

Wickham Point Deed Reference Group Newsletter



In this issue: Q4 / 2018

Wickham Point Deed Reference Group Overview

Health Services Training Program now open

Employment and Training Update

Employee celebrations

2017/18 Trainee update

2019 Objectives

Contact us

Wickham Point Deed Reference Group Overview

In June 2017, ConocoPhillips, on behalf of Darwin LNG, wrote to advise that nominations were being taken for the establishment of a Wickham Point Deed Reference Group. This group works to strengthen the dialogue between ConocoPhillips and Larrakia people.

Seven meetings of the Wickham Point Deed Reference Group have taken place since September 2017. These meetings have revisited the expectations and obligations under the Wickham Point Deed, discussed business activity to support these commitments and provided a platform to discuss future opportunities.

There are nine positions for Larrakia people on the **Wickham Point Deed Reference Group**; one for each of the family groups. We currently have representatives from the **Cubillo, Fejo** and **McLennan** families. We are seeking nominations from the following groups:

- Roman/Danks
- Kenyon/Talbot/Browne
- Batcho
- Risk/Shepherd
- Secretary/Thompson
- Mills/Raymond

Nominations can be made in writing at any time and will be assessed on a quarterly basis. The next assessment will be made in February 2019.

This newsletter provides an update on the initiatives that the Reference group and ConocoPhillips have developed in 2018.

Have a safe festive season

From all of us at Darwin LNG and ConocoPhillips, we wish you and your families a happy and safe festive season. Our thoughts are with those of you who have lost or are remembering loved ones at this time of year.

What is the Wickham Point Deed?

The Wickham Point Deed is an agreement between Darwin LNG, Northern Land Council and Native Title Parties.

The Deed outlines aspirations of Darwin LNG (operated by ConocoPhillips) and provide Larrakia people for:

- Employment and training
- Business / contracting opportunities
- Cultural activity

The Wickham Point Deed Reference Group is a way for representatives from these family groups to participate in this conversation.



Health Services Training Program: Apply Now

In early 2018, the Wickham Point Deed Reference Group identified health as a key focus area for Larrakia people.

ConocoPhillips has worked with CDU to develop a health services training program for 15 Aboriginal and Torres Strait Islander people. Preference will be provided to Larrakia candidates.

This is a comprehensive 20-week program involving 12 weeks of classes at CDU, and eight-weeks of practical on-the-job training. Participants will receive a wage for the duration of the program.

Once all competencies are complete, participants will receive a **Certificate III in Individual Support**, which enables participants to work in aged and disability care. This is an area of high need in the NT, with a current skills shortage. We hope this provides increased opportunity for employment.

Applications are open until Friday 25 January 2019.

An information session will be held at CDU on Wednesday 16 January 2019. Please contact Amelia Seipel if you have questions – 8980 0600 or amelia.seipel@gtnt.com.au



Employment & Training update

ConocoPhillips continues to identify employment and capacity building opportunities for people with Aboriginal and Torres Strait Islander backgrounds, with preference given to Larrakia where possible. In 2018, we developed a range of new opportunities for Larrakia people to join Darwin LNG through the many different entry pathway into our operations. This includes technical plant operators, apprentices, warehouse and logistics operators and administrative positions. Employees are based across our three Darwin locations: The supply base, Darwin LNG and Woods Street offices. These are some of the highlights:



Operator Training program

In 2010, our pioneering Darwin operator training program commenced as a way to attract and maintain a local Darwin workforce. Since then, 36 Territorians have completed the program, which is designed to provide long term Darwin residents with a pathway into the oil and gas industry as an Operations Technician.

This year is our 7th intake of the program with Programmed Skilled Workforce, and our first in collaboration with INPEX. Over 1,200 applications were received – 24% of these came from Aboriginal and Torres Strait Islander applicants.

A total of 11 new Operator Trainees commenced in mid-October, with six of these coming on at Darwin LNG with ConocoPhillips. Four of the six

trainees are women, two are Aboriginal and Torres Strait Islander, including one Larrakia man.

This collaborative industry-based approach will see the sharing of classroom-based training resources, providing critical mass for local institutions to deliver training locally. Industry collaboration also brings industry standardisation and consistency, particularly in relation to safety.

It's important for the social fabric and vibrancy of the communities in which we operate that we're able to build capacity and career opportunities for locals.

Trainee Celebrations

Great news for our two nominees in this year's prestigious **NT Training Awards in September**, as they both took out the win in their respective categories.

Mr Malmerin-Fejo won **Aboriginal and Torres Strait Islander Trainee of the Year** award and Ms Brewster won **Trainee of The Year!**

Both winners travelled to Sydney to attend the **Australian Training Awards** as finalists and participated in professional development activities. On the night, Ms Brewster won the **2018 AUSTRALIAN APPRENTICE (TRAINEE) OF THE YEAR!!**

Congratulations to all the NT and National winners!



2018 Entry Pathways

Darwin LNG Trade Apprenticeships: Darwin LNG recruited for three mechanical/electrical apprenticeships in January this year. We are very pleased to have awarded the four-year mechanical apprenticeship to a Larrakia man.

Darwin LNG Business Administration Trainee: On completion the trainee will obtain a Certificate III and IV in Business Administration. We are proud to announce the 18-month traineeship has been awarded to a Larrakia woman who will commence in January 2019.

