

THE ACADEMY

EDITION ONE
DEC 2023



CHANGING LIVES BY EMPOWERMENT THROUGH ECONOMIC INDEPENDENCE

THE ACADEMY

EDITION ONE



MANAGING DIRECTOR

ALLAN JONES

WRAP UP OF THE YEAR

A boriginal Apprenticeships in the Building & Civil Construction Industry is the key to enabling Aboriginal people to have their share in the economy of projects taking place on their country. It benefits industry, it benefits Aboriginal jobseekers, and it benefits the economy as a whole.

The South Australian Aboriginal Building & Civil Construction Academy is an Industry lead, culturally inclusive solution to achieve an environment where Aboriginal workforce participation becomes the norm, rather than the exception. We do this by collaborating with like-minded industry partners to create sustainable Aboriginal Apprenticeship opportunities, whilst providing a 'place of belonging' and connection point for Aboriginal jobseekers to thrive.

Our achievements over the last 18 months have created a solid foundation to expand the real and meaningful conversations we are having with our growing portfolio of like-minded partners and members.

Our unified voice is focused on creating sustainable change for Aboriginal jobseekers - it is amazing what one job does for a person, what it does for their family, and what it does for the next generation.

Our mandate is to ensure that the next generation has better opportunities than the last.

We are very excited about the future of the Academy.



ACADEMY LAUNCH

On the 29th of March, 2023 leading industry experts, traditional owners, industry advocates and Aboriginal business leaders attended the Academy launch.



We held our Membership Launch on the 29th of March and it was a truly significant event in mapping the way forward for doing business on country. We were delighted to see so many faces in what was a highly engaging showcase of how the Academy can solve common Indigenous Procurement Policy challenges.

The Academy does the heavy lifting and partners with Building & Civil Construction organisations to accelerate Indigenous Procurement Policy solutions. The Academy

and our Industry Partners share a common objective to improve the economic and social wellbeing of all Aboriginal jobseekers and have their values recognised and embraced by the Australian nation as a whole for mutual benefit.

It was a pleasure to hear from Hon Tom Koutsantonis MP who re-enforced the State Government's support for the Academy as a meaningful and sustainable vehicle in providing opportunities for Aboriginal people to participate in the Federal and State Government's growing investment in Infrastructure, Mining and Energy projects.



We were delighted to have Kyam Maher share his insights around the solutions offered by the Academy in terms of 'economic rights' for Aboriginal people to have their share in the economy of projects taking place on their country. Kyam spoke about private enterprises and the approaches to 'closing the gap' through RAP's and social policies that all too often fall short of the targets. Kyam believes that the Academy provides a real solution to this problem.

Thank you to everyone who attended the event. A special thank you to our distinguished guests including Hon Tom Koutsantonis MP, Kyam Maher, Joe Szakacs, Tung Ngo, Sang Dinh, Evan Knapp and Angela Evans. Your support is an essential ingredient in the success of the Academy, both now and into the future.





NAIDOC WEEK EVENT

For Our Elders - celebrating the important role our Elders play in guiding the younger generations to have better futures than the last



The South Australian Aboriginal Building & Civil Construction Academy had the privilege of hosting an Inaugural Open Day to Celebrate NAIDOC Week 2023.

It was a momentous occasion where we acknowledged and celebrated the remarkable contributions of our esteemed Elders toward the advancement of Aboriginal workforce participation.

During the event, we had the distinct honour of presenting recognition awards to two exceptional individuals who have dedicated their lives to empowering their communities: Jeffrey Newchurch and Yvonne Agius, esteemed members of the Academy Steering Group.

After morning tea and engaging in guided tours of the Academy offices, a truly meaningful smoking ceremony was conducted. Led by our Academy General Manager, John Lochowiak, this ceremony paid tribute to our revered

Elders and marked the Academy's remarkable achievements since its inception.

The overwhelming turnout surpassed our expectations, with individuals from our Community, Academy, Members, Partners, and the RAW Group Family coming together in a symbol of true reconciliation.

We extend our heartfelt gratitude to everyone who participated in this memorable event.

