

**ITEM 8. EXEMPTION FROM TENDER – ABORIGINAL EMPLOYMENT
STRATEGY LIMITED**

FILE NO: S112380.010

SUMMARY

The City is committed to attracting new talent and building a diverse and inclusive workforce. This includes developing employment opportunities and career pathways for Aboriginal and Torres Strait Islander people as outlined in the City's Reconciliation Action Plan, Eora Journey Program and draft Eora Journey Economic Development Plan.

To support these goals, in 2015, the City engaged Aboriginal Employment Strategy Limited who administer the School Based and School Leaver Traineeship programs. The school based program gives students practical work experience and skills during Year 10 to Year 12. This traineeship provides one day per week of paid employment and combines practical experience at the City with vocational education. Finishing the two year program counts towards the completion of the Higher School Certificate and a Certificate II (TAFE). The School Leaver program provides full-time employment at the City combined with obtaining a TAFE Certificate.

Six trainees have successfully completed school based and school leaver traineeships at the City as part of a two year contract in 2015/16. It is planned that a further six trainees will be hosted in 2017/18.

Aboriginal Employment Strategy Limited is the only 100% Indigenous owned and managed Group Training Organisation in New South Wales that is registered with Supply Nation which has the local knowledge, skill set and networks to provide appropriate candidates for these programs. The City seeks exemption from tender to engage AES Limited for two years from 2017 to 2018.

RECOMMENDATION

It is resolved that Council:

- (A) approve an exemption from tender in accordance with section 55(3)(i) of the Local Government Act 1993 noting that, because of the unavailability of competitive or reliable tenderers, a satisfactory result would not be achieved by inviting tenders to provide the Aboriginal Employment Strategy Limited School Based and School leavers Traineeship program for a further two years for the calendar year period 2017 to 2018;
- (B) note that the reason why a satisfactory result would not be achieved by inviting tenders is due to the fact that going to tender would not deliver a competitive process. Aboriginal Employment Strategy Limited is the only 100% Indigenous owned and managed Group Training Organisation in New South Wales that is registered with Supply Nation which has the local knowledge, skill set and networks to provide appropriate candidates for this program; and
- (C) enter into a contract with Aboriginal Employment Strategy Limited for two years from 2017 to 2018.

ATTACHMENTS

Attachment A: Contract Costs (Confidential)

(As Attachment A is confidential, it will be circulated separately from the agenda paper and to Councillors and relevant senior staff only.)

BACKGROUND

1. The City is committed to attracting new talent and building a diverse and inclusive workforce. This includes developing employment opportunities and career pathways for Aboriginal and Torres Strait Islander people as outlined in the City's Reconciliation Action Plan, Eora Journey Program and draft Eora Journey Economic Development Plan.
2. The Aboriginal Employment Strategy Limited is a national, not-for-profit recruitment and training company that has been in operation for over 18 years. Since its inception, it has brokered more than 15,000 career opportunities for Aboriginal and Torres Strait Islander people across Australia. Aboriginal Employment Strategy Limited is also a registered Group Training Organisation that offers a unique traineeship program to young students in high school.
3. The Aboriginal Employment Strategy Limited school-based traineeship allows students in their final two years of school to work one day a week and half of their holidays. The program counts towards the completion of the Higher School Certificate and a Certificate II (TAFE) and includes on-the-job training with the City.
4. The trainees have worked in diverse areas of the City of Sydney from Legal, Information Technology, Neighbourhood Centres and Workforce Services to Construction, Trades (carpentry, plumbing, electrical, stonemasonry), Fleet Management and Parks and Gardens.
5. As the legal employer of all trainees, Aboriginal Employment Strategy Limited manages the administration, education plan and arranges training to deliver the education.
6. Six students have gone through the traineeship at the City in 2015/16 and the trainees and their managers reported that the program exceeded their expectations. Following the on-going success of the program, another intake will be available for February 2017.
7. Aboriginal Employment Strategy Limited is the only 100% Indigenous owned and managed Group Training Organisation in New South Wales that is registered with Supply Nation which has the local knowledge, skill set and networks to provide appropriate candidates for this program.

KEY IMPLICATIONS

Strategic Alignment

8. *Sustainable Sydney 2030* is a vision for the sustainable development of the City to 2030 and beyond. It includes 10 strategic directions to guide the future of the City, as well as 10 targets against which to measure progress. This program is aligned with the following Sustainable Sydney 2030 strategic direction:
 - (a) Direction 6 – Vibrant Local Communities and Economies – the Aboriginal Employment Strategy Limited School Based Traineeship program provides opportunities for young school students, creating diversity within the City's workforce, and helping promote the City as an employer of choice.

9. *Workforce Strategy 2015-2019* has six priorities and collectively they aim to optimise the City of Sydney's workforce strengths. This program is aligned with the following strategic objective:
- (a) Objective 5 – Develop our diverse and inclusive workplace.
10. *Draft Eora Journey Economic Development Plan* is a dynamic 10-year plan and is a key part of the *Eora Journey Program*. Based on the challenges identified through the City's engagement and research work, the Plan focuses on four main themes of which the Aboriginal Employment Strategy Limited School based traineeship program is aligned with:
- (a) Theme 2 – Maximise employment outcomes by focusing on issues such as support for stronger career pathways.

BUDGET IMPLICATIONS

11. Funding is provided by the City's Learning and Development budget.

RELEVANT LEGISLATION

12. Section 55(3)(i) of the Local Government Act 1993.
13. Attachments A and B contain confidential commercial information of the tenderers and details of Council's tender evaluation and contingencies which, if disclosed, would:
- (a) confer a commercial advantage on a person with whom Council is conducting (or proposes to conduct) business; and
 - (b) prejudice the commercial position of the person who supplied it.
14. Discussion of the matter in an open meeting would, on balance, be contrary to the public interest because it would compromise Council's ability to negotiate fairly and commercially to achieve the best outcome for its ratepayers.

CRITICAL DATES / TIME FRAMES

15. The current contract for the Aboriginal Employment Strategy Limited Traineeship program expires on 31 December 2016.

OPTIONS

16. The City will continue to monitor training and employment options for Aboriginal and Torres Strait school-based trainees.

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