Indigenous Opportunity Plan (IOP)

June 2020

Introduction

Indicore is an indigenous business that provides Information Technology Solutions, Change, Professional Development and Staffing services to both government and private sectors. The business was set up to assist organisations to gain a competitive edge through the effective use of emerging technology such as artificial intelligence, machine, and deep learning while maximizing the value of existing IT systems and infrastructure. Indicore ICT was established with like-minded and diverse, experienced executives with a commitment that they will make a tangible difference to Indigenous causes starting with one person to communities.

Indicore team specialises in Strategic IT Consulting and Advisory, Digital Transformation, Enterprise Services, Managed and Distributed Services, Recruiting services for ICT professional – both permanent and contract staffing, Appliance Reseller Services, Software Reseller Services, Professional Development, and disability services.

Indigenous Procurement Policy (IPP)

Australia's Commonwealth IPP was launched in July 2015 to create opportunities for Indigenous businesses to grow and attract private investment. It yielded changes to government procurement policies to underpin procurement targets for goods and services from Indigenous businesses.

The IPP is a Commonwealth-wide policy that must be considered by a business when undertaking procurement. The purpose of the IPP is to promote employment and training opportunities for Indigenous Australians. The policy has three parts:
1. A target number of contracts that need to be awarded to Indigenous businesses.
2. A Mandatory Set-Aside (MSA) of contracts for Indigenous businesses to apply in certain situations.
   a) all Remote Procurements (regardless of value); and
   b) all other new domestic procurements where the estimated value of the procurement is from $80,000 to $200,000 (GST Inc.)
3. Mandatory Minimum Requirements (MMRs) for Indigenous participation to apply to all new contracts delivered in Australia valued at $7.5 million (GST Inc.) or more, where the majority of the goods or services are in the building, construction and maintenance services or other specified industries

Policy

• **Move towards** basic products and service to Create balance growth?

1. Basic product or service
2. Support
3. Enhanced service
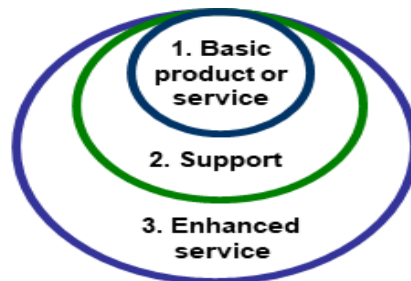
Indicore is currently formulating plans to include the IPP within its supply chain and subcontracting policies and practices. These plans have so far identified the following engagement policies

Plan 1

- Supply Chain — Preference is granted in the context of strong value-for-money to suppliers that are 50% or more Indigenous-owned

Plan 2

- Supply Chain — Preference is granted in the context of strong value-for-money to suppliers that are 50% or more Indigenous-owned

The current IPP which calls for three percent of government contracts to go to Indigenous businesses. As per the revamped IPP policy which will be effective from 1 July 2020, it will involve a target based on the value of contracts. The target will be set at one percent of the 2019-20 financial year and will increase by 0.25 percent until it progresses to three percent in 2027.