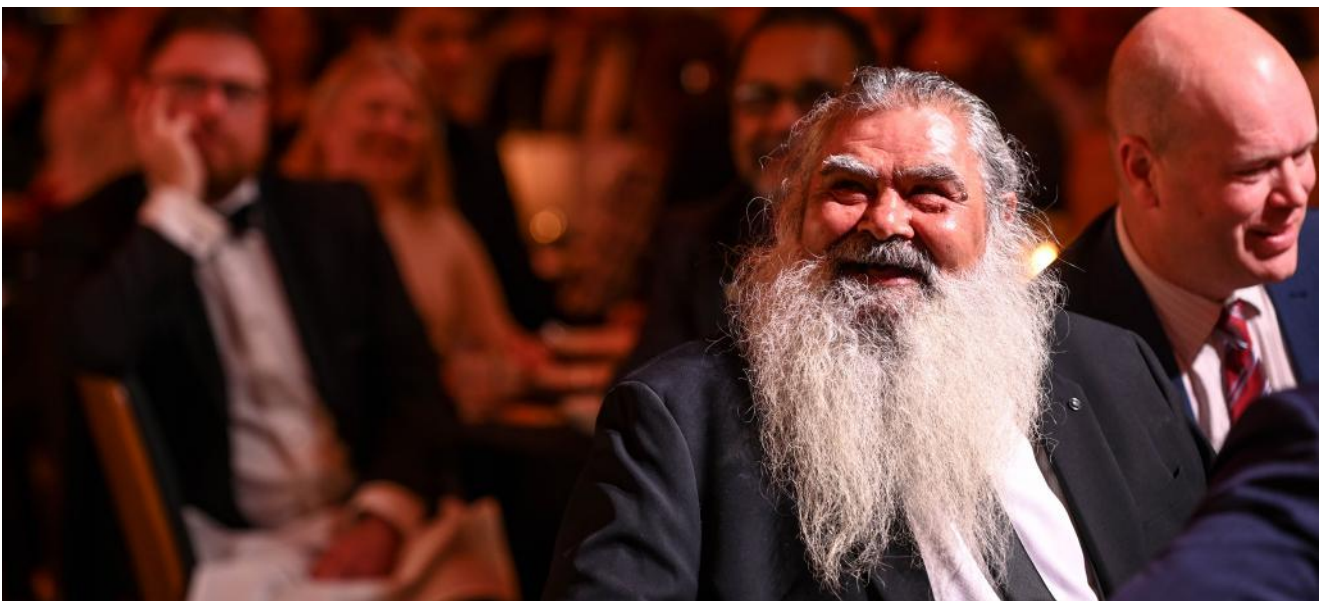


EMPOWER & EMPLOY GALA

An amazing night to celebrate and honour all the amazing contributors within the industry, enabling the Academy to enhance Aboriginal Workforce Participation.

Our Inaugural Gala Event: Empower & Employ, was an overwhelming success, marking a truly inclusive gathering of individuals who share a unified vision. We were thrilled to showcase our success stories and unveil our vision for the future. The room was full of energy and enthusiasm for what we know we can achieve together - enhanced Aboriginal Workforce Participation.

The Gala served as a milestone event to celebrate not only the success of our operations within the Academy, but to recognise those incredible individuals and like-minded partners who have contributed to the organisation's growth and prosperity. It is a testament to the dedication, hard work and unwavering spirit that has made this company thrive.





During the night, we had the opportunity to hear from distinguished key-note speakers including Joe Szacks MP, Tim Agius, Aunty Yvonne Agius, Allan Jones and John Lochowiak.

Host and MC Warren Tredrea facilitated an engaging Q&A on-stage panel discussion with Michael O'Loughlin, Ben Symons, John Whelan and Chris Johnson. The insights shared from each of the panel members were inspiring and meaningful. Collectively, it was truly humbling to witness the incredible support and belief in our purpose as an Academy.





While individually, we may only create ripples in an ocean, collectively, we possess the power to generate waves of sustainable, meaningful, and quantifiable change - this is the purpose of the Academy. Here, government, industry, partners, and the community converge to pave the way towards enhanced Aboriginal workforce participation. The flow on effects are significant and advantageous for all.

Thank you to everyone who participated in our Gala Event, we look forward to celebrating with you again next year.

A special thank you to our Gala Sponsors – Workskil (Gold Sponsor) and MAS National (Silver Sponsor)



AWARDS FROM THE SPECIAL NIGHT



Congratulations to all of the award winners. We look forward to our continued partnership into the future.

Congratulations to Academy Apprentice Damon Adams for being presented the Outstanding Apprentice Achievement Award at our recent Gala Event.

Damon is a hard-working, career oriented Aboriginal man who is in the final stages of completing his Plumbing Apprenticeship.

We are very grateful to Hindmarsh Plumbing – a proud Academy Subscription Member, for hosting Damon and providing valuable ‘on the job’ experience to cement his theoretical knowledge.

We are also excited to announce that Hindmarsh Plumbing has recently offered Damon a full-time position within their organisation, and we couldn’t be happier for Damon!

Congratulations Damon on pursuing your passion and embracing the opportunity - we look forward to watching your career thrive.

Hindmarsh Plumbing - Contribution to Employing Aboriginal Apprentices - an award that recognises the important work the organisation is doing to support the Aboriginal community here in SA.





