

Common Workshop Themes

Indigenous participation:

- **Performance reports/KPIs** as part of tender process and offering incentives/bonuses for Indigenous employment.
- **Continuity of work/employment** – ongoing work for employees.
- **Linking with new shires**
- **Broaden training** – real, practical based training, skills audits on a regular basis, Certificate 1, 2 and 3 in plant operation, community based training, co-ordination of Government employment and training, focus on apprenticeships and undergraduate cadetships, offer mature aged apprenticeships, ability to build on base qualifications – progress to higher qualification, need to consider logistics of regional training, broader to include front end of projects
- **Education** – start early and ensure they have basic literacy, numeracy, technical skills.
- **Promotion** – Sell the benefits of employment locals, raise profile of success stories and target the right audience, sell the benefits to the communities – social, economic and able to control their destiny, promote the resulting community ownership and pride.
- **Community engagement and readiness** – need big lead time to get communities ready, engage with the community, assess community issues, need to be flexible with work hours etc in communities.
- **Contracting** – many suggestions of different ways of contracting or aspects of contracting. These included: contract bundling, capital short term projects, pre-contract jobs engagement/preparation, government providing assistance to the contractor, period contracting.
- **Impact of Indigenous employment** – Have we studied the impact, a follow up study on employment aspects of Darwin-Adelaide railway might prove useful.

Skill Shortages:

- **Delivery of training** – A package of works provides the platform for skills training, encourage early involvement, partner with CDU, program suitable work experience for students so they get real impression of work, difficult to source trainers, reinstate Technical colleges, introduce a construction training levy, Government needs a rolling program of training
- **Research** – Expose students to work choices early on in careers, find out what they want to do/what they're good at early
- **Education and training** – Offer incentives for mentors, develop a centre of learning, support school programs, look at scholarships between schools and industry,
- **Employment conditions** – salaries not consistent across industry, e.g. mining vs government, overseas opportunities more attractive, incentives for people to stay in one place for longer period of time – financial, plus family friendly working conditions,
- **Challenges/constraints** – sourcing trainers, conditions on employing apprentices (too restrictive), lack of commitment after the training,

people don't want to work in remote areas, funding, more mobile workforce, housing costs in remote areas particularly,

- **Marketing** – market the challenge, market the lifestyle, attend careers days

Private Public Partnerships:

- Population restricts traditional projects e.g. toll roads
- What's Treasury's position on PPP
- Need to identify the pros and cons
- Need to highlight success stories/examples
- NTG procurement needs to diversify to allow it
- Does it need to be big work for PPP?
- Good concept – shared risk
- Private companies aren't prepared to put funding into it
- Some uncertainty around alliances and PPP and the difference
- How do you sell it as viable option to industry
- Economic situation may not make it easy to find equity partners

Procurement for Industry

- **Comments on current system** – reduce the complexity of RFT responses, repetitive need for information from contractors is time consuming, financial thresholds are too low (in comparison to other States), no dialogue with tenderers until final announcement, inflexible for different types of services, CAL methodology is flawed
- **Challenges** – lack of skilled people in government to manage contracts, difficulty in getting tenders for remote areas
- **Suggestions** – Early contractor involvement, raise thresholds, simplify conditions of contract, criteria and reduce duplication of documentation, improve communication on future tender opportunities, need greater clarity of tender assessment process, consider alternative procurement models such as Panel contract, period contract, Alliance, PPP and D&C.

Alternative Contracting

- Do procurement practices discourage alternative contracting?
- Sometimes it's the 'flavour of the month'
- Defence use many different types of contracting
- Need framework to support other types of contracting/procurement
- There are cost sharing benefits e.g. alliance
- Need to educate government and industry so that they consider change
- Within government we need to have 'experts' who are up to speed on alternatives and can share knowledge with others
- Need to communicate the benefits