Supply Base Warehouse Operations Trainee: This traineeship will be full time for 12 to 18 months at our supply base. The successful applicant will complete a Certificate II and III in Warehouse Operations. We are very pleased to see this traineeship awarded to a Larrakia man who will commence in early January 2019.

Administration Trainees (Downer): Through the Downer contract, ConocoPhillips is supporting a Larrakia Administration trainee. On completion of this full time 18-month traineeship the trainee will obtain a Certificate III in Business Administration.

Supply Base Administration Trainee: This new 18-month traineeship is being delivered in conjunction with Qube. The role will work out of the supply base at East Arm and complete Cert. III and IV in Business Administration. Our new trainee started on 10 December.

Darwin Supply Chain Business Administration Trainee: The new trainee started in the Woods Street Office on 10 December. On completion the trainee will obtain a Certificate III and IV in Business Administration.

ConocoPhillips welcomes all our Larrakia, Aboriginal and Torres Strait Islander trainees to the team.

Community Activity

In 2018, there has been a strong focus to integrate Larrakia culture into our community investment programs. These partnerships reach different points of the community, providing a great foundation to showcase Larrakia culture.

We repurposed our partnership with the **National Indigenous Music Awards** (NIMAs) to support a Welcome to Country performance. This featured dance and music from the Kenbi Dancers, performing against a backdrop of aerial photos taken on country. It was a powerful opener to the nationally celebrated event. The Kenbi Dancers then took home the NT Traditional Music Award, which was accepted with much pride!

We supported 10 students from the Tiwi Islands to attend **The ConocoPhillips Science Experience** in October. This week-long event enables years 9 and 10 students to peer into the many different worlds of science and technology, culminating in a tour of Darwin LNG. Students got to hear from a Research Scientist on the work he'd done with the Anindilyakwa Sea Rangers on Groote Eylandt, providing insight into alternative pathways and opportunities within the science sector.

Another key community activity we support is the **NT City2Surf**. Steps are being made toward a Larrakia-designed emblem that will be printed on to race shirts and booklets as part of this iconic event. It's also hoped a map can be developed that highlights Larrakia sites of significance along the race route.

We have a long-term partnership with the **Clontarf Foundation** to support the education of young Aboriginal and Torres Strait Islander males. Through this relationship, Clontarf students participate in the NT City2Surf, running as part of the ConocoPhillips Australia team, undertake tours and mock interviews. Students are also presented with opportunities for work experience at the National Indigenous Music Awards, and to be involved in The ConocoPhillips Science Experience.

We partnered with **Territory Natural Resource Management** to support their conference and the Research into Natural Resource Management Award. This was a new partnership but one we see great benefit in continuing to support environmental activity by those on country across the Northern Territory.



Left:
ConocoPhillips
Australia staff
with Clontarf
students at the
2018 NT
City2Surf.

Heavy Industry Training Program

This year we continued our partnership with Charles Darwin University to deliver the second round of the Heavy Industry traineeships. This training program was for Aboriginal and Torres Strait Islander people with preference for Larrakia candidates. In this year's intake there were five participants, including two women – one who is a Larrakia person. Each of the five candidates completed the nine-week program and received their heavy rigid license.

Welcome to Country - reflection

Throughout 2018, we've worked with a variety of people from the Larrakia community to perform a Welcome to Country at different events and activities.

At each Welcome to Country, we've been privileged to hear personal stories and reflections thoughtfully woven in.

These stories have offered locals and visitors a unique and powerful insight into the Larrakia's enduring connection to country.

Traineeship progression

ConocoPhillips is committed to providing development opportunities for our Larrakia and ATSI trainee graduates.

Our Larrakia **Warehouse Operations Trainee** has successfully completed a Certificate III in Warehouse Operations and is now employed with Qube at our Darwin Supply Base. This new role is providing him with exposure to a range of tasks that will support future roles.

Our current **ATSI Administration Trainee** successfully completed a Certificate III in Business Administration at Darwin LNG and is progressing to her Certificate IV. She has progressed into a new role as Building Services Coordinator at our Woods Street office.

We are proud to see the return of our first **Aboriginal and Torres Strait Island Business Administration Trainee** as the Travel and Logistics Administrator within the Supply Chain at our Woods Street office.



Darwin LNG Tour In August, we held our Wickham Point Deed Reference Group meeting at Darwin LNG, and provided the group members with a tour of the plant. This was an excellent opportunity for the group to see the facility, and provide advice on ways to increase Larrakia culture on site.

Our 2019 objectives

Increase the membership of the Wickham Point Deed Reference Group to include representatives from more Larrakia families.

Work with the Wickham Point Deed Reference Group to further develop opportunities for Larrakia business, employment and training programs, and cultural activities.

Deliver Larrakia Cultural awareness and appreciation Training to our Darwin workforce and management.

Increase communications with Larrakia people for upcoming opportunities with Darwin LNG.



Contact us

If you would like to be notified of any future opportunities or receive our newsletters direct to your inbox, **please provide your contact details** to Jess McLeod (your email is preferred but not necessary): jessica.mcleod@contractor.conocophillips.com or PO Box 2266, DARWIN NT 0801.

If you would like more information on the Wickham Point Deed Reference Group or the nomination process, please write to us: jessica.mcleod@contractor.conocophillips.com or PO Box 2266, DARWIN, NT 0801.

We encourage all Aboriginal and Torres Strait Islander businesses to register on the Industry Capability Network NT <http://gateway.icn.org.au/>