Johns Lyng Group - Project of the Year (The River Murray Flood Disaster Waste Clean Up Project). The award recognises the outstanding work that the project team are doing to employ Aboriginal workers and to protect the cultural heritage of the region as the disaster clean up continues. Congratulations to all involved in the project including Disaster Management Australia, Aboriginal Affairs and Reconciliation, Attorney-General's Department, Rider Levett Bucknall, Department of the Premier and Cabinet, Government of South Australia, all the South Australian businesses, State Government and Local Government supporting the clean up. Thank you to the amazing team at Green Industries SA as the lead agency.



BHP - Major Sponsor of the Year - Recognising the belief and commitment BHP have demonstrated from the early adoption of the Academy concept, including initial seed funding, and the recent announcement of a 3-year contract extension to their membership partnership with the Academy.

Fulton Hogan - Partner of the Year - Acknowledging their role in being able to provide training, development and employment opportunities for Aboriginal jobseekers through the projects and contracts they deliver, as well as Fulton Hogan's collaboration and belief in the Academy's capability - embracing our expertise in mentoring, supporting and identifying Aboriginal jobseekers for enhanced workforce participation.







GENERAL MANAGER

JOHN LOCHOWIAK

Over the past 12 months, I've had the privilege of building a cohesive team of talented and passionate individuals who share a common vision towards enhanced Aboriginal workforce participation.

I've been particularly focussed on creating sustainable mechanisms that overcome generational Aboriginal community issues, including domestic violence, substance abuse and welfare dependency, especially amongst youth.

The Academy understands the importance of working together and building like-minded, mutually beneficial partnerships that address the obstacles many Aboriginals face – a significant one of those being un-employment.

My team and I are incredible grateful to our growing portfolio of like-minded members and sponsors for their unwavering support and commitment to the Academy. These valued partnerships enable us to continue our vital work in creating better opportunities for the next generation of Aboriginal jobseekers.

I'd like to acknowledge the impact of the initial seed funding investment by our partner BHP, which provided the foundations we required to build and grow to where we are today.

We've developed a membership and subscription base of 31 companies and this number continues to grow. I've been humbled by the way in which Aboriginal culture has been embraced by these organisations

and I've personally had the honour of performing a number of smoking ceremonies, welcome to country and cultural awareness training sessions.

We are proud to be partnering with CPB who have funded a fulltime Academy Aboriginal Workplace Participation Officer to support the recruitment and mentoring of Aboriginal workers on the MSR project down south.

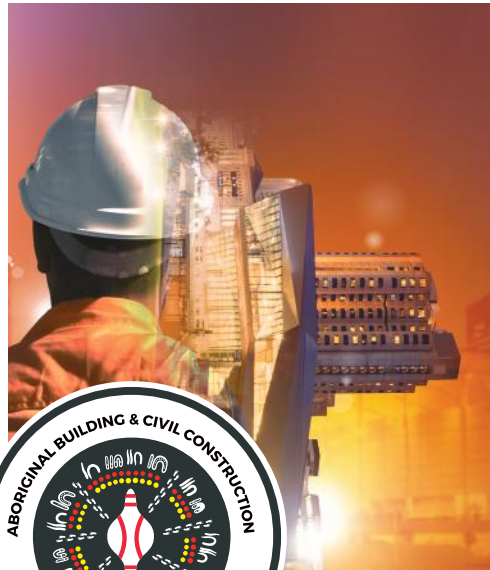
Early engagement with schools including PAC, Rostrevor and Adelaide High has provided the opportunity to have meaningful conversations with Indigenous youth about their career options. Outback and community engagement across Burra, Port Augusta and the broader Upper Spencer Gulf Region has opened many opportunities for Aboriginal jobseekers and industry partnerships.

On behalf of my team, I extend my deep gratitude and respect to our esteemed Steering Committee for their support, strategic involvement and diverse industry and cultural knowledge. Each member of our Steering Committee brings unique insights and expertise that have enabled a constructive forum for consultation on best practice strategies that enhance the sustainability of the Academy model.

Our objective over the next 12 months is to reach our target of 25 Aboriginal Apprenticeships. We are ambitious about achieving this goal by continuing to work together for mutual benefit.



INDUSTRY TAILORED CULTURAL AWARENESS TRAINING



Our mission as an Academy is to deliver culturally inclusive and competent training and employment models that embeds 'wrap around services' for Aboriginal job seekers, Aboriginal employees and employers of Aboriginal peoples.

Our aim as an Academy is to ensure economic participation for all our clients, and for many, this first experience is both a rewarding and a successful experience working with Aboriginal people, businesses and communities.



THE TRAINING INCLUDES 5 MODULES:



MODULE 1

Cultural insights /
Family & Kinship



MODULE 2

What is Racism
and guidelines for
challenging racism



MODULE 3

Engaging with
Aboriginal People.

