

Business
Council of
Australia



Trends in business- Indigenous engagement

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Today

- About the BCA
- Indigenous engagement survey
- Key trends in business-Indigenous engagement
- Building better connections

About the BCA

What is the Business Council of Australia?

- Members
- Structure
- Purpose and agenda

Indigenous focus

- The Indigenous Engagement Task Force
- The Business Indigenous Network
- Indigenous engagement survey

Indigenous engagement survey

Why?

- Track change
- Influence
- Promote successful initiatives
- Identify the business case

2014 outcomes

- Workforce of 15,000 (decrease)
- \$1.7 billion supplier diversity
- \$72 million education
- 100,000 pro-bono hours

SIX YEARS OF STEADY PROGRESS

	2009	2010	2011	2012	2013	2014
Indigenous employment strategies	21 companies	29 companies	55 companies	44 companies	59 companies	60 companies
Increase in Indigenous employees/trainees in the last 12 months¹	N/A	700	1,430	2,700	3,500	2,045
Reconciliation Action Plan (RAP)	9 companies	14 companies	22 companies	29 companies	28 companies ²	40 companies ³
Used an Indigenous business in supply chain	16 companies	17 companies	N/A	43 companies	49 companies	51 companies
Member of Supply Nation	16 companies	17 companies	22 companies	35 companies	48 companies	49 companies
Implemented workplace cultural awareness/education	N/A	24 companies	43 companies	49 companies	50 companies	53 companies
Member of the BCA's Business-Indigenous Network⁴	30 companies	30 companies	32 companies	50 companies	80 companies	80 companies
Number of responses	35 companies	46 companies	88 companies	95 companies	95 companies	89 companies
Main barriers	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

