



# OCHRE

## *REGIONAL INDUSTRY BASED AGREEMENT PROSPECTUS:*

*Aboriginal communities, NSW Government, industry and  
employers working together to strengthen Aboriginal economic  
participation outcomes for Aboriginal people*



Education  
Aboriginal Affairs



***OCHRE (Opportunity, Choice, Healing, Responsibility and Empowerment) – the NSW Government’s community focused plan for Aboriginal affairs, identified several economic development strategies to support the economic participation of Aboriginal people and communities.***

## **Introduction**

One of the primary strategies under *OCHRE* is the preparation of Industry Based Agreements with industry sectors in NSW. Industry Based Agreements have a goal of increasing employment and job retention outcomes for Aboriginal people and strengthening local Aboriginal communities.

To further support local and regional economic participation outcomes, the NSW Government is now trialling a regional approach to Industry Based Agreements.

Regional Industry Based Agreements will bring together Aboriginal regional alliances, the NSW Government, industry and/or employers in Local Decision Making sites to negotiate and implement Agreements which support the economic participation of Aboriginal people and communities.

Local Decision Making is an initiative of *OCHRE* which aims to ensure that Aboriginal communities have a genuine voice in determining what and how services are delivered to their communities. Local Decision Making places Aboriginal regional alliances (governance bodies) at the centre of service design, planning and delivery.

By aligning Regional Industry Based Agreements with Local Decision Making, Aboriginal Affairs can ensure that Agreements are negotiated consistent with the principle of self-determination, giving Aboriginal regional alliances the opportunity to direct their implementation consistent with local and regional economic participation priorities.

## **What is a Regional Industry Based Agreement?**

Regional Industry Based Agreements will grow local Aboriginal leaders’ and communities’ capacity to drive their own solutions and improve Aboriginal economic participation in Local Decision Making sites by:

- enabling regional alliances, government, key industries and/or employers to engage at a regional level to develop industry strategies which align with local and regional strategic priorities; and
- exploiting opportunities and addressing key challenges that pose barriers to meaningful economic participation for Aboriginal people and communities.

## **Background**

An internal review of Industry Based Agreements completed in 2015 highlighted the need to better regionalise and localise the impact of Industry Based Agreements to address challenges and opportunities in specific regions.

Economic participation has also emerged as a key priority for negotiation within a number of Local Decision Making sites.

As a consequence the NSW Government has decided to trial Regional Industry Based Agreements in two Local Decision Making sites throughout 2016/2017.



### How will Regional Industry Based Agreements be negotiated?

Aboriginal regional alliances, the NSW Government, industry bodies and/or employers will negotiate Regional Industry Based Agreements as a part of the formal Local Decision Making Accord negotiation process where Aboriginal regional alliances identify economic participation as a key priority.

### What activities could a Regional Industry Based Agreement include?

Whilst the overarching goal of a Regional Industry Based Agreement is to increase Aboriginal economic participation in Local Decision Making sites, Regional Industry Based Agreements should look to harness and build on current government initiatives and targets (See **Table A**).

The development of an Industry Based Agreement is flexible and what ends up as the final Agreement must be negotiated between the Aboriginal regional alliance, NSW Government, industry stakeholders and/or employers.

Agreements may focus on:

- strengthening the capacity of Aboriginal communities and people to engage with government, industry and employers on economic participation issues;
- encouraging action within government and industry, and include commitments from both sides;
- localising the impact of existing Industry Based Agreements; and/or
- localising the impact of current NSW Government initiatives (See **Table A**).



**Table A: Current NSW Government Initiatives**

Department/ Lead	Agency/ Group	Initiative
Department of Premier and Cabinet	Economic Policy Group	State Priorities
	Premiers Implementation Unit	Premier Priorities
	Destination NSW	Aboriginal Business Tourism Plan
NSW Public Service Commission	Capability Group	Aboriginal Employment Strategy
Department of Industry Skills and Regional Development	Training Services NSW	Jobs for NSW
		Opportunity Hubs
		Jobs of Tomorrow Scholarship
		Infrastructure Skill Legacy Program
		Smart, Skilled, Hired
	Aboriginal Services Unit	Aboriginal Enterprise Development Officer Program
		Elsa Dixon Program
		New Careers for Aboriginal People
Crown Lands	State Divestment Program	
Department of Planning and Environment	Planning and Infrastructure	Aboriginal Community Land Infrastructure Project
Department of Finance, Services and Innovation	NSW Procurement	Aboriginal Participation in Construction Industry
		Memorandum of Understanding with Indigenous Chamber of Commerce
Department of Family and Community Services	Aboriginal Housing Office	Aboriginal Home Purchase Scheme
		Build and Grow Community Housing Strategy
Australian Government		COAG Land Investigation
NSW Aboriginal Land Council		ALRA Reforms
Department of Education	Aboriginal Affairs	<i>OCHRE</i> Aboriginal Economic Prosperity Framework





## Principals for negotiating and implementing Regional Industry Based Agreements

Agreements between Aboriginal regional alliances, the NSW Government, industry and/or employers must be consistent with the following fundamental principles:

### Self determination

Agreements shall uphold the principle of self-determination and enable Aboriginal regional alliances to participate fully in decision making.

### Growing Aboriginal enterprises and employment

Agreements negotiated between parties shall reflect a commitment to increase Aboriginal employment or grow Aboriginal enterprises at the local or regional level.

### Capacity

Agreements shall invest in and strengthen the capacity of the regional alliance to engage with industry and employers in the region.

### Cultural competence

Agreements shall require parties to commit to building understanding, be respectful and open to different cultural perspectives, strengthen cultural security and work towards equality in opportunity.

### Sustainability

Commitments made in Agreements shall be sustainable and specify resources needed to meet the obligations of the agreement.

### Innovation

Agreements shall not duplicate or subsidise the functions and responsibilities of NSW Government agencies or other stakeholders and must leverage commitments to ensure parties contribute equally to the objectives of the Agreement.

### Informed Participation

All parties to the Agreement shall have the right and responsibility to understand the objectives of the Agreement.

### Objective decision-making

Decisions made for the purpose of the Agreement shall be based upon legitimate will to increase Aboriginal employment or grow Aboriginal enterprises in the region, and not upon matters related to the personal financial gain of any individual or party.

### Want to know more?

You can find more information about *OCHRE*, Local Decision Making and Regional Industry Based Agreements at [www.aboriginalaffairs.nsw.gov.au](http://www.aboriginalaffairs.nsw.gov.au).

For further assistance: email [enquiries@aboriginalaffairs.nsw.gov.au](mailto:enquiries@aboriginalaffairs.nsw.gov.au) or call 1800 019 998.



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