Who are the
Aboriginal
Communities in
your state



MODULE 4

Aboriginal History /
National Policies



MODULE 5

Offsite cultural
excursion

COST PROVIDED UPON REQUEST

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admin@abccacademy.com.au

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MEET THE STEERING COMMITTEE



**Rebecca Pickering - CEO,
Civil Contractors Federation SA**



**Jeffrey Newchurch - Director,
Kaurna Yerta Corporation**



**Quenten Aguis - Director,
Ngadjuri Aboriginal Corporation**



**Ann Newchurch - Chairperson,
Narungga Aboriginal Corporation**



**Allan Jones - Managing Director,
RAW Group**



**Will Frogley - CEO,
Master Builders**



**Ben Symons - General Manager
(SA & WA) Building,
Lendlease**



**Danny Parkinson - Regional
Manager - South Australia,
Acciona**



**Scott Brumfield - Project Director/
Construction Manager,
Hansen Yuncken**

The role of the Steering Committee is to advise the executive management of the Academy to assist it in developing recommendations for consideration in relation to the governance and strategic direction of the Academy and its members and key stakeholders. Its purpose is to provide a forum for consultation on best practice strategies and how they relate to the specific business of the Academy.



**John Briggs - CEO,
Intract Australia**



**Elliot Nuberg - SA Manager,
Delta Group**



**Holly Willcox - CEO,
CITB**



**Martha Coro - Senior Employer
Engagement Manager,
CBUS**



Yvonne Agius



**Lee Revell - CEO,
Fulton Hogan Utilities**



**Guy Fisher - Principal,
Fisher Brennan Consulting**



**Melissa Erberg - Executive
Director | WA/SA,
Australian Flexible Pavement
Association**



**Kara Prichard - State Manager SA,
MAS National**

ACADEMY IN ACTION

Celebrating our Apprenticeship success stories

At the heart of our mission is the promotion of Aboriginal Apprenticeships in the Building & Civil Construction Industry, empowering Aboriginal individuals to actively participate in the economy of projects taking place on their ancestral lands. This endeavour not only benefits the industry and Aboriginal jobseekers, but also contributes significantly to the broader economy.

Creating life changing employment opportunities for Aboriginal jobseekers is the essence of the Academy.



HERBERTIA BARBER-WATTS

Cert III in Plumbing

Introducing Herbertia – a young, passionate, and proud Aboriginal woman who is in her 2nd year of a Plumbing Apprenticeship.

We are very grateful to Watson Fitzgerald and Associates for hosting Herbertia and providing this unique and life changing apprenticeship opportunity.

We are thrilled for Herbertia and future Academy apprentices that follow in her footsteps.



SHAKEEM AGIUS

Cert III in Electrotechnology Electrician

Introducing Shakeem Agius – a young, passionate, and hard-working Aboriginal man who recently became an Academy Apprentice.

Over the next three years, Shakeem will complete his Certificate III in Electrotechnology Electrician. We are very grateful to SKS Indigenous Technologies – a proud Academy Subscription Member, for hosting Shakeem and providing valuable 'on the job' experience to cement his theoretical knowledge.



DAMON ADAMS

Cert III in Plumbing

Introducing Damon – a hard-working, career oriented Aboriginal man who is in the final stages of completing his Plumbing Apprenticeship.

We are very grateful to Hindmarsh Plumbing – a proud Academy Subscription Member, for hosting Damon and providing this unique and life changing apprenticeship opportunity.

Congratulations Damon on pursuing your passion and embracing the opportunity.

JORDON BUTLER

Cert III in Plumbing

Introducing Jordan - a proud and motivated Aboriginal Man who has recently commenced his Plumbing apprenticeship.

We are very grateful to Hindmarsh Plumbing for hosting Jordan and providing valuable 'on the job' experience through his apprenticeship journey.

Jordan is the second Academy apprentice that Hindmarsh Plumbing have taken under their wing which demonstrates the positive outcomes that can be achieved through like-minded partnerships.

Congratulations Jordan - we look forward to watching you grow in your career.

ACADEMY

EMPLOYABILITY TRAINING

The Academy's Employability Program is based on using a 'Student-centred' methodology, the Academy's primary focus is built on learning experiences that recognise and respond to the individual needs of jobseekers. The Academy will encourage all members of our communities in which we operate to become 'active learners for life', working to enhance the Workforce opportunities within the building and civil construction industry.

The training outcomes will connect Academy's participants with fundamental learning across a range of skill sets both personally and within industry contexts.

Academy participants will gain entry-level knowledge and skills that enable them to act effectively and successfully within the workplace and the industry.