Likewise, Indicore plans is to address the supply of the required IT skills and knowledge from graduating Indigenous software engineers. The Indicore is addressing this issue and the potential for use internally and among stakeholders.
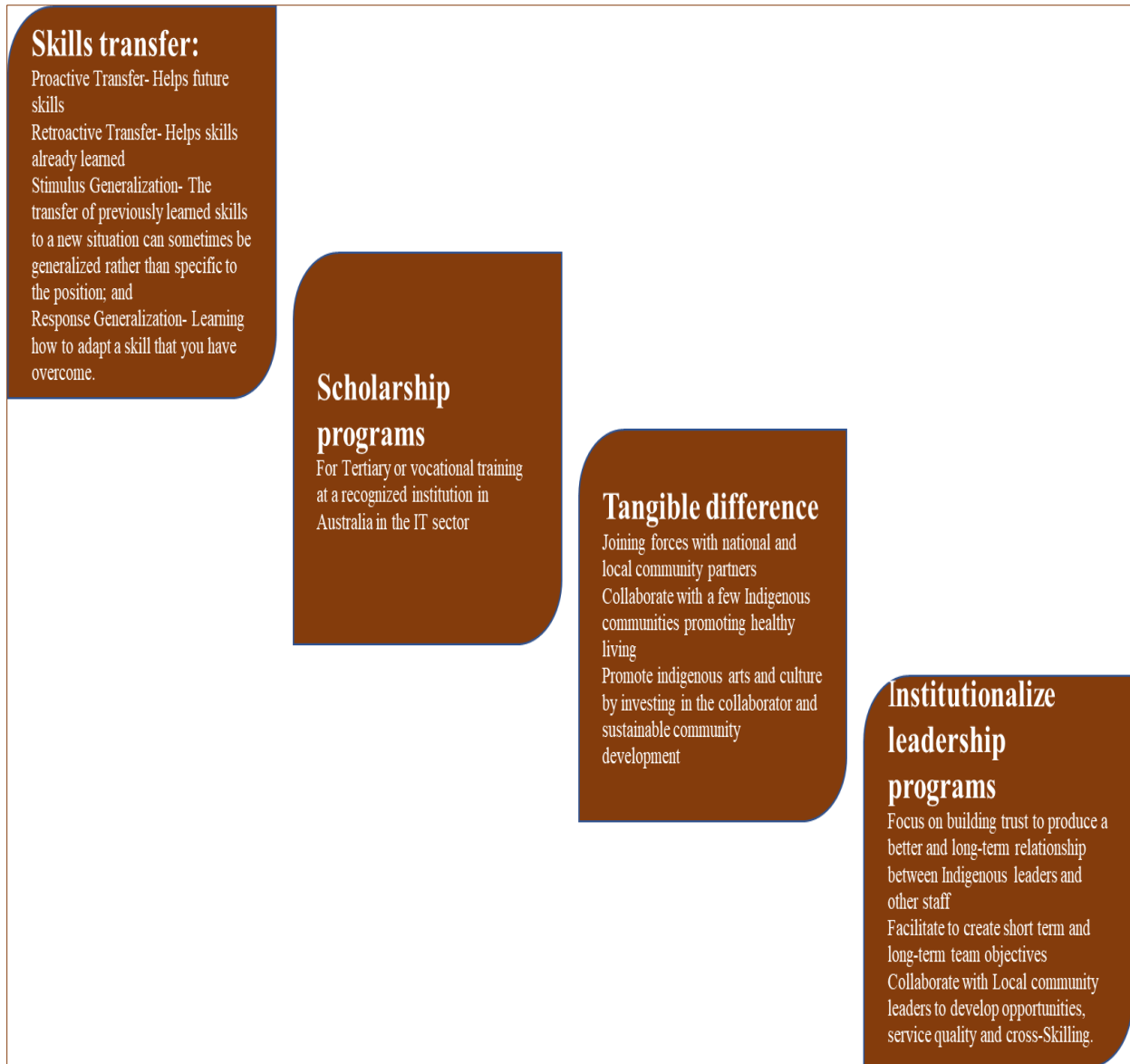
Concerning other Indigenous programs or strategies, Indicore will initiate over the term of the resultant Head Agreement, Indicore are planning to include Indigenous perspectives within the plan and execution of our services. Indicore supports an increase of opportunities for the employment of Indigenous Australians, along with the continued development of supplier diversity in Australia.

Indicore also distinguish the value of using the expertise of Indigenous Australians to support our delivery under this panel, particularly in categories such as IT Service Design, Inclusive Design, and Accessibility where digital strategies must speak to all Australians. In including Indigenous Australians in our processes, Indicore will:
- Involve indigenous Australians in analyzing existing user experiences, use their expertise through research activities and involve them in user testing sessions
- Ensure that indigenous cultural needs are considered when assessing and testing inclusive designs

– Invite Indigenous enterprises to quote on any relevant work that is not within our scope or that complements our service offering, sourcing these organizations through the Industry Council for Aboriginal Business or Indigenous Business Australia.

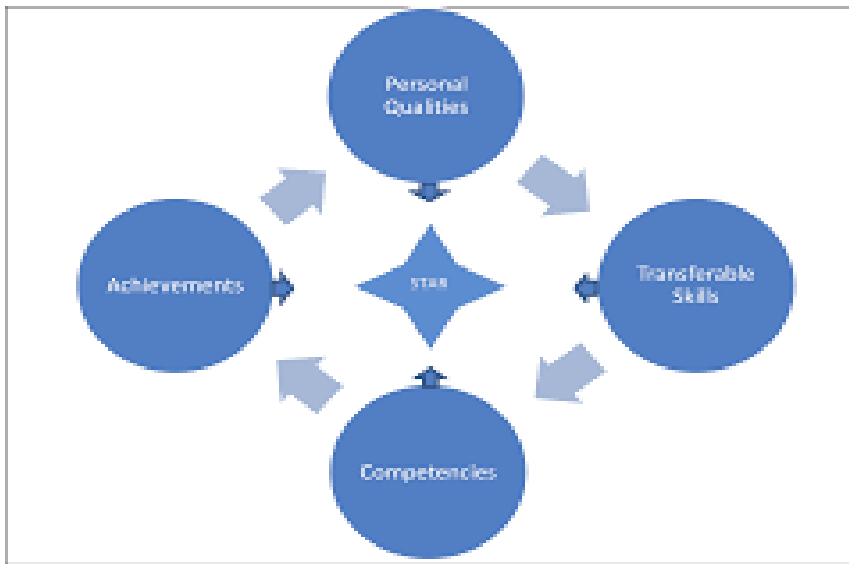Indicore is planning to do that in the following steps:

Skills transfer:
Proactive Transfer- Helps future skills
Retroactive Transfer- Helps skills already learned
Stimulus Generalization- The transfer of previously learned skills to a new situation can sometimes be generalized rather than specific to the position; and
Response Generalization- Learning how to adapt a skill that you have overcome.

