

# NORTH AUSTRALIAN RURAL MANAGEMENT CONSULTANTS

## Developing and Supporting an Indigenous Business Alliance

**NARMCO**



Helping You Achieve

[www.narmco.com.au](http://www.narmco.com.au)

ENTERPRISE AND EMPLOYMENT DEVELOPMENT

# NARMCO's BACKGROUND

**Support Indigenous people to establish and develop enterprises, facilitate Indigenous employment programs and manage their lands**

Services include:

- \* Enterprise Development
- \* Employment Development
- \* Corporate Management
- \* Negotiate ILUAs
- \* Land and Resource Development
- \* Skill owners to manage their land
- \* Land condition assessment
- \* Ranger development

Established in 2003, Commonwealth Service Provider since 2006

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# BARKLY & VRD ALLIANCE PARTNERS

## **MTP Contractor P/L, Corella Creek Community**

- Pastoral stock camp services; land management services; and expanding into municipal and civil services

## **Triple P Contracting P/L, Elliott**

- Diverse services to construction, municipal and governments; land management services; exploration and mining industry services

## **Bradshaw and Timber Creek Contracting and Resource Company P/L, Timber Creek**

- Defence land management & accommodation facilities services; civil services

## ***New partner* – River Gum Contracting, Utopia Community**

- Land management services; civil services

# THE PARTNERS' NEEDS

## IN ADDITION TO TYPICAL ENTERPRISE DEVELOPMENT CHALLENGES THE PARTNERS HAVE COMMON ISSUES:

- Majority Dry Season only work
- Limited capital impedes growth
- Limited capacity to win Govt tenders alone
- No job security for their workers
- Difficulties developing Indigenous jobseekers to be capable workers

# ALLIANCE PURPOSE

## THE PARTNERS WORK CO-OPERATIVELY TO:

- **Share** machinery and equipment – reduce need for capital
- **Work jointly** on some contracts – increase capability
- Win **year round** or wet season contracts – stabilise cashflow
- **Train employees** and prospective jobseekers – skill the workforce
- Secure **annual contacts** – permanent Indigenous employment
- **Support** each other - develop and grow their enterprises

# ENABLERS

- ✓ Reaching agreement between the Partners was straight forward
- ✓ Partners grasped the potential very quickly
- ✓ Each Partner recognised an Alliance could address many of their challenges
- ✓ Partners were keen to join forces with other Indigenous like-minded and capable enterprise owners
- ✓ Partners grateful to work with others who truly understood the complexities of being an Indigenous enterprise owner

# ROADBLOCKS

- X Communicating the concept to Governments
- X Obtaining funding to facilitate the Alliance – (*NARMCO worked free of charge for approx. 18 months*)
- X Convincing Govt to create regional not NT wide tenders to enable Indigenous businesses to win work in their region
- X Convincing Govt and mainstream Companies to take a risk with these capable and reliable Indigenous enterprises

*Progress has been made and Govt is more supportive*

# DEVELOPING INDIGENOUS EMPLOYEES

- Many Indigenous jobseekers in remote areas have complex issues
- Not viable for each Partner to develop employees separately
- Partners to not have time or expertise to manage training activities
- NARMCO co-ordinates formal occupational training for the Alliance
  - Jobseeker pre-employment preparation
  - skills development courses to upskill employees
  - mentor support during training and in employment



# CURRENT SITUATION

- All 3 Partners have 3 year NT Govt contracts
  - providing year round work doing roadside maintenance
- 2 Partners have worked jointly on a land management project
- Partners have loaned machinery to each other
- Negotiating a Defence related contract servicing Timber Creek to Alice Springs
- Joint training courses held for chem cert, road sign management and lollypop accreditation

# ALLIANCE = REGIONAL DEVELOPMENT

- Enterprise **turnover increases**, brings extra wealth into Communities
- **Creates real jobs**, not gamon training or work for the dole
- More wages **increases the wealth** for workers' families
- Upskills Indigenous JS so they can be **employed elsewhere**
- Helping achieve **financial independence** – giving JS more life choices
- **Encourages others** in each Community to get jobs
- Changing **the perceptions** of Indigenous enterprises and JS

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HELPING **ALLIANCE ENTERPRISES** DO **BETTER BUSINESS** IN **REMOTE AUSTRALIA**



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