THE ACADEMY'S EMPLOYABILITY TRAINING WILL BE BASED ON 5 KEY LEARNINGS:



Workplace Communication



Employee Documentation



Personal Development



Work-ready Audit



The Development of a Training Plan

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ACADEMY WORKPLACE MENTOR PROGRAM



The Academy's workplace mentor program is designed to support Aboriginal employees, employers and jobseekers by developing through the art of sharing knowledge and expertise in a mentoring format.

OUR MENTORS ENSURE THAT JOBSEEKERS ARE:



Job Ready & Fit for Work



Compliant - valid tickets, licences and experience



Supported - both on and off the job

HOW DOES THE MENTORSHIP PROGRAM WORK?

After the Academy has successfully matched the mentee and mentor, over a period over 6 months or more, the mentee and mentor set goals, develop strategies to achieve them and follow the Academy's mentoring technique.

Collectively the mentor and mentee will define aspirations, collaborate with one another and together you will evaluate the success of workplace participation and life goals.

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Indigenous Peoples

BHP

Our approach

BHP's ambition is to create long-term relationships with Indigenous Peoples, based on trust and mutual benefit. Respecting and partnering with Indigenous Peoples aligns with our Company Purpose of bringing people and resources together to build a better world, our focus on delivering long-term social value and our commitment to working with integrity.

We respect the views and concerns of people within the communities and on whose land we operate. We incorporate these into our decision-making, with a view to achieving mutually beneficial outcomes. All of our operations are required to establish culturally appropriate platforms for meaningful dialogue that enable us to work with our partners and stakeholders to develop strategies that consider their concerns and aspirations.

Our approach to engaging and supporting Indigenous Peoples is articulated in the BHP Indigenous Peoples Policy Statement.

Our Requirements guides implementation of our Policy Statement across our business. Through successful implementation of our Policy Statement we aim to support reconciliation with Indigenous Peoples and contribute to improved social, economic and environmental outcomes.

Promoting respect when working with Indigenous communities

BHP is committed to operating in accordance with the United Nations Universal Declaration of Human Rights and Principles 1 and 2 of the UN Global Compact.

In Australia, our Reconciliation Action Plan will undertake to build relationships and promote opportunities with Aboriginal and Torres Strait Islander peoples and encourage cultural awareness and respect amongst our employees.

Cultural awareness training for our employees and contractors is implemented at all other BHP sites that operate on or near Indigenous lands. Through cultural awareness workshops and induction programs we aim to facilitate an understanding and appreciation of traditional rights and of management and protection of Indigenous cultural heritage.

[bhp.com](https://www.bhp.com)



RISE

RISE is the support program giving tradies and builders the tools to deal with work life pressures. Get help today book your FREE session.

WHAT IS RISE

The Malinauskas Labor Government has provided Master Builders SA with a grant of \$150,000 to appoint wellness ambassadors to help business owners and workers navigate common pressures in the construction industry.

The program will provide support for business owners, subcontractors and workers, including tailored support for female and First Nations members in the industry.

Master Builders SA have identified passionate wellness ambassadors based on their mentoring and industry experience, mental health advocacy, and/or a personal journey overcoming stress, burnout, and mental health challenges.

RISE is available free of charge to all members of the building and construction industry, regardless of membership with Master Builders SA.

ROLE OF THE AMBASSADORS

- 1. Promoting Healthy Habits:** Our wellness ambassadors provide practical guidance for stress management, sleep habits, physical health, and other aspects of well-being.
- 2. Providing Resources and Information:** Our wellness ambassadors can share reliable resources, articles, and tools on a variety of topics. They remain updated on industry trends to ensure the information they provide is accurate and evidence-based.
- 3. Offering Personal Guidance:** Our wellness ambassadors actively listen, motivate, set goals, and help individuals develop personalised plans through one-on-one coaching and guidance.
- 4. Being a Role Model:** Leading by example, our wellness ambassadors demonstrate commitment to well-being through their own behaviours and experience, serving as exemplar role models in the building and construction industry.

AMBASSADORS FROM ABBCA



John Lochowiak



Luke Trevorrow



Peter Burgoyne

SESSIONS ARE COMPLETELY FREE

1 HOUR SESSIONS | CHOICE OF FACE TO FACE OR ZOOM SESSION

BOOK A SESSION AT [RISE.MBASA.COM.AU](https://www.rise.mbasa.com.au)

ACADEMY DIRECT EMPLOYMENT



The Academy Direct Employment services will recruit Aboriginal jobseekers who will meet the building and civil construction skill set requirements and obtain the aspirations that will become a cultural fit for the workplace and company requiring the service.

The Academy Direct Employment delivery model offers a tailored 'end to end' process. This ensures the Academy sources the right Aboriginal jobseeker successfully to meet business staffing needs.

The Academy recruitment process is developed to ensure that recruitment is handled efficiently with great results and timely outcomes in a culturally inclusive and responsive manner.