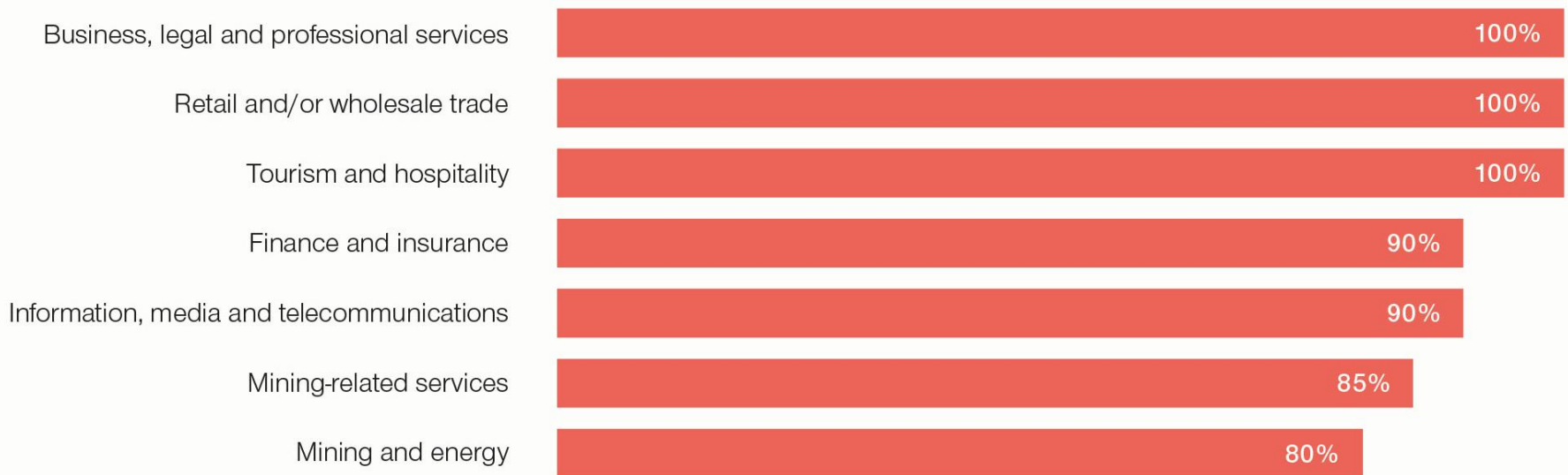
What companies are doing

Figure 2: Top 10 Indigenous engagement activities



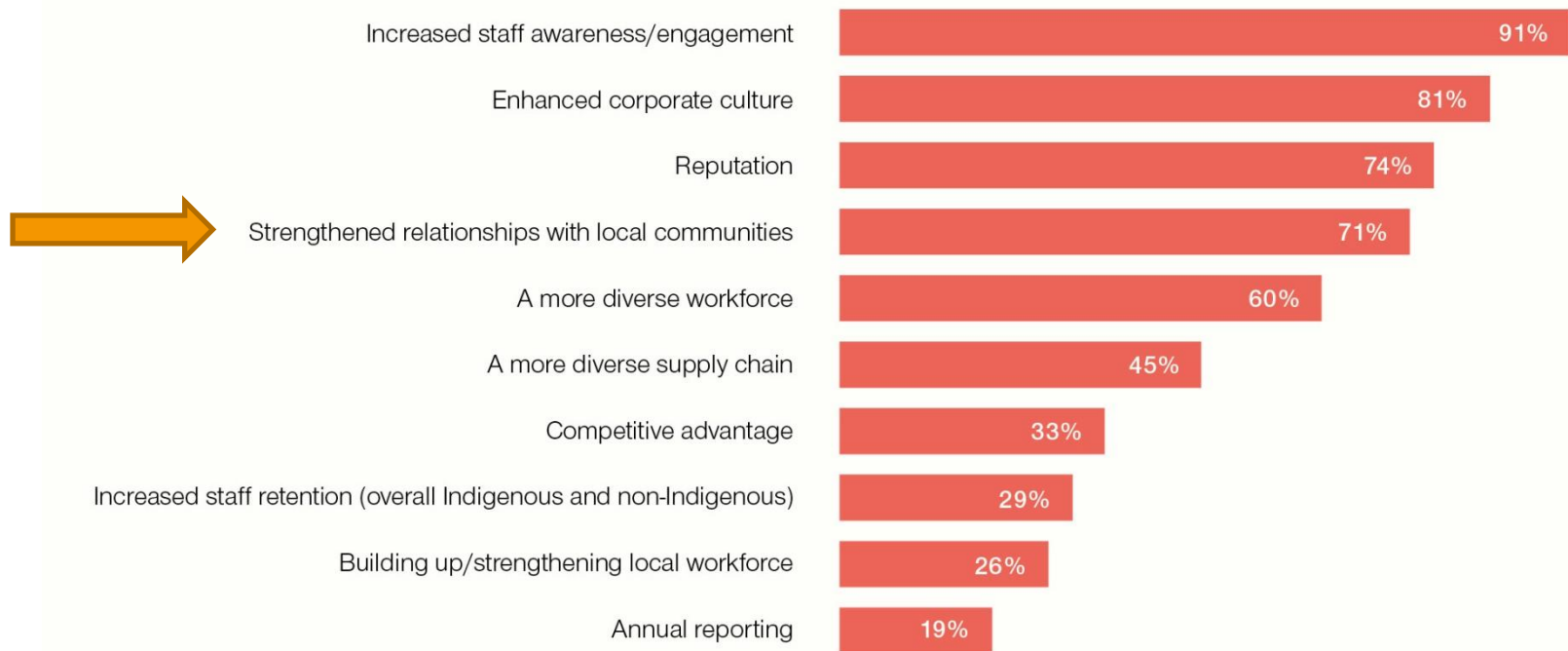
Engagement by sector

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



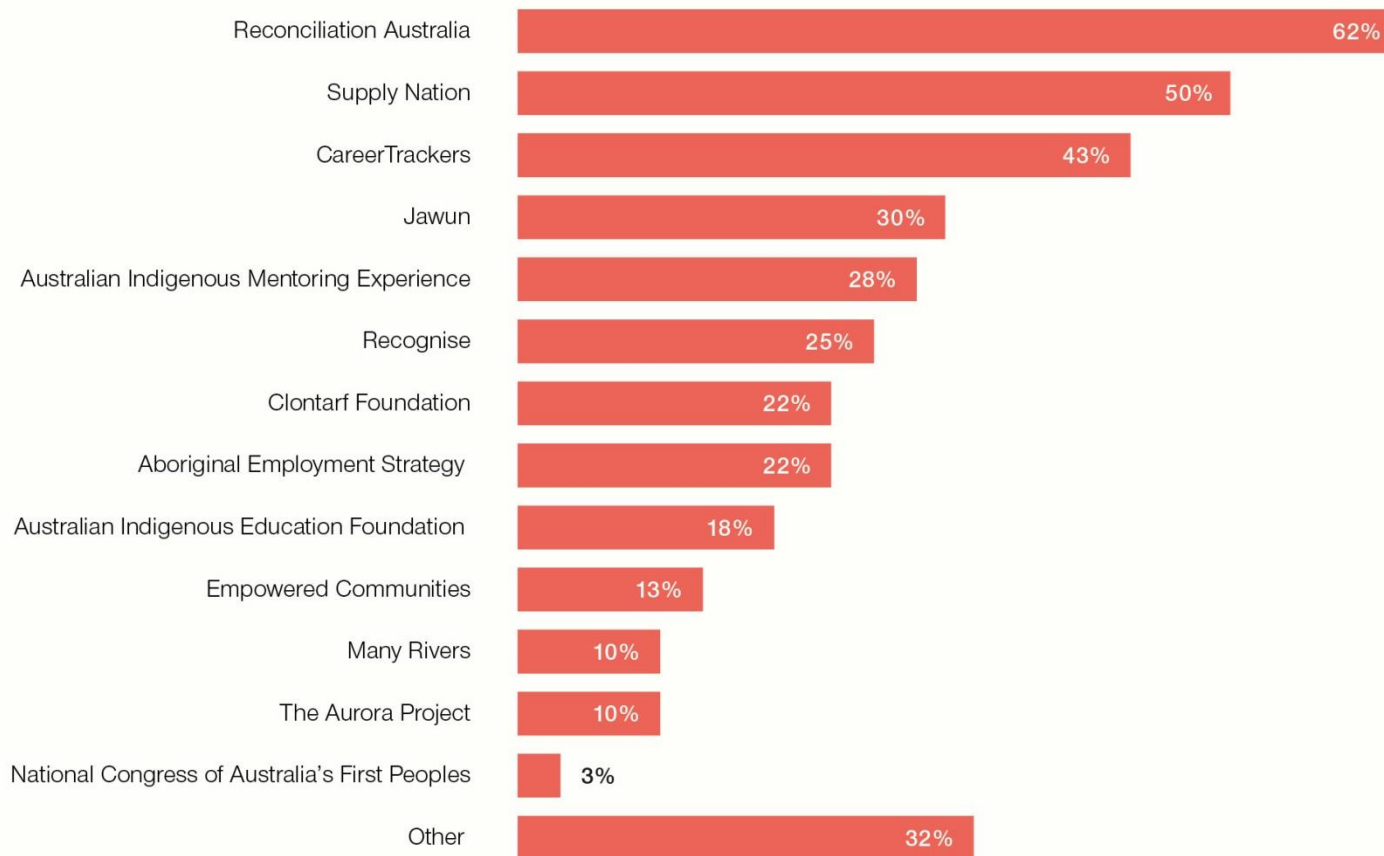
Benefits (and drivers)

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



Partners

Figure 20: Partner organisations



Companies named an additional 38 organisations they were working with.

Trends in corporate engagement

- Move away from a philanthropic approach
- Aligning activities to core business. Eg. Bank = microfinance/ engineering firm = summer school/cadetships.
- ‘Orthodoxy’ emerging -three pronged approach: employment, supplier diversity, education/community partnerships.
- RAPs still most common strategy format
- Partnerships that deliver two-way benefits
- Connecting with key ‘vehicle’ organisations – RA, Career Trackers, AIME, Supply Nation etc.
 - › “Entry point” organisations like Jawun
 - › “Enabling” organisations like Clontarf/AIEF
- Businesses are inherently risk-averse - ‘big’ partner orgs with existing corporate relationships attractive.

What can communities/Indigenous organisations do to build connections with the private sector?

- Identify where what you do aligns with what the company wants to do (read their RAP/Strategy)
 - › Geographic – are you in their area of operation?
 - › Industry – what do you do/can you do that relates to the industry?
 - › Pipeline – are you/can you do something that will increase future employment/Indigenous business development?
- Understand the business, the market and the planning/budget cycle
- Scale helps – it's hard for large companies to manage small partnerships.
- Relationships are (still) everything