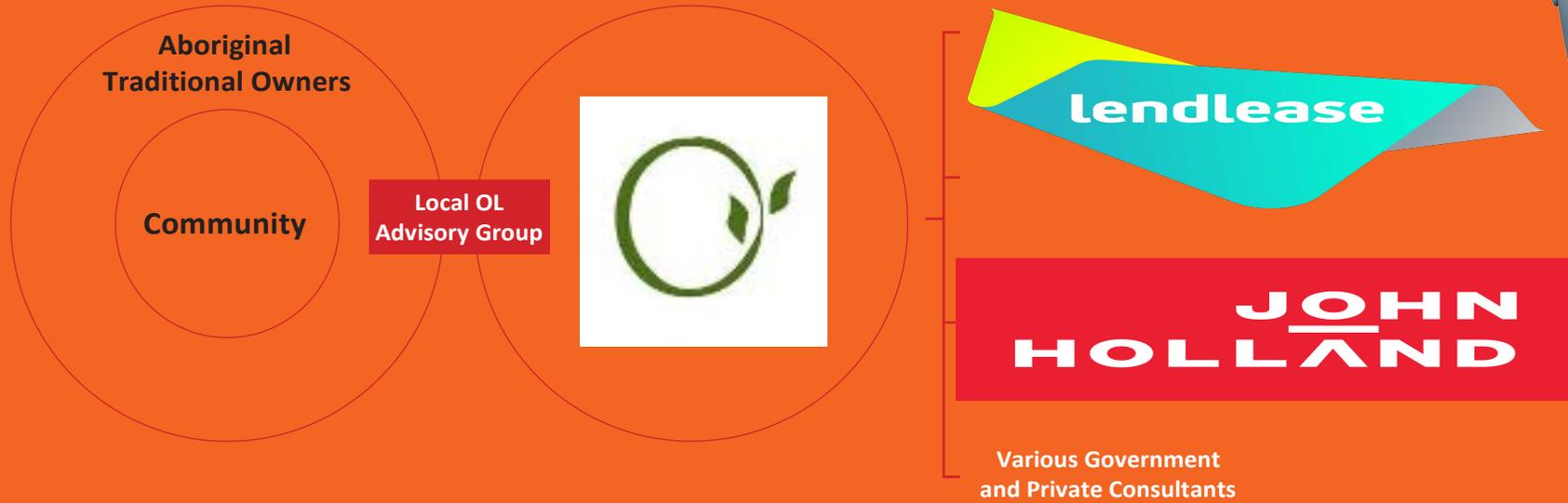
Community Participation Plan is created and a Skills Gap Analysis is identified

A Community Capacity Improvement Plan is created to build capacity in the community over the project timeframe

After the skill gap analysis is created a matrix is created under the following principals to meet our Indigenous Engagement.



Engagement Model



O Landscapes operate on an Inclusive consultation and engagement model. This is designed to engage with the local community to get maximum Local content participation from the local Indigenous and Non-Indigenous Community.

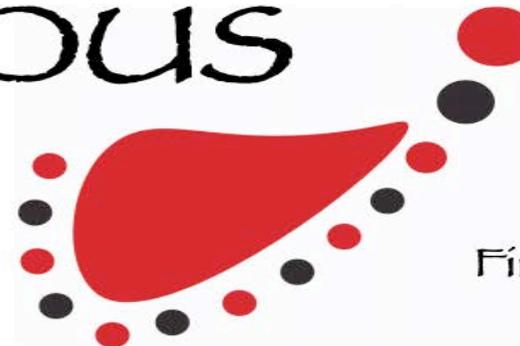


■ Strategic Partners



INDigital
MEDIA GROUP

ASPIRE
INDIGENOUS



First People
People First



Email:
info@olandscapes.com.au

Ph: (02) 9533 2226