THE ACADEMY'S DIRECT EMPLOYMENT SERVICES WILL ENSURE:



Detailed and transparent candidate reports



Reference checking and qualification verification



Thorough candidate assessment checks



Candidates who fit your workplace culture.

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A smoking ceremony is an ancient custom among Aboriginal tribes that involves smouldering various native plants to produce smoking which has cleansing properties and the ability to ward off bad spirits. It's a tradition that has been performed by Aboriginal people for centuries, and is one of the oldest ceremonies practiced in the world today.

Smoking ceremonies can be used for a number of purposes including healing, spiritual renewal and strengthening, birth and Sorry business (one passing away). It can also be used to cleanse objects and items that have crossed cultural borders.

Given the significant nature of the ceremony, it is only performed where Aboriginal and Torres Strait Islander people determine, and consideration needs to be taken into the timing.

The 'Welcome to Country' ceremony holds deep cultural significance for Aboriginal peoples, serving as a

powerful expression of connection between the past, present, and a promising future. It resonates perfectly with the Academy's core purpose: to create sustainable solutions that foster Aboriginal workforce participation and pave the way for a better tomorrow.

Industry Tailored Cultural Awareness Training is part of a range of solutions that the Academy provides to our growing portfolio of members and partners.

Our mission as an Academy is to deliver culturally inclusive and competent training and employment models that embeds 'wrap around services' for Aboriginal job seekers, Aboriginal employees and employers of Aboriginal peoples.

We are incredibly grateful to have had the opportunity to showcase the rich traditions and heritage of the Aboriginal community with our like-minded Academy members and sponsors.



ACADEMY APPRENTICESHIP PROGRAM

The Academy Apprenticeship Program will predominately provide training and employment opportunities for Aboriginal jobseekers seeking a trade in the building & civil and construction industry.

The Academy will employ apprentices and trainees and will be responsible for ensuring that those apprentices receive suitable training and experience.

KEY ROLES OF THE ACADEMY APPRENTICESHIP PROGRAM SERVICES INCLUDE:

- Selecting and recruiting apprentices and trainees
- Managing the quality and continuity of training, both on and off the job
- Providing any care and support the apprentices needs to complete their training
- Employ apprentices and place them with host employers
- Are responsible for meeting the employer obligations outlined in the Training Contract
- Manage and track arrangements with host employers
- Provide any necessary care and support throughout the apprenticeship.



THE ACADEMY WILL WORK WITH INDUSTRY PARTNERS TO:

- Create more employment opportunities for apprentices and trainees
- Provide for continuity of employment and training through to completion
- Improve the quality and range of training available to apprentices and trainees.

THE ACADEMY WILL COORDINATE APPRENTICES TO ENABLE MAXIMUM SUPPORT TO ALLOW APPRENTICES TO COMPLETE THEIR TRAINING, THIS INCLUDES:



Rotate apprentices and trainees between host employers to enhance their training experience



Ensure apprentices receive the full set of experiences needed to meet their required competencies



Provide access to apprenticeships for those who may be hindered in the labour market



Provide educational and capacity building services to the Aboriginal community



Promotion of vocational education and training and trade training to the Aboriginal community to increase the aspirations and participation in trade training



Encourage employment growth

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NEOEN

Neoen is the leading French independent producer of renewable energy.

The geographical and technological diversity of our assets and project portfolio underpins our development and performance.

What we believe

Our company values form the basis of all our relations with business partners, customers and end-users. Our 395 strong workforce embraces more than 42 different nationalities and the values we share underpin our corporate identity and are borne out in the way we conduct our day-to-day business.

Audacity

We believe we can become a world leader in renewable energy. We have the audacity to operate globally, imagining, designing and implementing competitive, effective energy solutions.

Integrity

We operate with integrity, whatever we do, whenever and wherever we do it. We work with partners who abide by the same rules. Our ethical approach is an asset in our worldwide operations.

