



Aboriginal Participation **Strategy 2019 / 20**



Education

Acknowledgement

The Department of Education acknowledge the Traditional Custodians of the lands where we work and the places in which we live.

We celebrate the First Peoples' unique cultural and spiritual relationships to Country, and their rich contribution to Australia.

We pay respect to Elders past, present and emerging.

The department recognises that by acknowledging our past, we are laying the groundwork for a future based on mutual respect and shared responsibility.



The artwork featured is taken from our Reconciliation Action Plan and represents the themes of community, school, friendship and family. Suzanne, a student from Boggabilla Central School, created the artwork. The schools site is on Gamilaraay Country, near the Queensland border in the North East of New South Wales. It is a small yet active school for the community of Boggabilla.

Foreword

Andrea Patrick
Chief Procurement Officer

"In line with our recent 'Reconciliation Action Plan' the NSW Department of Education recognises and is committed to the creation of opportunities for Aboriginal-owned businesses through our purchasing and procurement processes across the New South Wales State.

The benefit of contracting with Aboriginal-owned businesses extends beyond the successful delivery of contracts, by not only improving the economic prosperity of those involved in the Aboriginal-owned business but the broader Aboriginal community as a whole.

The department hopes that over time it will contribute to the increase of capacity, capability and engagement of Aboriginal-owned businesses through its procurement activities."



Introduction

Aboriginal Participation Strategy

The Aboriginal Participation Strategy provides direction on the expectations of the department in the implementation of the NSW Government Aboriginal Procurement Policy (APP). The APP aims to shift the focus from the bottom line price or cost of goods and services towards the overall value of the outcomes delivered for Aboriginal-owned businesses. The purpose of this strategy is to provide the department with the governance and processes required to meet the requirements of the APP.

Through this strategy, and our Reconciliation Action Plan (RAP), the department makes a commitment to work with Aboriginal owned businesses to help grow the First Economy of NSW.

What is an Aboriginal-owned business?

An Aboriginal-owned business is one that is recognised through an appropriate organisation, such as:

- NSW Indigenous Chamber of Commerce
- an organisation representing Aboriginal-owned businesses in another State or Territory that is a member of the First Australians Chamber of Commerce and Industry
- Supply Nation



NSW Government

Context

The NSW Government has set targets to support employment opportunities and to encourage contracting with Aboriginal-owned businesses. The targets are set at a whole-of-government level as opposed to an individual agency level.

Target

- to support an estimated 3,000 full-time equivalent employment opportunities for Aboriginal people through NSW Government procurement activities by 2021.
- aim for Aboriginal-owned businesses to be awarded at least 3% of the total number of domestic contracts for goods and services issued by NSW Government agencies by 2021.

A number of benefits have been realised since the introduction of the NSW Government Aboriginal Procurement Policy, including the value of contracts awarded to Aboriginal-owned businesses.



The Department of Education are committed to supporting the achievement of the NSW Government targets

Key elements

Aboriginal Participation Strategy

Governance

- reporting to NSW Procurement who are accountable for the Aboriginal Procurement Policy
- procurement KPI in scorecard to measure Aboriginal-owned business participation and contract award
- spend analysis conducted through the Spend Cube annually to monitor overall spend

Implementation

- communication with clear messages to key internal stakeholders via Yammer, School Administration Staff conferences, SchoolBiz and Schools Operations and Performance Division
- external communications through “Supplying to Education” events for Aboriginal-owned businesses

Processes

- may purchase goods and services valued **up to \$250,000** excluding GST, from an Aboriginal-owned business after receiving a single quote
- suppliers to include an Aboriginal participation plan for all contracts over \$10 million excluding GST, in their tender response
 - evaluation criteria for Aboriginal participation in tender responses for all contracts over \$10 million excluding GST

Enablers

- source to contract solution to allow easy registration and notification of upcoming tenders
- Supply Nation and ICC supplier lists
- EdBuy online catalogue of products on contract

Working with Aboriginal owned businesses

Creating opportunities

The department identifies at the planning stages of procurement activities over \$150,000 effective ways of increasing Aboriginal participation in contracts for goods and services.

There are additional measures for major procurements of goods and services with an estimated contract value over \$10 million (excl. GST):

- consider and document Aboriginal participation opportunities in the procurement strategy;
- where opportunities exist, establish targets for Aboriginal employment in the procurement activity;
- require suppliers to include a draft Aboriginal Participation Plan in tender responses;
- include tender evaluation criteria to assess Aboriginal participation in tender responses; and
- require contracted suppliers to provide a finalised Aboriginal Participation Plan at contract commencement and report progress against the plan throughout the contract term and upon contract completion.

Staff are made aware that they should give first consideration to suitably qualified Aboriginal-owned businesses on prequalification schemes before going to market, where appropriate.

Staff are also informed that they may purchase goods and services valued up to \$250,000 excluding GST, from an Aboriginal-owned business after receiving a single quote provided that value for money and quality of goods and services can be demonstrated. Goods and Services that are available on department mandated contracts are excluded.



A level playing field

What are we doing?

In addition to creating opportunities through the planning stage of procurement activities, the department uses a scorecard to help ensure spend goes to diverse suppliers.

If Aboriginal-owned businesses do not win a contract, the procurement officer spends time with them to help them understand the reasons for this and advises the supplier on what they would have to do to stand a better chance of securing future deals.

Opportunities are provided for Aboriginal-owned businesses to meet key staff with responsibility for supporting the department's goods and services sourcing projects.

The Procurement Solutions Directorate encourage large requirements to be sub-divided to make them Aboriginal-owned business-friendly and social outcome clauses' can be drafted into contracts.

Procurements secure both the best price and meet the wider social, economic and environmental needs of the New South Wales state – the department takes a **value for money approach** - not lowest cost - to assessing tenders.

Tenders incorporate requirements such as employment targets of Aboriginal people; minimum number of Aboriginal products; partnerships with “Diverse Suppliers” where appropriate.

The department's online catalogue tags aboriginal products and can prioritise these products during searches to help promote increased purchasing with Aboriginal-owned businesses.



Strategy review

and evaluation

The Aboriginal Participation Strategy will be reviewed annually and outcomes that have been achieved will be reported. The following identifies key evaluation questions which will form part of the review:

Measure	Key Evaluation Questions
APPROPRIATENESS of the Aboriginal Participation Strategy	Has implementation of the Aboriginal Participation Strategy resulted in appropriate engagement with Aboriginal stakeholders?
EFFECTIVENESS of Aboriginal Participation Strategy	<p>To what extent has implementation of the Aboriginal Participation Strategy contributed to the incorporation of the knowledge, skills and understandings of Aboriginal people and communities into the department's procurement of goods and services?</p> <p>To what extent has the department contributed towards the NSW Government targets?</p>
IMPACT of participation strategy on Aboriginal owned business participation	To what extent has implementation of the Aboriginal Participation Strategy developed partnerships with key Aboriginal-owned business stakeholders?
EFFICIENCY of Aboriginal Participation Strategy	<p>Has the Aboriginal Participation Strategy resulted in social outcomes for Aboriginal people?</p> <p>Is the Aboriginal Participation Strategy still aligned with the Department's Reconciliation Plan?</p>





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