Scholarship programs
For Tertiary or vocational training at a recognized institution in Australia in the IT sector

Tangible difference
Joining forces with national and local community partners
Collaborate with a few Indigenous communities promoting healthy living
Promote indigenous arts and culture by investing in the collaborator and sustainable community development

Institutionalize leadership programs
Focus on building trust to produce a better and long-term relationship between Indigenous leaders and other staff
Facilitate to create short term and long-term team objectives
Collaborate with Local community leaders to develop opportunities, service quality and cross-Skilling.

![decorative flower icon] **Skills transfer**

Indicore as a team will try to discover avenues to prepare and develop IT skills required in the professional growth of an individual. Skill transfer is defined as the influence of previous experiences on learning new skills or performing skills in fresh contexts. The effects may be positive, minus, or produce zero effect. Indicore will mostly focus and achieve positive skill transfer the one wherein a new science is easier due to previously mastered skill. Skills will be taught to an employee through:

– Instruction
– Demonstration
– Application; and
– Confirmation.

Indicore will impart these skills to an employee of Indicore or its subcontracts through the following form:

– Proactive Transfer- Helps future skills
– Retroactive Transfer- Helps skills already learned
– Stimulus Generalization- The transfer of previously learned skills to a new situation can sometimes be generalized rather than specific to the position; and
– Response Generalization- Learning how to adapt a skill that you have overcome.

Also, it will be important for an employee to furnish a summary of learning skills after the training period as it will help in performance measurement and additional skill transfer development. Indicore team trust that they can provide Indigenous people with opportunities to participate in sustainable employment.

Scholarship programs

Indicore plans to sponsor at least one scholar to an Indigenous student each year in a tertiary or vocational training at a recognized institution in Australia

Indicore, with the aid and support Indigenous organization, will award highly accomplished individuals with the Scholarship Program. Scholarships will be awarded to an Indigenous student based on the intensity of the candidate's academic background and demonstrated passion for Information Technology.

Tangible difference

Indicore as a basic rule will make it a yearly plan to directly fund and assist an Indigenous person directly through the employment or through general life assistance in addition to being a part of an Indigenous organization like Wunan whose mission is similar to Indicore.

The Wunan organization aims to shift the large number of Aboriginal people in their community who are dependent on welfare by applying the guiding philosophy that Aboriginal success grows from investing in people's ability, real opportunity, and reward for effort. Wunan focuses on using education, employment, and accommodation to strengthen the capabilities of people who are confronted with challenges.

Tangible Difference

- Consistent 'Community led' approach

- Receiving training from the elders to understand the Indigenous arts and culture

- Listen and respond to key issues and needs (your people = your customers)

- Build mutual trust and respect through action and improvement in the workplace

Increasing the diversity of our supplier base is an important area where Indicore can make a tangible difference to the economic prosperity of Indigenous communities. Indicore recognize the value of joining forces with national and local community partners. Indicore will try to collaborate with a few Indigenous communities promoting healthy living among young teenagers and grownups. Likewise, Indicore will liaise with the communities to promote indigenous arts and culture by investing in the collaborator and sustainable community development. The benefits of fostering Indigenous arts leadership are felt not alone within the cultural community but also more broadly in Australian society at large as Indicore increasingly embrace Indigenous ways of looking at and experiencing the world in which we live.

Institutionalize leadership programs

Indicore want to provide our Indigenous team members with fulfilling jobs, including opportunities to establish successful careers as leaders who progress internally or through stakeholders. Indicore will endeavor to create an opportunity to increase the number of Indigenous people in management positions and have plans to support the leadership development of high potential Indigenous team members in the forthcoming year.

Leadership Program

- Develop capability within in our organisation
- Paradigm shift
- Behaviours are key!

OLD → NEW
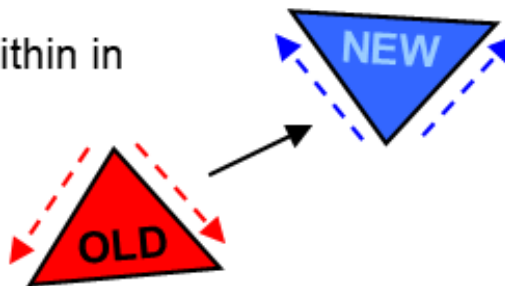
Additionally, Indicore will focus on building trust to produce a better and long-term relationship between Indigenous leaders and other staff. Facilitate them to create short term and long-term team objectives to not only lead a team but help and build a new leader in the community. Indicore will liaise and collaborate with Local community leaders to develop further opportunities, service quality and cross-Skilling.

Useful Links:

Department of Education, Skills and Employment. 2020. *Indigenous Procurement Policy (IPP)*. [online] Available at: <https://www.employment.gov.au/indigenous-procurement-policy-ipp>

Pmc.gov.au. 2020. *Policy Guide 1 - How Does The Indigenous Procurement Policy Work? | Department Of The Prime Minister And Cabinet*. [online] Available at: <https://www.pmc.gov.au/indigenous-affairs/economic-development/indigenous-procurement-policy-ipp/policy-guide-1>

Niaa.gov.au. 2020. *Indigenous Procurement Policy | National Indigenous Australians Agency*. [online] Available at: <https://www.niaa.gov.au/indigenous-affairs/economic-development/indigenous-procurement-policy-ipp>