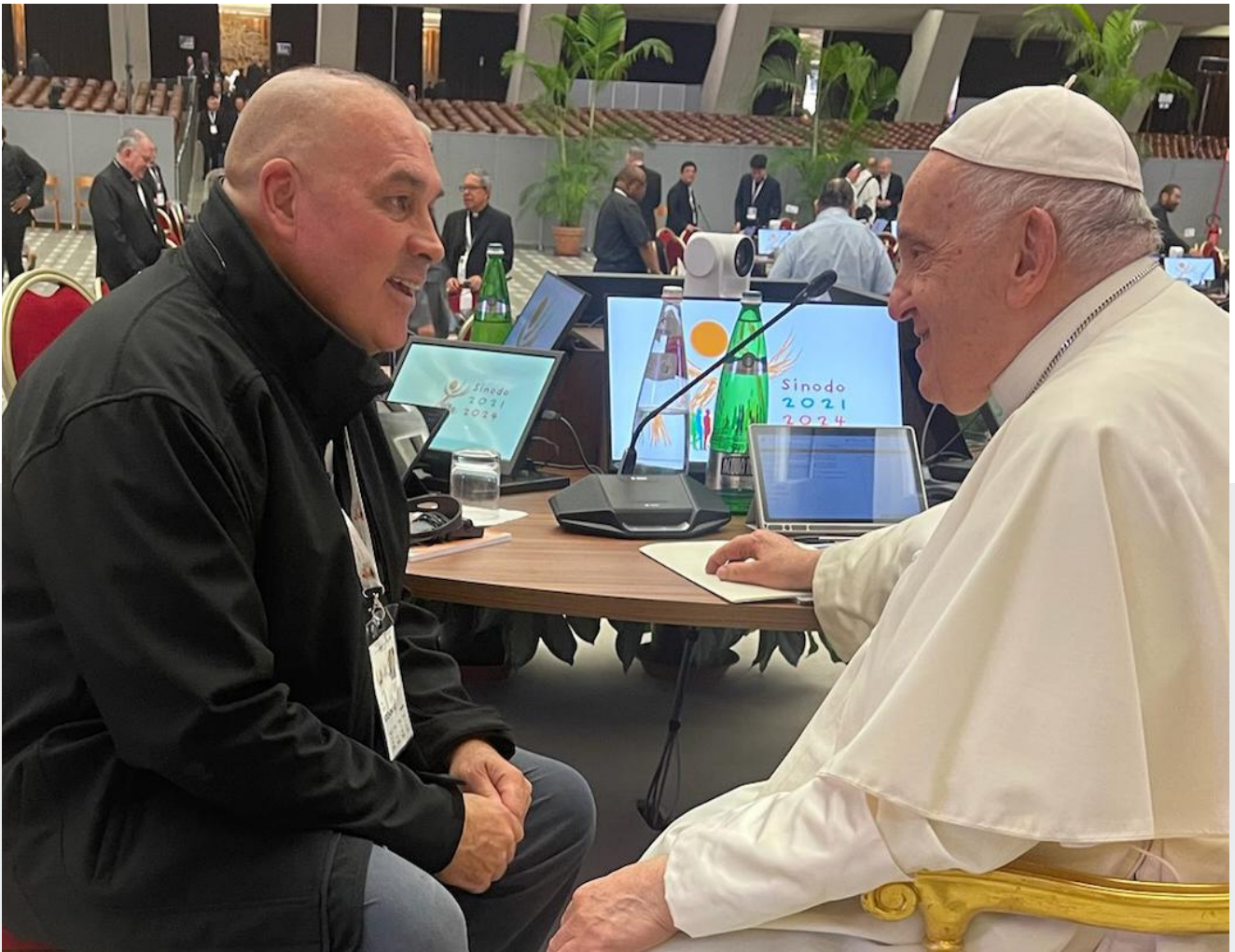
Commitment

We uphold all our commitments, internal and external. We believe in hard work and take pleasure in seeing a good job well done.

Esprit de corps

We are loyal to each other and form a close-knit team. We are proud of our company, our goals and our accomplishments.

[neoen.com](https://www.neoen.com)



JOHN & THE POPE IN ROME

A truly remarkable 'once in a lifetime' experience for John Lochowiak to represent the Academy and Oceania.

Earlier this year, Pope Francis extended a special invitation to each of the world's seven regions, seeking nominations of 20 individuals actively involved in local initiatives to join the Synod of Bishops for a Synodal Church.

Out of the remarkable pool of nominees, Pope Francis handpicked a diverse group of 10 members from Oceania, including our General Manager John Lochowiak. An incredible honour for John to embark on a remarkable journey of faith, dialogue, and meaningful change.

"I am profoundly humbled to have been chosen for this inclusive and spiritually enriching experience. Throughout my life, I have remained steadfast in my commitment to advocating for my people, embracing my Aboriginal and Polish heritage."



"The core values of the Catholic Church resonate deeply within me and align intimately with the purpose of the Academy: fostering diversity, inclusion, and amplifying the voices of those who need them most."

John returned from his journey in early November which saw him visit Washington and Rome, including one-on-one discussions with the Pope himself at the Vatican.

"I am thrilled to have had the opportunity to share my lived

experiences and spirituality with fellow participants from across the globe".

"It was a truly profound and humbling 'once in a lifetime' experience that I will never forget".

The selection marks a significant milestone for John and further affirms the positive impact he continues to make within the Church, The Academy, and our community at large. Congratulations John, we can't think of anyone more deserving.

"Raising cultural awareness through my personal and professional pursuits has afforded me the opportunity to unite business, sport, community, employment and spiritual realms in a convergence of true reconciliation"

"My strong faith serves as a guiding light in my daily life, and I consider myself blessed to be part of the South Australian Aboriginal Building & Civil Construction Academy, where I can provide a platform for genuine and transformative conversations that drive sustainable change and create better futures for the next generation of Aboriginal people."



I am profoundly humbled to have been chosen for this inclusive and spiritually enriching experience. Throughout my life, I have remained steadfast in my commitment to advocating for my people, embracing my Aboriginal and Polish heritage.

WELCOME TO COUNTRY & SMOKING CEREMONY



WELCOME TO COUNTRY

Welcome to Country is delivered by Traditional Owners, or Aboriginal and Torres Strait Islander peoples who have been given permission from Traditional Owners, to welcome visitors to their Country.

Protocols for welcoming visitors to Country have always been a part of Aboriginal and Torres Strait Islander cultures. Boundaries were clear, and crossing into another group's Country required a request for permission to enter.

When permission was granted the hosting group would welcome the visitors, offering them safe passage and protection of their spiritual being during the journey. Visitors had to respect the protocols and rules of the land owner group while on their Country.

Today, while these protocols have been adapted to contemporary circumstances, the essential elements remain: welcoming visitors and respect for Country.

Incorporating welcoming and acknowledgement protocols into official meetings and events recognises Aboriginal and Torres Strait Islander peoples as the Traditional Owners of land and shows respect.

SMOKING CEREMONY

A smoking ceremony is an ancient custom among Aboriginal tribes that involves smouldering various native plants to produce smoking which has cleansing properties and the ability to ward off bad spirits. It's a tradition that has been performed by Aboriginal people for centuries, and is one of the oldest ceremonies practiced in the world today.

Smoking ceremonies can be used for a number of purposes including healing, spiritual renewal and strengthening, birth and Sorry business (one passing away). It can also be used to cleanse objects and items that have crossed cultural borders.

Given the significant nature of the ceremony, it is only performed where Aboriginal and Torres Strait Islander people determine, and consideration needs to be taken into the timing.



ABOUT JOHN LOCHOWIAK WHO PREFORMS THE WELCOME TO COUNTRY & SMOKING CEREMONY

John is a proud Wati initiated Kurna, Ramindjeri and Narungga man. As a Wati (initiated Man), John has strong ties to many language groups throughout Australia, including the Pitjantjatjara, Kurna, Ramindjeri and Arrernte. The father-of-five was born in Coober Pedy to a Polish father and Aboriginal mother, Mabel Walker, who was chairperson of the Umoona Community Council for 30 years. John's great-grandfather, Aboriginal soldier and ANZAC Arthur Walker, landed at Gallipoli in 1915.

COST PROVIDED UPON REQUEST

For more information
admin@abccacademy.com.au

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CPB Contractors has been selected by the South Australian Government, as part of the Fleurieu Connections Alliance with the Department of Infrastructure and Transport, Aurecon and GHD, to deliver duplication works on Main South Road and Victor Harbor Road in South Australia.

The duplication works are funded by the Federal and South Australian Governments and will reduce traffic congestion, improve road safety and connectivity, and support economic growth in the Southern Fleurieu region.

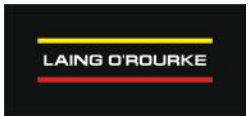
The duplication of Main South Road involves duplicating approximately ten kilometres from south of Griffiths Road, Seaford to Aldinga.

The duplication of Victor Harbor Road involves duplicating approximately five kilometres between Main South Road, Old Noarlunga and Main Road, McLaren Vale.

A MASSIVE THANK YOU TO OUR PARTNERS



A MASSIVE THANK YOU TO OUR PARTNERS



CULTURALLY INCLUSIVE HUMAN RESOURCE



The Academy's culturally inclusive human resource services will directly employ Aboriginal workers through labour hire agreements and provide Aboriginal staff to other companies, who require extra labour.

The Academy will directly employ the Aboriginal workers and also will ensure the host business provides workers with their employment entitlements.

THE RESPONSIBILITIES OF THE ACADEMY'S CULTURALLY INCLUSIVE HUMAN RESOURCE SERVICES INCLUDE:



Overlooking the hiring process



Ensure that the workers provided meet the needs and expectations of the client company

BENEFITS OF USING THE ACADEMY'S FLEXIBLE CULTURALLY INCLUSIVE HUMAN RESOURCE SERVICES:



Access to an Aboriginal employee talent pool with culturally inclusive and responsive support services



Reduced time in recruitment of Aboriginal employees



Reduced costs in sourcing and employing Aboriginal employees



Increase retention in the workplace



Effective recruitment practices



Ability to trial potential Aboriginal employees through short term placements.

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